

December 11, 2013

On Pay Gap, Millennial Women Near Parity – For Now Despite Gains, Many See Roadblocks Ahead

FOR FURTHER INFORMATION, CONTACT

Pew Research Center
1615 L St., N.W., Suite 700
Washington, D.C. 20036

Media Inquiries:
202.419.4372
www.pewresearch.org

About the Pew Research Center's Social & Demographic Trends Project

[Pew Research Center](#) is a nonpartisan source of data analysis. It does not take advocacy positions. Its Social & Demographic Trends project studies behaviors and attitudes of Americans in key realms of their lives, including family, community, finance, work and identity. All of the Social & Demographic Trends project reports are available at www.pewsocialtrends.org. Pew Research Center is a subsidiary of The Pew Charitable Trusts.

The staff of the Pew Research Center's Social & Demographic Trends project is:

<i>Paul Taylor, Exec. Vice President, Pew Research Center</i>	<i>Rich Morin, Senior Editor</i>
<i>Kim Parker, Director of Social Trends Research</i>	<i>Wendy Wang, Research Associate</i>
<i>Richard Fry, Senior Research Associate</i>	<i>Anna Brown, Research Assistant</i>
<i>Gretchen Livingston, Senior Researcher</i>	<i>Eileen Patten, Research Analyst</i>
<i>D'Vera Cohn, Senior Writer</i>	<i>Mary Seaborn, Administrative Manager</i>

Table of Contents

	PAGE
Overview	1
Chapter 1: Trends from Government Data	15
Chapter 2: Equal Treatment for Men and Women	26
Chapter 3: What Men, Women Value in a Job	38
Chapter 4: Men and Women at Work	47
Chapter 5: Balancing Work and Family	56
Appendix 1: Survey Methodology	63
Appendix 2: Topline Questionnaire	65

OVERVIEW

A new cohort of young women—members of the so-called Millennial generation—has been entering the workforce for the past decade. At the starting line of their careers, they are better educated than their mothers and grandmothers had been—or than their young male counterparts are now. But when they look ahead, they see roadblocks to their success. They believe that women are paid less than men for doing the same job. They think it’s easier for men to get top executive jobs than it is for women. And they assume that if and when they have children, it will be harder for them to advance in their careers.

While the public sees greater workplace equality between men and women now than it did 20 to 30 years ago, most believe more change is needed. Among Millennial women, 75% say this country needs to continue making changes to achieve gender equality in the workplace, compared with 57% of Millennial men. Even so, relatively few young women (15%) say they have been discriminated against at work because of their gender.

As Millennial women come of age in the “lean in” era¹, they share many of the same views and values about work as their male counterparts. They want a job they enjoy that provides security and flexibility, and they place relatively little importance on high pay. At the same time, however, young working women are less likely than men to aspire to top management jobs: 34% say they are not interested in becoming a boss or top manager; only 24% of young men

Millennial Women’s Views on Gender and Work

% of 18- to 32-year-olds saying ...

More changes are needed to give men and women equality in the workplace



Men generally earn more than women for doing the same work



Being a working parent makes it harder to advance in a job or career*



Interested in becoming a boss or top manager? No thanks



* Working parent findings based on those who are employed and have at least one child under age 18. For Millennial women, n=105; for Millennial men, n=141.

Note: Based on all Millennial women (n=360) and all Millennial men (n=450).

PEW RESEARCH CENTER

Q31,43,45,54a

¹ Sheryl Sandberg’s 2013 best-selling book, *Lean In: Women, Work, and the Will to Lead*, brought this phrase into the national conversation about gender and work.

say the same. The gender gap on this question is even wider among working adults in their 30s and 40s, the age at which many women face the trade-offs that go with work and motherhood.

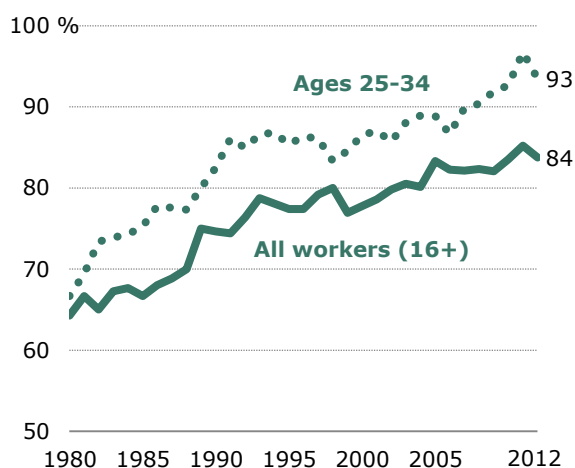
These findings are based on a new Pew Research Center survey of 2,002 adults, including 810 Millennials (adults ages 18 to 32),² conducted Oct. 7-27, 2013. The survey finds that, in spite of the dramatic gains women have made in educational attainment and labor force participation in recent decades, young women view this as a man's world—just as middle-aged and older women do. Roughly half of Millennial women (51%) and their older counterparts (55%) say society favors men over women; just 6% of both groups say it favors women over men.

The survey findings are paired with a Pew Research analysis of census data that shows that today's young women are the first in modern history to start their work lives at near parity with men. In 2012, among workers ages 25 to 34, women's hourly earnings were 93% those of men.³ By comparison, among all working men and women ages 16 and older, women's hourly wages were 84% those of men.⁴ And women in the younger age cohort were significantly more likely than their male counterparts to have completed a bachelor's degree—38% versus 31% in 2013.

Yet there is no guarantee that today's young women will sustain their near parity with men in earnings in the years to come. Recent cohorts of young women have fallen further behind their same-aged male counterparts as they have aged and dealt

The Narrowing of the Gender Wage Gap, 1980-2012

Median hourly earnings of women as a percent of men's



Note: Estimates are for civilian, non-institutionalized, full- or part-time employed workers with positive earnings. Self-employed workers are excluded.

Source: Pew Research Center tabulations of Current Population Survey data.

PEW RESEARCH CENTER

² In this report, Millennials are adults who were born between 1981 and 1993. See table on p.6 for more on generational definitions.

³ Throughout the report, earnings and wages are used interchangeably.

⁴ In the analysis of economic data and labor statistics, young adults are defined here as those ages 25-34. Some adults in this age group are part of Generation X, rather than the Millennial generation. However, this provides a better representation of young adults in the first 10 years of their working life after most have completed their formal education.

with the responsibilities of parenthood and family. For women, marriage and motherhood are both associated with less time spent on paid work-related activities. For men, the onset of family responsibilities has a reverse effect on their career.

The new Pew Research survey finds that among working parents of all ages with children younger than 18, mothers are three times as likely as fathers to say that being a working parent has made it harder for them to advance in their job or career (51% vs. 16%).

The survey also finds that women are much more likely than men to experience family-related career interruptions. Among mothers who have ever worked, 39% say they have taken a significant amount of time off from work to care for a child or family member. This compares with only 24% of working fathers.

Women who have experienced a significant career interruption in order to care for a family member have few regrets. They overwhelmingly say they are glad they did this, even though a significant share say it hurt their career overall.

For their part, young women today who have not yet had children expect that when they do, the impact on their careers will be negative. Among those ages 18 to 32, 63% think that having children will make it harder for them to advance in their job or career.

Gender, Work and Wages

In 2012, the median hourly wage for women, full-time and part-time workers combined, was 84% as much as men (\$14.90 vs. \$17.79).⁵ In 1980, the gap had been much wider: the median hourly wage for women was 64% as much as men (\$11.94 vs. \$18.57 per hour, in 2012 dollars).

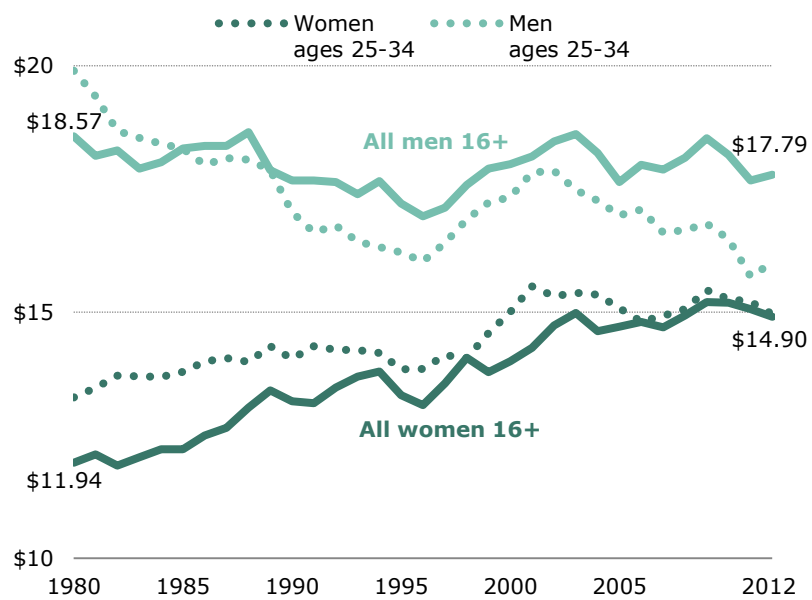
The narrowing of the gap can be attributed mainly to the rising earnings of women. Armed with more education, greater labor force participation and an increased presence in more lucrative occupations, women have seen their median hourly wages rise by 25% over the past 30 years.

But losses for men—particularly young men—have also contributed to the narrowing wage gap. Overall, the median hourly wage for men decreased 4% from 1980-2012. The decline has been much sharper among young men (20%), contributing to the dramatic narrowing of the wage gap between young men and young women.

Overall, women account for nearly half of the U.S. labor force today—47% in 2012, up from 43% in 1980. This trend is a result of the increase in their labor force participation rate, from

Wages Trending Up for Women, Down for Men

Median hourly earnings (in 2012 dollars), 1980-2012



Note: Estimates are for civilian, non-institutionalized, full- and part-time employed workers with positive earnings. Self-employed workers are excluded.

Source: Pew Research Center tabulations of Current Population Survey data.

PEW RESEARCH CENTER

⁵ Women tend to work fewer hours, on average, than men. Looking at hourly wages (as opposed to weekly wages) controls for the differences in hours worked. In 2012, the median weekly earnings of women were 74% as high as the median weekly earnings of men, full-time and part-time workers combined.

52% in 1980 to 58% in 2012. Among young women (ages 25 to 34), 74% were in the labor force in 2012, up from 66% in 1980. Labor force participation among men has declined significantly over the past 30 years, from 78% in 1980 to 70% in 2012. Each new wave of young adult men (younger than 35) has been less active in the labor market than the preceding wave.

The employment and wage gains made by young women in recent decades are undoubtedly linked to the gains they have made in educational attainment. Among older Millennials today (those ages 25 to 32), 38% of women have a bachelor's degree, compared with 31% of men. And among younger Millennials (those ages 18 to 24), women are more likely than men to be enrolled in college (45% vs. 38% in 2012). These educational gaps in favor of women emerged in the 1990s and have widened since then.

As women have outpaced men in college education, their share of employment in the most skilled category of workers has risen sharply. In 2012, 49% of employed workers with at least a bachelor's degree were women, up from 36% in 1980. And women have made inroads into higher-skilled, higher-paying occupations. Still, notable gaps remain in the type of work done by women and men, and research indicates that women remain concentrated in female-dominated lesser-paying occupations and that integration slowed over the past decade.⁶

Clearly, Millennial women are well-situated for career success and advancement. However, analysis going back to 1980 suggests that the gender gap in earnings may increase for them as it has for earlier cohorts of young women.

Looking at the most recent cohorts of young women, by the time they reached their mid-30s, their earnings relative to those of men began to fall further behind, even if they had started out ahead of the previous cohort of young women. Motherhood is one factor, as it can lead to interruptions in career paths for women and increased time spent on unpaid work at home.

In Educational Attainment, Millennial Women Outpace Men

% of Millennial adults ...



Note: "Enrolled in college" comprises those who are enrolled in a two-year or four-year college or university.

Source: Pew Research Center tabulations of the Current Population Survey (CPS). Enrollment figures are for 2012 and are based on the October 2012 CPS. Bachelor's degree figures are for 2013 and are based on the March 2013 CPS.

PEW RESEARCH CENTER

⁶ See Philip N. Cohen, "[The Persistence of Workplace Gender Segregation in the US](#)," *Sociology Compass*, November 2013, and Francine D. Blau, Peter Brummund and Albert Yung-Hsu Liu, "[Trends in Occupational Segregation by Gender 1970-2009: Adjusting for the Impact of Changes in the Occupational Coding System](#)," *Institute for the Study of Labor (IZA)* April 2012.

Most Millennial women aren't there yet, but when they do have young children at home, their level of participation in the labor force is likely to decline.

There has been much scholarly research about the underlying causes of the gender wage gap. Most, but not all of the wage gap can be explained by certain measurable factors such as educational attainment, occupational segregation and differences in the number of hours worked (even among full-time workers). But there are other forces at work that are difficult to quantify: gender stereotypes, discrimination, professional networks that are more robust for men than for women, and hesitancy on the part of women to aggressively negotiate for raises and promotions.⁷ Experts suggest that these factors may account for anywhere from 20% to 40% of the earnings gap.⁸

Data on earnings, education and occupation do not provide insight into these unmeasured factors. However, data from the new Pew Research survey helps to illuminate the attitudes and experiences of men and women and give insight into how they navigate the workplace in an era of a narrowing, yet persistent, gender gap in pay.

The Generations Defined

The Millennial Generation

Born: After 1980

Age of adults in 2013: 18 to 32*

Generation X

Born: 1965 to 1980

Age in 2013: 33 to 48

The Baby Boom Generation

Born: 1946 to 1964

Age in 2013: 49 to 67

The Silent Generation

Born: 1928 to 1945

Age in 2013: 68 to 85

* The youngest Millennials are in their teens. No chronological end point has been set for this group.

Note: The "Greatest Generation," which includes those born before 1928, is not included in the analysis due to the small sample size.

PEW RESEARCH CENTER

⁷ See David Macpherson and Barry Hirsch, "[Wages and Gender Composition: Why Do Women's Jobs Pay Less?](#)" *Journal of Labor Economics*, July 1995, and June E. O'Neill and Dave M. O'Neill, "[What Do Wage Differentials Tell Us about Labor Market Discrimination?](#)" Working Paper 11240, National Bureau of Economic Research, March 2005.

⁸ The lower figure is from June E. O'Neill and Dave M. O'Neill, "[What Do Wage Differentials Tell Us about Labor Market Discrimination?](#)" Working Paper 11240, National Bureau of Economic Research, March 2005; the higher figure (which is based on full-time workers) is from Francine D. Blau and Lawrence M. Kahn, "[The Gender Pay Gap: Have Women Gone as Far as They Can?](#)" in *Academy of Management Perspectives*, February 2007.

Most Women Say the Playing Field Is Not Level ...

The overall trends that are revealed in the economic data are reflected in public attitudes about gender and work. Americans see less gender-based inequality today than they did 20 to 30 years ago. At the same time, a large majority says this country needs to continue making changes to give men and women equality in the workplace.

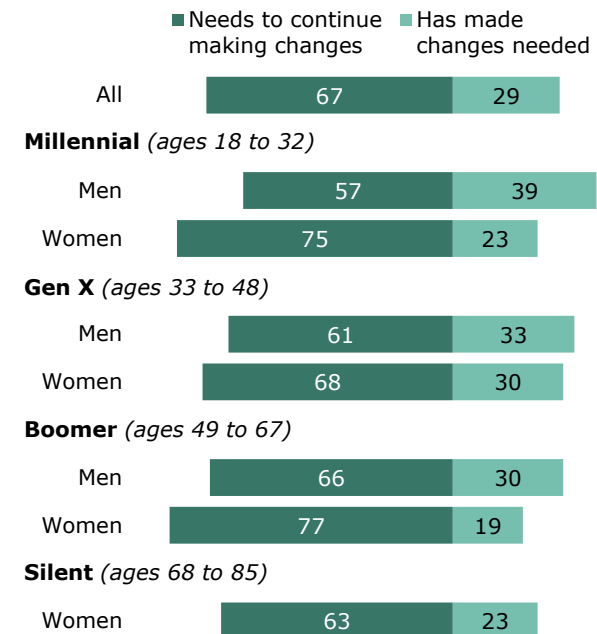
Significant gender differences are evident on these measures—with women much more likely than men to say that the two genders are not treated equally. Women are united in their views across generations: Millennial women, who are starting their careers on fairly equal footing with their male counterparts, are just as likely as older generations to believe that women face an uphill climb in terms of being treated equally by society and by employers.

Overall, the public is divided on the question of how society treats men and women. Many more say society generally favors men over women (45%) than say society favors women over men (9%). Four-in-ten adults say society generally treats men and women equally. Attitudes have shifted significantly over the past two decades. When the Gallup Organization asked a similar question in 1993, a solid majority of adults (62%) said society favored men over women.⁹

Women are much more likely than men to say society favors men (53% vs. 36%). Women are also more likely to say that society needs to do more to ensure equality in the workplace (72%

Has This Country Made the Changes Needed to Bring About Equality in the Workplace?

% saying this country ...



Notes: Based on all adults (N=2,002). Silent generation men not included due to small sample size. "Don't know/Refused" responses not shown.

PEW RESEARCH CENTER

Q43

⁹ In the 1993 Gallup question, respondents were asked whether "society generally favors men and women equally, or does it favor women over men, or men over women." In the Pew Research survey, respondents were asked whether "society generally treats men and women equally, or does it favor women over men, or men over women."

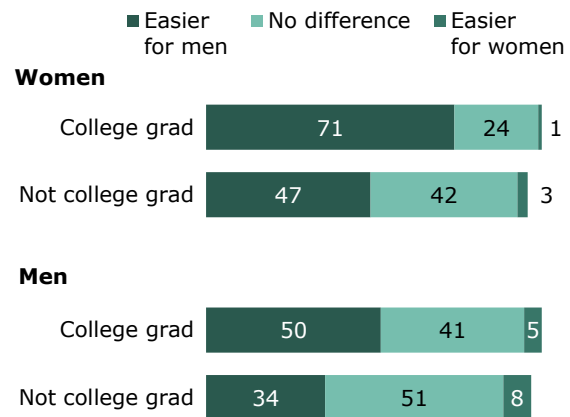
vs. 61% of men). The gender gap on this question is particularly wide among Millennials: 75% of Millennial women compared with 57% of Millennial men say the country needs to do more in order to bring about workplace equality.

The strong sense among the public that more change is needed may be related to the perception among many that there are gender-based disparities in wages and in hiring. Fully 55% of the public says if a man and a woman are doing the same work, the man generally earns more. And 46% of adults say it is easier for men to get top executive jobs in business and government than it is for women (43% say gender does not make a difference in this regard).

The gender pattern persists on these questions, with women much more likely than men to see built-in advantages for men in the workplace. In addition there is a significant education gap. College-educated adults are much more likely than those without a college degree to say that men generally out-earn women and that it's easier for men to get top-level jobs. Among women with a bachelor's degree or higher—the women most likely to be competing with men for top jobs—fully 71% say it's easier for men to get these jobs than it is for women. Only 47% of women without a bachelor's degree agree.

College Graduates Say It's Easier For Men to Get Top Jobs

% saying it is ... to get top executive jobs in business and government



Notes: Based on all adults (N=2,002). "Don't know/Refused" responses not shown. College grads are only those with a bachelor's degree or more.

PEW RESEARCH CENTER

Q44

... Yet Few See Unfair Conditions at Their Own Workplace

While there is a general perception, especially among women, that men have an unfair advantage when it comes to wages and hiring, relatively few working adults report these types of gender biases at their own workplace. Large majorities of working men (73%) and working women (75%) say that where they work, men and women are paid about the same amount for doing the same job. Only about one-in-ten says women are paid less than men.

Similar majorities of men (73%) and women (72%) say that at their workplace, women have about the same opportunities as men to advance to top executive and professional positions. Some 14% say women have fewer opportunities for promotions or advancement.

Overall, one-in-seven adults (14%) who have ever worked say they have been the victim of gender discrimination on the job. A higher share of women (18%) than men (10%) report having experienced this type of discrimination.

For those women who say they have been discriminated against because of their gender, about half say this had a negative impact on their career. For this relatively small minority of women (10% of all women with experience in the labor force), the negative consequences have been significant: the vast majority say the discrimination had a “big” impact on their career.

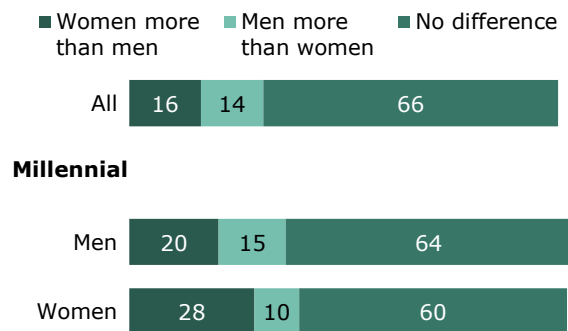
Gender, Work and Leaning In

In recent decades, women have clearly expanded their footprint in the managerial ranks of corporate America. According to data from the U.S. Bureau of Labor Statistics, in 1980, only 7% of women were working in managerial and administrative occupations, compared with 17% of men. This gap has all but disappeared: 15% of women were in these occupations in 2012, compared with 17% of men.¹⁰ Still, women have yet to come anywhere close to parity with men in the upper echelon of corporate America. According to the nonprofit research group Catalyst, women currently hold 4.2% of Fortune 500 CEO positions and 4.5% of Fortune 1000 CEO positions.¹¹

In the new Pew Research survey, respondents were asked to assess the level of focus men and women bring to their careers. Across age groups, majorities say

Many Millennials Say Women Are More Focused on Careers than Men

Of the people you know, who are around your age, who is more focused on their career ...? (%)



Notes: Based on all adults (N=2,002). Voluntary responses of “Depends” and “Don’t know/Refused” not shown.

PEW RESEARCH CENTER

Q48

¹⁰ Trends in occupational distributions are affected by changes in the classification of occupations used by the U.S. Census Bureau.

¹¹ Catalyst is a nonprofit organization with a mission to expand opportunities for women and business. The list of female CEOs, based on 2013 data, can be found at <http://www.catalyst.org/knowledge/women-ceos-fortune-1000>.

that the men and women they know who are around their age are about equally focused on their careers. Among those who see a clear difference in focus between men and women, Millennials are the only ones who say women are more focused on their careers than men.

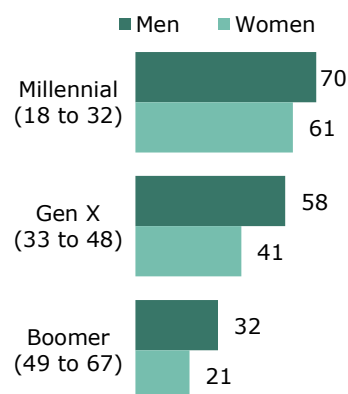
Even so, the survey finds that women are less likely than men to say they have asked for a raise or promotion and less likely to say that they would like to be a boss or senior manager someday. Overall, 47% of adults with at least some work experience say they have asked for a pay raise or promotion at some point in their working life: 51% of men have done so, as have 43% of women. Among Millennials, 48% of men and 42% of women, a statistically insignificant difference, say they have asked for a pay raise or promotion. However, there is a wide gender gap among Gen Xers: 59% of Gen X men, compared with 47% of Gen X women, say they've sought to advance their career in this way.

Six-in-ten men (excluding those who are retired) say they either would like to be the boss at their workplace or they already are the boss. This compares with 44% of women. Some 53% of women say they don't have any interest in being the boss. These attitudes are shaped in part by where people are in the life cycle. Young adults are more likely than middle-aged and older adults to say they'd like to be the boss someday—possibly because they have more time ahead of them to reach that goal.

Among those who are not already the boss or a top manager at their workplace, Millennial men are somewhat more likely than Millennial women to say they'd like to be the boss. However, a significant gender gap opens up among Gen Xers and Boomers. Among Gen Xers, 58% of men, compared with 41% of women, say they would like to be the boss someday. Gen X women are among the most likely to have children under the age of 18, and this may well be a factor in views about how much additional responsibility they would want to take on at work.

Who Wants to Be the Boss?

% saying they would like to be a boss/top manager someday



Note: Based on those who are not retired and are not currently the boss/top manager (n=1,539).

PEW RESEARCH CENTER

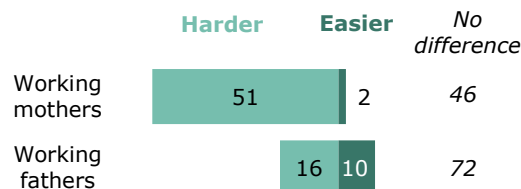
Q31

The Balancing Act

As the economic data suggest, the focus and intensity that many young women bring to their careers can diminish as they age and take on more responsibility outside of the workplace. The survey findings illustrate some of the specific challenges women face in accommodating the demands of work and family. Among working women with children under age 18, fully half (51%) say being a working parent has made it harder for them to advance in their job or career. By comparison, only 16% of men with children under age 18 say being a working parent has made it harder for them to advance at work.

Parenthood and Career Advancement

% with children under age 18 who say being a working mother/father makes it ... to advance in job or career



Notes: Based on adults who are working or have ever worked and have children younger than 18 (n=528). Voluntary responses of "Depends" and "Don't know/Refused" not shown.

PEW RESEARCH CENTER

Q54a

When young adults who do not yet have children consider that possibility, most see roadblocks ahead. Fully 62% of childless Millennials expect that having children will make it harder for them to advance in their career. Roughly one-third (34%) say having children won't make a difference in their career advancement, and only 1% say having children is likely to help them advance. There is no gender gap on this question among young adults. Millennial men and women tend to agree that having children will make it harder for them to advance at work.

It is not simply having children that impacts women's careers. It's the steps they take to accommodate the demands that go along with being a parent. Survey respondents—both men and women—were asked about a series of things they may have done over the course of their working life in order to care for a child or other family member. These included reducing work hours, taking a significant amount of time off from work, quitting a job or turning down a promotion. Overall, 47% of all adults, whether they are parents or not, say they have done one of these things in order to care for a child or other family member.

Parents are significantly more likely than non-parents to have taken these steps. (Some 55% of parents say they have done one of these things, compared with 24% of childless adults.) And among parents, a much higher share of mothers than fathers say they have had these types of career interruptions. Roughly four-in-ten women with children of any age (42%) say that at some point in their working life, they have reduced their hours in order to care for a child or

other family member. A similar share of mothers (39%) say they have taken a significant amount of time off from work to care for a family member. Fathers are much less likely to report having done either of these things (28% of fathers have reduced their work hours and 24% have taken a significant amount of time off from work in order to care for a child or other family member).

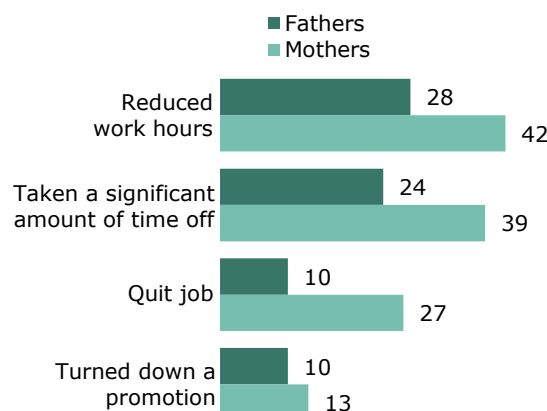
Roughly one-in-four mothers (27%) say they quit their job at some point for family reasons (compared with only 10% of men). Fewer mothers (13%) have turned down a promotion in order to care for a family member. Fathers are about as likely to have done this (10%).

The survey finds that by overwhelming margins, adults who have altered their work lives in order to care for family members are glad they did it. Fully 94% of those who have reduced their hours or taken a significant amount of time off from work say they are glad they did this. And nearly as many who have turned down a promotion (88%) or quit their job (87%) in order to care for a family member say the same.

For those adults who have experienced these types of career interruptions, many say it didn't have much of an impact on their career one way or another. But among those who did see an impact, women are more likely than men to say it was negative. Among women who reduced their work hours in order to care for a child or family member, 35% say this hurt their career overall. This compares with 17% of men who reduced their work hours. Similarly, about one-third of women (32%) who took a significant amount of time off from work

Mothers, More than Fathers, Experience Career Interruptions

% saying they have ... in order to care for a child or family member



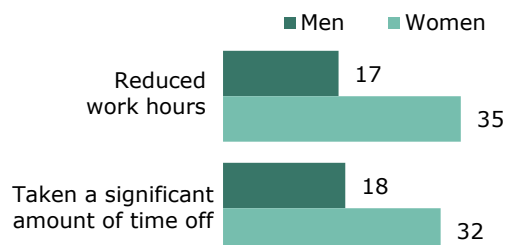
Notes: Based on those who have ever worked, "Fathers" and "mothers" include those with children of any age, including adult children (n=1,254).

PEW RESEARCH CENTER

Q56a-d

Mothers More Likely to Say Time Away Has Hurt Career

% saying ... hurt their career



Notes: Based on fathers/mothers who are or were employed and said they have done each in order to care for a child or other family member. Sample sizes vary across items.

PEW RESEARCH CENTER

Q58a,b

for family-related reasons say doing this hurt their career, compared with 18% of men.

Roadmap to the Report

Chapter 1 of the report looks at trends in labor force participation and earnings and explores the demographic, economic and educational explanations for the gender gap in pay. The analysis is based on data from the Current Population Survey and the American Time Use Survey, both administered by the Census Bureau for the Bureau of Labor Statistics. Chapters 2-5 discuss findings from the new Pew Research Center survey. **Chapter 2** looks at public views about how men and women are treated by society and in the workplace and explores what the public sees as the main reasons for the gender gap in earnings. **Chapter 3** looks at what men and women value in a job and how attitudes toward career advancement differ by gender and generation. **Chapter 4** looks at discrimination in the workplace—whether men and women have been discriminated against and how that affects their attitudes about work. Finally, **Chapter 5** looks at the intersection of work and family life. How does being a working parent affect career advancement? What sorts of career interruptions do men and women experience when they take time out for family obligations? And how is this different for mothers and fathers?

Acknowledgements

Paul Taylor, executive vice president of the Pew Research Center, provided the editorial guidance and also edited the report. Kim Parker, director of social trends research, developed and managed the survey and wrote the Overview, Chapter 2 and Chapter 5 of the report. Rich Morin, senior editor, wrote Chapters 3 and 4 of the report. Rakesh Kochhar, associate director of the Pew Research Center’s Hispanic Trends Project, oversaw the analysis of census data. He was assisted by Gretchen Livingston, senior researcher; Rick Fry, senior research associate; and Wendy Wang, research associate. D’Vera Cohn, senior writer, wrote Chapter 1 of the report, based on the analysis of Kochhar, Livingston, Fry and Wang. Eileen Patten, research analyst, and Anna Brown, research assistant, assisted in data analysis, chart production, formatting and number checking. Marcia Kramer of Kramer Editing Services copy-edited the report.

About the Data

Findings in this report are based mainly on data from: (1) A new Pew Research Center survey conducted in October 2013, (2) The Current Population Survey and (3) the American Time Use Survey.

Survey Data: The Pew Research survey was conducted October 7-27, 2013, with a nationally representative sample of 2,002 adults age 18 and older, including 982 adults ages 18 to 34. A total of 479 interviews were completed with respondents contacted by landline telephone and 1,523 with those contacted on their cellular phones. In order to increase the number of 25- to 34-year-old respondents in the sample additional interviews were conducted with that cohort. Data are weighted to produce a final sample that is representative of the general population of adults in the United States. Survey interviews were conducted in English and Spanish under the direction of Princeton Survey Research Associates International. Margin of sampling error is plus or minus 2.7 percentage points for results based on the total sample at the 95% confidence level.

Labor Market Data: The labor market data are derived from the Current Population Survey (CPS). Conducted jointly by the U.S. Census Bureau and the Bureau of Labor Statistics, the CPS is a monthly survey of approximately 55,000 households and is the source of the nation's official statistics on unemployment. Most of the trends in earnings, employment and labor force participation are estimated from the Merged Outgoing Rotation Group (MORG) files of the CPS. These are annual files that contain the records for the outgoing rotation groups from each of the 12 months. Representing one-quarter of the sample from each month, these are the only records with information on earnings. A typical MORG file consists of more than 300,000 records. MORG files for 1980 to 1994 were obtained from the National Bureau of Economic Research (NBER) and MORG files for 1995 to 2012 were constructed by the Pew Research Center.

Additionally, trends in labor market participation by marital and parental status are obtained from the Annual Social and Economic Supplement (ASEC) file. Conducted in March each year, the ASEC file currently features more than 90,000 household interviews. These ASEC data were obtained from the Integrated Public Use Microdata database (IPUMS-CPS), provided by the University of Minnesota. Further information about the IPUMS is available at <http://www.ipums.org>.

Educational Data: Data on college enrollment are from the U.S. Census Bureau, Historical Time Series Tables on School Enrollment, Table A-5a (<http://www.census.gov/hhes/school/data/cps/historical/index.html>). Data on college completion are from the March 2013 Current Population Survey.

Time Use Data: The time use findings presented in Chapter 1 are based on the American Time Use Survey (ATUS). The ATUS is the nation's largest survey on time use and the only federal survey providing such data. It was launched in 2003 by the Bureau of Labor Statistics. The ATUS sample is nationally representative and drawn from the Current Population Survey (CPS). The ATUS interviews a randomly selected individual age 15 or older from a subset of the households that complete their eighth and last interview from the CPS. Interviews are conducted over the telephone. The monthly sample is divided into four randomly selected panels, one for each week of the month. It is also split evenly between weekdays and weekends. The ATUS data files are released annually. The response rate for each year has been above 50% since the survey started in 2003. For more information on the ATUS methodology, see <http://www.bls.gov/tus/atususersguide.pdf>.

CHAPTER 1: TRENDS FROM GOVERNMENT DATA

Three decades ago, U.S. women overall made 64% as much as men did in hourly earnings. In 2012, they made 84%—a remarkable narrowing of the gender gap in pay, as well as an illustration of its persistence.

The relative gains are even more striking for American women at the outset of their working lives. Among young adults, ages 25 to 34, women’s hourly earnings were two-thirds (67%) of men’s in 1980 and fully 93% of men’s in 2012. But if past trends are any indication, according to a Pew Research Center analysis of government data, today’s young women may lose some of those gains as they grow older.

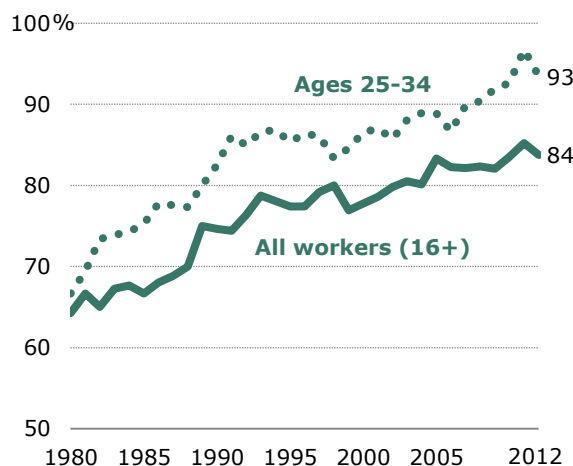
Both the long-term reduction of the gender pay gap and its endurance are linked to larger changes in American society. Change came rapidly in the 1980s and has slowed since then.

The gender gap narrowed as women, especially mothers, surged into the labor force beginning in the 1950s, building up experience to compete against men. More recently, younger women have outpaced men in college-going and college graduation, which have opened doors to higher-paying jobs, often in male-dominated fields. In addition, larger forces such as globalization and weakened unions disproportionately have hurt some types of jobs mainly held by men.¹²

At the same time, women make less than men in part because they still trail men in labor market experience. Women remain twice as likely as men to work part time, and they take time off more often from employment over their working lives—in large part to care for children or

The Narrowing of the Gender Earnings Gap, 1980-2012

Median hourly earnings of women as a percent of men’s



Note: Estimates are for all civilian, non-institutionalized, full- or part-time employed workers with positive earnings. Self-employed workers are excluded.

Source: Pew Research Center tabulations of Current Population Survey data

PEW RESEARCH CENTER

¹²See David Autor and Melanie Wasserman, [Wayward Sons: The Emerging Gender Gap in Labor Markets and Education](#), Third Way, 2013.

other family members. Although women have increased their share of well-paid jobs such as lawyers and managers, research indicates that they remain concentrated in female-dominated lesser-paying occupations and that integration slowed over the past decade.¹³

In contrast to women, men are more likely to work when they have young children. They work longer hours than women, even in full-time jobs, and some evidence indicates the financial reward for such “overwork” has risen in recent years.¹⁴

A notable amount of the gender gap, though, is hard to quantify. How much is due to gender stereotypes that contribute to lower aspirations by women before they even reach the job market? Or is due to weaker professional networks once they look for work? Do women lose out because they do not push as hard as men for raises and promotions? And what is the role of discrimination, which turns up in experiments where people are asked to rate identical resumes from mothers and fathers?¹⁵

The amount of the earnings gap that is unexplained by measured factors, such as educational attainment and job type, ranges widely in published research. One recent study, using 2000 data, said that unexplained factors account for just over 20% of the gap, a second, using 2007 data, said 24% to 35% of the gap could not be explained and a third (which looked only at full-time workers in 1998) said 41% could not be accounted for.¹⁶

In addition, there is an open question whether the gender pay gap will continue to decrease. That is because change has slowed since the mid-1990s on two key factors: the increase in women’s labor force participation and the narrowing of the gender gap in work experience.¹⁷

This chapter explores the demographic, economic and educational explanations behind the trends in the gender gap in pay. The main data sources used here are the Current Population

¹³ See Philip N. Cohen, [“The Persistence of Workplace Gender Segregation in the US,”](#) *Sociology Compass*, November 2013, and Francine D. Blau, Peter Brummund and Albert Yung-Hsu Liu, [“Trends in Occupational Segregation by Gender 1970-2009: Adjusting for the Impact of Changes in the Occupational Coding System,”](#) Institute for the Study of Labor (IZA) April 2012.

¹⁴ See Youngjoo Cha and Kim A. Weeden, “Overwork and the Slow Convergence in the Gender Gap in Wages,” *American Sociological Review*, forthcoming.

¹⁵ See Shelley J. Correll, Stephen Benard, and In Paik, [“Getting a Job: Is There a Motherhood Penalty?”](#) *American Journal of Sociology*, March 2007.

¹⁶ The lower figure is from June E. O’Neill and Dave M. O’Neill, [“What Do Wage Differentials Tell Us about Labor Market Discrimination?”](#) Working Paper 11240, National Bureau of Economic Research, March 2005; the middle figure from CONSAD Research Corp. for the U.S. Department of Labor, [“An Analysis of Reasons for the Disparity in Wages Between Men and Women,”](#) Jan. 12, 2009; the higher figure from Francine D. Blau and Lawrence M. Kahn, [“The Gender Pay Gap: Have Women Gone as Far as They Can?”](#) in *Academy of Management Perspectives*, February 2007.

¹⁷ See Francine D. Blau and Lawrence M. Kahn, [“The Gender Pay Gap: Have Women Gone as Far as They Can?”](#) in *Academy of Management Perspectives*, 2007.

Survey and the American Time Use Survey, both administered by the Census Bureau for the Bureau of Labor Statistics.

Earnings Trends by Gender

The gender gap in pay varies somewhat based on the metric used to analyze it, but by all measures it has narrowed since 1980, though more slowly in recent years. This report analyzes differences mainly through the lens of median hourly earnings, which is the usual weekly earnings divided by the usual hours worked in a week. This measure accounts for the difference in earnings between women and men that may arise from differences in the number of hours worked.

In 2012, median hourly earnings were \$14.90 for women and \$17.79 for men, so women made 84% as much as men. In 1980, median hourly earnings (adjusted to 2012 dollars) were \$11.94 for women and \$18.57 for men, meaning that women made 64% of what men did that year. During this time period, women's earnings have risen (25%) and men's have declined (4%).

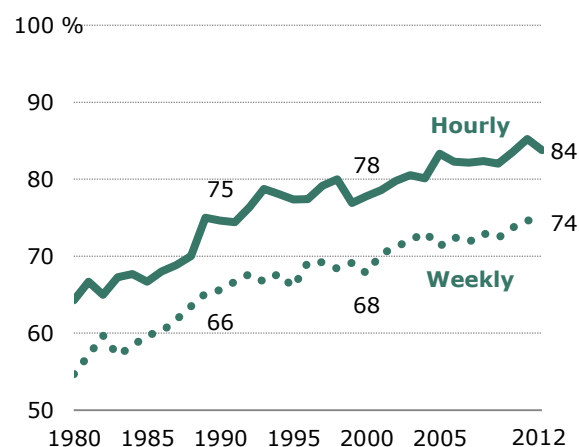
Women made rapid gains relative to men in the 1980s and early 1990s, but the pace has slowed since then. During the 15 years from 1980 to 1995, the male-female gap narrowed by 20% (or 13 percentage points). For the 16 years from 1996 to 2012, it narrowed by 8% (or six percentage points).

By age group, the gender gap in earnings is smallest, and has narrowed most sharply, among adult workers at the outset of their working lives, ages 25 to 34. In this age group, women earned 93% as much as men the same age in 2012, compared with 67% in 1980.

The youngest women (ages 16 to 24) made 90% as much as men the same age in 2012, and 84% in 1980. For women ages 35 to 44, the ratio was 80% in 2012 and 58% in 1980. For

Median Hourly and Weekly Earnings of Women as a Percent of Men's, 1980 to 2012

Ages 16 and older



Note: Estimates are for all civilian, non-institutionalized employed workers with positive earnings. Excludes self-employed. Data labels shown for 1990, 2000 and 2012.

Source: Pew Research Center tabulations of Current Population Survey data

PEW RESEARCH CENTER

women ages 45 to 54, the ratio was 77% in 2012 and 57% in 1980. For women ages 55 to 64, the ratio was 77% in 2012 and 58% in 1980.

Only one group—women ages 65 and older—has experienced a decline in their earnings relative to those of men the same age: Their ratio was 82% in 2012, slightly worse than the 84% in 1980.

Cohort Analysis

Looking at data on successive cohorts of women, they typically begin their working lives at earnings levels closer to men the same age than is true for women overall. However, as the women age, they fail to keep pace with the overall narrowing of the earnings gap. As a result, within 10 to 15 years of entering the labor force, the newer workers slip behind the ratio for women overall, and in many cases lose ground compared with their younger selves.

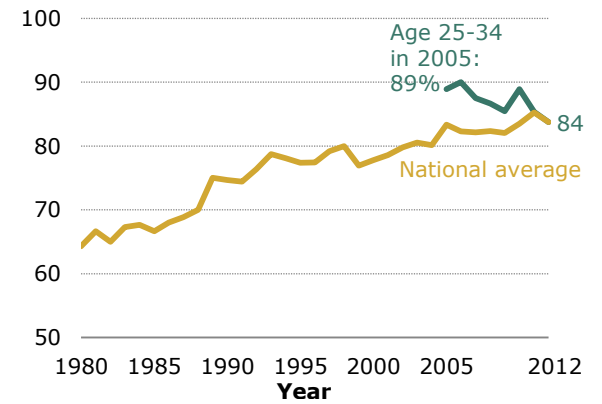
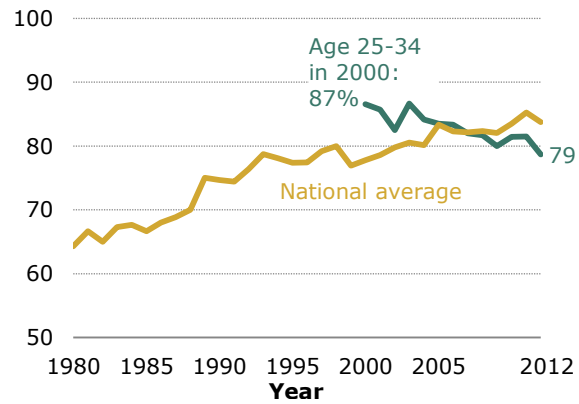
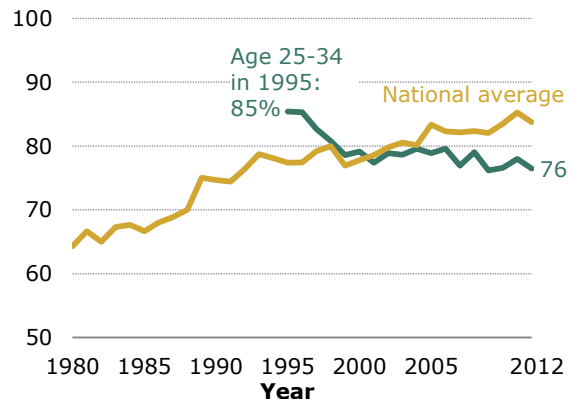
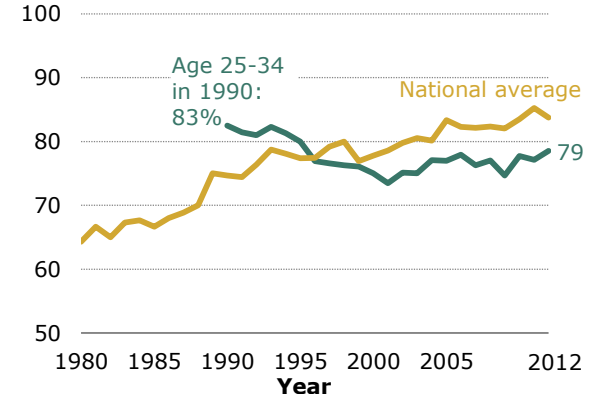
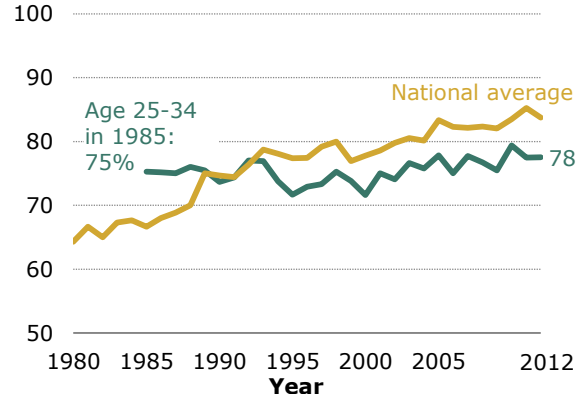
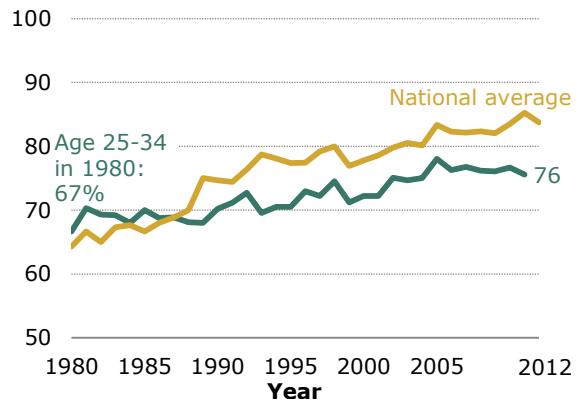
For example, women who were ages 25 to 34 in 1990 made 83% as much in hourly earnings as men the same age did that year, more than the 75% ratio for women overall. In 2000, when this group of women and men were ages 35 to 44, the women made 75% as much as the men, less than the 78% ratio for all women. In 2012, when this group was ages 47 to 56, the women earned 79% as much as men the same age—lower than the overall ratio of 84%, and below their own ratio in 1990.¹⁸

For the most recent cohorts of young women—those who were ages 25 to 34 in 1990, 1995, 2000 and 2005—pay gaps with men the same age have widened as they grew older, even as the gap for all women narrowed somewhat. For women who were ages 25 to 34 in 1980 and 1985, pay gaps with men the same age shrank as they grew older, but their current gap is larger than that for all women; when they were young workers, the gap had been smaller.

¹⁸ This analysis is based on cross-sectional data not on longitudinal data. It examines cohorts of men and women over time, but each year includes a new sample of adults (i.e. the analysis does not follow the same women and men over time). For example, the analysis looks at a random sample of women who were ages 25 to 34 in 1980, then it looks at a new sample of women who were ages 26 to 35 in 1981, and so on.

Gender Pay Gap Trends for Each Cohort Compared with Women Overall

Median hourly earnings of women as a percent of men's



Note: Estimates are for all civilian non-institutionalized, full- or part-time employed workers with positive earnings. Self-employed workers are excluded. Data for those who were ages 25-34 in 1980 end in 2011. Data for all other cohorts end in 2012.

Source: Pew Research Center tabulations of Current Population Survey data

PEW RESEARCH CENTER

Labor Force Trends

The trends in pay equality have taken place alongside growth in the share of women, especially mothers, who are working or looking for work. However, key differences remain between male and female labor patterns that explain some of the continuing pay gap: Men on average regularly work more hours than women and take less time out of the labor force over their working lives.¹⁹

Women's labor force participation rose to 58% in 2012 from 52% in 1980. During that same period, men's labor force participation declined to 70% from 78%. Because of these trends, women account for a growing share of the U.S. labor force, 47% in 2012, compared with 43% in 1980.

Labor force participation is higher for women in each age group now than in 1980 except for 16- to 24-year-olds (who are increasingly likely to be in school). Among men, all age groups except those 65 and older had lower labor force participation in 2012 than in 1980.

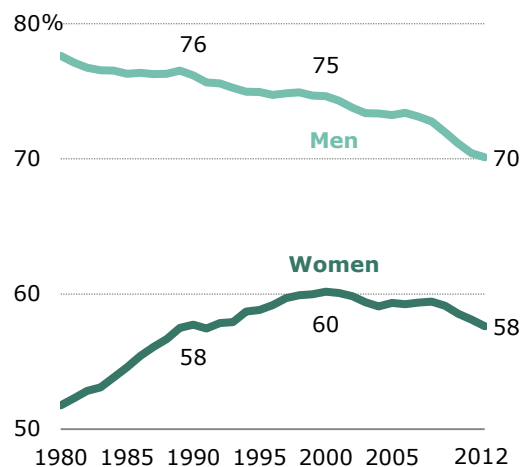
Part Time and Full Time

One major gender difference that affects overall earnings is that working women are twice as likely as working men to work part time (less than 35 hours a week), a pattern that has changed little in recent decades.

In 2012, 26% of women ages 16 and older worked part time, about the same as in 1980 (27%). Among men ages 16 and older, 13% worked part time in 2012, compared with 11% in 1980.

Labor Force Participation by Women and Men, 1980-2012

% of people ages 16 and older working or looking for work



Notes: Estimates are for the civilian, non-institutionalized population. Data labels shown for 1990, 2000 and 2012.

Source: Pew Research Center tabulations of Current Population Survey data

PEW RESEARCH CENTER

¹⁹ See June E. O'Neill and Dave M. O'Neill, "What Do Wage Differentials Tell Us about Labor Market Discrimination?" Working Paper 11240, National Bureau of Economic Research, March 2005, and Marianne Bertrand, Claudia Goldin, and Lawrence F. Katz "Dynamics of the Gender Gap for Young Professionals in the Financial and Corporate Sectors," American Economic Journal: Applied Economics, July 2010.

(The shares for both women and men rose slightly since the onset of the Great Recession in 2007.)

The share of part-timers is highest for the youngest and oldest age groups, but at least one-in-five women works part time in the prime working ages of 25 to 64, compared with one-in-ten men of comparable age.

Overall, women made up 43% of the full-time workforce and 64% of the part-time workforce in 2012.

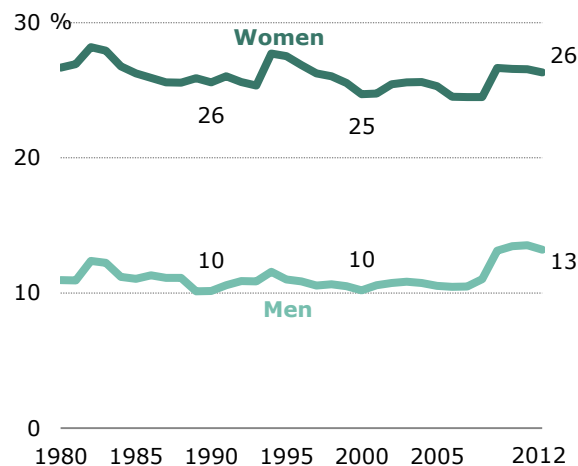
The use of hourly earnings as a measure of compensation factors in women’s greater likelihood to work part time. Another metric—weekly earnings—produces a somewhat greater gender earnings gap (though a similar time trend) because it does not adjust for part-time work. In 2012, women made 74% of what men made in weekly earnings, compared with 84% when expressed in hourly earnings.

Among full-time workers, women’s weekly earnings were 80% of men’s; looking at hourly earnings of full-time workers, women made 86% of what men made in 2012. Some of the difference in weekly earnings is due to female workers putting in fewer hours than men. In 2012, 26% of men working full-time reported working more than 40 hours per week, but only 14% of women working full-time reported doing so.²⁰

Among part-time workers, women actually make more than men: 105% of men’s earnings using weekly earnings as a metric and 107% using hourly earnings as a metric. One explanation for this, according to the Bureau of Labor Statistics, is that men who work part time are on average younger than women who do, and younger workers make less money. In 2012, 43% of male part-time workers were 16 to 24 years old, compared with 29% of female

Women More Likely to Work Part Time

Share of employed people ages 16 and older working part time, 1980-2012



Note: Estimates are for civilian, non-institutionalized employed workers with positive earnings. Excludes self-employed. Part-time refers to people usually working less than 35 hours per week. Data labels shown for 1990, 2000 and 2012.

Source: Pew Research Center tabulations of Current Population Survey data

PEW RESEARCH CENTER

²⁰ See Bureau of Labor Statistics, [“Highlights of Women’s Earnings in 2012,”](#) October 2013.

workers who were in that age group.²¹ However, even among part-time workers ages 25 to 64, women have higher median hourly earnings than men, so the relative youth of the male part-time workforce may not be the full explanation.

Family Roles

As the Pew Research survey and time use data show, women are more likely than men to take a significant amount of time off to care for children or other family members.

Employment data show that nearly all married men with children younger than 5 are in the workforce (95% in 2012). Among women, those who are married with children younger than 5 are far less likely to be in the workforce (62% in 2012).

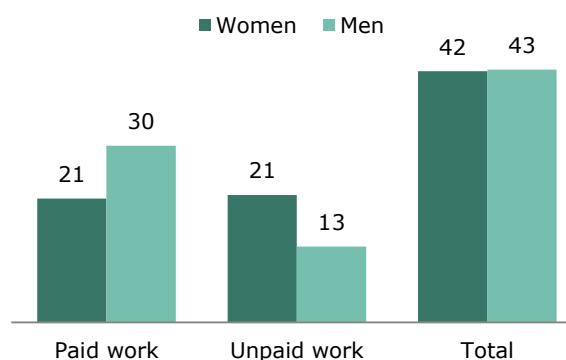
Still, the surge of women with young children at home into the labor market led the rise in women's labor force participation over the past three decades. Married women with children age 5 or younger at home increased their labor force participation rate from 45% in 1980 to 62% in 2012. Likewise, single or cohabiting women with children age 5 or younger increased their labor force participation rate from 55% in 1980 to 70% in 2012. Rates for comparable men changed little over this period.

Rates for married and unmarried women with older children (ages 6-17) also increased, though not as rapidly. Women are more likely to be in the labor force if their children are older than if they are younger. However, men's labor force participation (especially for married men) is not greatly linked to the age of their children at home.

Overall, marriage has a positive link to labor force participation for men, but not a clear link for women. Married men are more likely than unmarried men to be in the workforce. Among women, unmarried women are slightly more likely to be working.

Paid vs. Unpaid Work by Gender

Average number of hours per week



Notes: Based on people ages 16 and older. Paid work-related activities include time on the job, commute time, and any other time spent on job-related activities. Unpaid work includes time spent in housework and caring for children or other family members.

Source: Pew Research Center analysis of 2012 American Time Use Survey, ATUS-X

PEW RESEARCH CENTER

²¹ Ibid.

Time use data also underscore the greater likelihood that women will step back from paid work to do unpaid work such as child care. According to data from time diaries, women on average spend about the same number of hours each week doing paid and unpaid work, while men devote more hours to paid work. Among all people ages 16 and older, men spend an average 30 hours a week on paid work and women spend 21.²² Women average 21 hours a week on unpaid work such as housework and caring for children or other family members, while men average 13 hours a week on such activities.

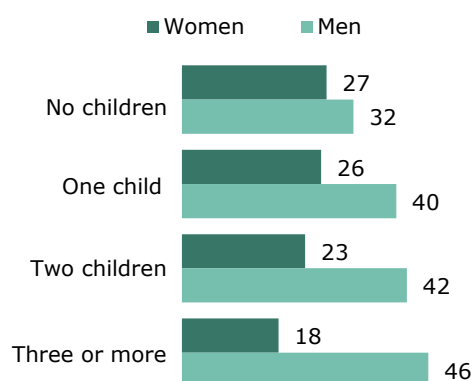
The presence of a child at home is related differently to the work hours of women and men. Women with children at home spend less time on paid work than women without children, 23 hours per week compared with 27. Men with children at home spend more time on paid work, 42 hours a week compared with 32 for men without children at home. The more children they have, according to time use data on adults ages 18 to 64, the less time women spend on paid work and the more time men do.

Mothers with the youngest children at home spend less time on job-related activities—20 hours per week for women whose youngest children are age 2 or younger, compared with 27 hours per week for women whose youngest children are 13 to 17 years old. For men, work hours peak when their youngest child is 3 to 12 years old.²³

The changed composition of the young female workforce may have played a role in narrowing the overall pay gap because these younger women are less likely than previous cohorts of young women to have family responsibilities. Among women ages 25 to 34, half were married

Paid Work Hours, by Number of Children

Average number of hours per week



Note: Based on adults ages 18-64. "Children" refer to own children under age 18 living in the household. Paid work-related activities include time on the job, commute time, and any other time spent on job-related activities.

Source: Pew Research Center analysis of 2012 American Time Use Survey, ATUS-X

PEW RESEARCH CENTER

²² Paid work-related activities include time on the job, commute time, and any other time spent on job-related activities. The reported data encompass all women and men age 16 and older, whether they were employed, unemployed or retired. Among employed people age 16 and older, women average 38 hours per week on work-related activities and men average 45 hours per week.

²³ Time use data by marital status and parenthood are for 18- to 64-year-olds.

in 2012, compared with 70% of their 1980 counterparts. Nearly half (46%) had no children at home, compared with only a third (31%) in 1980. Those most likely to postpone marriage and childbearing are college graduates; as the next section shows, they make up a growing share of women, especially younger ones.

Education and Occupation

A major factor in reducing the gender gap in earnings is that women have upgraded their educational attainment, and younger women have surpassed men in college graduation rates. Workers with college degrees not only make more money than those with less education, but also are the only educational attainment group to have experienced a meaningful gain in earnings from 1980 to 2012. Among women, hourly earnings for the college-educated have grown 33% since 1980; among men, the gain was 12%. The earnings of workers with less education either were flat, for women, or declining, for men.

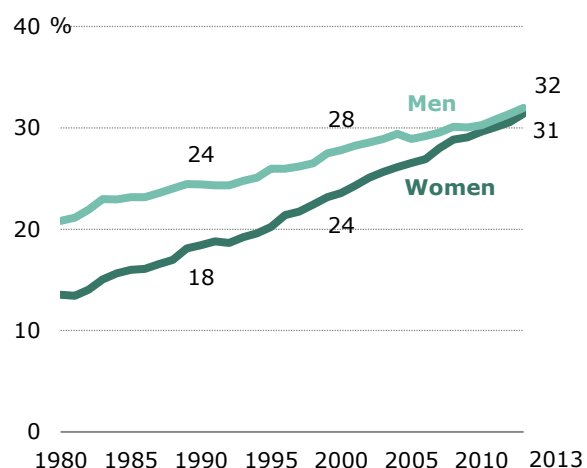
The overall gender parity in college education has been driven by new cohorts of women. Women ages 18 to 24 are more likely than comparably aged men to be enrolled in college—45% vs. 38% in 2012—and women ages 25 to 32 are more likely than comparably aged men to have completed college—38% vs. 31% in 2013. These gaps, in favor of women, emerged in the 1990s.

As might be expected, women make up a rising share of college-educated workers. In 2012, about half (49%) of employed workers with at least a bachelor's degree were women, up from 36% in 1980.

In each educational attainment group, women's hourly earnings are now a higher percentage of men's than was the case in 1980. But college-educated women do no better than less-

Bachelor's Degree Completion, by Gender, 1980-2013

% of adults ages 25 and older completing at least a bachelor's degree



Note: The educational attainment question was changed in 1992. Before 1992, persons completing at least four years of college are considered to have completed at least a four-year college degree.

Source: Pew Research Center tabulations of Current Population Survey data

PEW RESEARCH CENTER

educated women when it comes to the ratio of their earnings to those of comparably educated men. In 2012, women with at least a college degree earned 79% as much as comparably educated men. That was the same as or less than women with some college education but no bachelor's degree (who earned 81% as much as comparably educated men), high school graduates (80%) and women without a high school diploma (83%).

As their labor force participation increased, women also widened their representation across the occupational spectrum. Job segregation—that is, concentration of women in lower-paying occupations—has declined, and women have moved into more well-paying occupations that were once dominated by men. This movement has been stronger into professional and managerial jobs than for blue-collar occupations.²⁴

But the trend conceals the fact that key gaps remain within general categories of work, according to a Pew Research Center analysis of Current Population Survey data. For example, a higher share of female workers (13%) than male workers (3%) was employed in health-care occupations in 2012. However, within health-care occupations, median hourly earnings of women were only 75% of what men made in 2012.

One possible reason for this disparity was that a higher share of men employed in health care (82%) than women (66%) worked in practitioner and technical occupations. A higher share of women (34%) than men (18%) worked in support occupations.²⁵

In addition, some research finds that occupational integration has slowed. According to one recent study, segregation among full-time, full-year workers did not decline substantially in the 2000s for the first time since the 1960s.²⁶ This affects the gender pay gap because pay levels in female-dominated occupations, on average, are less than those in male-dominated occupations.

²⁴ See Francine D. Blau and Lawrence M. Kahn, "[The Gender Pay Gap: Have Women Gone as Far as They Can?](#)" in *Academy of Management Perspectives*, 2007.

²⁵ See Bureau of Labor Statistics, "[Highlights of Women's Earnings in 2012](#)," October 2013.

²⁶ See Philip N. Cohen, "[The Persistence of Workplace Gender Segregation in the US](#)," *Sociology Compass*, November 2013.

CHAPTER 2: EQUAL TREATMENT FOR MEN AND WOMEN

While women are achieving more educationally and participating more in the labor force than ever before, there is a widespread perception among the public that full equality between men and women remains an elusive goal. Only four-in-ten Americans say that society generally treats men and women equally. Attitudes have changed considerably in this regard over the past 20 years. Even so, a sizable minority of adults (45%) still say that society favors men over women, down from 62% in 1993.

When it comes to the workplace, there is an even stronger sense among the public that the playing field is uneven. A strong majority of Americans say the country needs to continue making changes to give men and women equality in this realm. Some 55% believe that men earn more money than women for doing the same job, and nearly half say there's a gender gap in hiring and promotions when it comes to the top jobs in business and government. There is a disconnect, however, between these public perceptions and what people actually experience in their workplace. Very few adults say these gender gaps exist where they work.

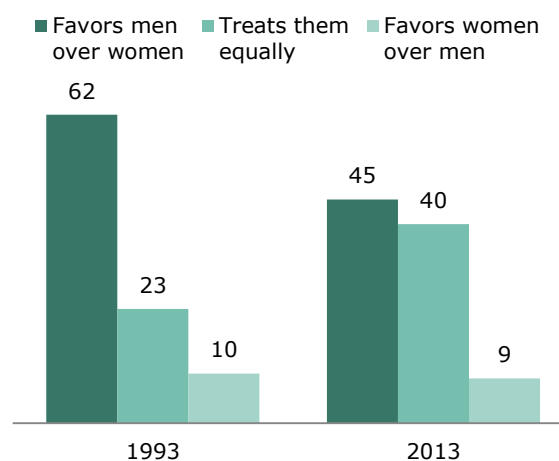
This section will examine attitudes about gender equality, the wage gap and the glass ceiling. It will look at the experiences of men and women in the workplace and address what the public sees as the most important reasons for the inequalities that persist.

Does Society Treat Men and Women Equally?

The public is divided on the basic question of how society treats men and women. Four-in-ten say society generally treats men and women equally. A slightly larger share (45%) says society favors men over women. Only 9% say society favors women over men. Attitudes have changed considerably over the past 20 years. When the Gallup Organization asked this question in 1993, only 23% said society generally treats men and women equally, and

Changing Views on Gender Equality

% saying society generally ...



Notes: Based on all adults. For 2013, N=2,002; for 1993, N=1,065. Voluntary responses of "Unsure" and "Don't know/Refused" not shown.

Source: 1993 figures are from Gallup/CNN/USA Today (Aug 1993). Question wording in 1993 was slightly different from 2013.

PEW RESEARCH CENTER

Q4

62% said society favors men over women.²⁷

There's a significant gender gap on this issue. Roughly half of men (46%) say that men and women are generally treated equally by society, while only 34% of women agree. Roughly half (53%) of women say society favors men over women, compared with 36% of men who say the same.

The perception among women that men receive more favorable treatment cuts across generations. Roughly equal shares of Millennial women (51%), Gen X women (55%), Boomer women (54%) and Silent generation women (58%) say that society generally favors men over women.

College-educated women are among the most likely to say men and women are not treated equally by society. Fully 65% of women with a bachelor's degree or higher say society favors men over women. This compares with 49% of women without a bachelor's degree. Similarly, college-educated men (46%) are more likely than men who have not graduated from college (32%) to say society is biased in favor of men.

Equality in the Workplace—Are We There Yet?

When respondents are asked specifically about conditions in the workplace, there is a strong sense that more needs to be done to bring about gender equality. Only 29% of adults say this country has made the changes needed to give men and women equality in the workplace, while 67% say the country needs to continue making changes. There is a significant gender gap on this question, but even among men, 61% say more changes are needed. Roughly seven-in-ten women (72%) say more change is needed.

The gender gap is particularly wide among Millennials: While 75% of Millennial women say more changes are needed to bring about equality in the workplace, only 57% of Millennial men agree. The gender gap is narrower among Gen Xers and Boomers.

Women's views are united across generations. Boomer women, who've lived through an era of tremendous growth in terms of women's labor market participation, are just as likely as Millennial women to say more changes need to be made in order to have gender equality in the

²⁷ In the 1993 Gallup question, respondents were asked whether "society generally favors men and women equally, or does it favor women over men, or men over women." In the Pew Research survey, respondents were asked whether "society generally treats men and women equally, or does it favor women over men, or men over women."

workplace (77% and 75%, respectively). Gen X women have a similar view (68% say more needs to be done).

A strong majority of conservative women (62%) say the country needs to continue making changes to give men and women equality in the workplace. Liberal women feel even more strongly about this (87% say more needs to be done). Moderates fall in the middle (76%).

There is a significant racial divide on this question. Overall, blacks (85%) are more likely than whites (63%) or Hispanics (64%) to say the country needs to continue making changes to give men and women equality in the workplace. The racial gap is larger among men than among women. While 83% of black men say the country needs to make more changes to bring about equality, only 56% of white men and 64% of Hispanic men agree. Among women, 86% of blacks, 70% of whites and 63% of Hispanics say more change is needed.

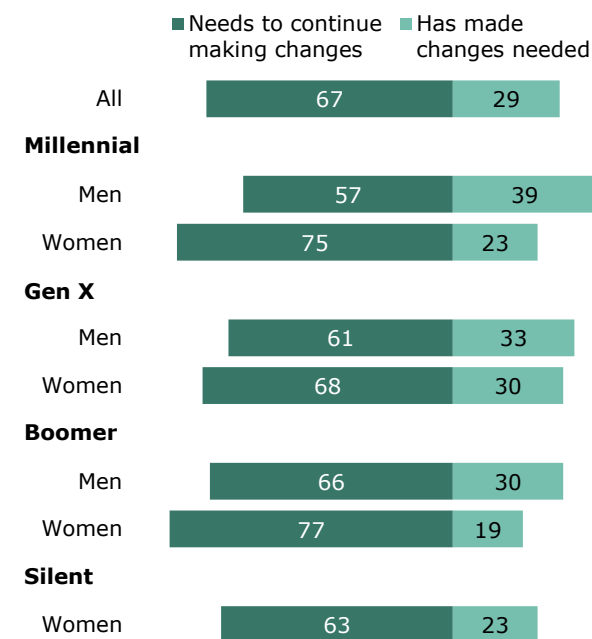
Equal Pay for Equal Work?

The fact that there's a wage gap between men and women is not lost on the public. Some 55% of adults believe that men generally earn more than women these days for the same work. But a sizable minority (38%) says if a man and a woman are doing the same work, they earn the same amount of money.

The perception that there was a wage gap in favor of men was much more widespread 30 years ago. In a 1982 CBS News poll, 70% of adults said men earned more than women for doing the same work.

Has This Country Made the Changes Needed to Bring About Equality in the Workplace?

% saying this country ...



Notes: Based on all adults (N=2,002). Silent generation men not included due to small sample size. "Don't know/Refused" responses not shown.

PEW RESEARCH CENTER

Q43

Today, there is a significant gender gap in views about how men and women are paid. A strong majority of women (62%) say that if a man and a woman are doing the same work, the man generally earns more; only 47% of men agree.

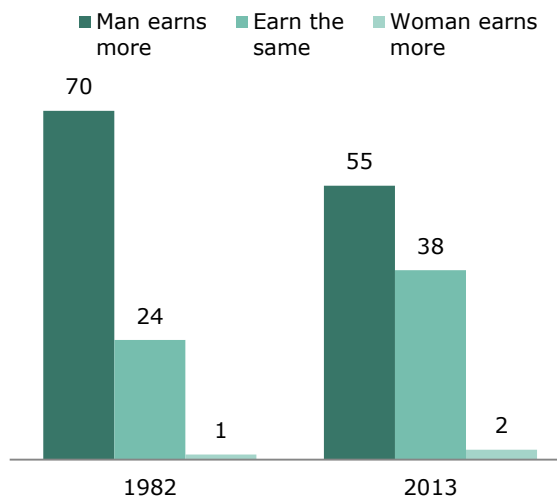
Women are fairly united in their views on this question. The perception that men are generally paid more than women for doing the same work cuts across different generations of women. The one exception is women in the Silent generation, 72% of whom say men generally earn more than women (statistically higher than the share of Millennial or Gen X women who say the same). Equal shares (62%) of women with and without children say men generally out-earn women.

There is a significant education gap on this question, however. Women with a bachelor’s degree or higher are much more likely than women with less education to say men generally earn more than women (73% vs. 55%). There is a similar education gap among men, although it is not as wide—55% of men with a bachelor’s degree or higher vs. 45% of men with less education say men generally earn more than women.

Women who believe the country has made the changes needed to bring about gender equality in the workplace tend to also believe men and women are given equal pay for doing the same work. Only 33% of the women in this group say men generally earn more than women. By contrast, a solid majority of women who say the country needs to do more to bring about gender equality in the workplace also believe men out-earn women (73% say men generally earn more than women for doing the same job, and only 23% say men and women earn the same amount).

Most See Earnings Gap Between Men and Women

% saying, these days, if a man and a woman are doing the same work generally ...



Notes: Based on all adults. For 2013, N=2,002; for 1982, N=1,174. "Don't know/Refused" responses not shown.

Source: 1982 figures are from CBS News (June 1982).

PEW RESEARCH CENTER

Q45

Do Women Have an Equal Shot at Top Executive Jobs?

While women have made substantial gains in the workplace in recent decades, there is clear evidence that women remain underrepresented at the top levels of American business and politics. According to recent research from Catalyst, women currently hold 4.2% of Fortune 500 CEO positions and 4.5% of Fortune 1000 CEO positions.²⁸ And when it comes to politics, women hold 18% of the seats in the U.S. Congress and 23% of statewide elected executive offices.²⁹

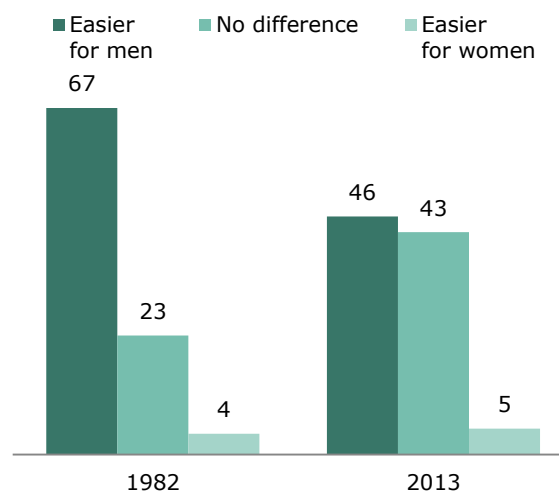
When it comes to getting a top job in business or government, the public is divided over whether men have an advantage over women or whether gender doesn't make a difference. Some 46% of all adults say it's easier for men to get top executive jobs, and 43% say gender doesn't make a difference. Only 5% say it's easier for women to get top jobs these days.

Views on this issue have changed significantly in recent decades. Thirty years ago, a CBS News poll found that 67% of the public believed men had an advantage when it came to getting top executive jobs in business and government. Only 23% thought gender didn't make a difference.

Today, men and women have very different views on this issue. On balance, women are more likely to say it's easier for men to get top executive jobs in business or government these days than they are to say that the playing field is level. Some 54% of women say it's easier for men to get top jobs, while 38% say there isn't much difference. Only 3% of women say it's easier for women to get top jobs these days.

Fewer Now See Advantage for Men in Landing Top Jobs

% saying it is ... to get top executive jobs in business and government



Notes: Based on all adults. For 2013, N=2,002; for 1982, N=1,174. "Don't know/Refused" responses not shown.

Source: 1982 figures are from CBS News (June 1982).

PEW RESEARCH CENTER

Q44

²⁸ Catalyst is a nonprofit organization with a mission to expand opportunities for women and business. The list of female CEOs, based on 2013 data, can be found at <http://www.catalyst.org/knowledge/women-ceos-fortune-1000>.

²⁹ These figures are from the Center for American Women and Politics at the Eagleton Institute of Politics at Rutgers University http://www.cawp.rutgers.edu/fast_facts/levels_of_office/documents/elective.pdf

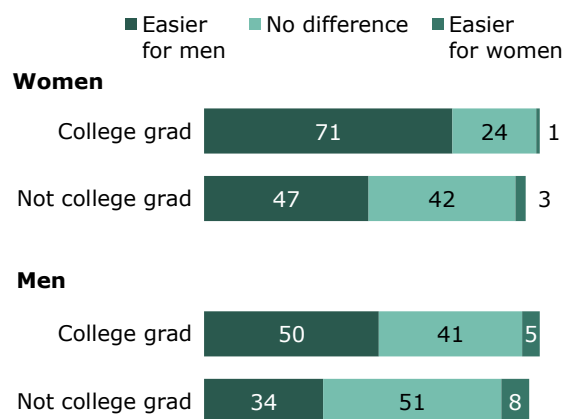
Among men, the balance of opinion is different. Only 38% of men say it's easier for men to get top jobs in business and government these days, while 48% say there's no difference between men and women in this regard.

Women across generations agree about the ability for women to get top executive jobs these days. About six-in-ten Millennial and Boomer women (each 58%) and 55% of Gen X women say that it is easier for men to get these positions. The views of Silent generation women are somewhat different: 41% say it is easier for men to get these positions.

The education gap on this question is particularly wide—for both men and women. Overall, college-educated adults are much more likely than those without a four-year college degree to say men have an advantage when it comes to hiring for executive-level positions. Among women, 71% of those with a bachelor's degree or higher say it's easier for men to get top jobs in business or government. Only 47% of women without a bachelor's degree agree. This is relevant, because college-educated women are more likely than their counterparts with less education to be competing for top-level jobs. Among men, 50% of those with a four-year college degree say it's easier for men to get top jobs, while only 34% of men without a bachelor's degree agree with this assessment.

College Graduates Say It's Easier For Men to Get Top Jobs

% saying it is ... to get top executive jobs in business and government



Notes: Based on all adults (N=2,002). "Don't know/Refused" responses not shown. College grads include only those with a bachelor's degree or more.

PEW RESEARCH CENTER

Q44

Perceptions Don't Match Experiences

In spite of the general perception, especially among women, that men have an advantage in terms of earning power and access to top jobs, relatively few employed adults report these types of inequities at their own workplace. Solid majorities of working men (73%) and women (75%) say that where they work, men and women are paid about the same amount for doing the same job. Some 14% of women and 9% of men say, at their workplace, women are paid less than men for doing the same job, and relatively few (4% of men and 3% of women) say women are paid more than men.

Among those who are employed, blacks are about twice as likely as whites or Hispanics to report that women are paid less in their workplace. One-in-five blacks say women are paid less than men where they work. This compares with one-in-ten of both whites and Hispanics.

Women who believe the country needs to do more to bring about equality in the workplace are significantly more likely than those who say the country has done enough to say that women are paid less than men in their workplace (17% vs. 5%). Even so, 71% of women who believe the country still needs to make changes to bring about gender equality say that, at least where they work, men and women who do the same job earn about the same amount of money.

Just as most employed adults say there is no gender wage gap where they work, a solid majority say men and women have about the same opportunities for promotions or advancement. Overall, 73% of adults who work either full time or part time say that at their workplace, women have about the same opportunities as men to advance in their job. Some 14% say women have fewer opportunities for promotions or advancement, and 8% say women have greater opportunities than men in this regard.

Men and women have similar views on this issue. Fully 73% of men and 72% of women say that at their workplace, men and women have the same opportunities for advancement.

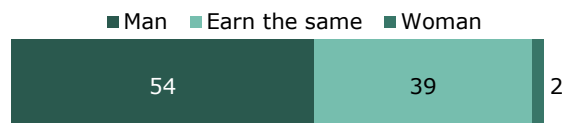
Among working women, Boomers are somewhat more likely than Millennials to say women in their workplace have fewer opportunities than men to advance (23% vs. 10%). Gen Xer women fall in the middle (17%). Fully 79% of Millennial women say that where they work, women have about the same chance as men do for advancement.

Perceptions do not vary depending on whether women have themselves sought out a raise or promotion. Roughly equal shares of women who say they have asked for a pay raise or promotion and those who say they have not done so report that, at their workplace, men and

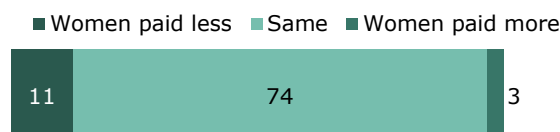
Most Say Men Out-Earn Women ... But Not Where They Work

% of employed adults saying ...

These days, if a man and a woman are doing the same work, who do you think generally earns more?



What about where you work? Do you think women are paid more, less or about the same as men for doing the same job?



Notes: Based on employed adults (n=1,301). Voluntary responses of "Not applicable" and "Don't know/Refused" not shown.

PEW RESEARCH CENTER

Q45,46

women have about the same opportunities for advancement. But women who say the country needs to make more changes to reach gender equality in the workplace are much more likely than women who think the necessary changes have already been made to say that the women at their place of work have fewer opportunities than the men (21% vs. 9%).

No Public Consensus on Underlying Causes of Gender Wage Gap

As the economic data in Chapter 1 make clear, there is a gap in wages between men and women. It may be shrinking, but it still exists, and a variety of factors may contribute to this gap. Respondents were asked to evaluate the importance of a few of these factors. The most compelling explanation for the wage gap, according to the public, is that men and women make different choices about how to balance work and family. About half of all adults (53%) say this is a major reason that women earn less than men. An additional 26% say this is a minor reason for the gender wage gap, and 16% say it's not a reason at all.

Some 46% of all adults say that differential treatment by employers is a major reason that women earn less than men. Four-in-ten adults say the fact that men and women work in different occupations is a major reason. And a quarter (26%) say the fact that men and women don't work the same number of hours is a major reason for the gap.

There are significant gender gaps on this question, particularly with regard to the choices men and women make about balancing work and family and differential treatment by employers. Women are much more likely than men to see both of these explanations as major reasons for the wage gap. Fully 60% of women say the fact that women and men make different choices about how to balance work and family is a major reason that women earn less than men; 46% of men agree this is a major reason. A

Why Is There a Wage Gap?

% saying ... is a major reason why women earn less than men

Men and women make different choices about how to balance work and family



Men and women are treated differently by employers



Men and women work in different occupations



Men and women don't work same number of hours



Note: Based on all adults (N=2,002).

PEW RESEARCH CENTER

Q49

similar share of women (54%) say a major reason for the gender wage gap is that men and women are treated differently by employers. Only 38% of men agree that this is a major reason for the gap.

Economic data confirm that women work fewer hours per week, on average, than men.³⁰ The public sees this as a less compelling explanation for the gender wage gap. Women are somewhat more likely than men to say this is a major reason that women earn less than men (28% vs. 23%). And among women, mothers, non-whites and those with less than a college education are particularly likely to see this as a major factor.

Women with children under the age of 18 are more likely than women without young children to say the choices men and women make about balancing work and family are a major reason for the gender wage gap (66% vs. 57%). Women who don't have a college degree are more likely than college graduates to point to differences in occupations and work hours as important reasons that women earn less than men.

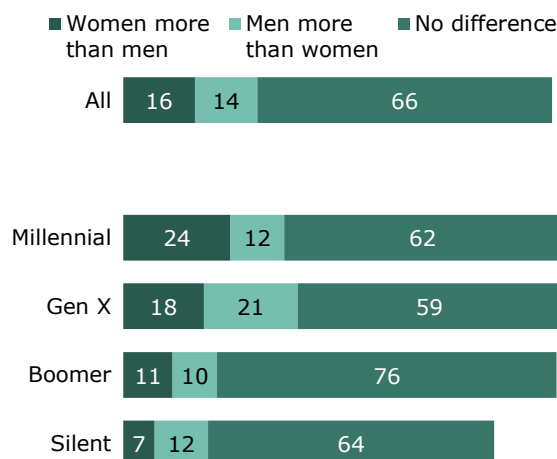
Women who say that the country needs to continue working toward a goal of gender equality in the workplace are more likely than women who say that goal has already been reached to say that differential treatment by employers is a major reason for the gender wage gap (63% vs. 32%).

Who's More Focused on Career: Men or Women?

[Previous analysis](#) by the Pew Research Center shows that while men's and women's roles at work and at home have converged quite a bit in recent decades, men still spend more time on average on paid work, while women spend more time

Generations Differ in Views on Men, Women and Career Focus

Of the people you know who are around your age, who is more focused on their career ... ? (%)



Notes: Based on all adults (N=2,002). Voluntary responses of "Depends" and "Don't know/Refused" not shown.

PEW RESEARCH CENTER

Q48

³⁰ Pew Research analysis of census data shows that the gender wage gap persists, even when controlling for differences in the number of hours worked by men and women. Looking at hourly wages, women's earnings in 2012 were 84% those of men. See Chapter 1 for a more detailed explanation.

on child care and housework. Even so, most Americans (66%) say that among the people their age that they know, men and women are about equally focused on their jobs or careers. Some 14% say the men they know are more focused on their careers than the women, and an equal share (16%) say the women are more focused on their careers.

There is no significant gender gap on this question. Roughly two-thirds of men (67%) and women (64%) say that among the people they know, both genders are equally focused on their careers.

There is an interesting generation gap on this question. Majorities of Millennials, Gen Xers, Boomers and Silents say that among the people they know, men and women are equally focused on their jobs or careers. However, Millennials (24%) are more likely than their older counterparts to say the women they know are more focused on their careers than are the men they know. Gen Xers (21%) are more likely than those in other generations to say the men they know are more focused on their careers, but 18% still say women their age are more focused than men. Boomers are more likely than any other group to say that among the people they know, men and women are about equally focused on their careers (76%).

Income and education gaps also exist on this question. Adults with annual family incomes of \$75,000 or higher are more likely than less affluent adults to say that the men they know are more focused on their careers than are the women they know. By contrast, those with incomes of \$30,000 a year or lower are more apt to say the women they know are more focused on their careers than the men. In addition, adults with a bachelor's degree are more likely than adults with less education to say that the men they know are more focused on their careers than the women (19% vs. 12%). And those with less education are somewhat more likely than college graduates to say the women their age are more focused on their careers (18% vs. 13%). Still, majorities in all income and education groups say the men and women they know are equally focused on their jobs or careers.

Opinions also vary by race and ethnicity. While white adults are more likely to say that the men they know are more focused on their careers (16%), blacks and Hispanics are more likely to say that the women they know are more career-focused (25% and 26%, respectively).

Do Men and Women Care about the Gender of Their Co-Workers?

While there are still some male- and female-dominated occupations in the U.S., the workplace is much more gender integrated these days than it was 50 years ago. Still, a substantial minority of adults think that men would prefer to work alongside other men. When asked

whether men mostly prefer having other men or women as co-workers, or whether it doesn't matter, 36% of all adults say that men prefer to work with other men. Only 8% believe men prefer to have women as co-workers, and about half (52%) say they don't think it matters to men one way or the other.

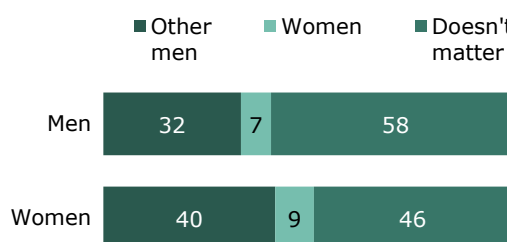
There is a significant gender gap in perceptions about what men prefer. Some 40% of female respondents say that men mostly prefer working with other men. By comparison, 32% of male respondents say the same. Among male respondents, 58% say they think it “doesn't matter to men,” higher than the 46% among female respondents. Millennials of both genders are more likely than older generations to believe that men prefer having women as co-workers.

Respondents were also asked about women's preferences: Do women mostly prefer to work with other women or with men, or doesn't it matter? A majority of adults (59%) say it doesn't matter to women. The rest are evenly split over what women prefer: 17% say that women prefer other women as their co-workers, and 17% say that women prefer men.

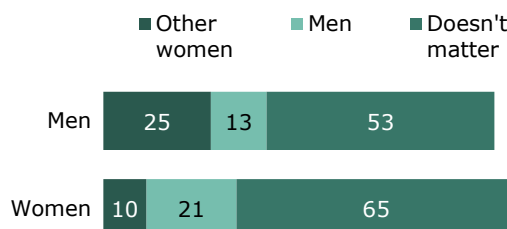
Again, there is a gender gap in perceptions. About twice as many men (25%) as women (10%) say that women mostly prefer other women as co-workers. Men are less likely than women to say that women prefer men as co-workers (13% vs. 21%). A 65% majority of the female respondents said that co-workers' gender doesn't matter to women, compared with only 53% of male respondents.

Do Men Prefer to Work with Other Men? Perceptions Don't Match Experiences

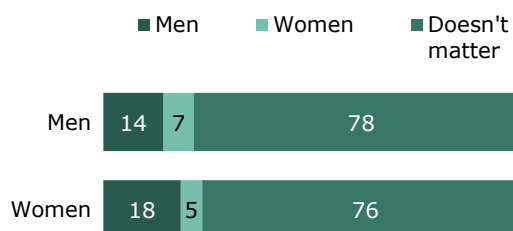
Who do you think men prefer to have as co-workers ...?



Who do you think women prefer as co-workers ...?



Who do you prefer to have as co-workers ...?



Notes: Top two panels based on all adults (N=2,002). The bottom panel is based on those who are currently employed or who have ever worked (n=1,963). "Don't know/Refused" responses not shown.

PEW RESEARCH CENTER

Q50,51,52

Perceptions don't square with experiences when it comes to gender preferences in co-workers. When respondents with any work experience were asked whether they prefer to work mostly with men or mostly with women, they overwhelmingly said they didn't have a preference. Overall, 77% say it doesn't matter to them if their co-workers are men or women—this includes 78% of men and 76% of women.

Among those who do have a clear preference, both men (14%) and women (18%) say they prefer to have men as co-workers. Fewer than one-in-ten of both genders say they would prefer to have women as co-workers. Millennials are the least likely to say they would prefer men as co-workers—only 11% of Millennials say this, compared with 19% of Generation Xers, 16% of Boomers and 21% of the Silent generation.

CHAPTER 3: WHAT MEN, WOMEN VALUE IN A JOB

The gender gap may open wide on many issues, but the new Pew Research Center survey finds that men and women generally agree about what they value in a job.

Overall, Americans give their highest priority to having a job they enjoy doing (43% say this is “extremely important” to them). About a third of all adults consider job security, the ability to take time for family needs and good benefits to be equally valuable.

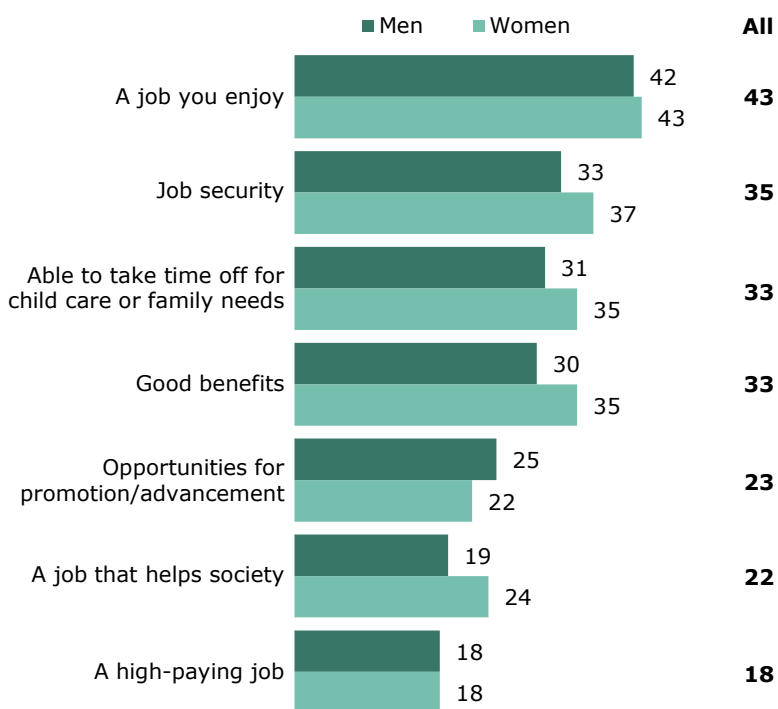
Falling lower on the list of the public’s priorities are opportunities for advancement (23%), a job that helps society (22%) and high pay (18%).

Most of these judgments differ little by gender, the survey found. For example, about four-in-ten men and women say it is “extremely important” to them to have a job that they enjoy. Equal shares of men and women (18%) rate a high-paying job as a top priority.

Differences between demographic groups emerge when the analysis shifts away from gender. Parents of young children are more likely than other adults to rate family leave time as a job essential (45% vs. 28%). And members of the Millennial generation are significantly more likely than other adults to rank a job they enjoy as extremely important to them (50% for Millennials vs. 40% for older adults).

What Workers Want: Few Gender Differences

% saying each job characteristic is “extremely important” to them



Notes: Based on adults who are not retired (n=1,750). Ranked by “All.”

PEW RESEARCH CENTER

Q30a-g

On other questions in the survey, differences by demographic group loom even larger. For example, men, minorities and Millennials are more likely than women, whites and other generations to say they would someday like to be a boss or top manager at work. Men also are more likely than women to say they have ever asked for a raise or promotion at work.

Gender and Jobs

To measure what men and women value in a job, the survey asked respondents to rate how important seven job attributes are to them on a four-point scale ranging from “extremely important” to “not too important.”

The characteristics tested in the poll were: “having a job you enjoy doing,” “having job security,” “being able to take time off for family or child care needs,” “having a job that offers good benefits,” “having opportunities for promotion or advancement,” “having a job that helps society” and “having a high-paying job.”

The survey found that men and women value the same job characteristics in virtually equal proportions. For example, 42% of men and 43% of women say having a job they enjoy doing is extremely important to them.

A somewhat smaller share of men (33%) and women (37%) rank job security as a top job priority. About as many say having the opportunity to take time off from work to deal with child or family needs is extremely important (31% for men vs. 35% for women). Roughly similar shares of men (30%) and women (35%) rank good benefits as a critical factor for them when evaluating a job.

Men and women also agree about the job characteristics that are comparatively less important. Similar shares of men and women rank as extremely important a job that offers opportunities to advance (25% for men, 22% for women) or that pays well (18% for both sexes).

These gender similarities span the generations. For example, about half of Millennial men (48%) and women (52%) say that having a job they enjoy doing is extremely important to them. That view is shared by 42% of Gen X men and about as many Gen X women (45%). Among Baby Boomers, the proportions also are similar (36% for men and 40% for women).

Men and women differ on one job characteristic. Women are more likely than men to say that having a job that helps society is extremely important to them (24% vs. 19%). This gap swells

to 13 percentage points when the analysis is expanded to include those who say they rate this attribute as “very important” (72% vs. 59%).

Millennial women are particularly more likely than men regardless of generation to say a job that helps society is extremely important to them (29% for Millennial women vs. 19% for Millennial and Gen X men and 17% for Boomer men).

What the Generations Value in a Job

The generations differ significantly about what is most important to them in a job. In most instances, these differences in attitudes appear to be due to family and work circumstances related to age.

Reflecting their place in the first decades of their working lives, Millennials and Gen Xers more highly value opportunities for advancement on the job than Baby Boomers who are at or near the peak of their careers (27% for Millennials and 30% for Gen Xers vs. 15% for Boomers).

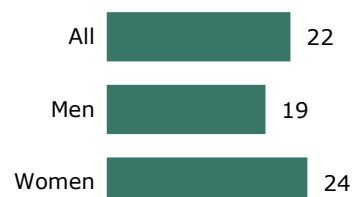
Millennials also are more likely than Boomers to say job security is “extremely important” to them (40% vs. 31%).

Values related to family and children rank higher with Millennials and Gen Xers, the generations who are at the time of life when most people marry and start raising a family. For example, Millennials and Gen Xers place a higher value on jobs that offer them time off to deal with child care or family issues (36% and 39%, respectively, vs. 26% for Baby Boomers).

No clear generational differences emerge on the value of good job benefits, an attribute that 34% of Millennials, 36% of Gen Xers and 31% of Boomers say is “extremely

Working to Help

% who say “having a job that helps society” is “extremely important” to them



Note: Based on adults who are not retired (n=1,750).

PEW RESEARCH CENTER Q30g

What Generations Value in a Job

% saying each job characteristic is “extremely important” to them

	All	Millennial	Gen X	Boomer
A job you enjoy	43	50	44	38
Job security	35	40	38	31
Time off to meet family or child care needs	33	36	39	26
Good benefits	33	34	36	31
Opportunities for promotions/advancement	23	27	30	15
A job that helps society	22	24	20	20
A high-paying job	18	19	22	17

Note: Based on adults who are not retired (n=1,750). Sample size of non-retired members of the Silent generation too small to analyze. Ranked by “All.”

PEW RESEARCH CENTER

Q30a-g

important” to them.

Similarly, the three generations are about equally likely to place a low value on a job that pays well. According to the survey, about 19% of Millennials, 22% of Gen Xers and 17% of Boomers say a job that comes with a big paycheck is “extremely important” to them.

A more nuanced picture emerges when those who say a high-paying job is “very important” to them are analyzed with adults who rate high pay as very important. Gen Xers are now significantly more likely than younger and older adults to say that a high-paying job is “extremely” or “very important” (62% of Gen Xers, compared with 52% of Millennials and 53% of Boomers).

Other generational differences may not be as closely tied to differences in family status or employment. For example, Millennials stand out in the importance they place on having a job that they enjoy doing. About half (50%) of these young adults born after 1980 say doing work they enjoy is “extremely important” to them, compared with 38% of Baby Boomers who feel the same way.³¹

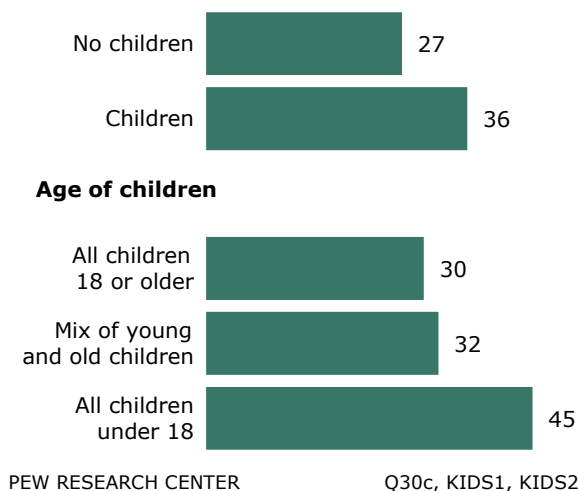
What Working Parents Value in a Job

As every parent knows, young children change your life. The Pew Research survey suggests they may also change what mothers and fathers value highly in a job. According to the survey, parents with children younger than 18 place a higher priority than other adults on family-friendly work conditions and, more broadly, on jobs that offer good benefits.

Overall, about four-in-ten (41%) of all parents with children younger than 18 say it is “extremely important” to them to have a job that allows them to take time off for child care and family issues. In contrast, only about a

Parents and Family Leave

% saying it is “extremely important” for them to have a job where they can “take time off for family or child care needs”



³¹ This question was asked only of those who were not retired. For that reason, the sample of members of the Silent generation is too small to analyze.

quarter of adults who do not have children (27%) value family leave as highly. For adults with children ages 18 and older or a mix of young and grown children, about three-in-ten say family leave is extremely important to them (30% and 32%, respectively).

Similarly, about four-in-ten (37%) of all parents with younger children but 28% of all childless adults rank good benefits as a top job attribute for them. Adults with older children or a mix of younger and grown children (33% and 32%) appear to fall between childless adults and those who have only younger children, though the differences between these groups are not statistically significant.

Being the Boss

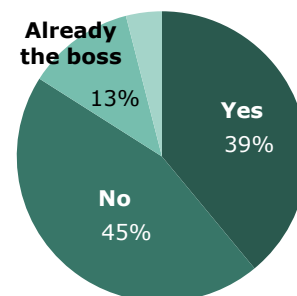
About four-in-ten Americans who are not yet retired say they someday want to be the boss or a top manager—and another 13% say they already are.

Among those who are not currently a boss or top manager,³² Millennials, men and minorities are more likely than non-Millennials, women and whites to say they aspire to eventually fill a top position at work.

Perhaps because so many Millennials are comparatively recent entrants into the workforce, they are easily the most ambitious generation. About two-thirds (65%) of these young adults say they want to be the boss or a top executive someday. In contrast, half (50%) of all Gen Xers and 26% of Boomers share this goal.

Millennial men are somewhat more likely than Millennial women to say they someday want to be the boss (70% vs. 61%).

Would You Like to Be The Boss Someday?



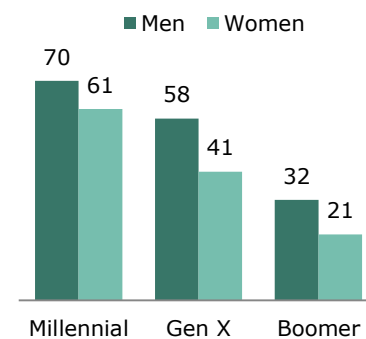
Notes: Based on those who are not retired (n=1,750). Voluntary responses of "Don't know/Refused" and "Depends" are shown but not labeled.

PEW RESEARCH CENTER

Q31

Most Millennials Want to Be the Boss

% saying they would like to be a boss/top manager someday



Notes: Based on those who are not retired and say they are not currently a boss or top manager (n=1,539).

PEW RESEARCH CENTER

Q31

³² Except where noted, the overall findings reported in this section are unchanged if those who say they already are the boss are included with those who aspire to be a boss or top manager: Millennials, men and minorities are significantly more likely than other generations, women and whites to be a boss or say they already are a top manager.

The gender gap is wider among Gen Xers: About six-in-ten Gen X men (58%) but 41% of Gen X women aspire to a corner office, while for Baby Boomers the dream of being the boss has mostly faded for both men (32%) and women (21%).

A similar pattern emerges when children are factored into the analysis. Overall, fathers are still more likely than mothers to seek a top executive job, regardless of whether they have children under the age of 18.

For example, about six-in-ten (59%) fathers with young children want to be the boss, compared with about half (48%) of mothers. Similarly, about half (49%) of men with no younger children would like to be a boss or top manager, compared with 32% of women without younger children.

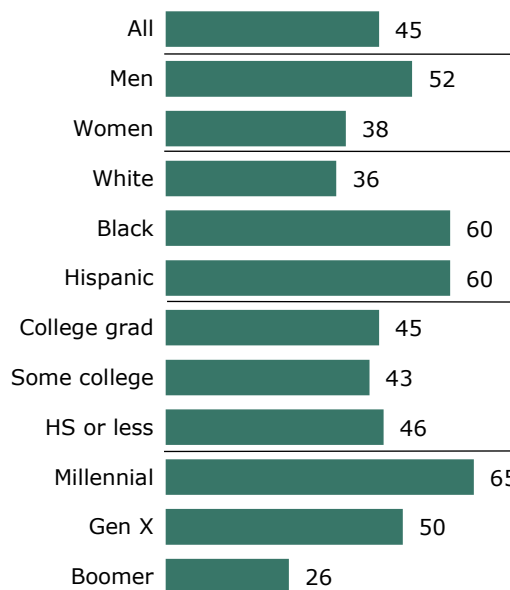
Race, Gender and Being the Boss

According to the survey, minorities are far more likely than whites to say they someday would like to be the boss. Equal proportions of blacks and Hispanics (60%) express the desire to someday become a top manager, compared with 36% of whites.

These differences narrow but do not disappear when the results are further broken down by gender. Among men, about seven-in-ten blacks (70%) and Hispanics (68%) say they would like to be the boss, compared with 44% of white men. About half of all black women (53%) and Latinas (51%) want to be a workplace leader,

Who Wants to Be the Boss?

% saying they would someday like to be a boss or top manager



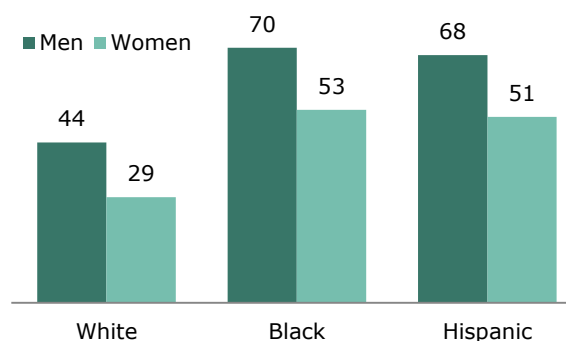
Notes: Based on those who are not retired and say they are not currently a boss or top manager (n=1,539). Whites and blacks include only non-Hispanics; Hispanics are of any race.

PEW RESEARCH CENTER

Q31

White Women Least Likely to Want to Be the Boss

% saying they would like to be a boss or top manager



Notes: Based on those who are not retired and say they are not currently a boss or top manager (n=1,539). Whites and blacks include only non-Hispanics; Hispanics are of any race.

PEW RESEARCH CENTER

Q31

while only 29% of white women—the smallest share of any group—harbor a similar goal.

The Bosses

So who is the boss? In terms of gender, the boss looks very much like those who aspire to a top job in the workplace. Men are more likely than women to say they already are the boss (16% vs. 10%).³³

But in other key ways, America’s bosses are the demographic mirror opposite of those who have ambitions to replace them at the top of the workplace ladder.

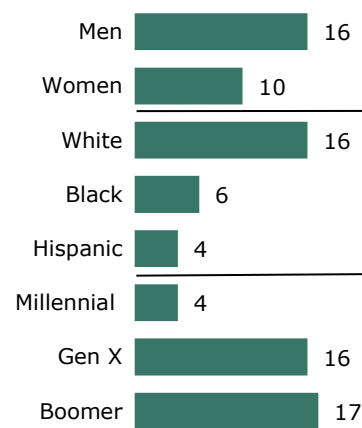
As shown earlier, whites who are not the boss express less desire than minorities to someday be the boss. But whites still dominate in the corporate suite: 16% of all whites are bosses, compared with 6% of blacks and 4% of Hispanics, the survey found.

And perhaps predictably, the Millennial generation, recently arrived in the workforce with an abundance of ambition, will have to wait a few more years to break into the executive suite. Only 4% of Millennials say they are bosses, compared with 16% of Gen Xers and 17% of Baby Boomers.

The survey also found that the path to a corner office runs through a college campus. According to the survey, those with college degrees (16%) or some college experience (15%) are most likely to say they are now a boss or top manager.

A Profile of America’s Bosses

% in each group who say they are the boss or top manager



Notes: Based on those who are not retired (n=1,750). Whites and blacks include only non-Hispanics; Hispanics are of any race.

PEW RESEARCH CENTER Q31

³³ Based on all adults who are not retired, which includes homemakers and students. When the analysis is restricted to those who are employed full time or part time, roughly equal shares of men and women (17% and 14%, respectively) describe themselves as the boss or a top manager where they work.

In contrast, only 8% of all high school graduates and those with less education have a top job where they work.

Leaning In

About half (47%) of all adults who have ever been employed say they have asked for a raise or promotion at some point in their working lives—roughly half of all men (51%) and a smaller share of women (43%).

According to the survey, blacks and whites are significantly more likely to have pressed their employers for a raise or promotion than Hispanics (48% among whites and 52% among blacks vs. 39% for Hispanics).

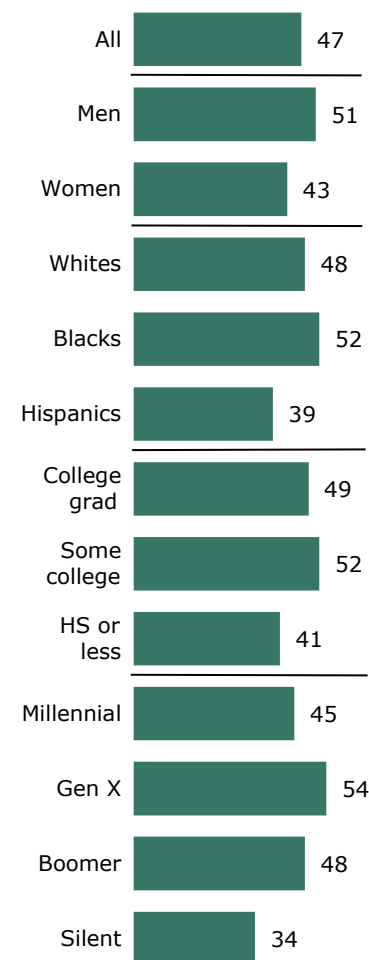
A generational analysis reveals one striking result: The generation that has been in the workforce the longest is the least likely to have ever requested a raise or promotion. Only about a third of members of the Silent generation (34%) have asked to advance. That’s even smaller than the share of Millennials (45%), the adults who have been in the workforce the least amount of time. About half (54%) of Gen Xers and 48% of Baby Boomers say they have asked for a salary hike or promotion at some point in their careers.

When gender is factored into the analysis, an even more nuanced picture emerges. Among Millennials, roughly similar shares of men (48%) and women (42%) have sought to improve their pay or position. About half (52%) of Boomer men and 45% of women have done the same.

But among Generation X, men are significantly more likely than women to have sought to advance. According to the survey, about six-in-ten Gen X men (59%) have asked for a pay raise or promotion, compared with 47% of Gen X women.

Who’s Leaning In

% of each group who say they have asked for a pay raise or promotion in their working lives



Notes: Based on those who have ever worked (n=1,963). Whites and blacks include only non-Hispanics; Hispanics are of any race.

In fact, Gen X men are significantly more likely than Millennial men (48%) or women of any generation to have sought a raise or promotion. (The samples of men in the Silent generation are too small to analyze.)

Among women who have ever been employed, roughly equal shares of Millennials (42%), Gen Xers (47%) and Boomers (45%) have ever asked for a better job or higher salary. Gen X and Boomer women also are different than women in the Silent generation (33%).

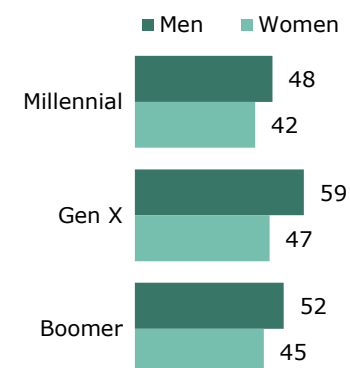
One caution is in order when interpreting these results. Age and length of time in the workforce may confound these findings. It might be reasonable to expect those who worked for more years would have more opportunities to ask for raises and promotions.

That means generational comparisons should be made cautiously. Millennials, as a group, have not worked as many years as Gen Xers, who in turn have not been in labor force as long as Boomers or Silents. It is possible that today's Millennials are far more aggressive about asking for raises or promotions than Boomers or Silents were at a comparable age.

In light of this, what may be most remarkable about these results is the low levels of “leaning in” among adults aged 66 and older. Among those who have ever worked, only about a third—34%—say they have ever asked for a raise or promotion, while nearly half or more of all other generations report that they have done this. For these older adults, the label of “Silent generation” seems particularly appropriate.

Leaning In, by Generation and Gender

% of each gender in each generation who has ever asked for a raise or promotion



Note: Based on those who have ever worked (n=1,963).

PEW RESEARCH CENTER E7

CHAPTER 4: MEN AND WOMEN AT WORK

About one-in-seven adults—14%—who have ever been employed say they have been the victim of gender discrimination on the job at some point in their working lives, the Pew Research survey found.

Women, Baby Boomers and blacks are more likely than men, Millennials and whites or Hispanics to say they have been the victims of job-related gender bias.

For example, fully 18% of women and 10% of men say they have been discriminated against at work because of their gender, a proportion that rises to 23% among Baby Boomer women and 25% among black men.

The new poll also documents the harm that gender discrimination does to a worker’s career. About four-in-ten (43%) who say they have been victims of workplace gender bias report that it has had a negative impact on their career.

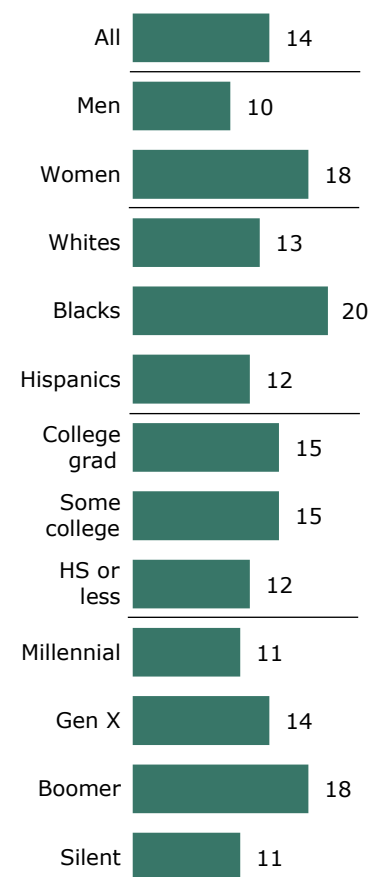
When asked to assess the extent of the damage, about three-quarters of those whose careers have been negatively affected by gender bias in the workplace say it has had a big impact, while about one-quarter say it has had a small impact.

Some 46% of women who say they have experienced gender discrimination in the workplace say it has hurt their career, including 35% who say it has had a large negative impact. This compares with 37% of men who say they have experienced gender discrimination and say it has had a negative impact on their career, including 23% who say the impact has been large. However, the overall samples of men and women who report gender bias are small, so these differences fall short of being statistically significant.

The survey finds a correlation between experiences of job-related gender discrimination and attitudes on a range of gender issues. According to the survey, women who report being the

The Demographics of Gender Discrimination

% saying they have been discriminated against at work because of their gender



Note: Based on those who have ever been employed (n=1,963). Whites and blacks include only non-Hispanics. Hispanics are of any race. College grads are only those with a bachelor’s degree or higher.

PEW RESEARCH CENTER D1

victims of workplace gender discrimination are significantly more likely than other women or men to say the country hasn't made enough changes to address gender bias in the workplace and, more broadly, in society as a whole. For example, about eight-in-ten women (79%) who say they have been the victims of job-related gender bias say it's easier for men to get top jobs in business or government. In contrast, only about half (49%) of women who have not faced gender discrimination and 38% of men share this view. It is unclear whether experiences of discrimination are influencing attitudes or vice versa.

The wide-ranging survey found that equally large majorities of working men (83%) and women (82%) are satisfied with their jobs. Similar shares of employed men (57%) and women (53%) also agree that they are paid enough for the job they do.

The survey also found that men and women view full- and part-time employment somewhat differently. Among those who work full time, larger shares of women than men say they would prefer a part-time job.

Types of Gender Discrimination

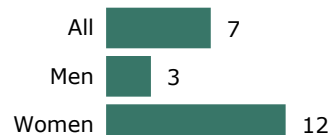
To identify the types of gender bias that workers have experienced in the workplace, the survey asked those who reported being victims of gender discrimination if they have ever been discriminated against because of their sex in three specific areas: pay, promotions and hiring.

Overall, the survey finds that relatively few adults have encountered any of these three types of gender bias tested in the survey. Among those who say they have been discriminated against at work because of their gender, roughly half (52%) say they have had at least one job where they were paid less than someone of the opposite gender doing the same work. This translates into 7% of working adults.³⁴

Gender and Specific Acts of Discrimination

% saying they have ... because of their gender

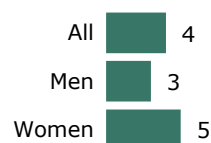
Earned less than a woman/man doing the same job



Been denied a promotion



Been turned down for a job



Notes: Questions were asked of those who said they had ever been discriminated against at work because of their gender. Percentages are based on all adults who have ever been employed (n=1,963).

PEW RESEARCH CENTER

D4a-c

³⁴ The questions about specific types of gender-based discrimination were asked only of those who reported having been discriminated against at work because of their gender. The analysis of these questions is based on all adults who have ever worked.

Similarly, only 5% of workers say they have been denied a promotion because of their gender, and 4% report they have been turned down for a job.

Women are more likely than men overall to say they have experienced job-related gender bias in each of the three types of job discrimination tested in the poll. Women are significantly more likely to say they have been paid less than a man for doing the same work (12% for women vs. 3% for men).

The survey also found that women are more likely than men to say they have been denied a promotion because of their gender (7% vs. 3%). And women report higher levels of gender bias in hiring (5% for women and 3% for men).

Gender, Generations and Bias

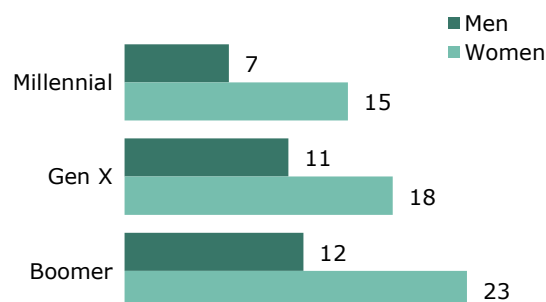
With one notable exception, the proportion of adults who have encountered any type of gender discrimination at work increases with age. While the survey did not specifically ask individuals how many years they worked for pay, this finding likely reflects changing attitudes toward working women and the fact that older workers have spent more time in the workforce, which may have increased their risk of encountering gender discrimination.

According to the survey, some 11% of Millennials report they have experienced gender discrimination at work, a proportion that rises to 18% among Baby Boomers. Some 14% of Gen Xers report they have been victims of gender discrimination on the job.

Members of the Silent generation are the exception to this pattern of increase. Only 11% of these older adults say they have ever faced gender discrimination in their working lives. That's identical to the share of Millennials reporting job-related gender bias even though this younger group has spent the least amount of time in the workforce while Silents have presumably worked the longest.

Gender, Generations and Discrimination

% saying they have ever been discriminated against at work because of their gender



Note: Based on those who have ever been employed (n=1,963).

PEW RESEARCH CENTER

D1

A similar pattern emerges for women when these generational results are broken down by gender. Some 15% of Millennial women say they have experienced gender discrimination at work, a proportion that rises to 23% among Baby Boomer women. Some 15% of Silent generation women and 18% of Gen X women also say they personally have encountered gender bias in their working lives.

For men, there is no clear generational pattern. Some 7% of Millennials, 11% of Gen Xers and 12% of Baby Boomers say they have encountered work-related gender discrimination. While the sample of Silent generation men is too small to analyze reliably, few report being the victims of gender discrimination.

Race and Gender Discrimination

Blacks are significantly more likely than whites or Hispanics to report having been the victim of gender discrimination on the job (20% vs. 13% for whites and 12% for Hispanics).

According to the survey, about one-in-five white women (19%) and a similar share of black women (17%) say they have encountered gender discrimination on the job. A quarter of black men (25%) also report being the victim of job-related gender bias.

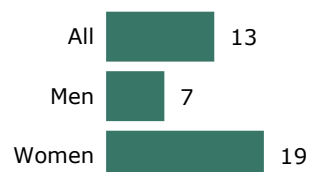
Taken together, these results suggest that black men are at least as likely as black or white women to say they have been discriminated against at work on the basis of their gender. It might appear that the share of black men having experienced job-related gender discrimination is higher than the proportions of black or white women. But these differences are not statistically significant because the sample size of each group is relatively small.

Black men are significantly more likely than white men (7%) or Hispanic men (11%) to say they have been the victim of gender bias. White and black women also are more likely than white men to say they have experienced gender discrimination on the job.

Gender Discrimination By Race and Gender

% saying they have ever been discriminated against at work because of their gender

Among whites



Among blacks



Among Hispanics



*n=98

Notes: Based on those who have ever been employed (n=1,963). Whites and blacks include only non-Hispanics. Hispanics are of any race.

PEW RESEARCH CENTER

D1

Among Hispanics, there is virtually no difference in the proportions of men (11%) and women (12%) who report they have been discriminated against at work because of their gender.

Gender Bias and Gender Attitudes

By double-digit margins, women who report having experienced gender bias are more likely than women who have not or men to say that employers treat women workers differently than men or that men have an easier time rising to top jobs.

These differences remain about as large on other gender issues, including gender pay equity, the need to make more changes to bring equality of the sexes to the workplace and, more broadly, on how society treats men and women.

Overall, the survey found that about two-thirds (67%) of women who say they have encountered work-related gender bias say that “society favors men over women,” a view shared by about half of women who have not been victims of gender bias (52%) and roughly a third of men with work experience (36%).

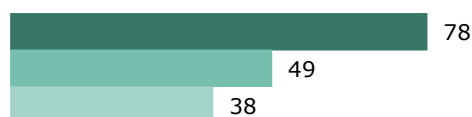
These gaps widen when respondents are asked to evaluate a set of reasons that might explain why economic studies, including the Pew Research analysis done for this report, consistently show that women earn significantly less than men.

Gender Discrimination and Attitudes on Key Gender Issues

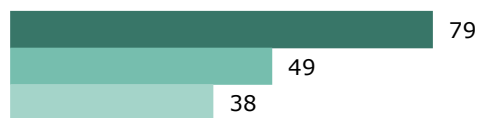
% of each group saying ...

- Women who have been discriminated against
- Women who have not been discriminated against
- All men

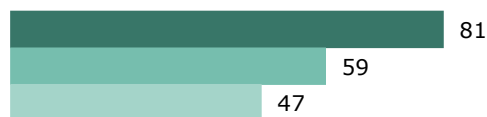
A major reason for the gender pay gap is that employers treat women differently than men



It is easier for men than for women to get top jobs in business and government



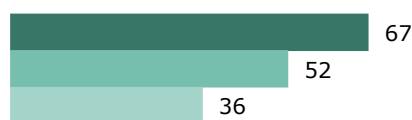
Men generally earn more than women for doing the same work



The country needs to continue making changes to give men and women equality in the workplace



Society favors men over women



Note: Based on those who have ever been employed (n=1,963).

According to the survey, about eight-in-ten women (78%) who say they have encountered gender bias at work say a “major reason” for the difference in pay is that “employers treat women differently than men.”

Among women who have not experienced gender discrimination, about half (49%) say this is a major reason for the pay difference, a view shared by 38% of men.

An equally large gap emerged when women are asked if it is easier for men than women to get top jobs in business and government. About eight-in-ten (79%) women who report having been the victims of job-related gender bias agree, as do 49% of other women and 38% of men.

Eight-in-ten women who report having been victims (81%) of work-related gender discrimination say women are paid less than men for doing the same work. In contrast, about six-in-ten other women (59%) and half of men (47%) agree.

Similarly, women who have faced gender bias at work are more likely than those who have not to say “the country needs to continue making changes to give men and women equality in the workplace” (88% vs. 69% for other women and 62% for men who have ever worked).

Job Satisfaction

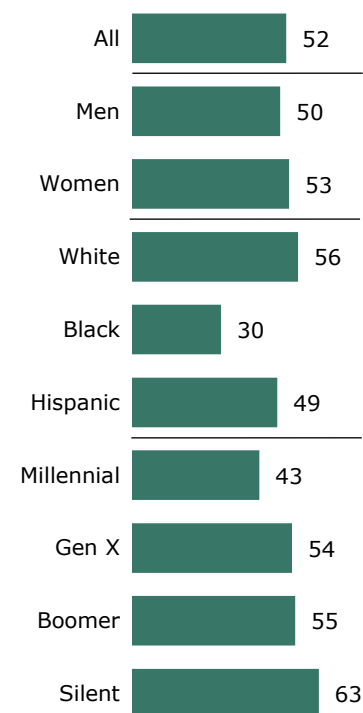
Not only do men and women want the same things in their ideal job—work they enjoy, good benefits, time for family—they also share many of the same attitudes toward the job they currently have.

According to the survey, about eight-in-ten men (83%) and women (82%) say they are satisfied with their current job. Even if the bar is raised to only those who are “very satisfied” with their current position, the finding remains the same: Virtually identical proportions of men (50%) and women (53%) say they are very satisfied with their jobs.

But the story changes when the lens shifts from gender to race and generations. Blacks (30%) are significantly less likely than

The Demographics of Job Satisfaction

% saying they are “very satisfied” with their current job



Note: Based on those employed full- or part-time (n=1,301). Whites and blacks include only non-Hispanics. Hispanics are of any race.

PEW RESEARCH CENTER Q2c

whites (56%) or Hispanics (49%) to say they are very satisfied with their jobs.

Millennials—many of whom are just starting their careers—are significantly less likely than older generations to be highly satisfied with their jobs (43% vs. 54% among Gen Xers and 55% among Boomers).

Job Satisfaction of Full-time and Part-time Workers

According to the survey, full-time workers are more satisfied with their jobs than those who work part-time (55% vs. 40% say they are “very satisfied”).

Regardless of their work status, men and women express roughly similar levels of job satisfaction. Among full-time workers, 54% of men and 58% of women say they are “very satisfied” with their jobs.

The results are roughly the same for those who work part-time: 35% of men and 43% of women are very satisfied with their jobs, a difference that falls short of being statistically significant. When those who say they are “somewhat satisfied” are analyzed with those who are “extremely satisfied,” even more similar proportions of men (65%) and women (69%) express satisfaction with their part-time jobs.

Another set of questions finds modest differences in how men and women view full- and part-time employment. When full-time workers are asked if they would prefer to work part-time, fully 21% of women but only 13% of men say they would.

When those who work part-time are asked if they would prefer full-time employment, about four-in-ten men (42%) and 32% of women say they would prefer to change to a full-time job.

Gender and Full-time, Part-time Work

% in each group who are ...

Employed full time, would rather work part time.

Men 13

Women 21

Employed part time, would rather work full time.

Men 42

Women 32

Note: Based on those employed full- or part-time (n=1,301).

PEW RESEARCH CENTER QE4-55

Children and Job Satisfaction

The presence of children, including younger children, appears not to be a large factor in determining how working parents view their jobs.

According to the survey, half of employed parents with younger children and 49% of adults who do not have children say they are “very satisfied” with their current jobs.

No clear differences emerge when the responses of mothers and fathers are compared. Among those with children younger than 18, roughly similar shares of fathers (52%) and mothers (46%) say they are “very satisfied” with their jobs. Among working adults with no children under the age of 18, about half of men (49%) and 56% of women are very satisfied.

Similarly, about equal shares of mothers (34%) and fathers (30%) who work part time express high levels of satisfaction with their jobs.

Even when the analysis focuses on one particularly time-pressed group—full-time working mothers with children under 18—the result hardly changes: 53% say they are “very satisfied” with their jobs, compared with 54% of full-time working fathers with young children.

Satisfaction with Pay

Men and women also agree about their pay. About six-in-ten men (57%) and 53% of women say they are adequately paid for the type of work they do and the hours they put in, while the remainder are dissatisfied.

Job Satisfaction of Parents with Young Children

% of parents with children younger than 18 who say they are “very satisfied” with their job

Among parents working full-time or part-time



Among those working full time



Among those working part time



Note: Based on parents with children younger than 18 who are employed full time or part time (n=528).

PEW RESEARCH CENTER

Q2c,E3

Blacks (40%) are significantly less likely than whites (58%) or Hispanics (56%) to say they are paid appropriately.

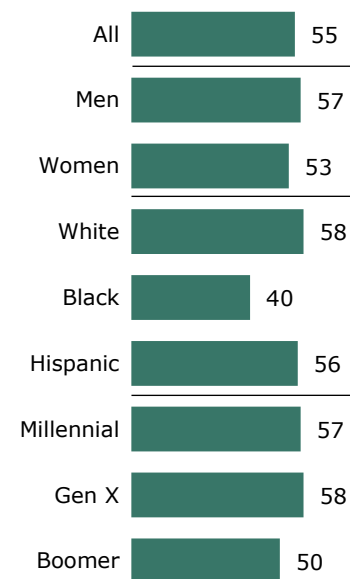
While the results on the pay question by race and gender are similar to those for job satisfaction, that pattern is broken when the analysis focuses on the generations.

While Millennials are significantly less likely than other generations to be satisfied with their jobs, roughly equal proportions of Millennials (57%), Gen Xers (58%) and Baby Boomers (50%) say they are paid enough for the kind of work they do and how much they get done at work.

Again, parents are no less satisfied than other adults with their paychecks (54% of parents vs. 58% for childless adults). Even parents whose children are all younger than 18 say they are paid adequately compared with parents whose children are older (51% vs. 54%).

Are You Paid Enough?

% of each group who say they are paid enough



Note: Based on those who are employed (n=1,301). Whites and blacks include only non-Hispanics. Hispanics are of any race. Silent generation not included due to small sample size.

PEW RESEARCH CENTER Q37

CHAPTER 5: BALANCING WORK AND FAMILY

As any parent knows, combining work and family life can be complicated. The survey asked working parents how balancing work and family had affected their careers. Roughly a quarter (27%) said being a working mother or father had made it harder for them to advance in their job or career, and women were much more likely than men to express this view. An even higher share (38%) said being a working parent had made it harder for them to be a good parent. Again, women were more likely than men to fall into this category.

The survey finds that women experience family-related career interruptions at a much higher rate than men do. Among working mothers with children under age 18 who have ever worked, about half say they have taken a significant amount of time off from work (53%), and 51% say they have reduced their work hours to care for a child or other family member. The vast majority of these mothers say they are glad they took these steps, though many say it hurt their career overall.

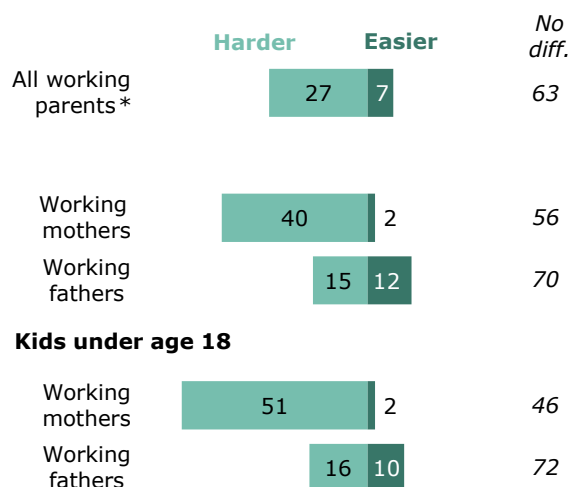
Working Parents Face Challenges on the Job and at Home

Among all adults who are either working and have children under age 18 or who worked when their children were growing up, a majority (63%) say being a working parent didn't make a difference in their career advancement. For the remaining share of adults who say being a working parent did affect their ability to advance at work, most say the impact was negative. Some 27% say being a working parent made it harder for them to advance, while only 7% say this made things easier.

There is a significant gender gap on this question. Fully four-in-ten mothers who are currently working and raising their children or who worked when their children were young say that

Working Parents and Career Advancement

% who say being a working mother/father makes it ... to advance in job or career



* Based on parents who are working or have ever worked (n=1,040).

Notes: Those with children under age 18 were asked whether being a working parent *makes* it harder/easier to advance; those who have only adult children (age 18 or older) were asked whether this *made* it harder/easier. Voluntary responses of "Depends" and "Don't know/Refused" not shown.

PEW RESEARCH CENTER

Q54a

being a working mother has made it harder for them to advance in their job. Only 15% of working fathers say the same.

Among mothers whose children are currently under age 18, 51% say being a working mother makes it harder for them to advance in their career. This compares with only 16% of men with children under age 18. Women whose children are grown are somewhat less likely than women with younger children to say that being a working mother made it harder for them to get ahead at work. Roughly one-third of these women say being a working parent made it harder for them to advance at work. Still, this is about twice the share of men with grown children who say the same (13%).

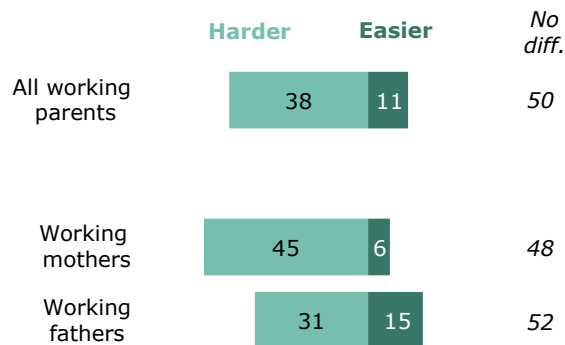
Younger working mothers are among the most likely to say that being a working parent makes it harder for them to get ahead in their career. Among Millennial mothers who have worked, 58% say being a working mother makes it harder for them to get ahead at work. Of Millennial fathers who are working, only 19% say being a working father makes it harder for them to advance at work.

Balancing work and family life can also make parenting more challenging. Fully 38% of mothers and fathers say being a working parent makes it harder to be a good parent. About one-in-ten say being a working parent makes it easier to be a good parent, and 50% say it doesn't make any difference.

Mothers are more likely than fathers to say that juggling work and family makes it harder to be a good parent (45% vs. 31%). And mothers who are still in the midst of childrearing have a more negative assessment than those whose children are already grown. Among working mothers with children under age 18, 55% say being a working mother makes it harder for them to be a good parent. By comparison, 39% of women whose children are age 18 or older say being a working mother made it harder for them to be a good parent.

Working and Parenting

% saying being a working mother/father makes it ... to be a good parent



Note: Based on parents who are working or have ever worked (n=1,040). Those with children under age 18 were asked whether being a working parent *makes* it harder/easier; those who have only adult children (age 18 or older) were asked whether this *made* it harder/easier. Voluntary responses of "Depends" and "Don't know/Refused" not shown.

PEW RESEARCH CENTER

Q54b

For young adults without children, there's a strong expectation that having children will hinder their career advancement. Fully 62% of Millennials say that having children will make it harder for them to advance in their job or career. Roughly one-third (34%) expect that having children won't make a difference in their career advancement, and only 1% say having children is likely to help them advance.

There is no gender gap on this question among young adults. Equal shares of Millennial women (63%) and Millennial men (62%) anticipate that having children will make it harder for them to advance in their career.

Career Interruptions

In order to balance work and family, many people have to make accommodations to their work schedules or even to their career ambitions. The survey finds that a significant share of adults have changed the course of their work life in order to care for a child or other family member, and women are much more likely than men to have done this.

Overall, 29% of adults who have ever worked say they have reduced their work hours in order to care for a child or other family member. Women are significantly more likely than men to have done this: 34% of women and 23% of men say they have cut back on their hours at work to care for their family.

Some 27% of adults with some experience in the labor force say they took a significant amount of time off from work at some point to care for a child or other family member. There is a similar gender gap on this issue: 33% of women, compared with 21% of men, say they took time out of their work life to care for a family member.

Overall, 15% of working adults say they quit a job in order to care for a family member. Again, women are more likely than men to have done this: 22% of women and 9% of men report having quit a job for family reasons at some point during their working life.

Most Millennials Say Children Will Slow Their Careers

% who say having children will make it ... to advance in job or career

	Harder	Easier	No diff.
All Millennials	62	1	34
Millennial women	63	1	32
Millennial men	62	2	36

Note: Question was asked of all adults ages 18 to 35 with no children; these figures based on ages 18 to 32 (n=491). Voluntary responses of "Depends," "Don't plan to have children" and "Don't know/Refused" not shown.

PEW RESEARCH CENTER

Q55

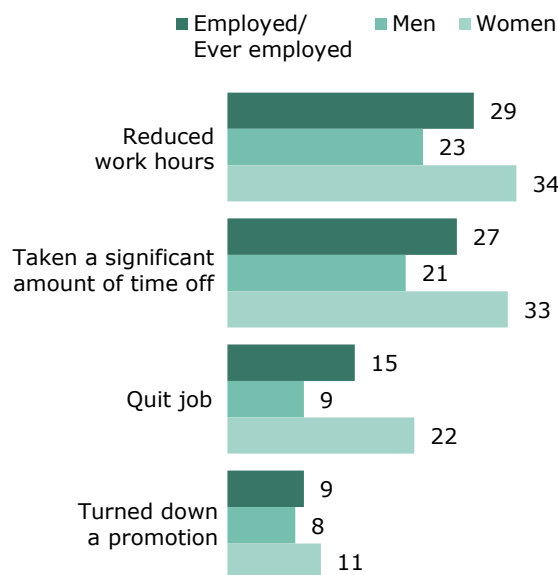
About one-in-ten adults with work experience (9%) say they turned down a promotion in order to care for a child or other family member. Roughly equal shares of women (11%) and men (8%) say they have done this.

Underlying the gender gap in career interruptions is a sharper gap between mothers and fathers. Mothers are much more likely than fathers to say they have reduced their work hours, taken a significant amount of time off from work or quit a job in order to care for a family member. Fully 42% of mothers say they reduced their work hours, compared with 28% of fathers. And a similar share of mothers (39%) say they took time off to care for a family member, compared with 24% of fathers.

Mothers are more than twice as likely as fathers to say they quit a job at some point in their working life, in order to care for a child or other family member. Mothers and fathers are about equally likely to say they have turned down a promotion for family reasons. Overall, 65% of mothers and 45% of fathers say they have done at least one of these things in order to meet the needs of their family.

Women More Likely to Adapt Career to Care for Family

% saying they have ... in order to care for a child or family member



Notes: Based on those who are currently employed or have ever worked (n=1,963).

PEW RESEARCH CENTER

Q56a-d

To be sure, family care giving isn't limited to parents.

Roughly one-in-four childless adults say they have taken one of these steps in order to care for a family member. There is no significant gender gap among adults without children. Some 27% of men and 23% of women in this category say they have reduced their hours, taken time off, quit their job or turned down a promotion in order to care for their family.

No Regrets about Career Interruptions

When respondents are asked if they are glad they took these steps in order to accommodate their family, the answer is a resounding *yes*. Among adults who have reduced their work hours in order to care for a child or other family member, 94% say they are glad they did it. An identical share of those who say they took off a significant amount of time to care for a family member says they are glad they did it.

Even among those adults who say they have turned down a promotion or quit a job in order to care for a family member, very few express regret. Fully 88% of those who have turned down a promotion and 87% of those who have quit a job say they are glad they did it. Men and women who have had these types of career interruptions are equally likely to say they

Most Mothers Experience a Major Career Interruption

% saying they have ... in order to care for a child or family member

	Total	Fathers	Mothers	Childless	
				Men	Women
Reduced work hours	29	28	42	14	14
Taken significant amount of time off	27	24	39	16	14
Quit job	15	10	27	7	7
Turned down a promotion	9	10	13	4	4
<i>How many of these?</i>					
None	55	55	35	73	77
Any	47	45	65	27	23
One	23	26	28	17	12
Two	13	12	19	6	6
Three-Four	9	6	16	3	4

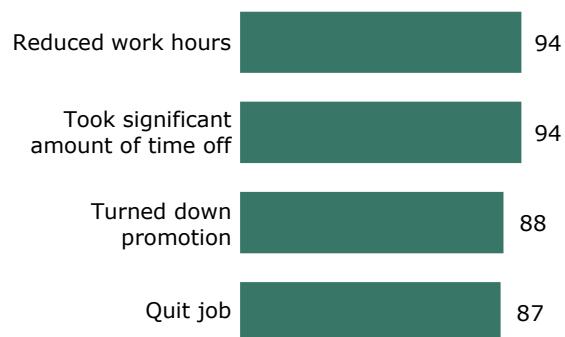
Note: "Fathers" and "mothers" are those with children of any age, including adult children.

PEW RESEARCH CENTER

Q56a-d

Most Are "Glad" about Family-Related Career Interruptions

% saying they are glad they ... in order to care for family member



Notes: Based on adults who are or were employed and said they have done each. Sample sizes vary across items.

PEW RESEARCH CENTER

Q57a-d

don't regret doing these things.

Women See Bigger Impact from Career Interruptions

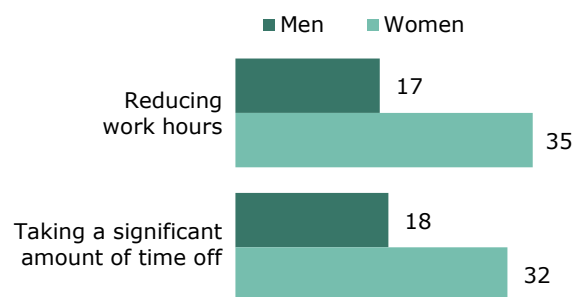
Respondents who have experienced significant career interruptions were also asked what impact, if any, it had on their career. Among those who say they reduced their work hours or took a significant amount of time off from work in order to care for a family member, about two-thirds say doing this didn't have much of an impact on their career. For those who did feel an impact, most say doing this hurt their career. Some 28% of those who reduced their work hours to care for a family member say this hurt their career overall, while only 4% say this helped their career. Similarly, 27% of those who took time off from work say that hurt their career; 6% say it helped.

There is a significant gender gap on the question of impact, with women much more likely than men to say taking these steps in order to care for their family hurt their career. Among women who say that they reduced their work hours in order to care for a child or family member, 35% say it hurt their career overall. By comparison, 17% of men who did the same say this hurt their career.

Roughly one-third of women who say they took a significant amount of time off from work to care for a family member say doing this hurt their career. Among men who took time off, only 18% say it hurt their career.

Women More Likely to Say Time Away Has Hurt Career

% saying ... hurt their career



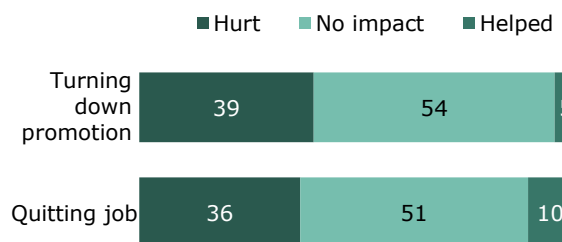
Notes: Based on adults who are or were employed and said they have done each. Sample sizes vary across items.

PEW RESEARCH CENTER

Q58a,b

Does Walking Away from Job, Promotion Hurt Career?

% saying ... hurt/didn't affect/helped career overall



Notes: Based on adults who are or were employed and said they have done each. Sample sizes vary across items. "Don't know/Refused" responses not shown.

PEW RESEARCH CENTER

Q58c,d

Among those adults who say they have quit a job or turned down a promotion in order to care for a family member, about half say it didn't have an impact on their career. For the remainder, the impact was more likely to be negative than positive. Some 36% of those who have quit a job to care for a family member say doing this hurt their career; 10% say it helped. Similarly 39% of those who say they have turned down a promotion say this hurt their career, while only 5% say it helped.³⁵

³⁵ Gender comparisons are not possible for these two items because of the small sample size for men.

APPENDIX 1: SURVEY METHODOLOGY

Results for the survey are based on telephone interviews conducted October 7-27, 2013 among a national sample of 2,002 adults 18 years of age or older living in the United States (a total of 479 respondents were interviewed on a landline telephone, and 1,523 were interviewed on a cell phone, including 929 who had no landline telephone). The survey was conducted by interviewers at Princeton Data Source under the direction of Princeton Survey Research Associates International (PSRAI). Interviews were conducted in English and Spanish. A combination of landline and cell phone random digit dial (RDD) samples were used; both samples were provided by Survey Sampling International. The landline RDD sample was drawn using traditional list-assisted methods where telephone numbers were drawn with equal probabilities from all active blocks in the U.S. The cell sample was drawn through a systematic sampling from dedicated wireless 100-blocks and shared service 100-blocks with no directory-listed landline numbers.

In order to increase the number of 25 to 34 year-old respondents in the sample additional interviews were conducted with that cohort by screening RDD cell sample and by calling back 25 to 34 year-olds from recent PSRAI surveys.

Number of Interviews Conducted by Sample Segment		
	Population	Interviews
Landline RDD	18+	420
Cellular RDD	18+	975
Cell RDD screened	25-34	205
Landline callback	25-34	59
Cell callback	25-34	343
Total		2,002

Both the landline and cell samples were released for interviewing in replicates, which are small random samples of each larger sample. Using replicates to control the release of telephone numbers ensures that the complete call procedures are followed for all numbers dialed. As many as 7 attempts were made to contact every sampled telephone number. The calls are staggered over times of day and days of the week (including at least one daytime call) to maximize the chances of making contact with a potential respondent. An effort is made to recontact most interview breakoffs and refusals to attempt to convert them to completed interviews.

Respondents in the landline sample were selected by randomly asking for the youngest adult male or female who is now at home. Interviews in the cell sample were conducted with the person who answered the phone, if that person was an adult 18 years of age or older. The additional interviews with 25- to 34-year-olds from the cell sample were administered an age

screeners; those who were in the target age range completed the interview. For the landline callback sample, interviewers asked to speak with the person based on age and gender who participated in an earlier survey. For the cellular callback sample, interviews were conducted with the person who answered the phone once it was confirmed that they were in the target age range.

Weighting is generally used in survey analysis to adjust for effects of sample design and to compensate for patterns of nonresponse that might bias results. The weighting was accomplished in multiple stages to account for the different sample frames as well as the oversampling of 25-34 year-olds. Weighting also balances sample demographic distributions to match known population parameters.

In the final stage of weighting, the combined sample was weighted using an iterative technique that matches gender, age, education, race, Hispanic origin, and region to parameters from the U.S. Census Bureau’s 2011 American Community Survey data. The population density parameter is county based and was derived from the Decennial Census. The sample also is weighted to match current patterns of telephone status and relative usage of landline and cell phones (for those with both), based on extrapolations from the July-December 2012 National Health Interview Survey.

The survey’s margin of error is the largest 95% confidence interval for any estimated proportion based on the total sample – the one around 50%. For example, the margin of error for the entire sample is plus or minus 2.7 percentage points. This means that in 95 out of every 100 samples drawn using the same methods, estimated proportions based on the entire sample will be no more than 2.7 percentage points away from their true values in the population. Sampling errors and statistical tests of significance take into account the effect of weighting. The following table shows the sample sizes and the error attributable to sampling that would be expected at the 95% level of confidence for different groups in the survey:

Group	Sample Size	Plus or minus ...
Total sample	2,002	2.7 percentage points
18-34 year-olds	982	3.8 percentage points
35 and older	984	3.8 percentage points

In addition to sampling error, one should bear in mind that question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of opinion polls.

APPENDIX 2: TOPLINE QUESTIONNAIRE

PEW RESEARCH CENTER
OCTOBER 2013 HIGHER EDUCATION AND GENDER SURVEY
FINAL TOPLINE

OCTOBER 7-27, 2013

TOTAL N= 2,002 ADULTS 18+ INCLUDING 982 ADULTS AGES 18-34

NOTE: ALL NUMBERS ARE PERCENTAGES. THE PERCENTAGES GREATER THAN ZERO BUT LESS THAN 0.5% ARE REPLACED BY AN ASTERISK (*). COLUMNS/ROWS MAY NOT TOTAL 100% DUE TO ROUNDING. UNLESS OTHERWISE NOTED, ALL TRENDS REFERENCE SURVEYS FROM SOCIAL & DEMOGRAPHIC TRENDS AND THE PEW RESEARCH CENTER FOR THE PEOPLE & THE PRESS.

ASK ALL:

Q.1 Generally, how would you say things are these days in your life – would you say that you are very happy, pretty happy, or not too happy?

32 Very happy
48 Pretty happy
17 Not too happy
2 Don't know/Refused **(VOL.)**

Trends:³⁶

	Very <u>happy</u>	Pretty <u>happy</u>	Not too <u>happy</u>	DK/Refused <u>(VOL.)</u>
Oct 2013	32	48	17	2
Nov 2012	29	51	16	4
Jul 2012	30	47	21	1
Dec 2011	31	50	15	3
Sep 2011	30	47	20	3
Mar 2011	30	52	16	2
Jan 2010	28	54	16	2
Jul 2009 ³⁷	34	49	15	3
Apr 2009	29	52	16	4
Feb 2009	32	49	15	4
Oct 2008	29	51	17	3
Jun 2008	35	48	14	3
Sep 2006	36	51	12	1
Nov 2005	29	56	14	1
Oct 2005	34	50	15	1
Late Mar 2003	29	51	16	4
Feb 2003	29	51	17	3
Sep 1996	34	53	11	2

³⁶ Unless otherwise noted, trends throughout the topline are based on total sample.

³⁷ The Jul 2009 survey was based on respondents ages 16 and older. In this topline, all Jul 2009 trends are based on respondents ages 18 and older only.

ASK ALL:

Q.2 Next, please tell me whether you are satisfied or dissatisfied, on the whole, with the following aspects of your life: (First/Next) **[READ AND RANDOMIZE] [IF NECESSARY: Are you satisfied or dissatisfied?]**

REQUIRED PROBE: Would you say you are VERY (dis)satisfied or SOMEWHAT (dis)satisfied?

a. Your family life

73	Very satisfied
18	Somewhat satisfied
4	Somewhat dissatisfied
2	Very dissatisfied
1	Does not apply (VOL.)
2	Don't know/Refused (VOL.)

b. Your personal financial situation

30	Very satisfied
35	Somewhat satisfied
16	Somewhat dissatisfied
15	Very dissatisfied
1	Does not apply (VOL.)
3	Don't know/Refused (VOL.)

c. Your current job

<u>Total</u>		<u>All employed</u>
35	Very satisfied	52
21	Somewhat satisfied	31
6	Somewhat dissatisfied	8
7	Very dissatisfied	6
29	Does not apply (VOL.)	1
1	Don't know/Refused (VOL.)	2
		(n=1,301)

Q.2 CONTINUED ...

Trends:³⁸

	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Somewhat dissatisfied</u>	<u>Very dissatisfied</u>	<u>Does not apply (VOL.)</u>	<u>DK/Ref. (VOL.)</u>
a. Your family life						
Oct 2013	73	18	4	2	1	2
Jul 2012	72	17	5	4	1	2
Dec 2011	69	20	5	3	*	2
Sep 2011	67	22	5	4	n/a	3
Mar 2011	72	19	4	3	*	2
Oct 2010	75	19	4	2	*	1
<i>Pew Global Attitudes: May 2009³⁹</i>	66	24	5	2	n/a	2
Jun 2008	69	22	4	2	1	2
<i>Pew Religion: May 2007⁴⁰</i>	75	18	3	2	n/a	2
<i>Pew Global Attitudes: Apr 2007</i>	65	24	6	4	n/a	1
Oct 2005	72	19	4	3	1	1
<i>Pew Global Attitudes: Aug 2002</i>	67	24	5	3	n/a	1
Jan 1999	71	20	4	3	n/a	2
Nov 1996	69	21	6	3	n/a	1
b. Your personal financial situation						
Oct 2013	30	35	16	15	1	3
Jul 2012	29	35	17	17	*	2
Dec 2011	27	38	16	17	*	2
Sep 2011	25	35	19	18	n/a	2
Mar 2011	28	39	17	14	*	2
Oct 2010	29	40	14	14	*	2
Feb 2009 ⁴¹	23	43	18	13	*	3

NO QUESTION 3

ASK ALL:

On a different subject...

Q.4 Do you think society generally treats men and women equally, or does it favor women over men, or men over women?

<u>Total</u>		<u>Men</u>	<u>Women</u>
40	Men and women equally	46	34
9	Women over men	12	6
45	Men over women	36	53
6	Don't know/Refused (VOL.)	6	7
		(n=1,059)	(n=943)

³⁸In previous years, list has included items such as "your present housing situation," "your education" etc.

³⁹ In Pew Global Attitudes Project trends from May 2009, Apr 2007 and Aug 2002, the introduction read: "As I read each of the following, please tell me whether you are very satisfied, somewhat satisfied, somewhat dissatisfied or very dissatisfied with this aspect of your life..."

⁴⁰ In May 2007, question read, "Next, please tell me how satisfied you are with the following things. (First/next), how satisfied are you with...your family life. [READ FOR FIRST ITEM THEN AS NECESSARY: Are you very satisfied, somewhat satisfied, somewhat DISSatisfied, or very DISSatisfied?]"

⁴¹ In Feb 2009, question read, "Please tell me whether, on the whole, you are very satisfied, somewhat satisfied, somewhat DISSatisfied, or very dissatisfied with the following aspects of your life..."

QUESTION 4 CONTINUED ...**Trends for comparison:**⁴²

	Men and women <u>equally</u>	Women <u>over men</u>	Men over <u>women</u>	Unsure (VOL.)	DK/Refused (VOL.)
<i>Gallup/CNN/ USA Today: Sep 1995</i>	18	7	73	n/a	2
<i>Gallup/CNN/ USA Today: July 1994</i>	27	16	53	n/a	5
<i>Gallup/CNN/ USA Today: Aug 1993</i>	23	10	62	2	2

SOME DEMOGRAPHIC ITEMS HELD FOR FUTURE RELEASE; NO QUESTIONS 5-6; QUESTIONS 7-24 HELD FOR FUTURE RELEASE; NO QUESTIONS 25-27**ASK ALL:**

On another subject...

E3 **[IF SCHL=1-4:** Some students also do some type of work for pay.] Are you now employed full-time, part-time or not employed? **[INTERVIEWER: IF RESPONDENT VOLUNTEERS THAT THEY WORK IN THE HOME, I.E. CARING FOR THEIR KIDS OR BEING A HOMEMAKER, ASK: Are you now employed FOR PAY full-time, part-time, or not employed for pay.]**

60	Employed (NET)
46	Full-time
14	Part-time
40	Not employed (NET)
24	Not employed
2	Disabled (VOL.)
14	Retired (VOL.)
*	Don't know/Refused (VOL.)

IF NOT WORKING (E3=3-9), ASK: [n=701]

E3a Have you ever worked either full or part time?

93	Yes, have worked
7	No, have not worked
*	Don't know/Refused (VOL.)

ASK IF EMPLOYED OR EVER WORKED (E3=1,2 OR E3a=1): [n=1,963]

D.1 Have you ever been discriminated against at work because of your gender, or has this never happened to you?

<u>Total</u>		<u>Men</u>	<u>Women</u>
14	Yes	10	18
86	No, never happened	90	82
*	Don't know/Refused (VOL.)	*	*
		(n=1,049)	(n=914)

⁴² In the 1995 Gallup/CNN/USA Today poll, the question read, "Do you think that in this country, society generally favors men and women equally, or does it favor women over men, or men over women?" In the 1993 and 1994 Gallup/CNN/USA Today poll, the question read, "Do you think that society generally favors men and women equally, or does it favor women over men, or men over women?"

IF YES (D.1=1), ASK: [n=273]

D.2 Did this have a negative impact on your career, or not?

IF, YES NEGATIVE IMPACT (D.2=1), ASK: [n=107]

D.3 Did it have a big impact or a small impact?

<u>Total</u>		<u>Men</u>	<u>Women</u>
43	Yes, had a negative impact	37	46
31	Big impact	23	35
10	Small impact	10	11
1	Don't know/Refused (VOL.)	4	0
55	No, not a negative impact	59	53
*	Had a positive impact (VOL.)	1	*
2	Don't know/Refused (VOL.)	4	1
(n=273)		(n=101)	(n=172)

IF D.1=1, ASK: [n=273]

D.4 Thinking more specifically, have any of the following things happened to you or not? First, have you [**READ AND RANDOMIZE**], or not? Have you ...

a. Been denied a promotion because of your gender

<u>Total</u>		<u>Men</u>	<u>Women</u>
37	Yes	34	39
60	No	65	57
3	Don't know/Refused (VOL.)	1	4
		(n=101)	(n=172)

b. Earned less than a (IF SEX=1: woman; IF SEX=2: man) who was doing the same job

<u>Total</u>		<u>Men</u>	<u>Women</u>
52	Yes	27	66
40	No	68	25
7	Don't know/Refused (VOL.)	5	9
		(n=101)	(n=172)

c. Been turned down for a job because of your gender

<u>Total</u>		<u>Men</u>	<u>Women</u>
30	Yes	31	30
65	No	61	67
5	Don't know/Refused (VOL.)	8	3
		(n=101)	(n=172)

IF WORKING PART-TIME (E3=2): [n=265]

E4 You mentioned that you currently work part-time. Would you prefer to be working full-time, or not?

<u>Total</u>		<u>Men</u>	<u>Women</u>
36	Yes, prefer full-time	42	32
63	No, would not	55	68
1	Don't know/Refused (VOL.)	2	1
		(n=119)	(n=146)

IF WORKING FULL-TIME (E3=1): [n=1,036]

E5 You mentioned that you currently work full-time. Would you prefer to be working part-time, or not?

<u>Total</u>		<u>Men</u>	<u>Women</u>
16	Yes, prefer part-time	13	21
82	No, would not	85	78
2	Don't know/Refused (VOL.)	2	1
		(n=658)	(n=378)

QUESTIONS E6,28-29 HELD FOR FUTURE RELEASE**ASK ALL WHO ARE NOT RETIRED (E3 NE 5): [n=1,750]**

Q.30 There are many things people value in a job. How important is each of these things to you personally? First, **(INSERT ITEM; RANDOMIZE)** – Is this extremely important, very important, somewhat important, or not too important? How about **(INSERT ITEM)**? **READ IF NECESSARY:** Is this extremely important, very important, somewhat important, or not too important?

a. Having a high-paying job

<u>Total</u>		<u>Men</u>	<u>Women</u>
18	Extremely important	18	18
37	Very important	39	35
35	Somewhat important	32	38
8	Not too important	9	7
1	Not at all important (VOL.)	*	1
*	Does not apply (VOL.)	*	*
1	Don't know/Refused (VOL.)	1	1
		(n=944)	(n=806)

b. Having job security

<u>Total</u>		<u>Men</u>	<u>Women</u>
35	Extremely important	33	37
51	Very important	52	51
9	Somewhat important	10	8
3	Not too important	3	2
*	Not at all important (VOL.)	*	*
*	Does not apply (VOL.)	*	1
1	Don't know/Refused (VOL.)	1	1
		(n=944)	(n=806)

c. Being able to take time off for family or child care needs

<u>Total</u>		<u>Men</u>	<u>Women</u>
33	Extremely important	31	35
49	Very important	49	49
12	Somewhat important	16	9
3	Not too important	2	4
1	Not at all important (VOL.)	1	1
2	Does not apply (VOL.)	1	3
*	Don't know/Refused (VOL.)	1	*
		(n=944)	(n=806)

d. Having a job you enjoy doing

<u>Total</u>		<u>Men</u>	<u>Women</u>
43	Extremely important	42	43
46	Very important	45	47
9	Somewhat important	11	8
1	Not too important	1	1
0	Not at all important (VOL.)	0	0
*	Does not apply (VOL.)	0	1
1	Don't know/Refused (VOL.)	1	1
		(n=944)	(n=806)

QUESTION 30 CONTINUED ...

e.	Having a job that offers good benefits		
	<u>Total</u>		<u>Men</u> <u>Women</u>
	33	Extremely important	30 35
	49	Very important	50 49
	13	Somewhat important	15 12
	3	Not too important	4 2
	*	Not at all important (VOL.)	* *
	1	Does not apply (VOL.)	* 1
	1	Don't know/Refused (VOL.)	1 1
			(n=944) (n=806)
f.	Having opportunities for promotions or advancement		
	<u>Total</u>		<u>Men</u> <u>Women</u>
	23	Extremely important	25 22
	43	Very important	43 43
	24	Somewhat important	23 25
	7	Not too important	8 7
	1	Not at all important (VOL.)	1 *
	1	Does not apply (VOL.)	* 1
	1	Don't know/Refused (VOL.)	1 1
			(n=944) (n=806)
g.	Having a job that helps society		
	<u>Total</u>		<u>Men</u> <u>Women</u>
	22	Extremely important	19 24
	44	Very important	40 48
	26	Somewhat important	30 22
	7	Not too important	8 5
	*	Not at all important (VOL.)	1 0
	*	Does not apply (VOL.)	* 1
	1	Don't know/Refused (VOL.)	1 1
			(n=944) (n=806)

ASK ALL WHO ARE NOT RETIRED (E3 NE 5): [n=1,750]

Q.31 Thinking about your work life, would you like to someday be a boss or one of the top managers, or is this not something you would like to do?

	<u>Total</u>		<u>Men</u>	<u>Women</u>
	39	Yes, would like to be a boss or top manager	44	34
	45	No, would not like to do this	36	53
	13	Already the boss/top manager (VOL.)	16	10
	2	Depends (VOL.)	2	2
	2	Don't know/Refused (VOL.)	2	2
			(n=944)	(n=806)

IF RESPONDENT HAS WORKED (E.3=1,2 OR E.3a=1), ASK: [n=1,963]

E7 Have you ever asked for a pay raise or promotion in any job you've held, or haven't you done this?

	<u>Total</u>		<u>Men</u>	<u>Women</u>
	47	Yes	51	43
	53	No	48	57
	*	Don't know/Refused (VOL.)	*	*
			(n=1,049)	(n=914)

NO QUESTIONS 32-33; QUESTIONS 34-37 HELD FOR FUTURE RELEASE; NO QUESTION 38, 39; QUESTIONS 40-41 HELD FOR FUTURE RELEASE; MARITAL, LWP NOT SHOWN

ASK IF MARRIED OR LWP (MARITAL=1,2): [n=1,114]

M.2 Is your (**IF MARITAL=1:** spouse, **IF MARITAL=2:** partner) now employed full-time, part-time or not employed?

<u>Total</u>		<u>Men</u>	<u>Women</u>
66	NET Employed	59	73
55	Full-time	44	66
11	Part-time	15	7
34	NET Not employed	41	27
19	Not employed	29	8
2	Disabled (VOL.)	*	3
13	Retired (VOL.)	11	14
*	Student (VOL.)	*	*
*	Don't know/Refused (VOL.)	*	*
		(n=602)	(n=512)

NO QUESTION 42

ASK ALL:

On another subject...

Q.43 Which of these two statements comes closer to your own views—even if neither is exactly right?
[**READ AND RANDOMIZE**]

<u>Total</u>		<u>Men</u>	<u>Women</u>
29	This country has made the changes needed to give men and women equality in the workplace, OR	34	24
67	This country needs to continue making changes to give men and women equality in the workplace	61	72
5	Don't know/Refused (VOL.)	4	5
		(n=1,059)	(n=943)

ASK ALL:

Q.44 **How hard do you think it is for men and women to get top executive jobs in business or government these days? Generally, is it easier for men, easier for women, or isn't there much difference?**

<u>Total</u>		<u>Men</u>	<u>Women</u>
46	Easier for men	38	54
5	Easier for women	7	3
43	No difference	48	38
6	Don't know/Refused (VOL.)	6	6
		(n=1,059)	(n=943)

Trends:

	<u>Easier for men</u>	<u>Easier for women</u>	<u>No difference</u>	<u>DK/Ref. (VOL.)</u>
Oct 2013	46	5	43	6
CBS News: Dec 1999 ⁴³	63	5	28	4
CBS News: June 1982	67	4	23	6

⁴³In December 1999, this question was asked after a series about perceptions of feminism.

ASK ALL:

Q.45 What about salaries? These days, if a man and a woman are doing the same work, do you think ...
[READ]?

<u>Total</u>		<u>Men</u>	<u>Women</u>
55	The man generally earns more	47	62
2	The woman generally earns more	3	1
38	Or, both earn the same amount	46	31
5	Don't know/Refused (VOL.)	4	5
		(n=1,059)	(n=943)

Trends:

	<u>Man earns more</u>	<u>Woman earns more</u>	<u>Earn same amount</u>	<u>DK/Ref. (VOL.)</u>
Oct 2013	55	2	38	5
<i>CBS News</i> : Dec 1999 ⁴⁴	65	1	30	4
<i>CBS News</i> : June 1982	70	1	24	5

ASK IF EMPLOYED (E3=1,2): [n=1,301]

Q.46 What about where you work? Do you think women are paid more, less or about the same as men for doing the same job?

<u>Total</u>		<u>Men</u>	<u>Women</u>
3	Women paid more	4	3
11	Women paid less	9	14
74	About the same	73	75
8	Not applicable (VOL.)	10	6
3	Don't know/Refused (VOL.)	3	3
		(n=777)	(n=524)

ASK IF EMPLOYED (E3=1,2): [n=1,301]

Q.47 Where you work, do women have greater opportunities than men for promotion or advancement to top executive and professional positions, do women have fewer opportunities than men, or do men and women have about the same opportunities for promotion or advancement?

<u>Total</u>		<u>Men</u>	<u>Women</u>
8	Women have greater opportunities than men	9	6
14	Women have fewer opportunities than men	12	17
73	Men and women have about the same opportunities	73	72
4	Not applicable (VOL.)	5	4
1	Don't know/Refused (VOL.)	1	1
		(n=777)	(n=524)

⁴⁴ In December 1999, this question was asked after a series about perceptions of feminism.

ASK ALL:

Q.48 Now thinking about the people you know who are around your age. Which of the following most closely reflects your experience? **[READ; RANDOMIZE ITEMS 1 AND 2]**

<u>Total</u>		<u>Men</u>	<u>Women</u>
14	The men I know are more focused on their jobs or careers than the women	14	13
16	The women I know are more focused on their jobs or careers than the men	15	17
66	Or, both are about equally focused on their jobs or careers	67	64
1	Depends/Can't generalize (VOL.)	1	1
3	Don't know/Refused (VOL.)	3	3
		(n=1,059)	(n=943)

ASK ALL:

Q.49 As you may know women earn less money, on average, than men. Please tell me whether you think each of the following is a major reason, a minor reason or a not a reason why women earn less than men. First/Next, men and women **[READ AND RANDOMIZE]**, **[READ IF NECESSARY: Do you think this is a major reason, a minor reason or not a reason why women earn less than men?]**

a. Work in different occupations

<u>Total</u>		<u>Men</u>	<u>Women</u>
40	Major reason	41	40
28	Minor reason	27	28
26	Not a reason	25	27
6	Don't know/Refused (VOL.)	7	5
		(n=1,059)	(n=943)

b. Make different choices about how to balance work and family

<u>Total</u>		<u>Men</u>	<u>Women</u>
53	Major reason	46	60
26	Minor reason	30	22
16	Not a reason	19	13
5	Don't know/Refused (VOL.)	4	5
		(n=1,059)	(n=943)

c. Are treated differently by employers

<u>Total</u>		<u>Men</u>	<u>Women</u>
46	Major reason	38	54
27	Minor reason	31	24
20	Not a reason	26	15
6	Don't know/Refused (VOL.)	6	7
		(n=1,059)	(n=943)

d. Don't work the same number of hours

<u>Total</u>		<u>Men</u>	<u>Women</u>
26	Major reason	23	28
25	Minor reason	28	23
42	Not a reason	42	43
7	Don't know/Refused (VOL.)	7	6
		(n=1,059)	(n=943)

ROTATE Q.50 AND Q.51

ASK ALL:

Q.50 Generally speaking, do you think that men mostly prefer having other men as co-workers, men prefer having women as co-workers, or doesn't it matter to men?

<u>Total</u>		<u>Men</u>	<u>Women</u>
36	Prefer having other men as co-workers	32	40
8	Prefer having women as co-workers	7	9
52	Doesn't matter	58	46
5	Don't know/Refused (VOL.)	4	5
		(n=1,059)	(n=943)

ASK ALL:

Q.51 Generally speaking, do you think that women mostly prefer having other women as co-workers, women prefer having men as co-workers, or doesn't it matter to women?

<u>Total</u>		<u>Men</u>	<u>Women</u>
17	Prefer having other women as co-workers	25	10
17	Prefer having men as co-workers	13	21
59	Doesn't matter	53	65
7	Don't know/Refused (VOL.)	9	4
		(n=1,059)	(n=943)

ASK IF EMPLOYED OR EVER WORKED (E3=1,2 OR E3a=1): [n=1,963]

Q.52 And what about you, do you mostly prefer having men as co-workers, women as co-workers, or doesn't it matter to you?

<u>Total</u>		<u>Men</u>	<u>Women</u>
16	Prefer having men as co-workers	14	18
6	Prefer having women as co-workers	7	5
77	Doesn't matter	78	76
1	Don't know/Refused (VOL.)	1	1
		(n=1,049)	(n=914)

NO QUESTION 53

Thank you. Now on a different subject...

KIDS1, KIDS2, KIDSAGE NOT SHOWN

IF RESPONDENT HAS ONLY KIDS 18+ AND HAS EVER WORKED {KIDS1=2,9 AND KIDS2=1 AND (E3=1,2 OR E3a=1)}, ASK: [n=580]

KIDS3 Did you work either full or part time when your children were growing up, or not?

<u>Total</u>		<u>Men</u>	<u>Women</u>
89	Yes, worked	97	83
11	No, did not work	3	17
*	Don't know/Refused (VOL.)	*	*
		(n=242)	(n=338)

ASK IF EMPLOYED AND HAS CHILDREN <18 OR HAS CHILDREN 18+ AND WORKED WHEN KIDS WERE YOUNG {(E3=1,2 AND KIDS1=1) OR KIDS3=1}: [n=1,040]

Q.54 Thinking about your job or career, do you think that being a working (**IF SEX=1: father; IF SEX=2: mother**) (**IF KIDSAGE<18: makes/IF KIDS3=1: made**) it harder or easier for you to **[INSERT ITEM; RANDOMIZE]**, or hasn't this made a difference?

a. Advance in your job or career

<u>Total</u>		<u>Men</u>	<u>Women</u>
27	Makes it harder	15	40
7	Makes it easier	12	2
63	Hasn't made a difference	70	56
*	Depends (VOL.)	0	1
2	Don't know/Refused (VOL.)	2	1
		(n=561)	(n=479)

b. Be a good parent

<u>Total</u>		<u>Men</u>	<u>Women</u>
38	Makes it harder	31	45
11	Makes it easier	15	6
50	Hasn't made a difference	52	48
*	Depends (VOL.)	*	*
1	Don't know/Refused (VOL.)	1	1
		(n=561)	(n=479)

ASK IF UNDER AGE 35 AND NO CHILDREN (AGE=18-34 AND KIDS1=2 AND KIDS2=2): [n=558]

Q.55 Looking ahead, do you think that having children will make it harder or easier for you to advance in your job or career, or won't this make a difference?

<u>Total</u>		<u>Men</u>	<u>Women</u>
62	Will make it harder	60	63
1	Will make it easier	2	1
34	Won't make a difference	36	32
2	Depends (VOL.)	1	3
*	Don't plan to have children (VOL.)	*	*
1	Don't know/Refused (VOL.)	*	1
		(n=345)	(n=213)

ASK IF EMPLOYED OR HAVE EVER WORKED (E3=1,2 OR E3a=1): [n=1,963]

Q.56 Please tell me whether you have ever done any of the following in order to care for a child or other family member. First, have you **[READ AND RANDOMIZE]** in order to care for a child or other family member, or not? Next, have you **[INSERT ITEM; READ AS NECESSARY]** in order to care for a child or other family member, or not?]

NOTE: IF YES FOR ANY ITEM, ASK Q.57 AND Q.58, THEN MOVE TO NEXT ITEM

a. Reduced your work hours

<u>Total</u>		<u>Men</u>	<u>Women</u>
29	Yes	23	34
71	No	77	65
*	Don't know/Refused (VOL.)	*	1
		(n=1,049)	(n=914)

QUESTION 56 CONTINUED ...

b. Taken a significant amount of time off from work				
	<u>Total</u>		<u>Men</u>	<u>Women</u>
	27	Yes	21	33
	73	No	78	67
	*	Don't know/Refused (VOL.)	*	*
			(n=1,049)	(n=914)
c. Quit your job				
	<u>Total</u>		<u>Men</u>	<u>Women</u>
	15	Yes	9	22
	84	No	91	78
	*	Don't know/Refused (VOL.)	0	*
			(n=1,049)	(n=914)
d. Turned down a promotion				
	<u>Total</u>		<u>Men</u>	<u>Women</u>
	9	Yes	8	11
	90	No	91	89
	1	Don't know/Refused (VOL.)	1	1
			(n=1,049)	(n=914)

IF YES IN Q.56 a-d, ASK:

Q.57 Are you glad you did this, or not?

a. Reduced your work hours [n=553]				
	<u>Total</u>		<u>Men</u>	<u>Women</u>
	94	Yes	96	92
	5	No	3	6
	1	Mixed feelings (VOL.)	1	2
	*	Don't know/Refused (VOL.)	0	*
			(n=244)	(n=309)
b. Taken a significant amount of time off from work [n=515]				
	<u>Total</u>		<u>Men</u>	<u>Women</u>
	94	Yes	96	94
	4	No	3	5
	1	Mixed feelings (VOL.)	1	1
	*	Don't know/Refused (VOL.)	0	1
			(n=233)	(n=282)
c. Quit your job [n=292]				
	<u>Total</u>		<u>Men*</u>	<u>Women</u>
	87	Yes	NA	89
	9	No	NA	6
	4	Mixed feelings (VOL.)	NA	5
	*	Don't know/Refused (VOL.)	NA	*
			(n=84)	(n=208)

*Sample size for men is too small to produce a reliable estimate.

QUESTION 57 CONTINUED ...

d.	Turned down a promotion [n=188]		
	<u>Total</u>	<u>Men*</u>	<u>Women</u>
	88	NA	87
	10	NA	9
	2	NA	3
	*	NA	1
		(n=86)	(n=102)

**Sample size for men is too small to produce a reliable estimate.*

IF YES IN Q.56 a-d, ASK:

Q.58 Would you say doing this **[READ; RANDOMIZE ITEMS 1 AND 2]**

a.	Reduced your work hours [n=553]		
	<u>Total</u>	<u>Men</u>	<u>Women</u>
	4	6	4
	28	17	35
	66	76	59
	1	1	2
		(n=244)	(n=309)

b.	Taken a significant amount of time off from work [n=515]		
	<u>Total</u>	<u>Men</u>	<u>Women</u>
	6	7	5
	27	18	32
	65	71	61
	3	3	2
		(n=233)	(n=282)

c.	Quit your job [n=292]		
	<u>Total</u>	<u>Men*</u>	<u>Women</u>
	10	NA	8
	36	NA	37
	51	NA	51
	3	NA	3
		(n=84)	(n=208)

**Sample size for men is too small to produce a reliable estimate.*

d.	Turned down a promotion [n=188]		
	<u>Total</u>	<u>Men*</u>	<u>Women</u>
	5	NA	3
	39	NA	43
	54	NA	53
	1	NA	1
		(n=86)	(n=102)

**Sample size for men is too small to produce a reliable estimate.*

OWNRENT, FINAN HELD FOR FUTURE RELEASE; OTHER DEMOGRAPHIC QUESTIONS NOT SHOWN