

## Understanding the Gender Differences in Sickness Absence: Perspectives from Central and Eastern European Nations

**Katarzyna Miszczyńska**

Faculty of Economics and Sociology, University of Lodz, Łódź, Poland

### Abstract

This research examined the disparity between genders in sickness absenteeism across Central and Eastern European nations from 2010 to 2023. Utilizing Eurostat data and the shift-share analysis (SSA) technique, the study evaluated how regional, sectoral, and local elements influenced changes in sickness absenteeism. The results revealed differences in the duration of sickness absence among European countries, linked to the overall developmental status of the CEE region. Furthermore, the study underscored the importance of the research and the escalating issue of the gender gap in sickness absence within CEE countries. The SSA analysis results showed that gender disparities in sickness absenteeism diminished in most countries during the examined period, although the COVID-19 pandemic exacerbated these differences in certain sectors. This study offers valuable insights for policymakers and employers aiming to foster workplace equality and enhance employee health and well-being.

### Keywords

Gender, gender gap, sickness absence, CEE countries.

