



U.S. Department of Health and Human Services



Agency for Healthcare Research and Quality

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MEPS – HC Jobs File

William Carroll, MA



Employment Section Design

- **Variables on the JOBS file come from the Employment section of the HC**
- **Emphasis on having a continuous time line of employment history over the Panel for each person**
 - ▶ **Need complete information on employer-based health insurance**
- **Also interested in:**
 - ▶ **Indicators of job quality**
 - ▶ **Employment data that relates to earnings**



The Basics 1

- **Employment data is collected for each person age 16 and older in each round**
- **Employment status (EMPST31/42/53):**
 - “currently employed” if job at interview date;
 - “has job to return to” if did not work during the reference period but had a job to return to as of the interview date;
 - “employed during the reference period” if no job at the interview date but did work during the round;
 - “not employed with no job to return to” if the person did not have a job at the interview date, did not work during the reference period, and did not have a job to return to.
- **Categories are mutually exclusive**



The Basics 2

- **Most workers have only one job at time of initial interview**
- **If more than one job**
 - ▶ **Respondent designates one as Current Main Job**
 - ▶ **Other jobs are Current Miscellaneous Jobs**
- **Job held in the round that ended before interview date is “Former” job**



Employment Updates

- **Special update module used in Rounds 2-5**
 - ▶ **If Current job continues from prior round, limited update**
- **If person not working in previous round, asked if working in current round**
 - ▶ **If yes, then collect complete information**



Job Changes

- **If prior round Current Main or Current Miscellaneous job does not continue at current round interview**
 - ▶ **Becomes Former Main or Former Miscellaneous job**
 - ▶ **If new Current job added, then collect complete information**



JOBS File

- **Each JOBS file covers one calendar year**
- **All jobs included on file**
 - ▶ **Population/Consolidated files only have Current Main Job**
- **No editing done to JOBS variables**
- **No weights on file**
 - ▶ **Must link to file with weights**



JOBS Records

- **Records are at person/round/job level**
 - ▶ **If same job continues for more than one round, then separate record for each round on file**
 - ▶ **Person reporting on multiple jobs in round will have one record per job on the file for that round**

JOBSIDX Variable

- **JOBSIDX (e.g., 00002025501) is unique identifier for each record**
 - ▶ **Person identifier (DUID & PID): 00002025**
 - ▶ **Round (RN): 5**
 - ▶ **Job number (JOBSN): 01**



JOB SN Variable

- **JOB SN is assigned using 2-digit counter**
 - ▶ **If job continues for more than one round, JOB SN does not change**
 - ▶ **If new job introduced in round, then its JOB SN set to one greater than highest JOB SN for a job in round for that person**
 - **Rare but possible: Two jobs for a person with same JOB SN in different rounds**



Continuing Jobs

- **STILLAT (Main) and STILLWRK (Misc.) indicate if job continues from prior round**
- **For jobs that continue from a prior round many variables coded as -1 (inapplicable)**
 - ▶ **Look back to prior round's data if -1 in current round**



Job SUBTYPE Variable

- **SUBTYPE indicates job type**
 - ▶ **1 = Current Main Job**
 - ▶ **2 = Current Miscellaneous Job**
 - ▶ **3 = Former Main Job**
 - ▶ **4 = Former Miscellaneous Job**
 - ▶ **5 = Last Job**
 - ▶ **6 = Retirement Job**



File Variables

- **All data not collected for all jobs**
 - ▶ **Most information available for Current jobs**
- **Not all variables relevant for all records**
 - ▶ **Some variables pertain only to self-employed; some only if working for someone else**
- **-10 value: Earnings and “Number of Employees” variables topcoded for confidentiality**



Earnings Data

- **Data on file reflect variety of ways that people are paid**
- **Earnings variables can be reported as gross salary, bonuses, tips, etc.**
- **Job may have more than one type of earnings associated with it**
 - ▶ **Hourly wage plus tips**
 - ▶ **Annual salary plus commission**



Health Insurance Variables

- **Health insurance coverage collected for each job type in initial round reported**
- **EMPLINS (main jobs) & JOBHASHI (miscellaneous jobs) indicate health insurance coverage through job when job first reported**
- **For jobs continuing from previous round**
 - ▶ **Updated if not enrolled in prior round –**
 - **NOWTAKEI (if not offered in prev round) & OFFTAKEI (if offered but did not take in prev round) for update rounds**
 - ▶ **Not updated if enrolled in prior round**