2000 Family Medical Leave Act (FMLA) Survey Data Files

The 2000 Surveys of Employees and Establishments were conducted by Westat for the Department of Labor. Both surveys were conducted between July and October of 2000. These surveys are similar to ones done in 1995, and they are intended to provide an update on the use and impact of the Family and Medical Leave Act (FMLA) since 1995. The primary reference period for the surveys was from January 1999 to July 2000, but some questions referred to the period from 1995 through 1998.

**The “FMLA 2000 Files” folder includes the following files:**

1. FMLA\_EST.sas7bdat (SAS Data Set)[[1]](#footnote-1)

2. FMLA\_EMP.sas7bdat (SAS Data Set)

3. FMLASurvey2000.pdf

4. FMLA Codebook\_establishments.doc[[2]](#footnote-2)

5. FMLA Codebook\_employees.doc

6. 2000 Methodology Report.pdf

Details are included below[[3]](#footnote-3).

**1. FMLA\_EST.sas7bdat**

The 2000 Survey of Establishments data set (FMLA\_EST.sas7bdat) consists of completed interviews with 1839 establishments. The respondent selected for each establishment was the human resource director or the person responsible for the company’s benefits plan. The final weighted response rate was 65.0%. Users should use “PMNWT” (the final weight variable) to reproduce the estimates in the report (FMLASurvey2000.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 = covered

 0 = not covered

*How to read a SAS data file*

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

libname fmla “c:\fmladata”;

**2. FMLA\_EMP.sas7bdat**

The 2000 Survey of Employees data set (FMLA\_EMP.sas7bdat) consists of interviews with 2558 eligible respondents. Respondents were eligible if they had worked at any time during the eighteen-month reference period. The final response rate for this survey was 58.3%. Users should use “FNL00\_0” (the final weight variable) to reproduce the estimates in the report (FMLASurvey2000.pdf).

For the Survey of Employees, three types of respondents were identified and interviewed according to a predetermined sub-sampling rate:

1. **Leave-takers**, those employees reporting that they had taken a leave for at least one of the reasons covered under the FMLA during the reference (N=1,229);
2. **Leave-needers**, those employees reporting they had not taken a leave but needed a leave for an FMLA reason (N=203); and
3. **Employed only**, those employees who neither took nor needed a leave during the reference period (N=1,126).

In the SAS data set, refer to variable “FMLAFLAG” to identify the above three types of respondents.

FMLAFLAG: 1 = leave-taker

 2 = leave-needer

 3 = employed only includes those who took/needed leave for non-FMLA reason

*How to read a SAS data file*

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

libname fmla “c:\fmladata”;

**3. FMLASurvey2000.pdf**

The report “Balancing the Needs of Families and Employers Family and Medical Leave Surveys 2000 Update” presents findings on family and medical leave policies and practices from the 2000 Surveys of Employees and Establishments. The report also compares results from these surveys to the results from surveys conducted in 1995. This 553-page report contains eight chapters and Appendices A through F. This report is also available at <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/FMLASurvey2000.pdf>.

**4. FMLA Codebook\_establishments.doc**

The documentation for the 2000 Survey of Establishments data set variables is described in the document “Family and Medical Leave 2000 Survey of Establishments Codebook”. The codebook consists of the questionnaire (excluding the establishment screener) for the 2000 Survey of Establishments, as well as a list of variables constructed for analysis purposes. Virtually all of the original responses to the survey items asked in the 2000 Survey of Establishments are included in the dataset. To protect the confidentiality of establishments, some items are not included in the dataset. These variables are noted in the codebook.

Within the questionnaire, the variable name is printed above the corresponding survey item. The additional variables that were constructed from original survey questions, as well as weighting variables, are documented in the pages following the survey questionnaire.

**5. FMLA Codebook\_employees.doc**

The documentation for the 2000 Survey of Employees data set variables is described in the document “Family and Medical Leave 2000 Survey of Employees Codebook”. The codebook consists of the questionnaire (excluding the household screener) for the 2000 Survey of Employees, as well as a list of variables constructed for analysis purposes. Virtually all of the original responses to the survey items asked in the 2000 Survey of Employees are included in the dataset.

Within the questionnaire, the variable name is printed next to the corresponding survey item. The additional variables that were constructed from original survey questions, as well as weighting variables, are documented in the pages following the survey questionnaire.

**6. 2000 Methodology Report.pdf**

This file contains a description of the methods used by Westat to conduct the 2000 Survey of Employees and the 2000 Survey of Establishments.

1. The original files “FMLA\_EST” and “FMLA\_EMP” were SAS transport datasets located at [https://www.webharvest.gov/peth04/20041108190303/http://www.dol.gov/asp/fmla/database.htm](https://www.webharvest.gov/peth04/20041108190303/http%3A//www.dol.gov/asp/fmla/database.htm). 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 file “codebook 2000.doc” has been renamed in this folder to “FMLA Codebook\_establishments” for easy recognition and identification purpose. [↑](#footnote-ref-2)
3. Most of the information included here comes from Read-me files located at [https://www.webharvest.gov/peth04/20041108190303/http://www.dol.gov/asp/fmla/database.htm](https://www.webharvest.gov/peth04/20041108190303/http%3A//www.dol.gov/asp/fmla/database.htm). [↑](#footnote-ref-3)