

Introduction to the Leave Module

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Leave Module

- Introduced into the ATUS in 2011
- Sponsored by the U.S. Department of Labor Women's Bureau
- Includes six sections regarding workers' access to paid leave, access to unpaid leave, recent use of leave, whether and how workers could adjust their work schedules, nonuse of leave, and general health

Leave Module

- Who responded to the Leave module?
 - ✓ Worked in the last seven days for pay or profit or
 - ✓ Had at least one full- or part-time job, including one in which they were temporarily absent
 - ✓ And completed a 24-hour diary

Leave Module

- Who responded to the Leave module?

Leave Module Respondent				
LV_RESP	Frequency	Percent	Cum. Freq.	Cum. Percent
No	305	2.44	305	2.44
Yes	6673	53.47	6978	55.92
Not Eligible	5501	44.08	12479	100.00

- ✓ Number of ATUS respondents: 12,479
- ✓ Number of Leave module respondents: 6,673

Section 1. Access to Paid Leave

- Do you receive paid leave on your job where you worked the most hours last week?

Receive paid leave on job				
RCVPDLV	Frequency	Weighted %	Cum. Freq.	Cum. %
No	2449	39.70	2449	39.70
Yes	4153	58.96	6602	98.66
Refused	12	0.21	6614	98.86
Don't know	59	1.14	6673	100.00
Total	6673	100		

Paid Leave

- For each reason please tell me if you are able to take paid leave in your current main job:
 - Own illness or medical care
 - Illness or medical care of another family member
 - Childcare, other than for illness
 - Eldercare, other than for illness
 - Vacation;
 - Errands;
 - Birth/adoption of child

Section 1. Access to Paid Leave

- Does your employer offer a single type of paid leave that can be used for multiple purposes, such as sick leave, vacation, or personal leave (a PTO)? (Yes/No)
- Does your employer also offer separate paid leave for [Holidays/Maternity or paternity leave/Additional sick leave, not already included in your PTO]?
- Does your employer offer you separate [Paid sick leave/Paid personal leave/Paid holidays/Paid maternity or paternity leave]?

Section 2. Access to Unpaid Leave

- Are you allowed to take time off from work without pay, in addition to your paid leave in your main job?

Receive unpaid leave on job				
RCVUNPDLV	Frequency	Weighted %	Cum. Freq.	Cum. %
No	1064	15.90	1064	15.90
Yes	5088	76.57	6152	92.47
Refused	16	0.25	6168	92.73
Don't know	505	7.27	6673	100.00
Total	6673	100.00		

Section 2. Access to Unpaid Leave

- Assuming that you have received your employer's approval, for each reason, please tell me whether or not you are able to take time off from work without pay for:
 - Own illness or medical care
 - Illness or medical care of another family member
 - Childcare, other than for illness
 - Eldercare, other than for illness
 - Vacation; errands; birth/adoption of child

Section 2. Use of Unpaid Leave

- Have you ever taken unpaid leave for the following reasons?

Took unpaid leave: Own illness or medical care				
EVTKUNSELF	Frequency	Weighted %	Cum. Freq.	Cum. %
No	944	14.55	944	14.55
Yes	1063	17.30	2007	31.85
Refused	3	0.03	2010	31.88
Don't know	8	0.17	2018	32.05
Not In Universe	4655	67.95	6673	100.00
Total	6673	100.00		

Section 2. Access to Unpaid Leave

- Have you ever taken unpaid leave for the following reasons?

Took unpaid leave: Illness or medical care of another family member				
EVTKUNFAM	Frequency	Weighted %	Cum. Freq.	Cum. %
No	1371	22.98	1371	22.98
Yes	636	8.87	2007	31.85
Refused	3	0.03	2010	31.88
Don't know	8	0.17	2018	32.05
Not In Universe	4655	67.95	6673	100.00
Total	6673	100.00		

Section 2. Access to Unpaid Leave

- Have you ever taken unpaid leave for the following reasons?

[EVTKUNSELF](#)

Took unpaid leave: Own illness or medical care

[EVTKUNFAM](#)

Took unpaid leave: Illness or medical care of another family member

[EVTKUNCHCARE](#)

Took unpaid leave: Childcare, other than for illness

[EVTKUNELCARE](#)

Took unpaid leave: Eldercare, other than for illness

[EVTKUNVAC](#)

Took unpaid leave: Vacation

[EVTKUNPERS](#)

Took unpaid leave: Errands or personal reasons

[EVTKUNCHILD](#)

Took unpaid leave: Birth or adoption of a child

Section 3. Leave taken in the last week

- Did you take any paid or unpaid leave from your job in the last seven days?
- How many hours of leave did you take in total?
- What was the main reason you had to take off from work in the last seven days?

Section 3. Leave taken yesterday

- Did you take any paid or unpaid leave from your job yesterday?
- What was the main reason you had to take off from work yesterday?

Section 3. Leave taken yesterday

Reason you took paid or unpaid leave yesterday

TKLVYEST	Frequency	Weighted %	Cum. Freq.	Cum. %
Did not take leave yesterday	1088	14.38	1088	14.38
Own illness or medical care	83	1.51	1171	15.89
Illness/medical care of another family member	20	0.33	1191	16.22
Childcare, other than for illness	8	0.09	1199	16.30
Eldercare, other than for illness	3	0.09	1202	16.40
Vacation	117	2.21	1319	18.61
Errands or personal reasons	45	1.00	1364	19.60
Birth or adoption of a child	12	0.33	1376	19.93
Other	68	1.39	1444	21.32
Blank	5229	78.68	6673	100.00
Total	6673	100.00		

Section 4. Schedule Adjustments

- Can you adjust your work schedule or location instead of taking paid or unpaid leave?

Can adjust work schedule or location rather than using paid or unpaid leave				
CANVARY	Frequency	Weighted %	Cum. Freq.	Cum. %
No	2792	41.78	2792	41.78
Yes	3731	55.92	6523	97.70
Refused	19	0.28	6542	97.98
Don't know	131	2.02	6673	100.00
Total	6673	100.00		

Section 4. Schedule Adjustments

- Did you change your work schedule or location last week rather than taking paid or unpaid leave?

Changed work schedule or location last week rather than using paid or unpaid leave				
VARYLW	Frequency	Weighted %	Cum. Freq.	Cum. %
No	3124	47.30	2792	47.30
Yes	483	6.78	6523	54.08
Don't know	4	0.05	6542	54.13
Blank	3062	45.87	6673	100.00
Total	6673	100.00		

Section 4. Schedule Adjustments

- Can you vary your work schedule or location?
 - The days that you work? (Yes/No), The hours that you work? (Yes/No), or The location where you work? (Yes/No) etc.
- In what ways did you change your schedule in the last seven days?
 - Worked fewer hours than usual, worked fewer days than usual, or worked at a different location than usual etc.

Section 5. Non-use of Leave

- During the seven days, were there situations in which you needed to take off from work but did not?

Needed to take off from work but did not				
LEAVELW	Frequency	Weighted %	Cum. Freq.	Cum. %
No	2792	41.78	2792	41.78
Yes	3731	55.92	6523	97.70
Refused	19	0.28	6542	97.98
Don't know	131	2.02	6673	100.00
Total	6673	100.00		

Section 5. Non-use of Leave

- Why did you decide not to take leave?

[NOLVLWORK](#)

Did not take leave: Too much work

[NOLVLWSAVE](#)

Did not take leave: Wanted to save leave

[NOLVLWDENY](#)

Did not take leave: Leave was denied

[NOLVLWLACK](#)

Did not take leave: Did not have enough leave

[NOLVLWFEAR](#)

Did not take leave: Fear of job loss or other
negative employment-related consequence

[NOLVLWINC](#)

Did not take leave: Could not afford the loss in
income

[NOLVLWOTH](#)

Did not take leave: Other

Section 5. Non-use of Leave

- Why did you decide not to take leave?

Did not take leave: Too much work				
NOLVLWORK	Frequency	Weighted %	Cum. Freq.	Cum. %
No	197	3.01	197	3.01
Yes	79	1.08	276	4.09
Not In Universe	6397	95.91	6673	100.00
Total	6673	100.00		

Section 5. Non-use of Leave

- Why did you decide not to take leave?

Did not take leave: Wanted to save leave				
NOLVLWSAVE	Frequency	Weighted %	Cum. Freq.	Cum. %
No	252	3.66	252	3.66
Yes	24	0.43	276	4.09
Not In Universe	6397	95.91	6673	100.00
Total	6673	100.00		

Section 5. Non-use of Leave

- Why did you need to take off work?
- Own illness or medical care, Childcare, other than for illness, or vacation etc.

Section 6. General Health

- Would you say your health in general is excellent, very good, good, fair, or poor?

General health				
GENHEALTH	Frequency	Weighted %	Cum. Freq.	Cum. %
Excellent	1815	27.36	1815	27.36
Very good	2512	37.92	4327	65.28
Good	1832	27.37	6159	92.65
Fair	459	6.64	6618	99.29
Poor	55	0.71	6673	100.00
Total	6673	100.00		

- ✓ 2006-2008: the Eating and Health Module
- ✓ 2010, 2012: the Well-being Module

Section 6. General Health

- During the past 7 days, on average, how much pain did you feel, if any? Please answer on a scale from 0 to 10 where 0 is no pain at all and 10 is pain as bad as it can be.

Section 6. General Health

Pain last week				
PAINLWK	Frequency	Weighted %	Cum. Freq.	Cum. %
No pain at all	2708	40.21	2708	40.21
1	787	12.48	3495	52.69
2	894	13.68	4389	66.37
3	609	9.61	4998	75.98
4	438	6.36	5436	82.34
5	507	7.26	5943	89.61
6	250	3.96	6193	93.57
7	210	2.79	6403	96.36
8	165	2.23	6568	98.59
9	40	0.45	6608	99.04
Pain as bad as it can be	65	0.96	6673	100.00
Total	6673	100.00		

PROJECT

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DATA

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DOCUMENTATION

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American Time Use Survey Data Extract Builder

ATUS-X is a project dedicated to making it easy for researchers to use data from the American Time Use Survey (ATUS). The ATUS is an ongoing time diary study that is funded by the U.S. Bureau of Labor Statistics and fielded by the U.S. Census Bureau. The goals of the ATUS-X project are:

- To collect and preserve ATUS data and documentation
- To harmonize the data from different years of data collection
- To make it easy to create data files containing the ATUS variables a user needs

Time is our scarcest resource...use it wisely!

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Select Variables

Household ▾ Person ▾ Activity ▾ Who ▾ Time Use ▾ Search

Create Time Use Variable

Select Samples

Rectangular [?]

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Start

- Technical Person
- Weights
- Core Demographic
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- Work Status
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- Job Search
- Spouse Characteristic
- Constructed Child
- Secondary Childcare
- Eating and Health Module
- Disability
- Methodology
- Family Interrelationship
- Well-Being Module
- Leave Module

← Leave module weight

← General Health

← Leave module variables

Leave Module Microdata files

American Time Use Survey

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American Time Use Survey (ATUS) Leave Module Microdata Files

The ATUS Leave Module was fielded from January through December 2011. The Leave Module data files contain information related to wage and salary workers' access to paid and unpaid leave and the ability to adjust their work schedules and locations instead of taking leave or because they didn't have access to leave. The Leave Module also included a general health question. This page includes links to the ATUS Leave Module microdata files and supporting documentation. Researchers can use the Leave Module microdata files to produce their own estimates or do other analyses. Each ZIP file contains a data file along with computer programs that will read the data file into SAS, SPSS, and Stata. The data files are in CSV-format (comma-separated values). The microdata files do not contain estimates.

About ATUS Data

- [How to use ATUS microdata files](#)
- [Instructions for downloading ATUS microdata files](#)

ATUS Leave Module Data Dictionary

- [ATUS Leave Module Data Dictionary](#) (PDF) Describes the LV Respondent file, and includes names and descriptions of the variables appearing on the file.

ATUS Leave Module Data Files

- [ATUS 2011 LV Respondent file \(zip\)](#) (0.3 MB) The LV Respondent file contains information about Leave Module respondents, including their access to paid and unpaid leave, ability to adjust their work schedules and locations instead of using leave, general health information and Leave Module respondent-level statistical weights.
- [ATUS 2011 LV Replicate Weights file \(zip\)](#) (7.8 MB) The LV Replicate weights file contains respondent-level replicate weights.

Illustrative analysis based on the Leave Module

- The age of the youngest child and taking unpaid family leave
 - ✓ The age of the youngest child: a proxy for family life stage
 - ✓ Would employees' taking family leave be differently predicted depending on their family life stages?

Illustrative analysis based on the Leave Module

- The age of the youngest child
 - ✓ Employees with infants (under age 1; KIDUND1)
 - ✓ Employees with preschool children (age 1-5; KID1TO2, KID3TO5)
 - ✓ Employees with school-age children (age 6-12; KID6TO12)
 - ✓ Employees with adolescents (age 13-17; KID13TO17)
 - ✓ Employees without children under age 18 (KIDUND18)

Illustrative analysis based on the Leave Module

- Taking unpaid family leave

[EVTKUNSELF](#)

Took unpaid leave: Own illness or medical care

 [EVTKUNFAM](#)

Took unpaid leave: Illness or medical care of another family member

 [EVTKUNCHCARE](#)

Took unpaid leave: Childcare, other than for illness

 [EVTKUNELCARE](#)

Took unpaid leave: Eldercare, other than for illness

[EVTKUNVAC](#)

Took unpaid leave: Vacation

[EVTKUNPERS](#)

Took unpaid leave: Errands or personal reasons

 [EVTKUNCHILD](#)

Took unpaid leave: Birth or adoption of a child

Illustrative analysis based on the Leave Module

- 2011 ATUS respondents: 12479
 - ↳ 2011 Leave Module respondents (LV_RESP): 6673
 - ↳ Have only one full-time job (MULTJOBS & FULLPART): 5289
 - ↳ Receive unpaid leave on job (RCVUNPDLV): 3683
 - ↳ Age 18 or older (AGE): 3675

Illustrative analysis based on the Leave Module

- Control variables
 - ✓ Age (AGE), gender (SEX), education (EDUCYRS), family income (FAMINCOME), # of respondents' own children in household (HH_NUMOWNKIDS), marital status (MARST), and race/ethnicity (RACE & HISPAN)
 - ✓ Whether employees receive paid leave (RCVPDLV), and union membership (UNION_CPS8)

Illustrative analysis based on the Leave Module

Table 1. Background characteristics of respondents in the sample (N=3,675)

<i>Variables</i>	<i>Mean</i>	<i>SD</i>
Dependent variable		
Taking unpaid family leave	0.16	0.37
Independent variables		
Employees with infants	0.03	0.18
Employees with preschool children	0.14	0.34
Employees with school-age children	0.12	0.33
Employees with adolescents	0.07	0.26
Employees without children <18	0.63	0.48

Illustrative analysis based on the Leave Module

<i>Variables</i>	<i>Mean</i>	<i>SD</i>
Socio-demographic controls		
Age	41.73	12.58
Female	0.43	0.49
Education in years	14.21	2.83
Family income		
Lowest quintile	0.07	0.26
Second quintile	0.18	0.39
Third quintile	0.20	0.40
Fourth quintile	0.29	0.45
Highest quintile	0.25	0.43
Number of respondents' own children in the household	0.65	1.00
Married	0.59	0.49
Race/Ethnicity		
Non-Hispanic White	0.72	0.45
Non-Hispanic Black	0.11	0.31
Non-Hispanic American Indian	0.01	0.08
Non-Hispanic Asian/Pacific Islander	0.04	0.20
Hispanic	0.13	0.33
Worksite characteristics controls		
Received paid leave	0.73	0.44
Union membership	0.15	0.35

Illustrative analysis based on the Leave Module

Table 2. Logistic regression model of taking unpaid family leave

<i>Variables</i>	<i>b</i>	<i>OR (95% CI)</i>
Independent variables		
Employees with infants	2.08	8.01 (4.65, 13.79) ^{***}
Employees with preschool children	1.45	4.25 (2.72, 6.64) ^{***}
Employees with school-age children	0.70	2.01 (1.28, 3.14) ^{**}
Employees with adolescents	0.22	1.25 (0.78, 1.99)
Employees without children <18 (Ref.)		
Socio-demographic controls		
Female	0.79	2.21 (1.79, 2.72) ^{***}
Education in years	-0.11	0.89 (0.86, 0.93) ^{***}
Race/Ethnicity		
Non-Hispanic White (Ref.)		
Non-Hispanic Black	-0.54	0.58 (0.40, 0.85) ^{**}
Non-Hispanic American Indian	-0.61	0.54 (0.15, 2.00)
Non-Hispanic Asian/Pacific Islander	-0.04	0.96 (0.59, 1.57)
Hispanic	-0.50	0.60 (0.43, 0.85) ^{**}
Worksite characteristics controls		
Received paid leave	-0.90	0.41 (0.32, 0.51) ^{***}
Chi square		315.18 ^{***}
<i>df</i>		20
<i>N</i>		3,415

CI: Confidence Interval; * $p < .05$; ** $p < .01$; *** $p < .001$

Age, Agesquared, family income, # of respondents' own children in the household, marital status and union membership are included but insignificant.

Limitations of the Leave Module

- No information on when leave was taken (Section 2. 'Have you ever taken unpaid leave for the following reasons?')
- Small number of employees who took leave yesterday or last week
- Lack of variables related to access to or use/non-use of leave (e.g., number of employees) => May need to link ATUS to CPS