1995 Family Medical Leave Act (FMLA) Survey Data Files

The 1995 FMLA Wave 1 Survey of Employees was conducted by the University of Michigan and the 1995 Survey of Employers was conducted by Westat.

**The “FMLA 1995 Files” folder includes the following files:**

1. Westpub.sas7bdat[[1]](#footnote-1)

2. FMLAMICH.sas7bdat

3. Michform.sas7bdat (SAS Data Set) and formats.sasbcat[[2]](#footnote-2)

4. Roster.sas7bdat (SAS Data Set)

5. FMLAReport1995.pdf

6. FMLA Survey of employers recodes documentation.doc[[3]](#footnote-3)

7. FMLA Survey of employees recodes documentation.doc[[4]](#footnote-4)

Details are included below.

**1. Westpub.sas7bdat**

The 1995 Survey of Employers data set (Westpub.sas7bdat) consists of 1206 observations and 337 variables. Users should use “TFWT” (the final weight variable) to reproduce the estimates in the report (FMLAReport1995.pdf).

In the SAS data set, refer to variable “FMLACOV” to identify whether an establishment is covered by FMLA or not, according to size and number of locations.

FMLACOV: 1 = FMLA-covered establishments

0 = Non-covered establishments

*How to read a SAS data file*

Users have to put the SAS data file “Westpub” in a directory and define a libname where the file is stored. For example, if the file is stored at c:\fmladata\Westpub.sas7bdat, users need to define the following LIBNAME statement

libname fmla “c:\fmladata”;

**2. FMLAMICH.sas7bdat**

The 1995 Survey of Employees data set (FMLAMICH.sas7bdat) consists of 2256 observations and 180 variables. Users should use “FINALWGT” (final weight) to reproduce the estimates in the report (FMLAReport1995.pdf).

*How to read a SAS data file*

Users have to put the SAS data file “FMLAMICH” in a directory and define a libname where the file is stored. For example, if the file is stored at c:\fmladata\FMLAMICH.sas7bdat, users need to define the following LIBNAME statement

libname fmla “c:\fmladata”;

**3. Michform.sas7bdat and formats.sas7bcat**

This is a control data set which is a SAS format in data set structure. It can be converted into SAS format by using PROC FORMAT. This will then become a SAS format which is then used along with a SAS data set “FMLAMICH” to provides labels to data values. Users can then use this format generated with a data set to describe the various values.

libname library 'c:\formats';

proc format lib=library cntlin=library.Michform;

run;

For users’ convenience, “formats” catalogue files are included that include labels to data values.

**4. Roster.sas7bdat[[5]](#footnote-5)**

A series of variables providing information on the household characteristics of respondents was created using data from both the interview dataset and the household roster. All variables have been attached to the interview record of each respondent, yielding a dataset (ROSTER.sas7bdat) with one record per respondent (n=2256). These variables are defined below.

*Variables from the Interview Dataset*

**SAMPLEID:** Identification variable for respondent. Each respondent has a unique value (This variable is already attached to the original BLSTOTAL dataset).

**HHID:** Identification variable for household. Each household has a unique value. Respondents who share households have the same HHID value.

**PN:** Variable indicating “person-number” within a household. Each respondent in a household where multiple interviews were taken has a unique PN value. For example, in the household that has the HHID value of 1, there are two respondents. The first respondent is designated as person-number 1 and the second respondent is designated as person-number 2.

**STATE:** State of residence (2-digit code).

*Variables from the Household Roster*

Data from the household roster was used to create variables that provide information on each household member in a respondent’s household. These variables include information about each household member in a respondent’s household, including: relationship to the informant (i.e., the person who provides the household listing information to the interviewer), age, gender, eligibility status (i.e., a taker, needer, or employed-only), and selection status (i.e., whether or not they provided an interview). These variables are numbered consecutively to reflect person-number assignment in the household (e.g., AGE1—AGE9). The maximum number of persons in a household is 9. Each interview record, then, has 9 variables for each household level variable (i.e., 9 relationship, age, sex, eligibility and selection status variables corresponding to up to 9 household members). Most respondents have fewer than 9 household members; for these respondents, the corresponding household variables are missing.[[6]](#footnote-6)

**PER1--PER9:** The relationship of each household member to the informant (see **Relationship Code** below).

**SEX1—SEX9:** The gender of each household member: 1=Male, 2=Female

**AGE1—AGE9:** The age of each household member.

**ELIG1—ELIG9:** The eligibility status of each household member: 1=Taker, 2=Needer, 3=Employed Only

**STATUS1—STATUS9:** The selection status of each household member: 1=Interviewed or Missing=Not interviewed.

**Relationship Code:** 1=Informant, 2=Wife, 3=Husband, 4=Mother, 5=Stepmother, 6=Father, 7=Stepfather, 8=Daughter, 9=Stepdaughter,10=Son, 11=Stepson, 12=Sister, 13=Brother, 14=Uncle, 15=Aunt, 16=Niece, 17=Nephew, 18=Grandmother, 19=Grandfather, 20=Granddaughter, 21=Grandson, 22=Other Relative, 23=Other Non-Relative, 24=Partner

*How to read a SAS data file*

Users have to put the SAS data file “Roster” in a directory and define a libname where the file is stored. For example, if the file is stored at c:\fmladata\Roster.sas7bdat, users need to define the following LIBNAME statement

libname fmla “c:\fmladata”;

**5. FMLAReport1995.pdf**

The report “A Workable Balance: Report to Congress on Family and Medical Leave Policies” presents findings on family and medical leave policies and practices from the 1995 Surveys of Employees and Establishments. This 210-page report contains nine chapters. This report is also available at <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/FMLAReport1995.pdf>.

**6. FMLA Survey of employers recodes documentation.doc**

The documentation for the 1995 FMLA Survey of Employers data set is described in the document “FMLA Survey of Employers (Westat) Documentation for Recoded Variables”. The documentation consists of lists of variables used in the analysis along with variable names, description of variables, and value labels.

**7. FMLA Survey of employees recodes documentation.doc**

The documentation for the 1995 FMLA Survey of Employees data set is described in the document “FMLA Survey of Employees (University of Michigan) Documentation for Recoded Variables”. The documentation consists of lists of variables used in the analysis along with variable names, description of variables, and value labels.

1. The original files “Westpub” and “FMLAMICH” were SAS Xport transport files. The original files have been converted to SAS data sets for this folder so that users can directly work on the files without the need for conversion. [↑](#footnote-ref-1)
2. The original files “Michform” and “Roster” had an “.ssd” extension, which corresponds to V604 data files. These files can be opened only in a 32-bit environment. The original files have been converted to SAS data sets for this folder so that users can directly work on the files without the need for conversion. [↑](#footnote-ref-2)
3. The original file “Westat recode documentation.doc” has been renamed to “FMLA Survey of Employers recode documentation” for this folder for easy recognition and identification purposes. [↑](#footnote-ref-3)
4. The original file “Michigan recode documentation.doc” has been renamed to “FMLA Survey of Employees recode documentation” for this folder for easy recognition and identification purposes. [↑](#footnote-ref-4)
5. The details on this file come from the original “README.doc” file (not included in this folder). [↑](#footnote-ref-5)
6. There are n=44 respondents who are coded as missing on the variables for PN=1. These respondents have non-missing values on subsequent person-number variables. [↑](#footnote-ref-6)