REPLICATION FILES
5/23/2025
Bridging the Gap: How Emergency Paid Leave Addressed Limited Access and Constraints During the Pandemic
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This project relies on the following publicly available data sources. We provide all relevant information to allow interested researchers to download these datasets on their own to replicate our analysis.

1. State x Date COVID Case Counts
    a. Source: CDC
    b. Source Link: https://healthdata.gov/dataset/United-States-COVID-19-Cases-and-Deaths-by-State-o/ktvb-wm9h/about_data
    c. Accessed April 24, 2021
    d. Project filename: United_States_COVID-19_Cases_and_Deaths_by_State_over_Time.csv
2. Current Population Survey Basic Monthly Files and Annual Social and Economic Supplement
    a. Source: BLS
    b. Accessed via IPUMS
        See Appendix for details about data extract to re-create
    c. Accessed in October, 2024
    d. Project filename: cps_00119.dta
3. State geographic identifiers
    a. Source: user-written statastates command
    b. Project filename: statastates.dta
4. State population
    a. Source: Census.gov
    b. Source Link: https://www.census.gov/data/tables/time-series/demo/popest/2020s-state-total.html
    c. Accessed August 2024
    d. Project filename: population.dta

Working Directory Setup
Create a main directory with the following subdirectories:
a. data
b. output
c. dofile
d. dofile/smcl

Program File Details
To recreate the tables and figures in the paper, run the following file: 000_run_files.do
a. Set the global to point to the main directory

b. Use the locals to choose to run the setup files, run the base regressions, create paper tables, and create paper figures.

In what follows, we document each program file and then provide a crosswalk between program files and Tables and Figures included in the paper.

Additional Program File Details

Setup Files:

01_gen_CDC.do

This file takes the raw CDC data and transforms it into the cdc_by_stata.dta datafile for use in identifying states with high and low COVID transmission rates by month

02_gen_ASEC_panel.do

This file merges the raw CPS files and does some basic data cleaning to create a panel dataset called asec_2018_2020.dta.

03_gen_analysis.do

This file takes the ASEC panel dataset, implements sample restrictions necessary for analysis, and creates the variables necessary for regression. The final data file is called analysis.dta

Regression Files

10_main_ddd.do

This file implements all DDD regressions to create a datafile for coefficient plots. Users can supply the outcomes of interest

11_sub_ddd.do

This file implements all subsamples DDD regressions to create a datafile for coefficient plots. Users can supply the outcomes of interest and the desired, pre generated subsamples

12_sub2_DDD

This file implements subsamples DDD regressions, conditional being part of a subsample to create a datafile for coefficient plots. Users can supply the outcomes of interest and the desired, pre generated subsamples.

Tables and Figures Files

20_main_tables.do

This file creates the inputs for Tables 2, 3, 4, 5, and 6 in the paper

21_additional_tables.do

This file creates the inputs for Table A.1 in the paper

22_main_tables_wo_public.do

This file creates the inputs for Table A.2 in the paper

30_paper_figures.do

This file creates Figures 2 – 6 in the paper

31_sum_tables.do

This file creates the input for Table 1

32_additional_figures.do

This file creates Figure 1

Program File to Table/Figure Crosswalk

Table/Figure	Program File	Output Name
Table 1	31_sum_tables.do	31_balance.tex
Table 2	21_additional_tables.do	21_absent_paid_dd.tex
Table 3	20_main_tables.do	20_absent_paid_main.tex
Table 4	20_main_tables.do	20_absent_paid_gender_parent.tex
Table 5	20_main_tables.do	20_inlf_main.tex
Figure 1a	32_additional_figures.do	32_absent_paid_LR.png
Figure 1b	32_additional_figures.do	32_absent_paid_LR_kids1.png
Figure 1c	32_additional_figures.do	32_absent_paid_LR_kids0.png
Figure 2a	30_paper_figures.do	30_absent_paid_w_cases.png
Figure 2b	30_paper_figures.do	30_transmission.png
Figure 3a	30_paper_figures.do	30_absent_paid_TW0_small0.png
Figure 3b	30_paper_figures.do	30_absent_paid_TW0_small1.png
Figure 3c	30_paper_figures.do	30_DDD_absent_paid_TW0.png
Figure 4	30_paper_figures.do	30_DDD_absent_paid_apr_cdc_levels.png
Figure 5a	30_paper_figures.do	30_absent_paid_TW1_small0.png
Figure 5b	30_paper_figures.do	30_absent_paid_TW1_small1.png
Figure 5c	30_paper_figures.do	30_DDD_absent_paid_TW1.png
Figure 6a	30_paper_figures.do	30_DDD_absent_paid_apr_hi_kids.png
Figure 6b	30_paper_figures.do	30_DDD_absent_paid_apr_hi_nokids.png
Table A.1	20_main_tables.do	20_absent_paid_maind_indy.tex
Table A.2	22_main_tables_wo_public.do	22_absent_paid_main.tex

EXTRACT REQUEST (HELP)

SAMPLES:	66	(hide)	Change

Sample	Note
IPUMS-CPS, January 2017	
IPUMS-CPS, February 2017	
IPUMS-CPS, March 2017	
IPUMS-CPS, April 2017	
IPUMS-CPS, May 2017	
IPUMS-CPS, June 2017	
IPUMS-CPS, July 2017	
IPUMS-CPS, August 2017	
IPUMS-CPS, September 2017	
IPUMS-CPS, October 2017	
IPUMS-CPS, November 2017	
IPUMS-CPS, December 2017	
IPUMS-CPS, January 2018	
IPUMS-CPS, February 2018	
IPUMS-CPS, March 2018	
IPUMS-CPS, ASEC 2018	
IPUMS-CPS, April 2018	
IPUMS-CPS, May 2018	
IPUMS-CPS, June 2018	
IPUMS-CPS, July 2018	
IPUMS-CPS, August 2018	
IPUMS-CPS, September 2018	
IPUMS-CPS, October 2018	
IPUMS-CPS, November 2018	
IPUMS-CPS, December 2018	
IPUMS-CPS, January 2019	
IPUMS-CPS, February 2019	
IPUMS-CPS, March 2019	
IPUMS-CPS, ASEC 2019	
IPUMS-CPS, April 2019	
IPUMS-CPS, May 2019	
IPUMS-CPS, June 2019	
IPUMS-CPS, July 2019	
IPUMS-CPS, August 2019	
IPUMS-CPS, September 2019	
IPUMS-CPS, October 2019	
IPUMS-CPS, November 2019	
IPUMS-CPS, December 2019	
IPUMS-CPS, January 2020	
IPUMS-CPS, February 2020	
IPUMS-CPS, March 2020	
IPUMS-CPS, ASEC 2020	
IPUMS-CPS, April 2020	
IPUMS-CPS, May 2020	
IPUMS-CPS, June 2020	

IPUMS-CPS, July 2020
IPUMS-CPS, August 2020
IPUMS-CPS, September 2020
IPUMS-CPS, October 2020
IPUMS-CPS, November 2020
IPUMS-CPS, December 2020
IPUMS-CPS, January 2021
IPUMS-CPS, February 2021
IPUMS-CPS, March 2021
IPUMS-CPS, ASEC 2021
IPUMS-CPS, April 2021
IPUMS-CPS, May 2021
IPUMS-CPS, June 2021
IPUMS-CPS, July 2021
IPUMS-CPS, August 2021
IPUMS-CPS, September 2021
IPUMS-CPS, October 2021
IPUMS-CPS, November 2021
IPUMS-CPS, December 2021
IPUMS-CPS, January 2022
IPUMS-CPS, March 2022

VARIABLES: 126 (hide) Change

Type	Variable	Label
H	YEAR	Survey year
H	SERIAL	Household serial number
H	MONTH	Month
H	HWTFINL	Household weight, Basic Monthly
H	CPSID	CPSID, household record
H	ASECFLAG	Flag for ASEC
H	ASECWTH	Annual Social and Economic Supplement Household weight
H	MISH	Month in sample, household level
H	REGION	Region and division
H	STATEFIP	State (FIPS code)
H	COUNTY	County (FIPS code)
H	METFIPS	Metropolitan area (FIPS code)
H	METAREA	Metropolitan area (1990-based code)
H	METRO	Metropolitan and central/principal city status
H	INDIVIDCC	Individual central/principal city
H	FAMINC	Family income of householder
H	NFAMS	Number of families in household
H	NCOUPLES	Number of married couples in household
H	HRHHID	Household ID, part 1
H	HRHHID2	Household ID, part 2
P	PERNUM	Person number in sample unit
P	WTFINL	Final Basic Weight
P	CPSIDP	CPSID, person record
P	CPSIDV	Validated Longitudinal Identifier
P	ASECWT	Annual Social and Economic Supplement Weight
P	RELATE	Relationship to household head
P	AGE	Age
P	SEX	Sex
P	RACE	Race
P	MARST	Marital status
P	POPSTAT	Adult civilian, armed forces, or child
P	VETSTAT	Veteran status
P	SPLOC	Person number of spouse (from programming)
P	SPRULE	Rule for linking spouse

P	FAMSIZE	Number of own family members in hh
P	NCHILD	Number of own children in household
P	NCHLT5	Number of own children under age 5 in hh
P	ELDCH	Age of eldest own child in household
P	YNGCH	Age of youngest own child in household
P	BPL	Birthplace
P	YRIMMIG	Year of immigration
P	CITIZEN	Citizenship status
P	NATIVITY	Foreign birthplace or parentage
P	HISPAN	Hispanic origin
P	EMPSTAT	Employment status
P	LABFORCE	Labor force status
P	OCC	Occupation
P	OCC2010	Occupation, 2010 basis
P	IND1990	Industry, 1990 basis
P	IND	Industry
P	CLASSWKR	Class of worker
P	UHRSWORKT	Hours usually worked per week at all jobs
P	UHRSWORK1	Hours usually worked per week at main job
P	UHRSWORK2	Hours usually worked per week, other job(s)
P	AHRSWORKT	Hours worked last week
P	AHRSWORK1	Hours worked last week, main job
P	AHRSWORK2	Hours worked last week, other job(s)
P	ABSENT	Absent from work last week
P	DURUNEM2	Continuous weeks unemployed, intervalled
P	DURUNEMP	Continuous weeks unemployed
P	WHYUNEMP	Reason for unemployment
P	WHYABSNT	Reason for absence from work
P	WHYPTLWK	Reason for working part time last week
P	WNFTLOOK	When last worked full time 2 consecutive weeks (looking last week)
P	WNLOOK	Main reason not looking for work during last four weeks
P	WKSTAT	Full or part time status
P	EMPSAME	Still working for same employer
P	MULTJOB	Whether worked more than one job in the past week
P	NUMJOB	How many jobs had in past week
P	PAIDEMP1	Have paid employees (1st Job)
P	PAIDEMP1N	Number of paid employees (1st Job)
P	PAIDEMP2	Have paid employees (2nd Job)
P	PAIDEMP2N	Number of paid employees (2nd Job)
P	WRKOFFER	Could have started a job during the last week if one was offered
P	NILFACT	Major activity (NILF)
P	ACTSAME	Still have the same work activities
P	EDUC	Educational attainment recode
P	MARBASECIDP	Unique identifier for linking March Basic to ASEC
P	ASECOVERP	Identifier for ASEC oversample - Person
P	EARNWT	Earnings weight
P	COMPWT	Composite Weight for replicating BLS labor force estimates
P	LNKFW1MWT	Longitudinal weight for two adjacent months (BMS only)
P	LNKFW1YWT	Longitudinal weight for two adjacent years
P	LNKFW8WT	Longitudinal weight for a full 8-month panel (BMS only)
P	LNKFWMIS45WT	Longitudinal weight for linking across the 8-month survey break (MISH 4 to MISH 5) (BMS only)
P	LNKFWMIS14WT	Longitudinal weight for a the first four months of the panel rotation (MISH 1-4) (BMS only)
P	LNKFWMIS58WT	Longitudinal weight for a the second four months of the panel rotation (MISH 5-8) (BMS only)
P	PANLWT	Month-to-month panel weight
P	OCC10LY	Occupation last year, 2010 basis
P	CLASSWLY	Class of worker last year
P	FIRMSIZE	Number of employees
P	PAYIFABS	Paid if absent from work last week
P	INCTOT	Total personal income

P	INCWAGE	Wage and salary income
P	QUITSICK	Quit job or retired for health reasons
P	CAIDNW	Current Medicaid coverage
P	ANYCOVNW	Covered by health insurance at time of interview
P	PRVTCOVNW	Currently covered by private insurance
P	HOURWAGE	Hourly wage
P	PAIDHOUR	Paid by the hour
P	UNION	Union membership
P	EARNWEEK	Weekly earnings
P	UHRSWORKORG	Usual hours worked per week, outgoing rotation groups
P	WKSWORKORG	Weeks worked per year, outgoing rotation groups
P	ELIGORG	(Earnings) eligibility flag
P	OTPAY	Usually receive overtime, tips, or commissions
P	UH_HRRSN1_B1	Reason for working part-time, 1994-2025_04
P	UH_HRRSN2_B1	Reason for not working full-time, 1994-2025_04
P	UH_HRRSN3_B1	Reason worked less than 35 hours last week, 1994-2025_04
P	UH_ABSREA_B2	Reason not at work and pay status, 1994-2025_04
P	UH_ABSRSN_B1	Reason for absence, 1994-2025_04
P	UH_LAY6M_B1	Recall to work within 6 months, 1994-2025_04
P	UH_LAYOFF_B1	On layoff last week, 1994-2025_04
P	UH_JHWK1_B1	Worked in last 4 weeks, 1994-2025_04
P	UH_NLFACT_B1	Situation of those NILF, 1994-2025_04
P	UH_WHYLFT_B2	Reason left last job, 1994-2025_04
P	COVIDTELEW	Worked remotely for pay due to COVID-19 pandemic
P	COVIDUNAW	Unable to work due to COVID-19 pandemic
P	COVIDPAID	Received pay for hours not worked due to the COVID-19 pandemic
P	COVIDLOOK	Prevented from looking for work due to COVID-19 pandemic
P	COVIDMED	Did not get needed medical care for condition other than COVID-19 due to the COVID-19 pandemic
P	UH_PTCOVID1_B1	Worked remotely for pay due to COVID-19 pandemic, 2020_05-2022_09
P	UH_PTCOVID2_B1	Unable to work due to COVID-19 pandemic, 2020_05-2022_09
P	UH_PTCOVID3_B1	Received pay for hours not worked due to the COVID-19 pandemic, 2020_05-2022_09
P	UH_PTCOVID4_B1	Prevented from looking for work due to COVID-19 pandemic, 2020_05-2022_09
P	UH_PTCOVID5_B1	Did not get needed medical care for condition other than COVID-19 due to the COVID-19 pandemic, 2020_05-2020_10

DATA FORMAT:	.dta (Stata)	Change
STRUCTURE:	Rectangular (cross-sectional)	Change
ESTIMATED SIZE:	3716.5 MB	

OPTIONS

SELECT DATA QUALITY FLAGS	Include data quality flags for selected variables.
SELECT CASES	Include only specified cases (for example, persons age 60 and older).
ATTACH CHARACTERISTICS	Attach data from mother, father, spouse or household head as a new variable (for example, education of mother).
ADJUST MONETARY VALUES	Attach new monetary variable(s) adjusted to constant values using a pricing index (e.g., CPI-U)

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