



# 2B - Non-wage pecuniary benefits

Jean Ries



# Moving beyond income and wages

- “People value the payment for their work, but they also consider the leave, the health coverage and other benefits”
- 3 categories: paid annual leave, paid sick leave and others
- Intimately linked to sub-dimensions 3A and 4B



# Paid annual leave

2b1 Percentage of employees entitled to paid annual leave

2b2 Mean number of days of paid annual leave per year to which employees are entitled

2b3 Mean number of days of paid annual leave used per employee per year



# Paid sick leave

2b4 Percentage of employees entitled to paid sick leave

2b5 Mean number of days of paid sick leave per year to which employees are entitled

2b6 Mean number of days of paid sick leave used per employee per year



# Others

~~2b7 Percentage of employees receiving additional payments/bonuses and non-wage benefits~~

2b8 Percentage of employees with supplemental medical insurance plan

*(called into question in 2011 ...)*



# Effective or statutory coverage?

They may or may not be very close to each other

Effective coverage preferred in 2011

Statutory coverage as context indicator?



# Issues to be discussed

- 1) Wage earners or total employment?
- 2) What about “supplemental medical insurance”?
- 3) Raw days or full-time equivalents?
- 4) Interpretation and references