



AGENCY FOR HEALTHCARE RESEARCH AND QUALITY



MEPS-HC Employment Data

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Employment Data

Public Use Files: Release Timeline



2021 Data

- **March 2023**
Full-Year Population Characteristics File
JOBS File
- **August 2023**
Full-Year Consolidated Data File
- **September 2023**
Panels 23, 24, and 25 Longitudinal Data File

Questionnaire Sections that Collect Employment Variables

- **Employment (EM)**
- **Employment Wages (EW)**
- **Review of Employment Information (RJ)**

Employment Section Design

- **Employment data is collected for each person ages 16 and older in each round.**
- **Emphasis is on having a continuous timeline of employment history over the panel for each person.**
- **The employment section is also designed to collect the information such as:**
 - ▶ **Indicators of job quality**
 - ▶ **Employment data that relates to earnings**
 - ▶ **Employer-sponsored health insurance (ESI)**

The Basics

- **Most workers have only one job at time of initial interview.**
- **If more than one job, the respondent designates one as the current main job; the others are current miscellaneous jobs.**
- **Job held in the round that ended before interview date is “former” job.**

The Basics (continued)

- Although information about jobs is collected over time, basic information is collected only once in the first round the job is reported.
- Special update module used in later rounds.
 - ▶ If current job continues from prior round, updates are limited.
 - Change in hours worked?
 - Change in wages?
 - If no ESI last round, ask for current round.
- If a person was not working in the previous round, he or she is asked in the current round if working.
 - ▶ If yes, then complete information is collected.

The Basics (continued)



- **More information is collected about current main jobs than other types of jobs.**
- **More information is collected if the person is an employee and is not self-employed.**

(See “Variables Set for Each SUBTYPE” table in the [JOBS file documentation](#) for the detail.)

Full-Year Consolidated Data File vs. Jobs file



- Full-Year Consolidated Data file includes the information about current main jobs only.
- Jobs file includes the information on all types of jobs reported:
 - ▶ Current Main Job
 - ▶ Current Miscellaneous Job
 - ▶ Former Main Job
 - ▶ Former Miscellaneous Job
 - ▶ Last Job Outside Reference Period
 - ▶ Retirement Job

Full-Year Consolidated Data File: Employment variables



- **Employment status (EMPST31/42/53) categories are as follows:**
 - 1 = “currently employed” if job at interview date;
 - 2 = “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;
 - 3 = “employed during the reference period” if no job at the interview date but did work during the round; and
 - 4 = “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.**

Full-Year Consolidated Data File: Information on Current Main Jobs



- **Self-employment status**
- **Employer characteristics***
 - single vs. multi-location firm
 - private for-profit, not-for profit, or a government entity
- **Hourly wage***
- **Benefits***
 - Paid leave to visit a doctor
 - Paid sick leave
 - Paid vacation
 - Pension plan

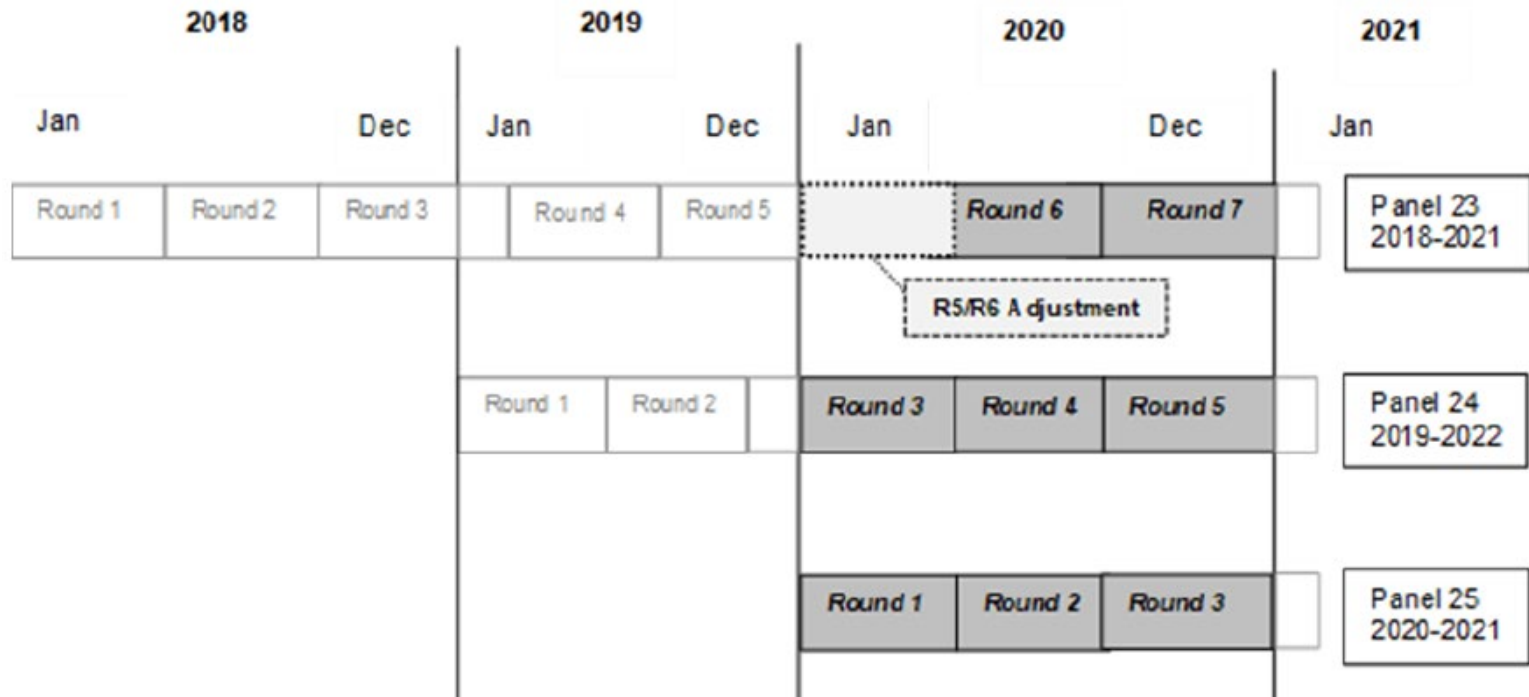
*** The questions are asked for individuals who report not being self-employed at their current main job.**

Full-Year Consolidated Data File: Information on Current Main Jobs



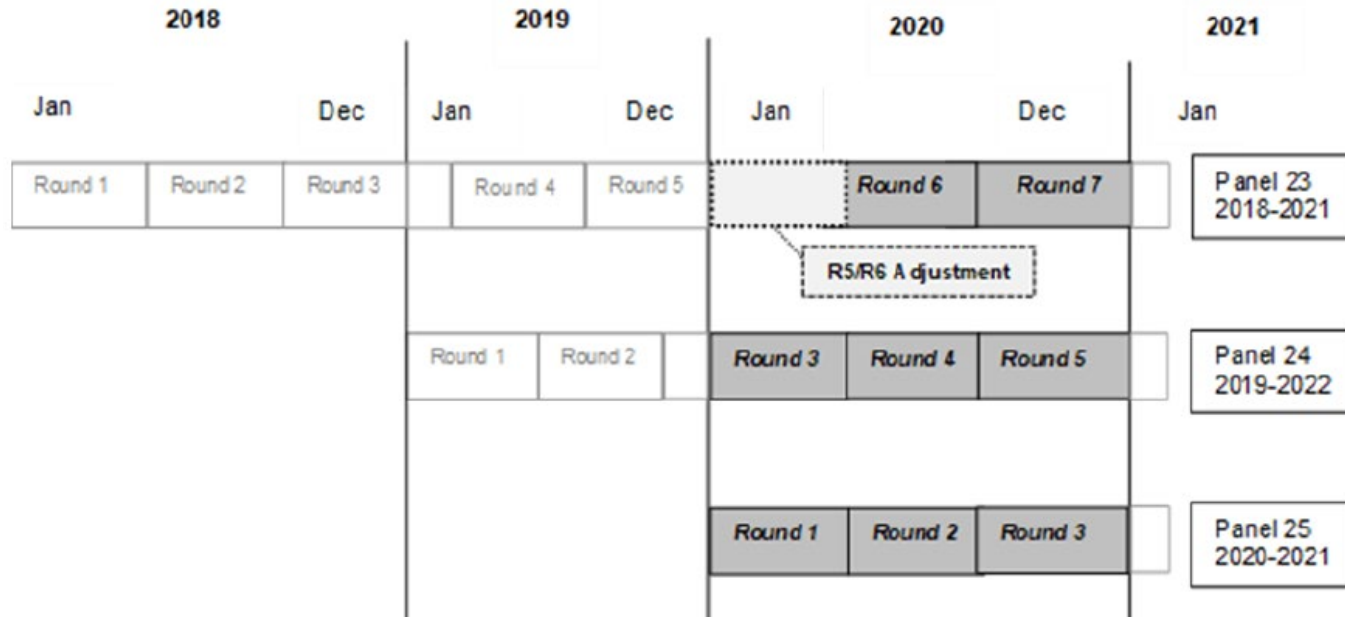
- **Health Insurance**
 - Held at a current main job
 - Offered through a current main job
 - Offered to anyone through the employer
 - Choice of health plans available
- Usual hours worked per week
- Temporary job, seasonal job
- Number of employees
- Other employment variables
 - Industry, occupation
 - Union status
 - Job start month

Major Changes in 2020 due to COVID-19 Pandemic



- The decision to extend Panel 23 occurred after Panel 23 Round 5 was fielded.
- Therefore, Round 5 was fielded as a traditional terminal round where questions are asked as of 12/31/2019.

Major Changes in 2020 due to COVID-19 Pandemic



Using the information obtained in R6, adjustments are made so that:

- R5 would represent employment from 1/1/2020 and the R5 interview date.
- R6 would represent employment from the R5 interview date to the R6 interview date.

Jobs File

- Each Jobs file covers one calendar year.
- All jobs are included in the file.
 - ▶ Population/Consolidated files only have current main job
- Limited editing is done to Jobs variables.
- There are no weights in the 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 there is a separate record for each round on file.**
 - ▶ **A person reporting on multiple jobs in round will have one record per job in the file for that round.**

Jobs File: Earnings Data

- Earnings data on Jobs file reflect the variety of ways in which 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

Thank you!



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