Understanding Society User Support - Support #2187

W14 - How to best determine tenure (length of employment) in current job

12/13/2024 04:02 PM - Andrei Savitski

Status:	Feedback		**Start date:**	12/13/2024
Priority:	Normal		**% Done:**	80%
Assignee:	Understanding Society User Support Team			
Category:	Data documentation			

Description

Good afternoon,

I am currently looking at W14 data and am interested in creating a dummy variable for whether a respondent has been in employment for 2+ years or fewer than 2 years in their current job. I was considering using **Jbbgdat** variables to obtain the start date of employment and then using the **intdat** variables to obtain the exact interview date (as I'm only interested in adults). I understand that **intdat** variables represent the date of submission of an interview, as **istrtdat** variables represent the date of start of interview.

My question is:
I understand that a respondent could have completed various sections of the survey/interview over a relatively long period of time, which would make the method outlined above an approximation of tenure. For instance, **Jbbgdat** fields could have been completed one month before actual completion of survey or one month after the interview was started. In light of this, do you have any suggestions for a more accurate way of measuring tenure?

Please do correct me, if I was mistaken in my understanding of the relevant variables.

Many thanks,
Andrei

History

#1 - 12/13/2024 04:06 PM - Andrei Savitski

Just to follow up, the reason why the date of completion of the **Jbbgdat** question(s) is important is because I am interested in then looking at self-reported employment conditions by length of tenure. "2 years" is a particularly important cutoff in UK employment law, because employees with 2+ years' tenure have additional rights, notably protection from unfair dismissal.

#2 - 12/13/2024 08:52 PM - Understanding Society User Support Team

- Category changed from Data analysis to Data documentation

- Status changed from New to Feedback

- % Done changed from 0 to 50

- Private changed from Yes to No

Hello Andrei,

Several efforts have been made to identify employment spells. I recommend reviewing the work by Liam Wright, which you can find at the following link: https://www.understandingsociety.ac.uk/documentation/mainstage/syntax/user-deposited-syntax/working-life-histories/

I hope this information is helpful.

Best wishes,
Roberto Cavazos
Understanding Society User Support Team

#3 - 12/17/2024 10:55 AM - Andrei Savitski

Hi Roberto,

Thanks - that's helpful. Would you happen to be aware of analogous code for SPSS?

#4 - 12/17/2024 12:44 PM - Understanding Society User Support Team

- % Done changed from 50 to 80

Hi Andrei,

I am afraid SPSS version is not available.

Best wishes,
Understanding Society User Support Team