

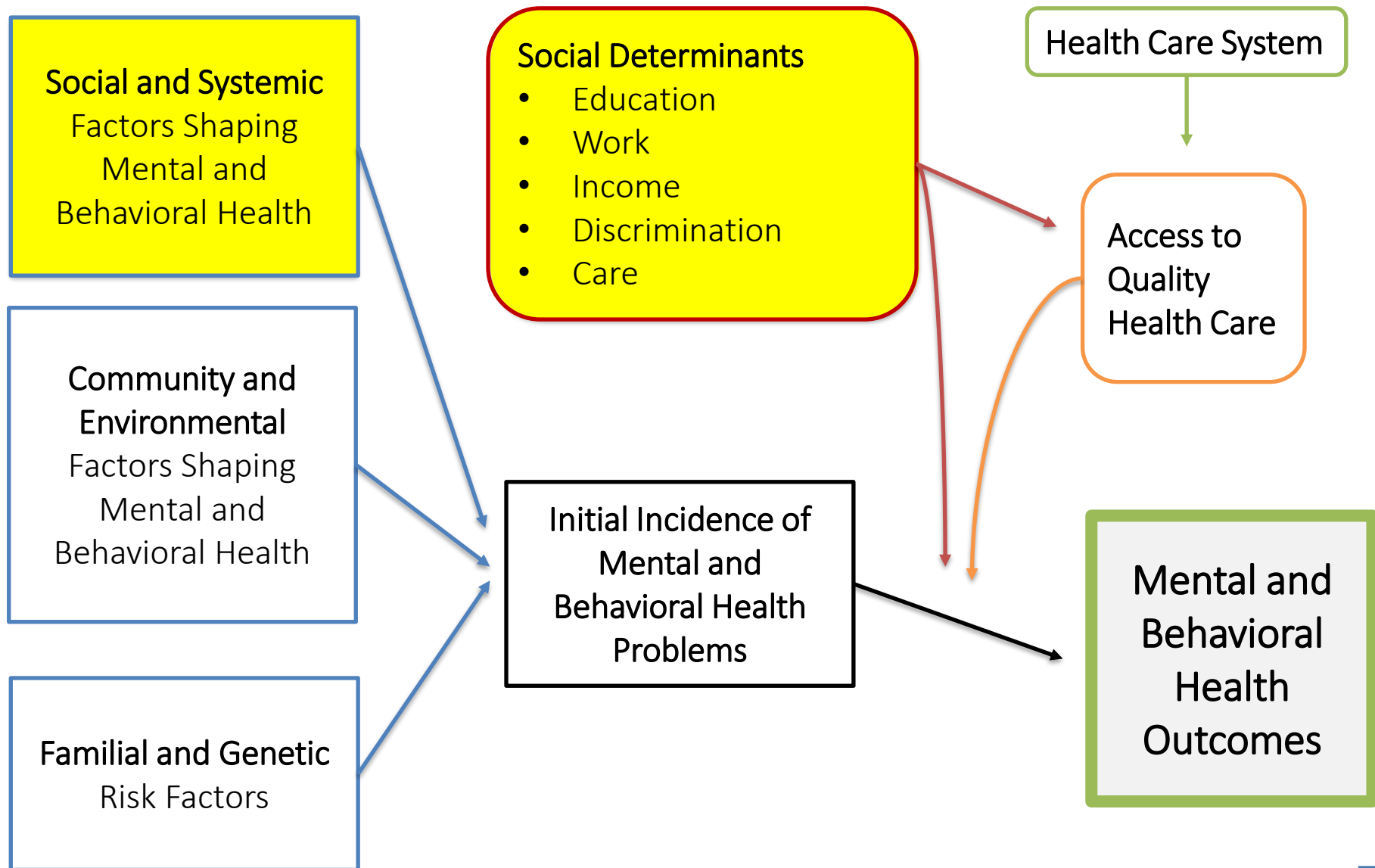
Social and economic policies that influence mental and behavioral health outcomes

Dr. Jody Heymann

Distinguished Professor, Fielding School of Public Health, Luskin School of Public
Affairs, and Geffen School of Medicine, UCLA

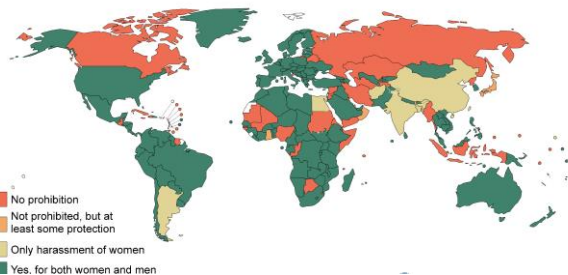
Founding Director, WORLD Policy Analysis Center







Is sexual harassment explicitly prohibited in the workplace?



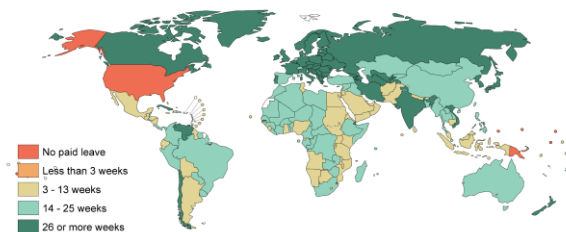
The WORLD Policy Analysis Center: Bringing Together Policies, Outcomes, and Action

- **The WORLD Policy Analysis Center builds global evidence that leads to change at national scale—improving equality, human lives, and the economy**
- WORLD both rigorously analyzes national laws and policies and links policy changes to outcomes to support evidence-based decision-making. Key elements of WORLD's approach include:
 - **Mapping and monitoring** laws & policies in all 193 UN countries, as well as state laws in key areas in the U.S.
 - **Learning what works** through policy impact studies using quasi-experimental methods
 - **Partnering** with civil society, policymakers, international and multilateral organizations, and country-based researchers **to move from evidence to impact**



Mapping & Monitoring: Why We Do It

Is paid leave available for mothers of infants?

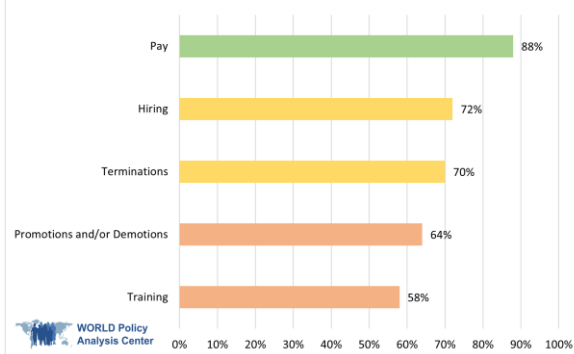


Source: WORLD Policy Analysis Center, Adult Labor Database, 2022

Rapid identification of outliers

The U.S. is one of just 7 countries globally with no paid leave.

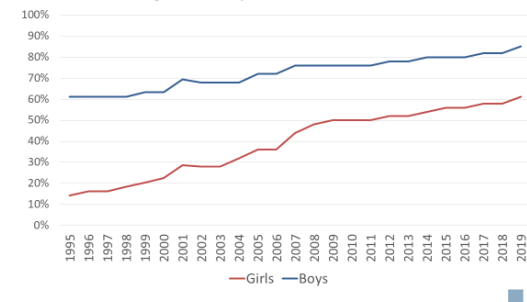
How many countries prohibit different areas of gender discrimination at work?



Comparisons across dimensions

While 88% of countries prohibit gender discrimination in pay, just 58% ban discrimination in promotions.

Has the percentage of African countries legislating a minimum age of marriage with parental consent for both girls and boys increased since 1995?



Tracking progress over time

Since 1995, the share of African countries that have closed the legal loophole allowing girls to marry with parental consent has increased from 14% to 69%.

Overview of WORLD Data Areas

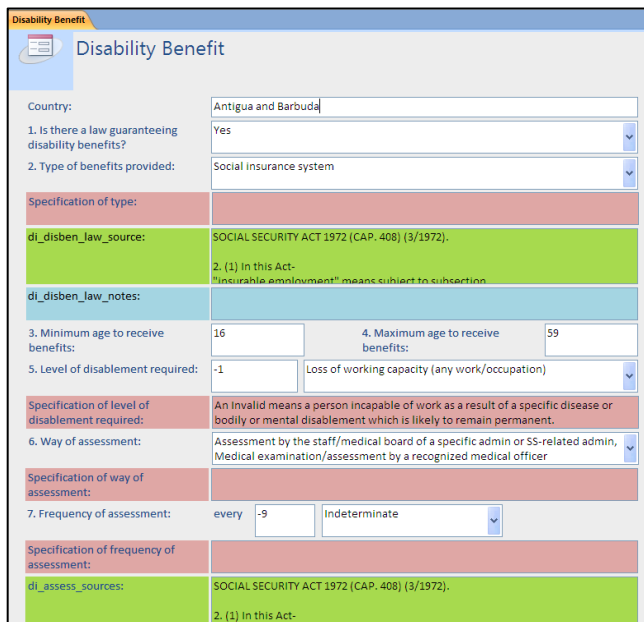
WORLD has data on more than 2,500 policies in 193 countries in policy areas that affect **human health, development, well-being, and equity**, including:

- ✓ Gender
- ✓ Nutrition
- ✓ Reproductive Health
- ✓ Public and Population Health
- ✓ Income
- ✓ Social Protection
- ✓ Childhood
- ✓ Marriage
- ✓ Education
- ✓ Families
- ✓ Environment
- ✓ Equal Rights and Discrimination
- ✓ Adult Labor and Working Conditions
- ✓ Child Labor
- ✓ Aging
- ✓ Disability
- ✓ Migration



Coding Process and Frameworks

- **Team from diverse backgrounds around the world:**
 - Multilingual: English, French, Spanish, Russian, Arabic, and other languages
 - Multidisciplinary: Economics, political science, international development, public health, education, laws, and demography
- **Review source materials** for each individual country in a systematic, consistent, and comparative way



Disability Benefit

Country: Antigua and Barbuda

1. Is there a law guaranteeing disability benefits? Yes

2. Type of benefits provided: Social Insurance system

Specification of type:

di_disben_law_source: SOCIAL SECURITY ACT 1972 (CAP. 408) (3/1972).

2. (1) In this Act- "insurable employment" means subject to subsection

di_disben_law_notes:

3. Minimum age to receive benefits: 16

4. Maximum age to receive benefits: 59

5. Level of disablement required: -1 Loss of working capacity (any work/occupation)

Specification of level of disablement required: An Invalid means a person incapable of work as a result of a specific disease or bodily or mental disablement which is likely to remain permanent.

6. Way of assessment: Assessment by the staff/medical board of a specific admin or SS-related admin, Medical examination/assessment by a recognized medical officer

Specification of way of assessment:

7. Frequency of assessment: every -9 Indeterminate

Specification of frequency of assessment:

di_assess_sources: SOCIAL SECURITY ACT 1972 (CAP. 408) (3/1972).

2. (1) In this Act-

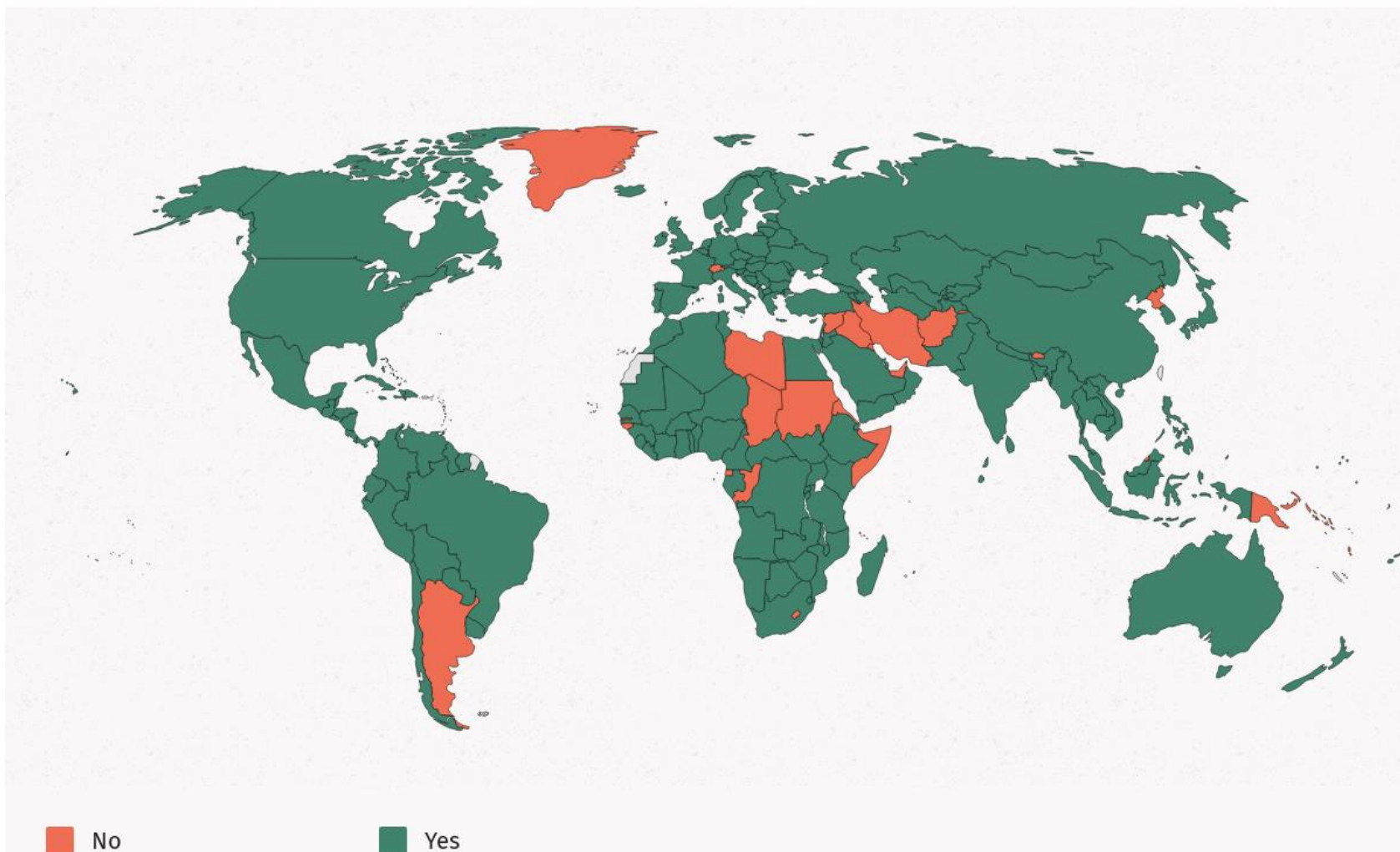
- **Quality checks:**
 - Double coding; reconciling
 - Database cleaning
 - Verification of outliers
 - Periodic updates
 - Feedback from countries/regions



Equality at Work



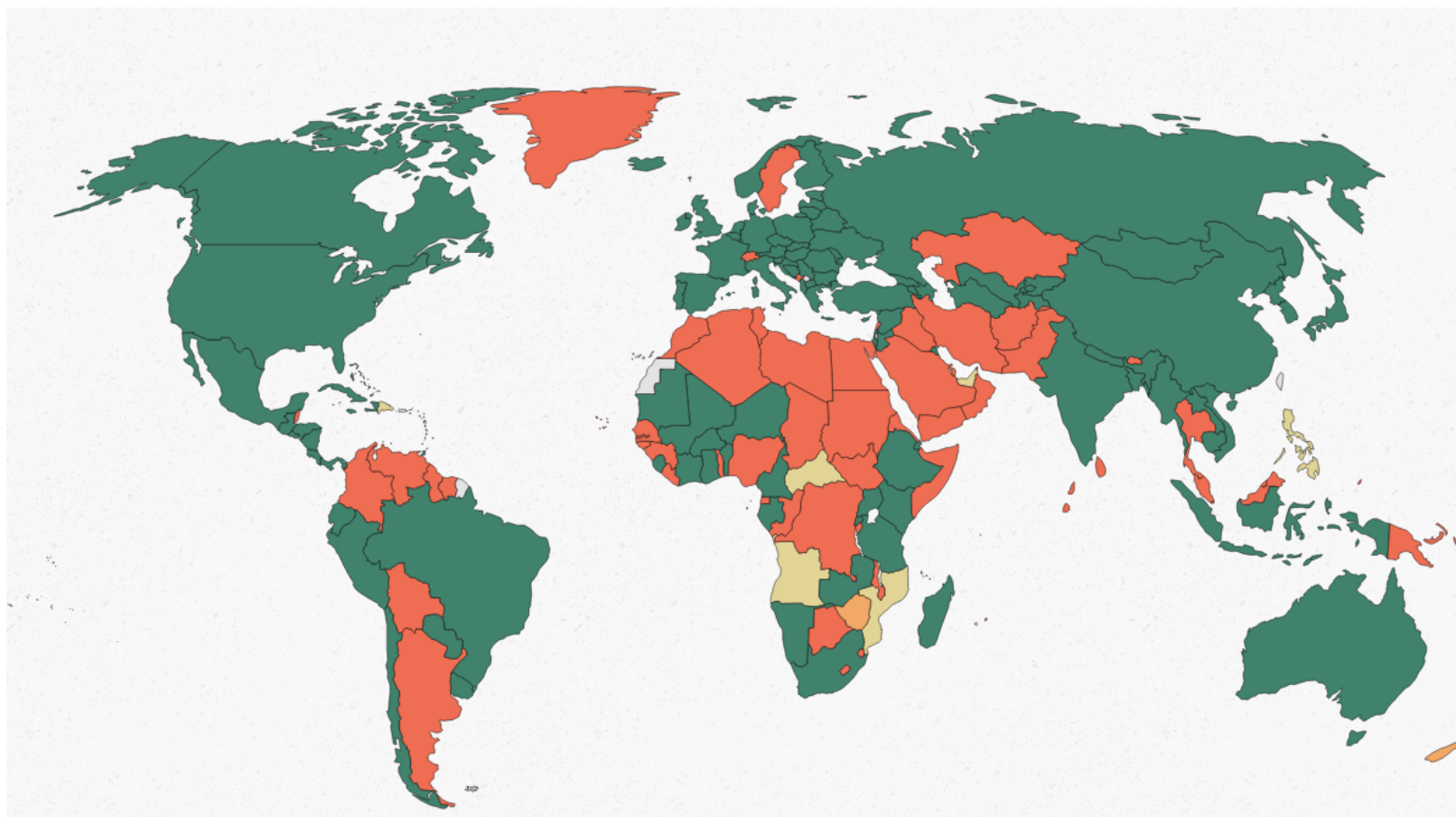
Is there at least some explicit legislative prohibition of workplace discrimination based on disability?



Map reflects policies in place as of January 2021.

Consistent with WORLD's commitment to advancing universal coverage, this analysis captures the minimum guaranteed level of policy-based protection available and does not include protections that are available in some localities, but not nationally.

Are employers required to guarantee reasonable accommodation to workers with disabilities?



■ No

■ No, but provisions of reasonable accommodation is not considered discrimination

■ No, but employers are encouraged to provide reasonable accommodation

■ Yes

Map reflects policies in place as of January 2021.

Consistent with WORLD's commitment to advancing universal coverage, this analysis captures the minimum guaranteed level of policy-based protection available and does not include protections that are available in some localities, but not nationally.

Further Research Needed

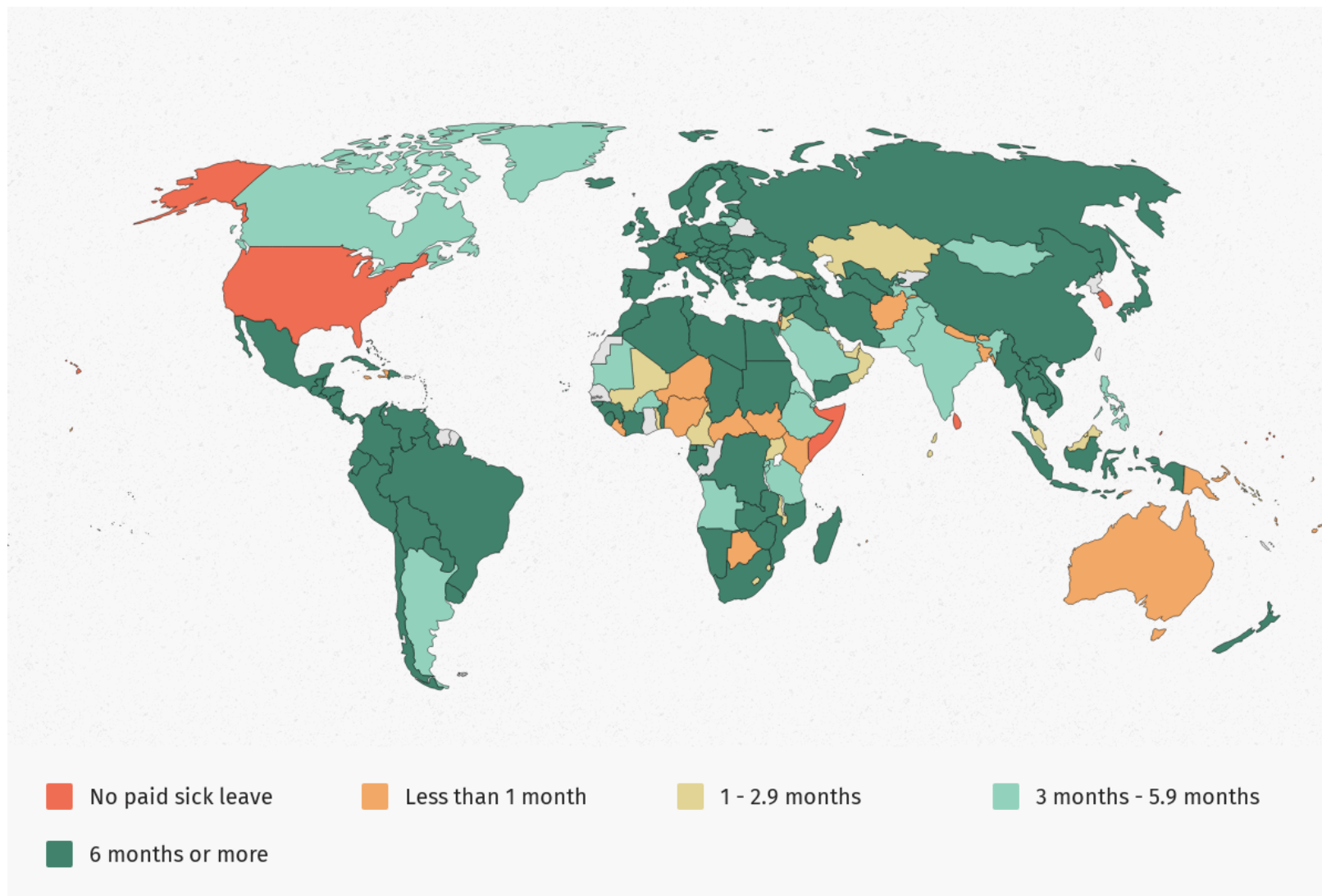
- How well is non-discrimination implemented for mental and behavioral health compared to physical health?
- How well is reasonable accommodation implemented for mental and behavioral health compared to physical health?



Leave from Work for Health and Care



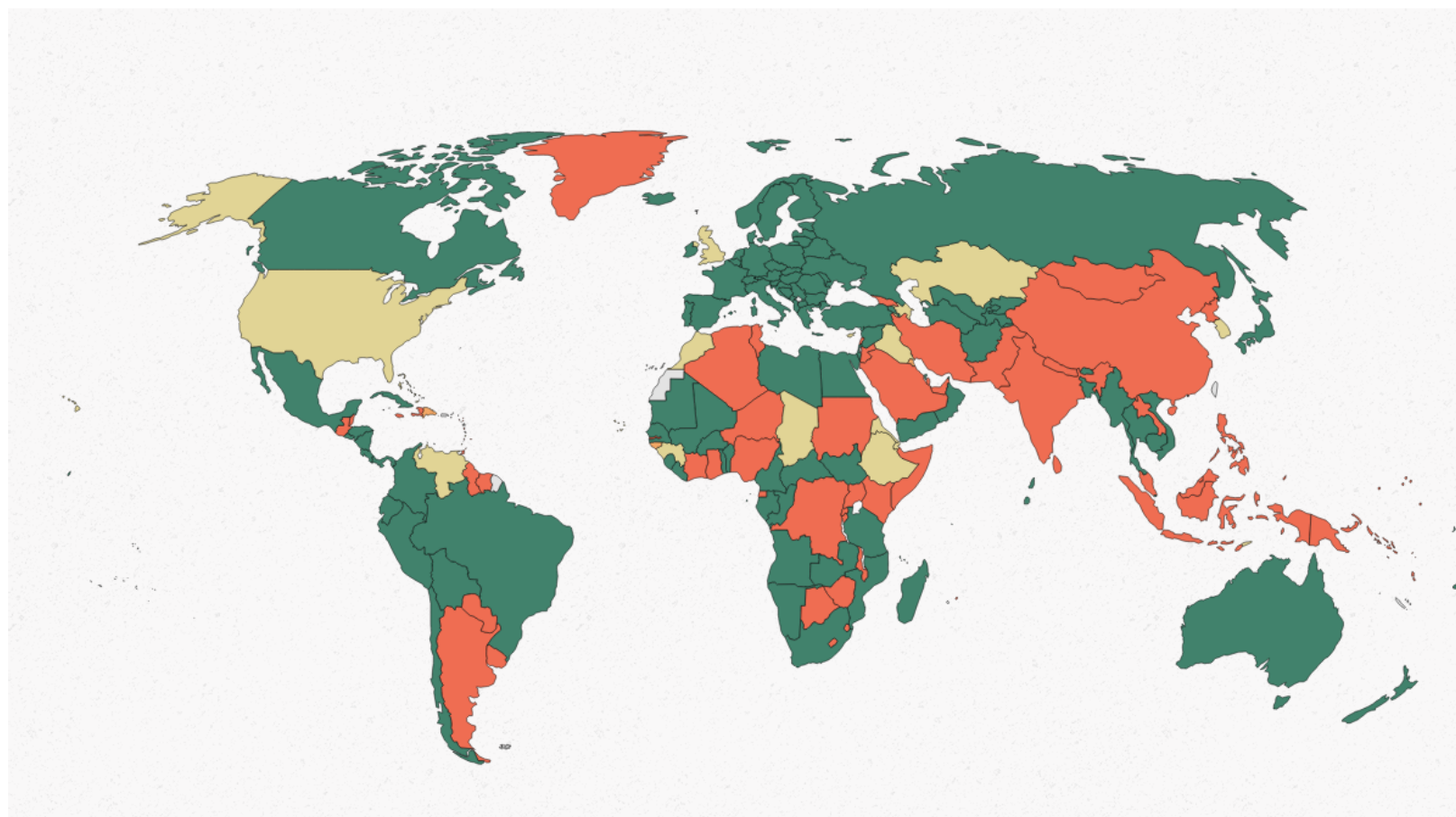
For how long are workers guaranteed paid sick leave?



Data reflect long-term policies in place as of January 2022.

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Are working women and men guaranteed any leave for children's health needs?

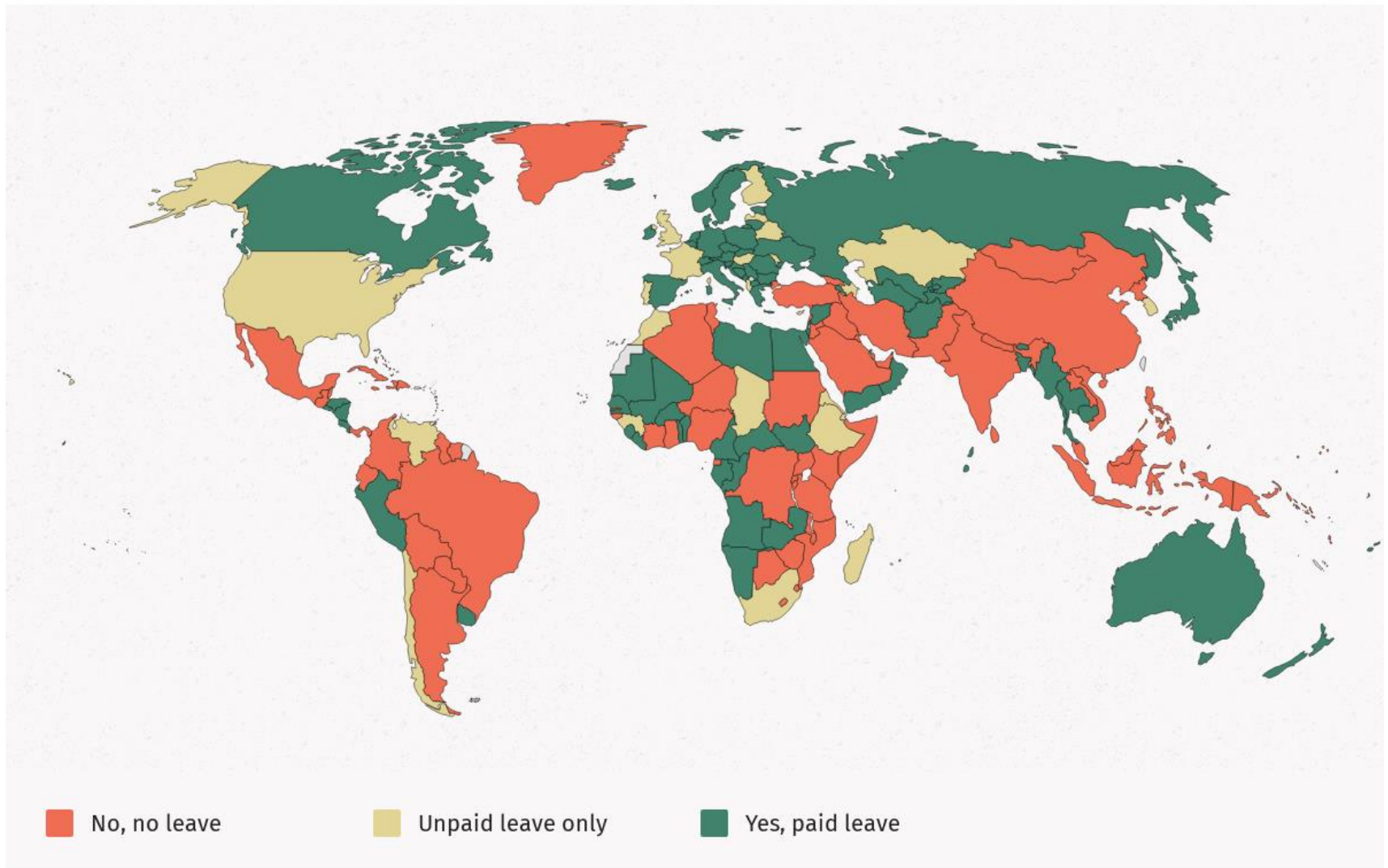


- No, no leave
- Leave only available to mothers
- Unpaid leave only for parents
- Yes, paid leave for parents

Map reflects a systematic review of laws in place as of January 2022.

Consistent with WORLD's commitment to advancing universal coverage, this analysis captures the minimum guaranteed level of policy-based protection available and does not include protections that are available in some localities, but not nationally.

Are workers guaranteed any leave for their adult family members' health needs?



Map reflects a systematic review of laws in place as of January 2022.

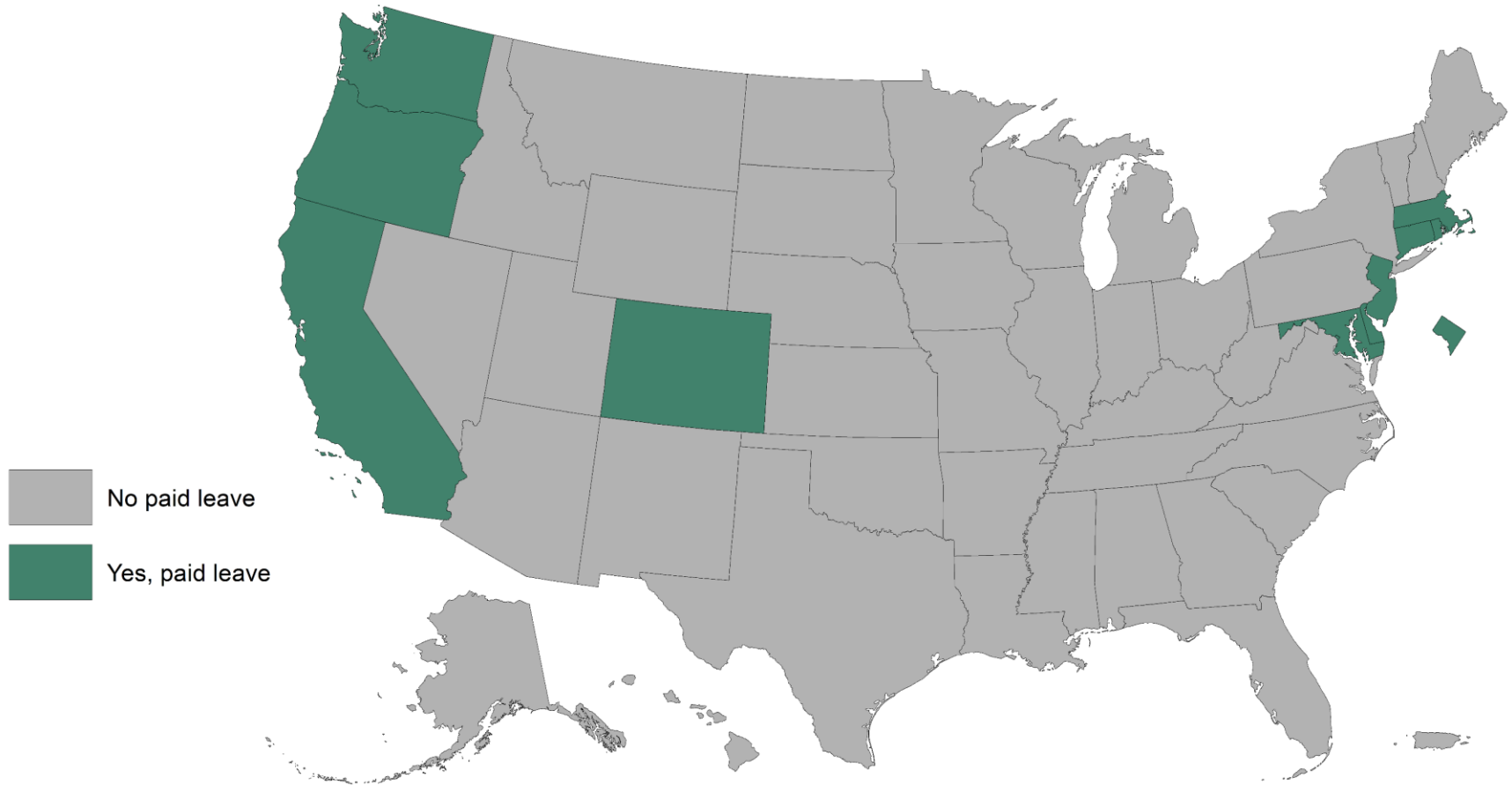
Consistent with WORLD's commitment to advancing universal coverage, this analysis captures the minimum guaranteed level of policy-based protection available and does not include protections that are available in some localities, but not nationally.

Paid Family and Medical Leave in the United States: Analysis of State and other Subnational Laws

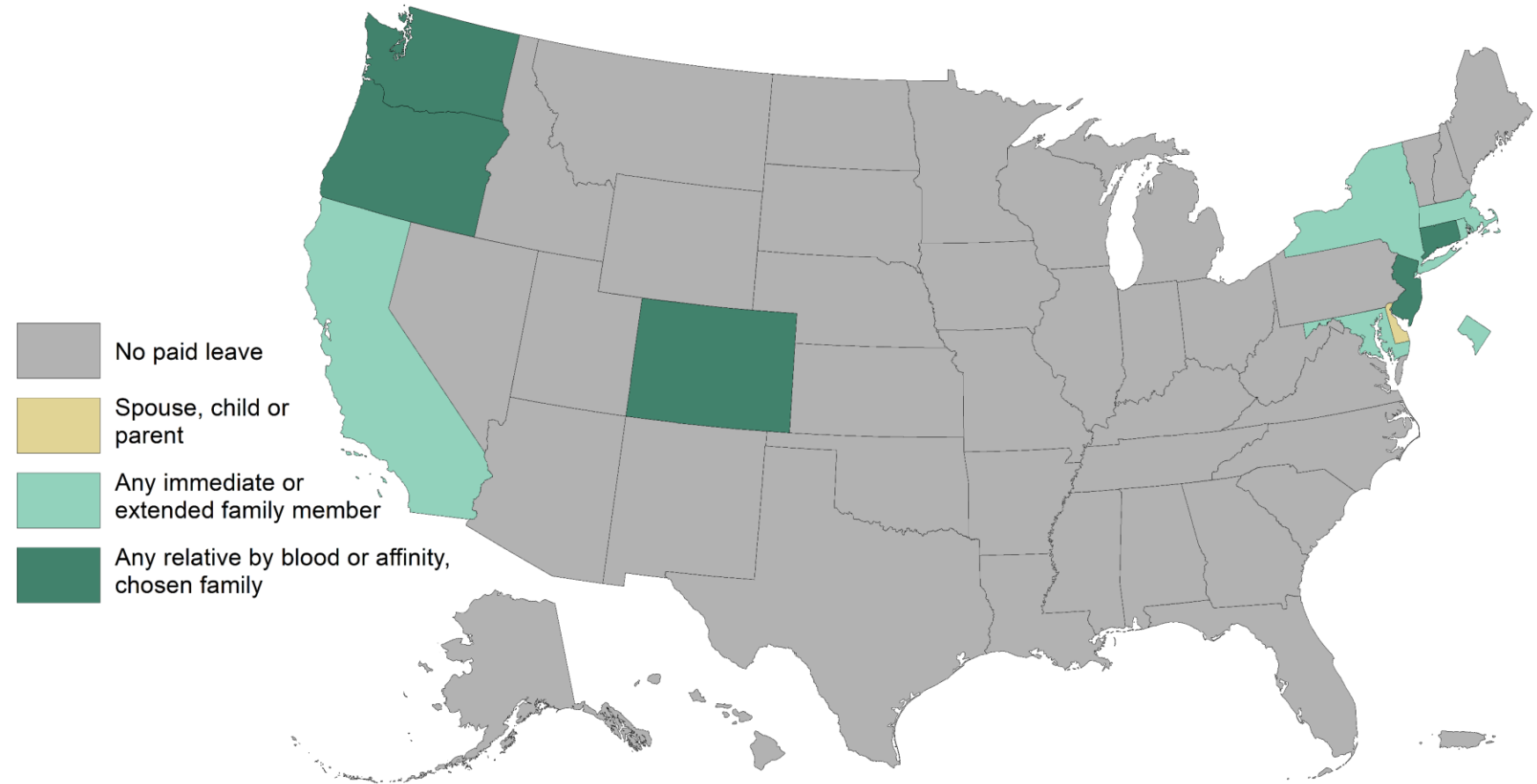
- We looked systematically at every paid leave policy adopted by U.S. states, the District of Columbia, and Puerto Rico through December 2022
- Examined what share of workers met each core eligibility requirement for leave in each state by race/ethnicity, gender, and education level
- We also looked at whether taking leave was affordable, based not only on the amount of pay workers would receive while on leave, and whether they would be guaranteed a job to come back to



Is personal leave for a serious mental illness available?



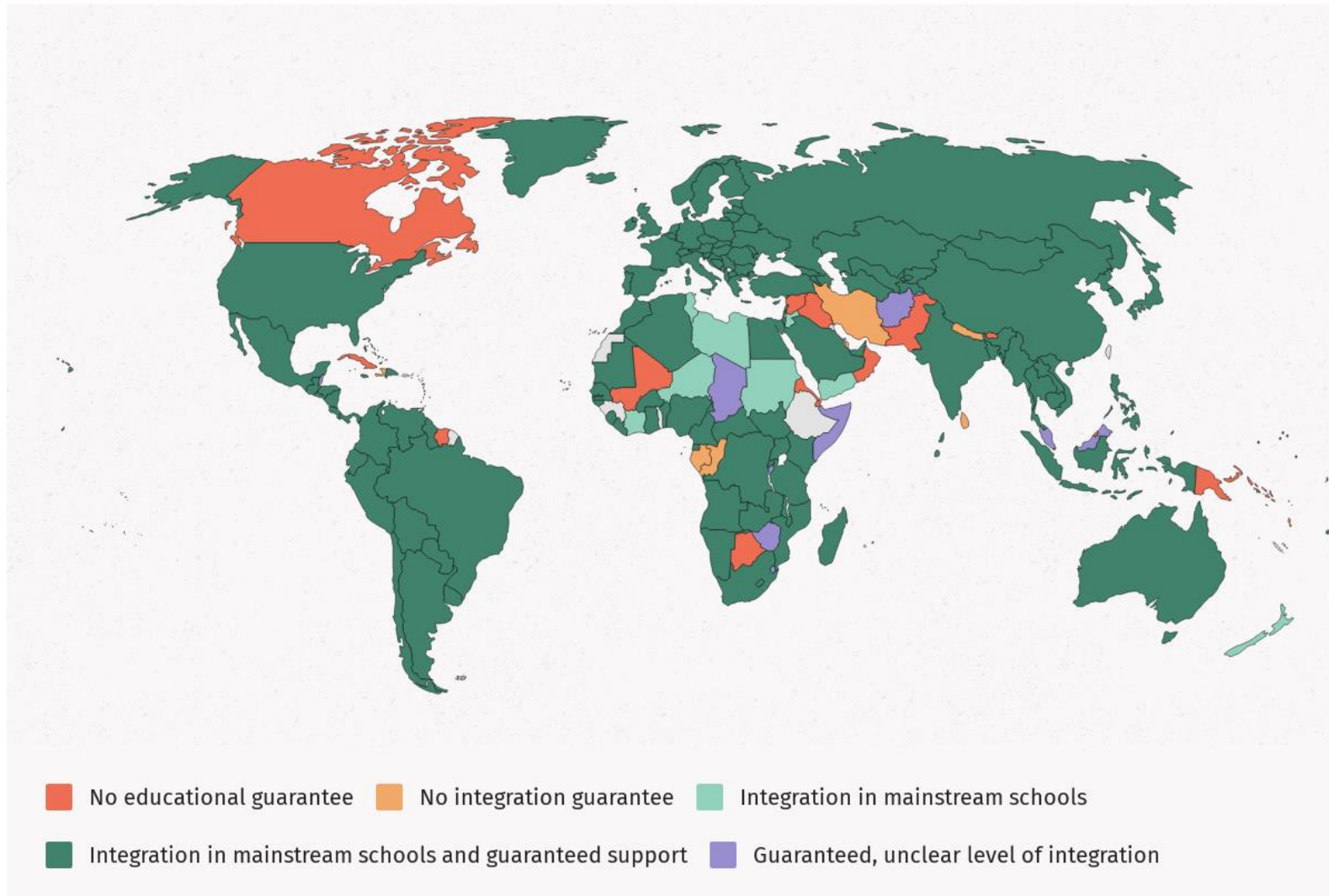
For which family members can an employee take paid family leave for serious mental illness?



Equal Rights and Full Inclusion in Education



What is the guaranteed level of inclusion in primary education for students with disabilities?



Map reflects policies in place as of January 2023.

Consistent with WORLD's commitment to advancing universal coverage, this analysis captures the minimum guaranteed level of policy-based protection available and does not include protections that are available in some localities, but not nationally.

Further Research Needed

- How well is non-discrimination in school implemented for students with mental and behavioral health issues?
- How well is full inclusion in schools implemented for students with mental and behavioral health issues?



Summary

- **The United States has major gaps in legal rights and social protection**
 - No guarantee of constitutional equal rights
 - No national paid medical/sick leave
 - No national paid leave to care for children with mental and behavioral health needs
 - No national paid leave to care for adults with mental and behavioral health needs

- **Further research on implementation for mental and behavioral health is needed in areas where legal protections do exist**
 - Equality at work and reasonable accommodation
 - Equality and full inclusion at school

