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# Public Says American Work Life Is Worsening, But Most Workers Remain Satisfied with Their Jobs

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A Social Trends Report

## Public Says American Work Life Is Worsening, But Most Workers Remain Satisfied with Their Jobs

Americans believe that workers in this country are worse off now than a generation ago – toiling longer and harder for less in wages and benefits, for employers who aren't as loyal as they once were, in jobs that aren't as secure, and in a global economy that might very well send their work overseas.

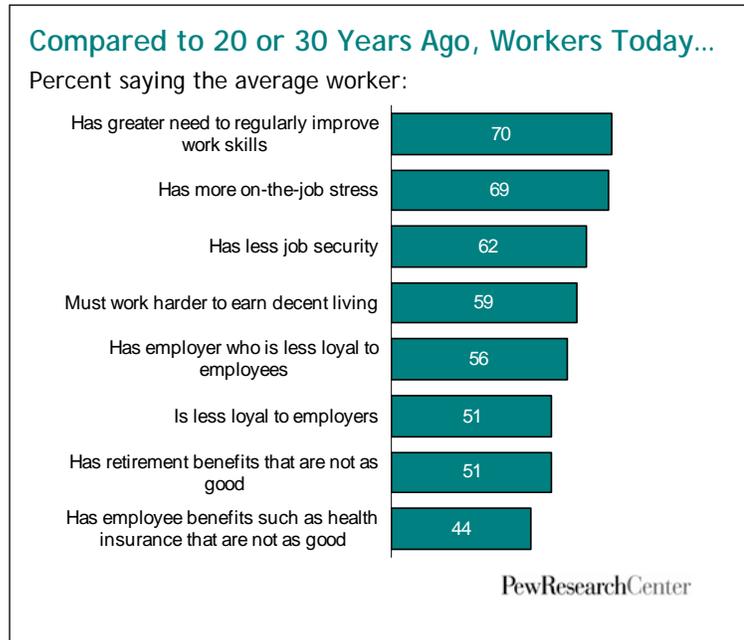
Yet the public has generally taken in stride this perceived fraying of the social safety net at work, according to a new Pew Research Center nationwide survey. Most people still have positive feelings about their own jobs, and even though many are troubled by the way the forces of modernization and globalization are affecting the American workplace, the level of public concern today is not substantially greater than it had been a decade or two ago.

To be sure, most Americans are well aware that the social contract associated with work in America is going through a period of profound change – with the industrial-era model of secure jobs with good wages and benefits that predominated until roughly a generation ago giving way to a more cost-conscious and globally-competitive workplace marked by stagnant real wages, cutbacks to health benefits and retirement plans, and growing threats of having jobs outsourced abroad.

When asked whether each of eight different aspects of work life have gotten better, worse or remained the same for the typical American worker over the past 20 or 30 years, a majority or plurality of respondents in the Pew survey answered worse to all eight questions.

The telephone survey was conducted from June 20 through July 16, 2006 among a nationally representative sample of 2,003 Americans. The margin of error is plus or minus 2.5 percentage points.

These downbeat assessments do not extend to ratings of one's own job, however. Nearly nine-in-ten employed adults in this survey say they are either completely (28%) or mostly (61%)



### Job Satisfaction: Down for Older Workers, Up for Younger Workers

Percent of employed who are "completely satisfied" with their job

	1989*	1997*	2006	Difference 1989-2006
All workers	28	24	28	0
<b>Age</b>				
18-29	23	21	32	+9
30-49	24	24	26	+2
50 and older	43	31	30	-13

\*Source: Gallup, July 1989. PSRAI, July 1997 for Wisconsin Public TV.

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satisfied with their own jobs, a level of satisfaction on par with findings from similar national surveys taken in 1989 and 1997<sup>1</sup>.

But there's been a notable change over time in the age composition of satisfied workers. Surveys taken in 1989 and 1997 found that many more older workers (ages 50-plus) than younger workers (ages 18-29) reported being very satisfied with their job.

In the latest Pew survey, the two age groups report about the same level of satisfaction with their jobs. That's because since 1989, the number of workers ages 50 and older who report feeling completely satisfied with their job has fallen (to 30% now, from 43% in a 1989 Gallup Poll) while the number of 18-29 year olds who report feeling completely satisfied has risen (to 32% now, from 23% in 1989).

There is one key job-security concern that affects workers of all ages: nearly a third of them (31%) say they believe it would be possible for their employer to hire someone outside the country to do the job they are doing right now.

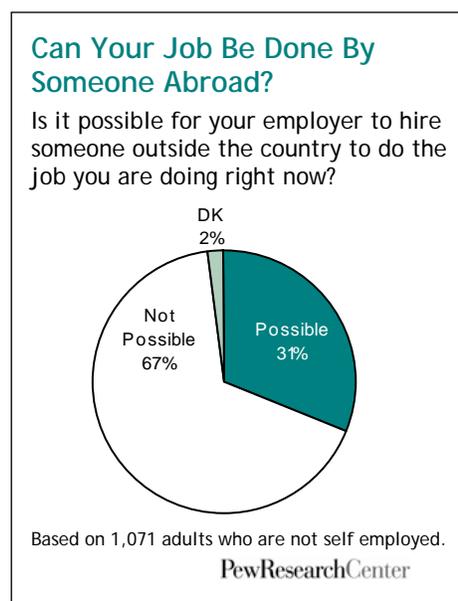
However, this assessment that offshoring is a potential threat to one's own job has not been accompanied by a spike in the percentage of workers who believe they are in danger of being laid off in the coming year. Just 13% of workers surveyed say it is "very" or "fairly" likely that this will happen to them, a figure that is virtually unchanged since 1975, when Gallup began asking this question.

### Growing Discontent over Benefits

Even though most workers are generally satisfied with their jobs, the Pew survey finds that there are pockets of discontent with various aspects of work life. About a quarter of all workers are unhappy with the retirement plan offered by their employer (28% completely or mostly dissatisfied), the health insurance benefits (27%), the level of on-the-job stress (27%), the amount of money they earn (24%), and their chances of promotion (23%).

In a similar vein, when Americans are asked not about their own jobs but about the jobs of the average working person, employee benefits, such as health insurance and paid vacations, are the area where negative assessments have grown most sharply over time.

As recently as 1997, a plurality of employed adults (41%) said in a survey by Princeton Survey Research Associates International that employee benefits were better than they had been 20 or 30 years earlier. In the latest Pew survey, a near majority of workers (45%) now says benefits are worse than they had been 20 or 30 years ago, while the rest say they are either better (26%) or about the same (26%).



<sup>1</sup> Surveys by Gallup, July 1989 and by Princeton Survey Research Associates International (PSRAI) on behalf of Wisconsin Public TV, July 1997.

This downbeat rating of employee benefits is hardly surprising given cutbacks that have affected millions of workers, retirees and their families in recent years. And these cutbacks, in turn, may also explain another sharply negative finding in the survey: by a margin of 56% to 6%, Americans say employers are less, rather than more, loyal to workers now than they were a generation ago (another third say employers show the same loyalty now as they did then).

But loyalty – or the lack of it – is a two-way street.

By a similar margin of 51% to 8%, the public says workers show less, rather than more loyalty, to their employers now than they did a generation ago, with 37% saying the level of employee loyalty is about the same now as then.

### Employer-Employee Loyalty

Compared to 20 or 30 years ago, does the average worker (or employer) show...

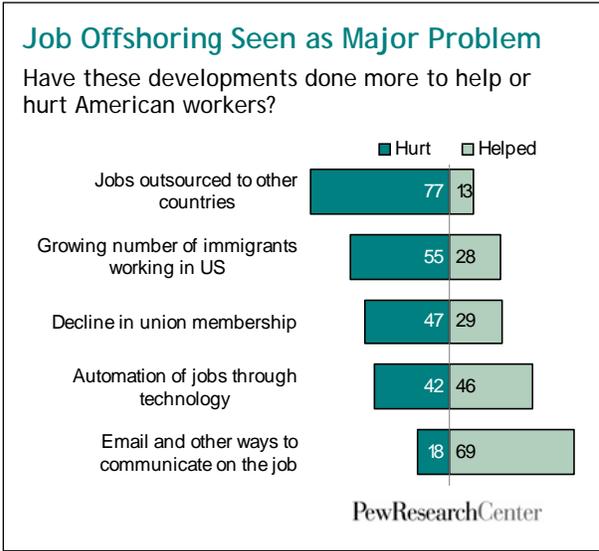
	More loyalty	Less	About the same	DK
	%	%	%	%
Employee loyalty to Employer	8	51	37	4=100
Employer loyalty to Employee	6	56	33	5=100

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### Weighing the Forces of Change

The Pew survey asked respondents whether five broad trends affecting the modern workplace – immigration, offshoring, automation, modern communication technology and declining unionization – have helped or hurt American workers.

The offshoring of jobs drew the most negative assessments, with the public saying by a margin of more than 5-1 that this has hurt rather than helped American workers. The public says the same thing about the increasing number of immigrants working in America, but they do so by a more modest margin of 2-1. They also say the decline in union membership has hurt rather than helped, but the margin on this question is more narrow, 3-2.



The public renders a split verdict on the automation of jobs, with people slightly more likely to say it has helped (46%) than hurt (42%). Meantime, Americans are overwhelmingly positive about one particular new form of technology in the workplace — more than two-thirds (69%) say that the use of email and other new ways to communicate on the job has been helpful.

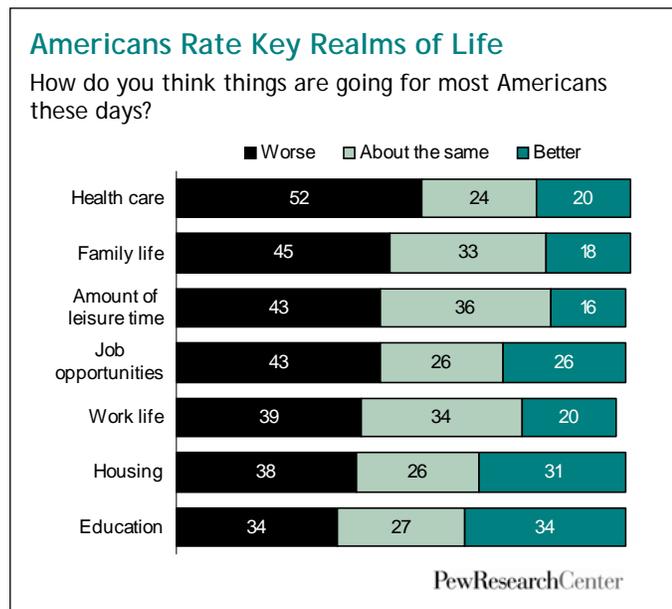
## I. Assessing Work Life in America

The public has a downbeat view of the state of work life in America—but these days, it also has a downbeat view of most other key realms of national life. When compared, for example, to health care, family life, leisure time, housing and education, work life and job opportunities stack up roughly in the middle range of the public’s positive-versus-negative assessments.

Overall, about four-in-ten Americans (39%) say work life is going worse these days for most Americans, while just two-in-ten say it is going better and about a third (34%) say it is about the same. Respondents give roughly similar ratings when asked more specifically about “job opportunities” – 43% worse, 26% better and 26% about the same.

In the Pew survey, health care is the realm of life that draws the most negative rating (52% worse) while education draws the most positive rating (34% better).

In their judgments about work life in general, respondents show only minor variances by demographic group. When asked about job opportunities in particular, men have a somewhat more positive outlook than do women, and high income adults have a more positive view than do lower-income adults.



### Job Availability: What the Public Values and Fears Most

Respondents who say work life is getting better and those who say it is getting worse obviously have a fundamental disagreement on this question—but, paradoxically, they both cite the same leading explanation for feeling the way they do. Job availability and security—or the lack thereof—are cited most often by both groups. This may be counterintuitive, but it also reveals what people value most – and fear most – as they think about work.

Among those respondents in this survey who say work life is getting worse (39%), the most popular explanation (in response to an open-ended follow-up question) is a decline in job opportunity, availability and security and/or an increase in unemployment and layoffs. Some 30% of this group offers that as their primary reason. The next most popular explanation is wage-related – 24% cite lower salaries, more wage inequality, or the rising cost of living.

However, among the respondents in this survey who say work life is getting better (20%), nearly half (47%) say it's because there are *more* job opportunities. Many fewer cite better wages (12%) or better working conditions (10%), even though these are the next two most oft-cited responses among this group to this open-ended follow-up question.

Of the respondents who say work life is getting worse, college educated adults are more likely than those with less education to mention longer hours. Those with less income are more likely than those with higher income to mention a lack of job opportunities.

#### Work Life Is Worse Because...

	%
Less opportunity/availability/less security	30
Lower salaries/cost of living going up	24
Longer work hours	17
Work is more stressful/demanding/pressure	9
Outsourcing/jobs going overseas	9
Fewer and worse benefits	5
Immigrants	4
Employers don't care about employees	4
More education and training needed	3
Corporate culture	2
Bush Administration and GOP	1
Technology creates more work	1
9/11 changed things	1
Too much government regulation	1
None/other	10
Don't know	2

Question asked of 791 people who said work life is worse. Responses total to more than 100% because respondents could offer more than one answer to this open-ended question.

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#### Work Life Is Better Because...

	%
More job opportunities/availability	47
Higher salary	12
Better work environment/work is easier	10
Better hours/schedule/leisure time	7
More education and training	5
Better benefits/vacation/insurance	5
Technology/efficiency	4
Better economy	4
Better government oversight	4
Employee policies	3
Employees better taken care of	2
It's just better	2
Immigrants do more of the hard work	1
None/other	10
Don't know	6

Question asked of 389 people who said work life is better. Responses total to more than 100% because respondents could offer more than one answer to this open-ended question.

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## As Usual, People Say Things Were Better In the Good Old Days

The public thinks that workers were better off a generation ago than they are now on every key dimension of work life – be it wages, benefits, retirement plans, on-the-job stress, the loyalty they are shown by employers, or the need to regularly upgrade work skills.

However, these responses should be kept in perspective. Some (but not all) of this same battery of questions was posed in a national survey in 1997<sup>2</sup> when the economy was in the midst of a prolonged expansion. But despite that more robust economy, for the most part, respondents then were just as likely as they are now to say that things had been better a generation before. So some of what these questions may be picking up is not only an assessment of current conditions, but also an inherent human tendency to view the past through a rose-colored rearview mirror.

On questions for which there are trends from 1997, the stability in the responses over time is striking. For example, employed adults now say, by a 64%-11% margin, that today's workers have less job security than workers had a generation ago. In 1997, employed adults said the same thing, by a similar margin – 70%-10%. Likewise, they now say, by a 60%-14% margin, that people have to work harder than they did a generation ago to earn a decent living. In 1997, they said this by a near identical 59%-15% margin. And when it comes to on-the-job stress, employees today overwhelmingly feel (by 71%-6%) that the average working person has more work-related stress now than he or she did a generation ago. In 1997, the breakdown on this same question was virtually the same—73% to 4%.

The only realm of work life about which assessments have declined markedly since 1997 is employee benefits. A solid plurality (45%) of employees say the average worker today has benefits that aren't as good as the benefits that workers had a generation ago, while just 26% say today's workers are doing better. Back in 1997, the reverse was true: some 41% of workers said benefits were better than they had been a generation before, while only 30% said benefits were worse.

Also, a majority of the public says that today's workers have worse retirement benefits than workers had a generation ago. And a majority also say today's workers are less likely to be shown loyalty from their employer – or to give loyalty in return. And seven-in-ten adults say workers today have to improve their work skills more often than workers had to 20 or 30 years ago.

### Peering into the Rear View Mirror

Compared to 20 or 30 years ago, what do you think about the average working person...

	1997*	2006
	%	%
<b>Employee benefits are...</b>		
Better now	41	26
Worse now	30	45
About the same	25	26
Don't know	<u>4</u>	<u>3</u>
	100	100
<b>Amount of job security...</b>		
Has more now	10	11
Has less now	70	64
About the same	18	23
Don't know	<u>2</u>	<u>2</u>
	100	100
<b>To earn a decent living...</b>		
Works harder now	59	60
Not as hard now	15	14
About the same	25	25
Don't know	<u>1</u>	<u>1</u>
	100	100
<b>Amount of on-the-job stress...</b>		
More now	73	71
Less now	4	6
About the same	21	21
Don't know	<u>2</u>	<u>2</u>
	100	100

Based on 1,277 employed adults.

\*Source: Survey by PSRAI, July 1997 on behalf of Wisconsin Public TV.

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<sup>2</sup> Survey conducted by Princeton Survey Research Associates International (PSRAI) on behalf of Wisconsin Public TV.

In most of these assessments, older workers are more inclined than younger workers to say that things have deteriorated in the work place over the span of the last generation. For example, 70% of workers ages 50 and older say the average worker has less job security, while just 46% of workers ages 18 to 29 feel this way. Likewise, older workers by a better than two-to-one margin (49% worse, 22% better, 23% the same) say benefits are worse rather than better now than they were a generation ago, while younger workers are evenly divided on this question (33% better, 30% worse, 31% the same). And six-in-ten older workers, compared with just four-in-ten younger workers, say employers are less loyal now to their employees than they were a generation ago.

College-educated workers are somewhat more prone than those without a college degree to say work life is worse now. Women are a bit more inclined than men to see things as worse for workers now, with the biggest gender differential coming on the question of on-the-job stress: 73% of women say that this is worse now, compared with 64% of men.

There's one more demographic differential of note: Hispanics are nearly evenly divided about whether workers today show more or less loyalty to their employers than workers did a generation ago (23% more; 27% less, 42% the same). By contrast, whites and blacks by lopsided margins say today's workers are less loyal – for whites the figures are 56% less, 6% more and 34% the same; for blacks, 40% less, 11% more and 46% the same<sup>3</sup>. There are similar, though not quite as sharp, racial and ethnic differences on the question of employer loyalty to employees.

## The Rearview Mirror, Continued

Compared to 20 or 30 years ago, what do you think about the average working person...

	2006
	%
<b>Has to improve work skills to keep up with developments...</b>	
More often now	76
Less often now	3
About the same	20
Don't know	1
	100
<b>Employee shows loyalty to employer...</b>	
More loyalty now	7
Less loyalty now	56
About the same	34
Don't know	3
	100
<b>Employer shows loyalty to employee...</b>	
More loyalty now	7
Less loyalty now	58
About the same	32
Don't know	3
	100
<b>Has retirement benefits that are...</b>	
Better now	16
Worse now	53
About the same	26
Don't know	5
	100

Based on 1,277 employed adults.

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<sup>3</sup> These figures reference non-Hispanic whites and non-Hispanic blacks.

## Globalization and Modernization: Good or Bad for the American Worker?

As noted earlier, Americans believe that the outsourcing of U.S. jobs abroad has had a decidedly negative impact on American workers. More than three-quarters of the public (77%) say it has hurt, while just 13% say it has helped. Among younger adults (65% hurt, 27% helped) and Hispanics (53% hurt, 27% helped), the ratios are less lopsided.

### Assessing the Forces of Change

Has this done more to help or hurt American workers?

	Helped	Hurt	Not much effect (vol.)	DK
	%	%	%	%
Email and other ways to communicate	69	18	3	10=100
Job automation through technology	46	42	2	10=100
Decline in union membership	29	47	4	20=100
Growing number of immigrant workers	28	55	7	10=100
Increased outsourcing of jobs	13	77	2	8=100

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Several other broad trends affecting

American workers also get a negative appraisal from the public, but not by such sharp margins. Americans by a two-to-one margin say increased immigration has hurt American workers. People who are older and less educated are especially likely to feel this way. Hispanics, on the other hand, take the opposite view – by 63% to 25% they say the growing number of immigrants working in this country has helped rather than hurt the American worker.

Americans also say (by 47% to 29%) that the decline in union membership has hurt, not helped. Those who live in union households feel strongly about this (69% hurt, 18% helped), while the rest of the public is more mixed (43% hurt, 31% helped).

Automation of jobs also gets a mixed verdict from the American people – 46% say it has helped workers, 42% say it has hurt. Younger adults as well as those with more education and higher incomes are more likely to say it has helped. Also, more men (50%) than women (42%) say it has helped.

E-mailing and other new ways to communicate on the job are seen by most people (69%) as having a positive impact on American workers; young adults are especially inclined to see it that way (86% of 18-29 year olds say so), while those ages 50 and over are a bit more reserved (just 57% say it has helped).

## II. Assessments of One's Own Work Life

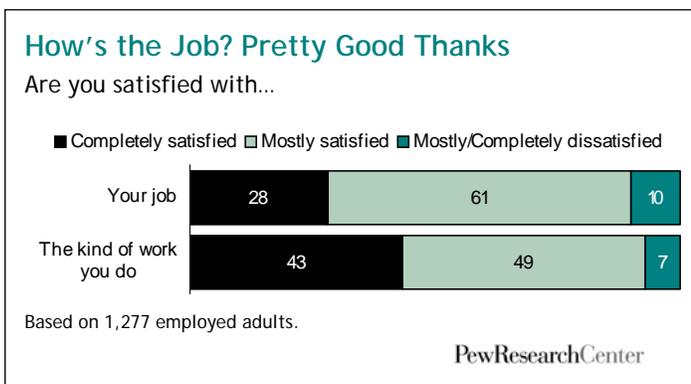
### Satisfaction with the Job

When it comes to feelings about one's own job and work situation, assessments tend to be more positive. Fully 43% of workers report being "completely satisfied" with the kind of work they do; another 49% are "mostly satisfied" and just 7% say they are dissatisfied. These figures are largely unchanged from the 1989 Gallup survey. Overall, 28% of workers report being "completely satisfied" with their job, a figure that is on par with ratings taken in the 1997 and the 1989 surveys by other organizations.

However, this stability in ratings over time among all workers hides a significant change in how older workers feel about their jobs. In 1989, older workers were substantially more satisfied with their jobs than were younger workers. Today, the Pew survey finds that older and younger workers hold about the same level of satisfaction with their jobs.

There are relatively few differences in job satisfaction by gender, education, or income levels of respondents. Men and women are about equally satisfied with their jobs overall, and with the kind of work they do. College

educated workers and those with less education are about equally satisfied with their jobs and the kind of work they do. Similarly, those with higher and lower incomes assess their job and the kind of work they do with about the same degree of satisfaction. Not surprisingly, when it comes to satisfaction with the amount of money earned, those with higher family incomes—much of which presumably comes from higher salaries—are more satisfied than those with less income. About three-in-ten (28%) workers with family incomes of \$100,000 or more are completely satisfied with the amount of money they earn, compared with 13% among workers with family incomes less than \$30,000.



### Older Workers Have Grown Less Satisfied with Their Jobs

Percent of employed who are "completely satisfied" with their job

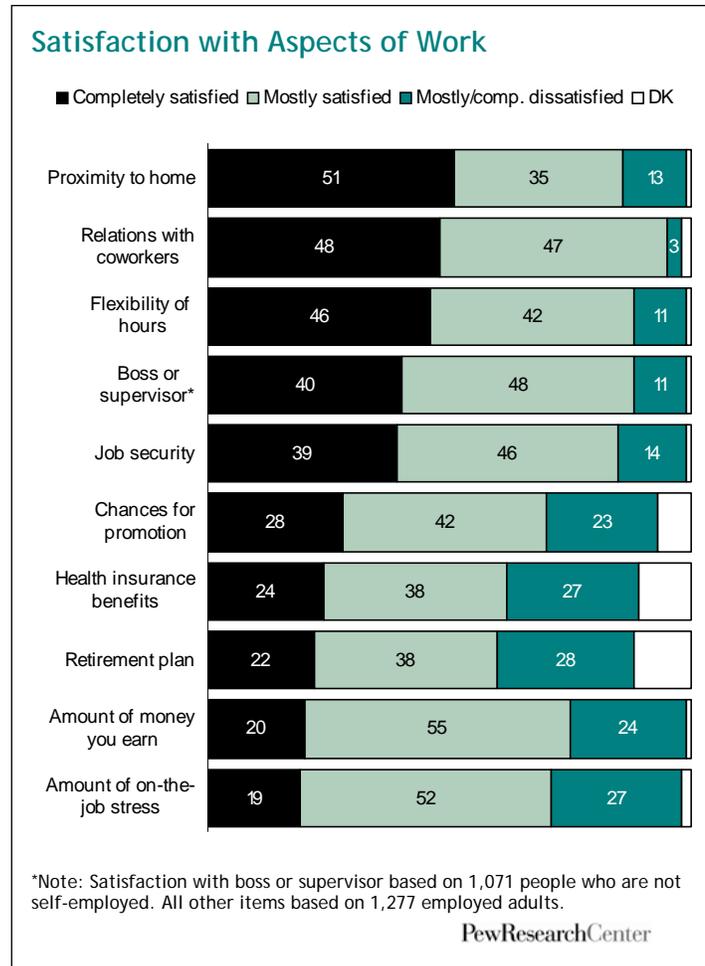
	1989*	1997*	2006	Difference 1989-2006
	%	%	%	
All workers	28	24	28	0
<b>Age</b>				
18-29	23	21	32	+9
30-49	24	24	26	+2
50 and older	43	31	30	-13

Source: Gallup, July 1989. PSRAI, July 1997 for Wisconsin Public TV.

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The characteristics of the job that workers find most satisfying are the proximity of their job to their home, followed by their relationships with coworkers and the flexibility of their hours. Satisfaction with job security is in the middle of these ten ratings, with about four-in-ten (39%) being completely satisfied. The aspects which register the most dissatisfaction from workers include health insurance and retirement benefits, earnings, and stress levels.

There have been some ups and downs on worker satisfaction with these characteristics over the years, but the aspects which elicit the most and least satisfaction are about the same since the 1989 Gallup survey first asked these questions. Job security is the realm of work life for which satisfaction has varied the most over the years. Today 39% of workers say they are completely satisfied with their job security; that figure was 31% in 1997, 35% in 1991 and 45% in 1989.



A multiple regression analysis finds that the strongest predictors of overall job satisfaction include satisfaction with salaries, chances for promotion, and the amount of on-the-job stress, followed by relations with coworkers and satisfaction with the boss.<sup>4</sup>

<sup>4</sup> Based on a linear regression model predicting overall satisfaction from the ten satisfaction ratings on specific aspects of the job.

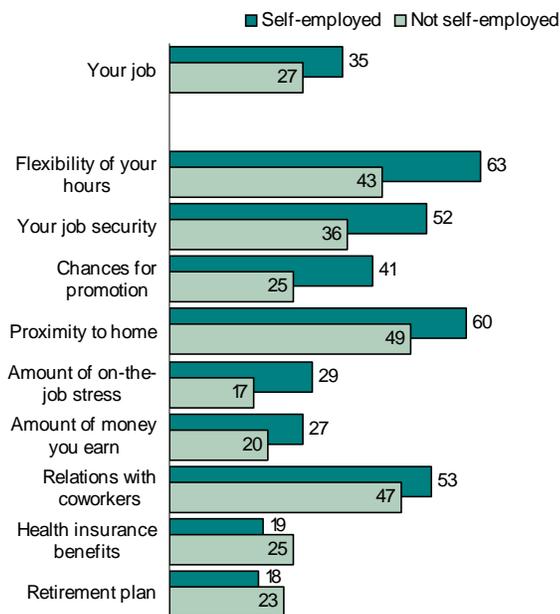
### To Be Your Own Boss

Those who are self-employed are considerably more satisfied with their jobs than are other workers, as was the case in 1989. In addition, the self-employed tend to be more satisfied with their salaries, job security, their chances for promotion, their level of on-the-job stress, the flexibility of their hours and the proximity of their work location to their home. The only job characteristic for which self-employed workers register significantly lower levels of satisfaction compared with other workers is health insurance benefits.

When it comes to flexibility, the self-employed have more of it. About a quarter (24%) of the self-employed say they work from home as their primary workplace and another four-in-ten say they often or sometimes work from home. Just 2% of other workers say they work from home as their primary workplace and 24% report that they often or sometimes work from home.

### Self-Employed More Satisfied with Most Aspects of the Job

Percent completely satisfied with each aspect of their job



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### Flexibility at Work

	Self Employed	Not self-Employed
	%	%
<b>Work from home?</b>		
Work from home as primary workplace	24	2
Work from home often or sometimes	40	24
Do not work from home often or sometimes	36	74
Don't know	*	*
	100	100
<b>Work Weekend/Evenings?</b>		
Yes	37	34
No	48	63
No set schedule (vol.)	15	3
Don't know	*	*
	100	100
Number of respondents	206	1,071

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### Full-Time vs. Part-Time Work Experiences

Full-time and part-time workers are about equally likely to be satisfied with their jobs and with the kind of work they do. Part-time workers are more satisfied with the flexibility of their hours, their relationships with co-workers and the amount of on-the-job stress. Part-time workers are less likely than those working full-time to be offered health insurance benefits from their employer (36% of part-time workers report such benefits compared with 76% of full-time workers). Not surprisingly, part-time workers are less likely to be satisfied with their health insurance benefits than are full-time workers. On a host of other job characteristics, however, full-time and part-time workers are about equally satisfied with their jobs.

### Full-time vs. Part-time Perspectives

Percent completely satisfied with each aspect of their job

	Full-time	Part-time
	%	%
<b>Part-time more satisfied with some aspects</b>		
Relations with coworkers	46	56
Flexibility of hours	43	57
On-the-job stress	16	30
<b>Full-time more satisfied with some aspects</b>		
Health benefits	26	15
Retirement plan	25	14
<b>No differences on other aspects</b>		
Proximity to home	50	55
Boss or supervisor*	39	45
Job security	39	39
Chances for promotion	27	28
Money earned	20	22
Number of respondents	1,035	242

\*Asked of those who are not self-employed.

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### Health Insurance Benefits

Does your employer offer any health insurance benefits with your job, or not?

	Full-time	Part-time
	%	%
Yes	76	36
No	9	44
Self-employed	15	20
Don't know	*	*
	100	100
Number of respondents	1,035	242

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### Getting Ahead, Staying Put and Switching Careers

About seven-in-ten workers (72%) say they have taken special courses or re-training to improve their job skills, while 28% have not. Some 57% say they believe they have the “education and training necessary to get ahead in (their) job or career” while 42% think they need more. Younger workers, part-time workers, and those with less education are more likely to say they need more education and training to get ahead.

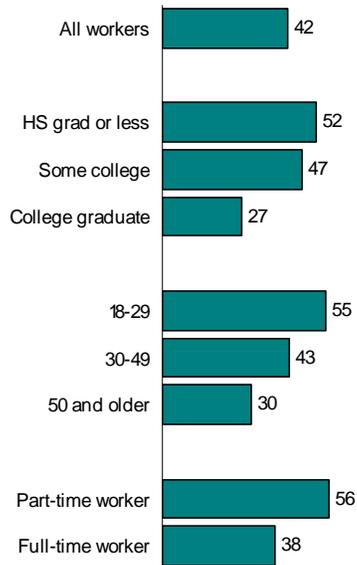
#### Got Enough Education and Training?

	All workers
	%
<b>Taken any courses or re-training to improve your job skills?</b>	
Yes	72
No	28
Don't know	*
	100
<b>Have education and training necessary to get ahead in your job or career?</b>	
Have what is needed	57
Need more	42
Don't know	1
	100

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#### Who Needs More Education, Training?

Percent of workers saying they need more education and training to get ahead in their job or career



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About six-in-ten (61%) workers report that they have switched careers—from one type of work to another—and more than half of this group say they have made a switch more than once.<sup>5</sup> Men and women, younger and older, full-time and part-time workers are all about equally likely to have made a switch at some point over the years. Those at the lowest income levels (under \$30,000) are a bit more likely to have switched.

When looking to the future, nearly half (47%) of employed respondents say they are very or somewhat likely to switch careers. Younger and part-time workers are more likely to say this. Those with some college education are more likely than other education groups to say they will switch; those with lower levels of income (under \$30,000) are more likely than those with higher incomes to say they will switch careers.

More than four-in-ten (42%) workers in the Pew survey say they are “very likely” to stay with their current employer for the remainder of their work life. As expected, older workers are more likely to report this than are younger ones. And, part-time workers are less likely than full-time workers to think they will stay with their current employer for the long haul.

### Testing New Waters

Have you ever switched from one type of work to another?

	All Workers
	%
<b>Ever switched careers?</b>	
Yes	61
Once	22
Two or more times	39
No	38
Don't know	1
	100

Based on 1,277 respondents who are employed.  
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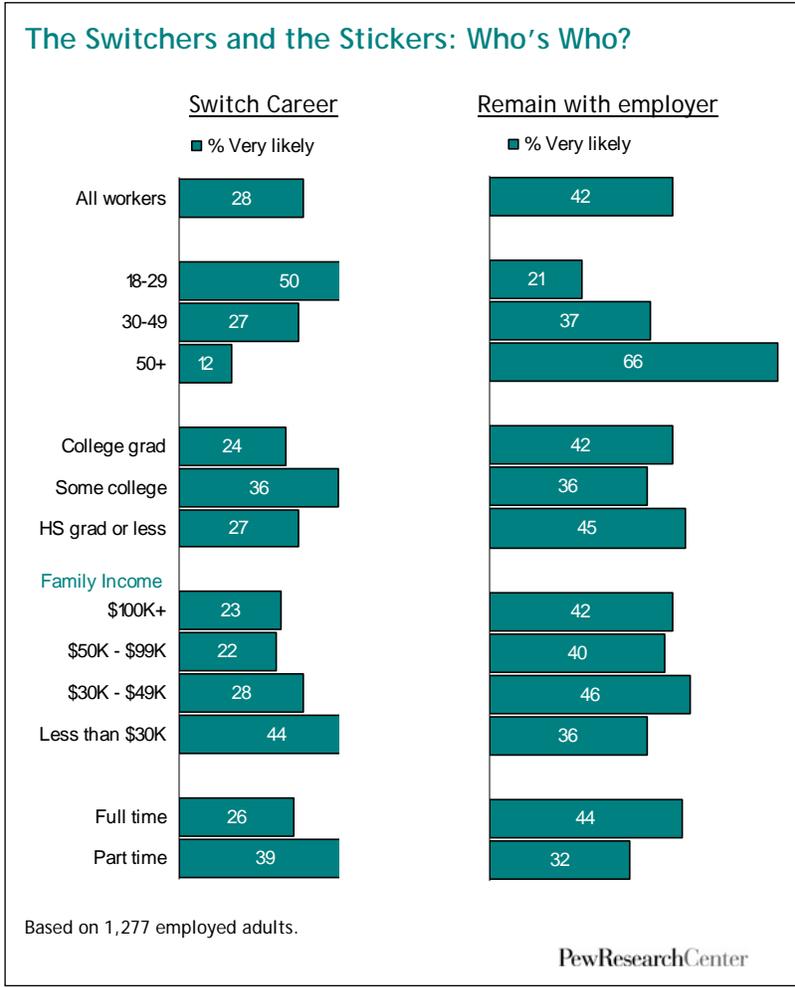
### Sticking It Out vs. Moving On

How likely is it that you will...

	Very	Some-what	Not very	Not at all	DK
	%	%	%	%	%
<b>Stay with present employer for remainder of work life</b>	42	27	13	17	1=100
<b>Switch careers sometime during working life</b>	28	19	25	27	1=100

Based on 1,277 respondents who are employed.  
PewResearchCenter

<sup>5</sup> The Bureau of Labor Statistics reports that employee tenure (the number of years with current employer) edged downward during the 1980's and 1990's, especially among men. The percentage of workers ages 25 and older who have ten or more years of tenure with their current employer has ranged between 31.5% and 30.5% during the 1996 to 2004 period. See “Employee Tenure in 2004” and archived news releases on employee tenure for earlier years. [http://www.bls.gov/news.release/archives/tenure\\_09212004.pdf](http://www.bls.gov/news.release/archives/tenure_09212004.pdf)



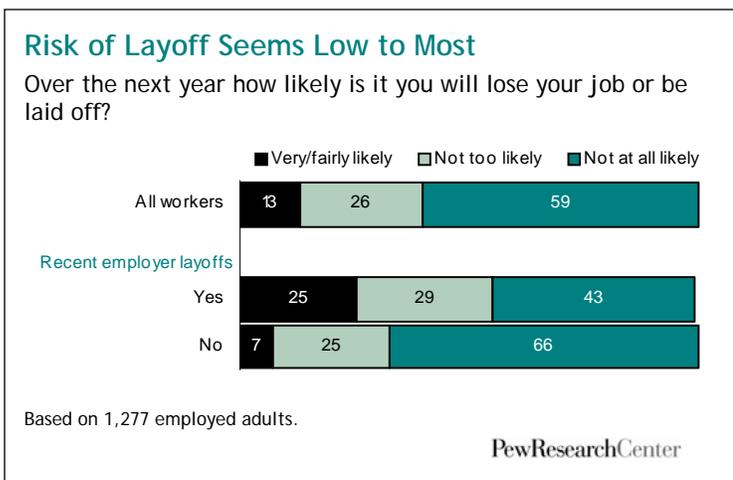
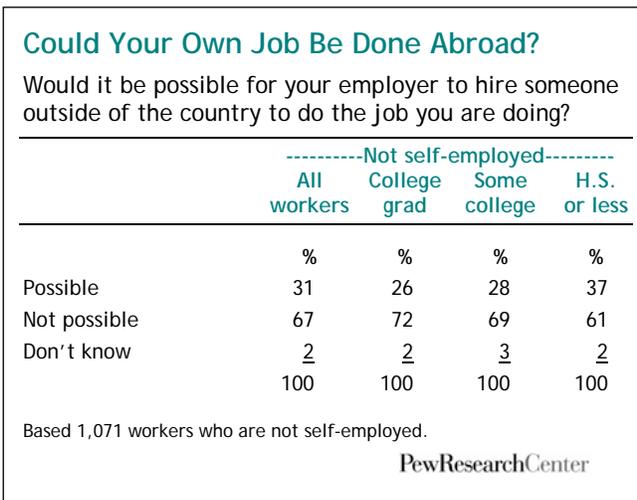
## Feeling At Risk

About three-in-ten (31%) workers (among those not self-employed) say it would be possible for their job to be outsourced to other countries.

Those with a high school education or less are more likely than those with more education to feel at risk of being outsourced in this way. Also, blue collar workers (35%) are a bit more likely than white collar workers (29%) to feel this way.

(While economists differ on how great a threat job offshoring will pose to workers in this country over the long term, most agree that the impact so far has been minor. Last year the McKinsey Global Institute estimated that 1.4 million U.S. jobs would be sent overseas from 2004 to 2008 – or about 280,000 a year in an economy which currently boasts some 135 million payroll jobs.<sup>6</sup>)

Meantime, the vast majority of workers consider it unlikely that they will be laid off in the coming year; just 13% say they are very or fairly likely to lose their job or be laid off. These figures are virtually unchanged since 1975, when Gallup surveys began tracking this issue. Those who have seen their co-workers laid off in the past six months are more likely to see a possible layoff in their own future (25% do so).

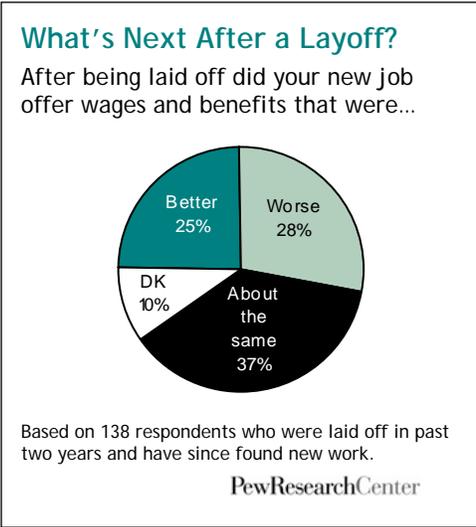
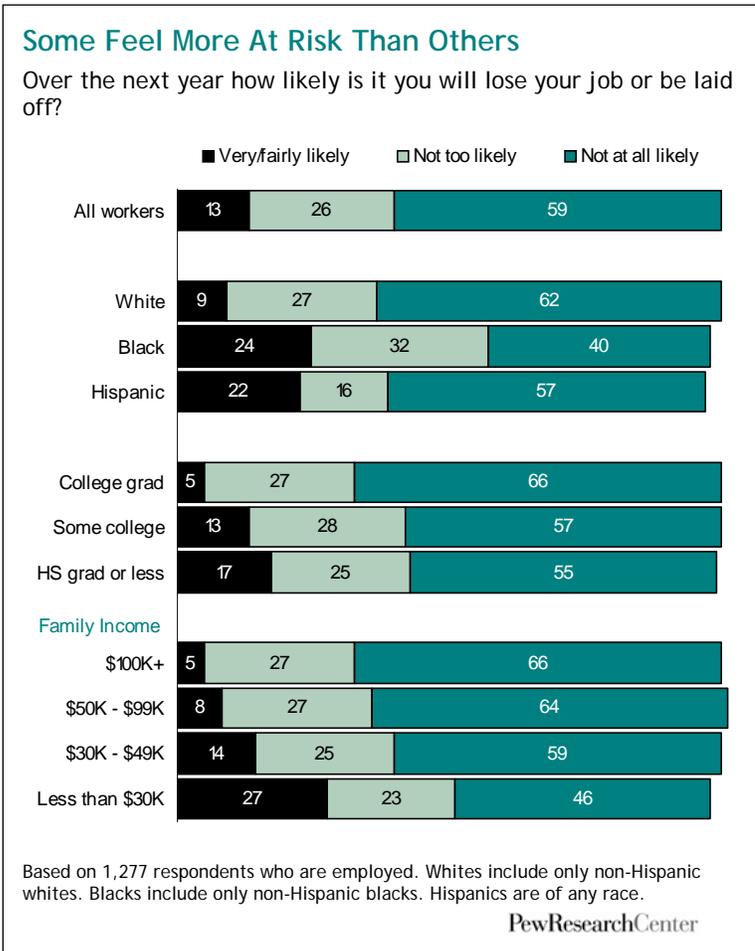


<sup>6</sup> Gross, Daniel. "Why 'Outsourcing' May Lose Its Power as a Scare Word" New York Times, August 13, 2006. Also see Farrell, Diana and Jaeson Rosenfeld, "US Offshoring: Rethinking the Response" McKinsey Global Institute, December 2005.

Some workers feel more at risk to layoffs than others. Hispanics and blacks are more likely than whites to say they are at risk of being laid off; so are adults who are less educated and less affluent.

The Pew survey finds 8% of adults report being laid off in the past two years. Here again, the groups more likely to have been laid off include those with less education and less income, as well as blacks and Hispanics.

Among those who have been laid off recently, more than half (57%) found another job within six months, while about three-in-ten (31%) say they were out of work for longer than that. Being laid off does not necessarily translate into a future position at lower wages and benefits, however. Among the recently laid off, a 37% plurality reports that the job they took after the layoff provided wages and benefits that were about the same as their previous position. A quarter say their next job provided better wages and benefits, while 28% say they took a position after a layoff that was not as good in terms of wages and benefits.



### About the Survey

Results for this survey are based on telephone interviews conducted with a nationally representative sample of adults, ages 18 years and older, living in continental U.S. telephone households. The sample design included a representative sample of 1,182 respondents and an oversample of 821 respondents ages 18 to 64. The data are weighted to produce a final sample that is representative of the general population of adults in the continental United States.

- Interviews conducted June 20-July 16, 2006
- 2,003 interviews of which 1,277 were conducted with workers, employed either full or part-time.
- Margin of sampling error is plus or minus 2.5 percentage points for results based on the total sample at the 95% confidence level and 3.0 percentage points for results based on all workers. The margin of sampling error is higher for results based on subgroups of respondents.

Survey interviews conducted under the direction of Princeton Survey Research Associates International. Interviews were conducted in English and Spanish.

Bear in mind that question wording and practical difficulties in conducting surveys can introduce error or bias in the findings of opinion polls.

## Job Security

Compared to 20 or 30 years ago, does the average worker have...

	More security	Less	About the same	DK	N
	%	%	%	%	
All adults	11	62	24	3=100	2,003
<b>Sex</b>					
Men	12	60	25	3=100	934
Women	10	63	23	4=100	1,069
<b>Race/Ethnicity*</b>					
White	8	68	21	3=100	1,501
Black	16	52	30	2=100	221
Hispanic	21	34	40	5=100	179
<b>Age</b>					
18-29	19	46	30	5=100	304
30-49	10	62	26	2=100	786
50+	8	70	19	3=100	838
<b>Education</b>					
College grad	6	74	18	2=100	693
Some college	9	66	22	3=100	492
High school or less	15	53	29	3=100	808
<b>Family Income</b>					
\$100K +	7	68	24	1=100	294
\$50K - \$99K	7	73	18	2=100	543
\$30K - \$49K	12	60	26	2=100	386
Less than \$30K	15	54	28	3=100	475
<b>Employment</b>					
Employed	11	64	23	2=100	1,277
Not employed	11	59	26	4=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## On-The-Job Stress

Compared to 20 or 30 years ago, does the average worker have...

	More stress	Less	About the same	DK	N
	%	%	%	%	
All adults	69	6	22	3=100	2,003
<b>Sex</b>					
Men	64	8	25	3=100	934
Women	73	4	20	3=100	1,069
<b>Race/Ethnicity*</b>					
White	70	6	21	3=100	1,501
Black	71	6	23	*=100	221
Hispanic	60	8	27	5=100	179
<b>Age</b>					
18-29	62	8	28	2=100	304
30-49	72	6	20	2=100	786
50+	69	6	22	3=100	838
<b>Education</b>					
College grad	74	5	19	2=100	693
Some college	74	4	19	3=100	492
High school or less	63	8	26	3=100	808
<b>Family Income</b>					
\$100K +	72	4	23	1=100	294
\$50K - \$99K	74	4	20	2=100	543
\$30K - \$49K	71	7	19	3=100	386
Less than \$30K	67	7	22	4=100	475
<b>Employment</b>					
Employed	71	6	21	2=100	1,277
Not employed	65	6	24	5=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Employer Loyalty to Employee

Compared to 20 or 30 years ago, does the average employer show...

	More loyalty	Less	About the same	DK	N
	%	%	%	%	
All adults	6	56	33	5=100	2,003
<b>Sex</b>					
Men	8	54	34	4=100	934
Women	5	57	32	6=100	1,069
<b>Race/Ethnicity*</b>					
White	6	60	30	4=100	1,501
Black	8	49	39	4=100	221
Hispanic	11	33	47	9=100	179
<b>Age</b>					
18-29	12	40	44	4=100	304
30-49	5	58	33	4=100	786
50+	5	61	28	6=100	838
<b>Education</b>					
College grad	3	69	25	3=100	693
Some college	7	58	30	5=100	492
High school or less	8	47	39	6=100	808
<b>Family Income</b>					
\$100K +	4	67	27	2=100	294
\$50K - \$99K	3	63	31	3=100	543
\$30K - \$49K	7	59	31	3=100	386
Less than \$30K	10	45	39	6=100	475
<b>Employment</b>					
Employed	7	58	32	3=100	1,277
Not employed	5	51	35	9=100	716
<b>Self Employed</b>					
Yes	8	52	36	4=100	206
Other employed	7	59	31	3=100	1,071

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Employee Loyalty to Employer

Compared to 20 or 30 years ago, does the average worker show...

	More loyalty	Less	About the same	DK	N
	%	%	%	%	
All adults	8	51	37	4=100	2,003
<b>Sex</b>					
Men	9	49	38	4=100	934
Women	8	52	36	4=100	1,069
<b>Race/Ethnicity*</b>					
White	6	56	34	4=100	1,501
Black	11	40	46	3=100	221
Hispanic	23	27	42	8=100	179
<b>Age</b>					
18-29	8	48	41	3=100	304
30-49	10	50	37	3=100	786
50+	7	53	34	6=100	838
<b>Education</b>					
College grad	3	67	28	2=100	693
Some college	8	56	33	3=100	492
High school or less	11	39	44	6=100	808
<b>Family Income</b>					
\$100K +	3	69	26	2=100	294
\$50K - \$99K	6	59	34	1=100	543
\$30K - \$49K	6	55	36	3=100	386
Less than \$30K	14	38	43	5=100	475
<b>Employment</b>					
Employed	7	56	34	3=100	1,277
Not employed	10	42	41	7=100	716
<b>Self Employed</b>					
Yes	4	62	29	5=100	206
Other employed	8	56	34	2=100	1,071

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Employee Benefits such as Health Care and Vacations

Compared to 20 or 30 years ago, does the average worker have...

	Better benefits	Not as good	About the same	DK	N
	%	%	%	%	
All adults	24	44	26	6=100	2,003
<b>Sex</b>					
Men	25	44	25	6=100	934
Women	23	45	27	5=100	1,069
<b>Race/Ethnicity*</b>					
White	25	46	24	5=100	1,501
Black	19	45	34	2=100	221
Hispanic	24	34	30	12=100	179
<b>Age</b>					
18-29	33	30	31	6=100	304
30-49	23	47	26	4=100	786
50+	22	49	23	6=100	838
<b>Education</b>					
College grad	24	50	22	4=100	693
Some college	29	44	22	5=100	492
High school or less	22	42	30	6=100	808
<b>Family Income</b>					
\$100K +	26	49	22	3=100	294
\$50K - \$99K	27	47	22	4=100	543
\$30K - \$49K	23	48	26	3=100	386
Less than \$30K	22	41	31	6=100	475
<b>Employment</b>					
Employed	26	45	26	3=100	1,277
Not employed	22	43	27	8=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Retirement Benefits

Compared to 20 or 30 years ago, does the average worker have...

	Better benefits	Not as good	About the same	DK	N
	%	%	%	%	
All adults	16	51	27	6=100	2,003
<b>Sex</b>					
Men	17	49	28	6=100	934
Women	16	52	25	7=100	1,069
<b>Race/Ethnicity*</b>					
White	16	54	24	6=100	1,501
Black	20	46	30	4=100	221
Hispanic	15	40	33	12=100	179
<b>Age</b>					
18-29	20	40	32	8=100	304
30-49	15	53	26	6=100	786
50+	16	54	25	5=100	838
<b>Education</b>					
College grad	15	59	22	4=100	693
Some college	18	52	23	7=100	492
High school or less	16	46	31	7=100	808
<b>Family Income</b>					
\$100K +	16	62	19	3=100	294
\$50K - \$99K	14	58	24	4=100	543
\$30K - \$49K	15	52	27	6=100	386
Less than \$30K	19	41	33	7=100	475
<b>Employment</b>					
Employed	16	53	26	5=100	1,277
Not employed	17	47	27	9=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Improve Work Skills to Keep Up with Developments

Compared to 20 or 30 years ago, does the average worker have to do this...

	More often	Less	About the same	DK	N
	%	%	%	%	
All adults	70	4	23	3=100	2,003
<b>Sex</b>					
Men	69	4	24	3=100	934
Women	72	3	22	3=100	1,069
<b>Race/Ethnicity*</b>					
White	72	3	22	3=100	1,501
Black	68	5	26	1=100	221
Hispanic	60	4	33	3=100	179
<b>Age</b>					
18-29	64	4	30	2=100	304
30-49	74	3	21	2=100	786
50+	71	4	21	4=100	838
<b>Education</b>					
College grad	79	3	17	1=100	693
Some college	75	4	19	2=100	492
High school or less	64	4	28	4=100	808
<b>Family Income</b>					
\$100K +	81	3	16	*=100	294
\$50K - \$99K	76	2	19	3=100	543
\$30K - \$49K	72	5	22	1=100	386
Less than \$30K	64	4	29	3=100	475
<b>Employment</b>					
Employed	76	3	20	1=100	1,277
Not employed	63	4	28	5=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Need to Work Harder to Earn a Decent Living

Compared to 20 or 30 years ago, does the average worker have to...

	Work harder	Not as hard	About the same	DK	N
	%	%	%	%	
All adults	59	13	26	2=100	2,003
<b>Sex</b>					
Men	56	16	27	1=100	934
Women	62	10	25	3=100	1,069
<b>Race/Ethnicity*</b>					
White	56	15	28	1=100	1,501
Black	68	11	19	2=100	221
Hispanic	66	9	20	5=100	179
<b>Age</b>					
18-29	53	16	29	2=100	304
30-49	63	13	23	1=100	786
50+	58	12	28	2=100	838
<b>Education</b>					
College grad	59	13	27	1=100	693
Some college	59	13	26	2=100	492
High school or less	58	13	25	3=100	808
<b>Family Income</b>					
\$100K +	58	14	28	*=100	294
\$50K - \$99K	60	14	26	*=100	543
\$30K - \$49K	57	11	30	2=100	386
Less than \$30K	63	12	23	2=100	475
<b>Employment</b>					
Employed	60	14	25	1=100	1,277
Not employed	57	13	27	3=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

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## Growing Number of Immigrants Working in This Country

Has this done more to help or hurt American workers?

	Helped	Hurt	Not much effect (vol.)	DK	N
	%	%	%	%	
All adults	28	55	7	10=100	2,003
<b>Sex</b>					
Men	31	53	7	9=100	934
Women	26	58	6	10=100	1,069
<b>Race/Ethnicity*</b>					
White	22	61	7	10=100	1,501
Black	25	64	5	6=100	221
Hispanic	63	25	5	7=100	179
<b>Age</b>					
18-29	43	46	4	7=100	304
30-49	28	55	8	9=100	786
50+	20	62	6	12=100	838
<b>Education</b>					
College grad	34	44	11	11=100	693
Some college	28	56	6	10=100	492
High school or less	25	61	4	10=100	808
<b>Family Income</b>					
\$100K +	36	42	13	9=100	294
\$50K - \$99K	22	60	8	10=100	543
\$30K - \$49K	28	58	5	9=100	386
Less than \$30K	27	61	2	10=100	475
<b>Employment</b>					
Employed	28	55	7	10=100	1,277
Not employed	27	57	6	10=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Automation of Jobs Through New Technologies in the Workplace

Has this done more to help or hurt American workers?

	Helped	Hurt	Not much effect (vol.)	DK	N
	%	%	%	%	
All adults	46	42	2	10=100	2,003
<b>Sex</b>					
Men	50	39	3	8=100	934
Women	42	45	2	11=100	1,069
<b>Race/Ethnicity*</b>					
White	46	43	2	9=100	1,501
Black	38	50	2	10=100	221
Hispanic	50	33	4	13=100	179
<b>Age</b>					
18-29	54	38	2	6=100	304
30-49	46	43	2	9=100	786
50+	42	43	3	12=100	838
<b>Education</b>					
College grad	54	34	3	9=100	693
Some college	42	48	2	8=100	492
High school or less	43	44	2	11=100	808
<b>Family Income</b>					
\$100K +	59	34	1	6=100	294
\$50K - \$99K	48	42	3	7=100	543
\$30K - \$49K	45	46	2	7=100	386
Less than \$30K	38	47	2	13=100	475
<b>Employment</b>					
Employed	49	42	2	7=100	1,277
Not employed	41	41	3	15=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

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## Decline in Union Membership

Has this done more to help or hurt American workers?

	Helped	Hurt	Not much effect (vol.)	DK	N
	%	%	%	%	
All adults	29	47	4	20=100	2,003
<b>Sex</b>					
Men	32	47	5	16=100	934
Women	26	46	3	25=100	1,069
<b>Race/Ethnicity*</b>					
White	30	46	4	20=100	1,501
Black	21	61	2	16=100	221
Hispanic	33	35	5	27=100	179
<b>Age</b>					
18-29	32	44	3	21=100	304
30-49	30	46	4	20=100	786
50+	26	50	4	20=100	838
<b>Education</b>					
College grad	33	45	4	18=100	693
Some college	30	47	4	19=100	492
High school or less	26	48	4	22=100	808
<b>Family Income</b>					
\$100K +	36	43	5	16=100	294
\$50K - \$99K	29	50	3	18=100	543
\$30K - \$49K	28	51	5	16=100	386
Less than \$30K	28	46	3	23=100	475
<b>Employment</b>					
Employed	32	47	3	18=100	1,277
Not employed	24	47	4	25=100	716
<b>Union Household</b>					
Yes	18	69	3	10=100	300
No	31	43	4	22=100	1,680
<b>Party identification</b>					
Republican	40	33	6	21=100	559
Democrat	19	61	3	17=100	638
Independent	30	48	2	20=100	547

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

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## Increased Outsourcing

Has this done more to help or hurt American workers?

	Helped	Hurt	Not much effect (vol.)	DK	N
	%	%	%	%	
All adults	13	77	2	8=100	2,003
<b>Sex</b>					
Men	15	75	2	8=100	934
Women	11	79	2	8=100	1,069
<b>Race/Ethnicity*</b>					
White	10	82	1	7=100	1,501
Black	14	79	1	6=100	221
Hispanic	27	53	2	18=100	179
<b>Age</b>					
18-29	27	65	1	7=100	304
30-49	12	79	2	7=100	786
50+	7	83	2	8=100	838
<b>Education</b>					
College grad	11	80	3	6=100	693
Some college	13	79	1	7=100	492
High school or less	14	75	1	10=100	808
<b>Family Income</b>					
\$100K +	15	77	2	6=100	294
\$50K - \$99K	10	84	2	4=100	543
\$30K - \$49K	12	80	2	6=100	386
Less than \$30K	15	75	1	9=100	475
<b>Employment</b>					
Employed	13	80	2	5=100	1,277
Not employed	13	74	1	12=100	716

\*Note: Two versions of the question on outsourcing are combined here. See topline for details. Whites and blacks include all non-Hispanic. Hispanics are of any race.

PewResearchCenter

## Email and Other Ways to Communicate on the Job

Has this done more to help or hurt American workers?

	Helped	Hurt	Not much effect (vol.)	DK	N
	%	%	%	%	
All adults	69	18	3	10=100	2,003
<b>Sex</b>					
Men	72	16	3	9=100	934
Women	67	20	2	11=100	1,069
<b>Race/Ethnicity*</b>					
White	68	18	3	11=100	1,501
Black	66	25	3	6=100	221
Hispanic	70	15	3	12=100	179
<b>Age</b>					
18-29	86	9	2	3=100	304
30-49	74	18	2	6=100	786
50+	57	22	4	17=100	838
<b>Education</b>					
College grad	74	15	5	6=100	693
Some college	75	15	3	7=100	492
High school or less	63	21	2	14=100	808
<b>Family Income</b>					
\$100K +	78	17	3	2=100	294
\$50K - \$99K	75	15	4	6=100	543
\$30K - \$49K	72	18	2	8=100	386
Less than \$30K	61	21	3	15=100	475
<b>Employment</b>					
Employed	75	17	3	5=100	1,277
Not employed	60	19	3	18=100	716

\*Note: Whites and blacks include all non-Hispanic. Hispanics are of any race.

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PEW SOCIAL TRENDS  
 FINAL TOPLINE  
 June 20 - July 16, 2006  
 N=2003

QUESTIONS 1 TO 4 HELD FOR FUTURE RELEASE

Q.5 How do you think things are going for most Americans these days? Would you say **[INSERT ITEM; RANDOMIZE]**—are/is better, worse, or about the same these days?

	Better	Worse	About the Same	Don't know/ Refused
a. Job opportunities	26	43	26	5=100
b. The amount of leisure time	16	43	36	5=100
c. Family life	18	45	33	4=100
d. Health care	20	52	24	4=100
e. Housing	31	38	26	5=100
f. Education	34	34	27	5=100
g. Work life	20	39	34	7=100

**ASK IF Q5G=1:**

Q.6B You mentioned that work life is better for most Americans these days. Why do you think it's better? **[OPEN END; RECORD ANSWER; ACCEPT UP TO THREE RESPONSES]**

**BASED ON THOSE WHO SAY WORK LIFE IS BETTER [N=389]:**

- 47 More job opportunities/more jobs available/less unemployment/more career choices
- 12 Higher salary/people get paid more
- 10 Better work environment/work is easier/better conditions/higher safety
- 7 Better work hours/more flexibility over work schedule/more leisure time/better options
- 5 More education and training
- 5 Better benefits/health benefits/vacation time/insurance
- 4 Technology is helping/better work efficiency/organization/better equipment/cleaner environment
- 4 Economy is better
- 4 Government has done a good job/workers are more protected by laws/better oversight by government agencies
- 3 More employee policies/better enforcement of internal policies like harassment and worker compensation/no smoking policies/discrimination
- 2 Employers are more responsive to employees/taking better care of employees
- 2 It's just better/seems better
- 1 Immigrants doing more of the hard work/any mention of immigrants
- 1 None
- 9 Other miscellaneous
- 6 Don't know

*Responses total to more than 100% due to multiple responses.*

**ASK IF Q5G=2:**

Q.6W You mentioned that work life is worse for most Americans these days. Why do you think it's worse? [**OPEN END; RECORD ANSWER; ACCEPT UP TO THREE RESPONSES**]

**BASED ON THOSE WHO SAY WORK LIFE IS WORSE [N=791]:**

- 30 Fewer job opportunities/hard to get jobs/few jobs available/layoffs/less job security/more unemployment/downsizing
- 17 Longer work hours/need to work more jobs/less flexibility over schedule/less time with family
- 15 Lower salaries/more wage inequality/rich getting richer and poor getting poorer/ mention minimum wage
- 9 Cost of living going up/weak economy/high gas prices/inflation
- 9 Work is more demanding/more difficult/more pressure/stress/less job satisfaction
- 9 Outsourcing/jobs going overseas/globalization
- 5 Benefits are worse and fewer/health care/vacation time/insurance
- 4 Immigrants
- 4 Employers don't care about employees/treat employees worse/don't like boss
- 3 More education and training needed
- 2 Blame corporations and corporate culture
- 1 Blame Bush administration/blame Republicans
- 1 Technology creates more work/too much automation
- 1 Mention how 9/11 changed things for worse
- 1 Too much government regulation/Too many restrictions on employers/blame government
- \* Government not doing enough to protect workers/not enough laws and policies to protect workers
- \* It's just worse/seems worse
- 1 None
- 9 Other miscellaneous
- 2 Don't know

*Responses total to more than 100% due to multiple responses.*

**QUESTIONS 7 TO 23 IN PREVIOUS RELEASE**

**NO QUESTION 24**

\*\*\*\*\*WORK MODULE I ASKED OF ALL RESPONDENTS \*\*\*\*\*

**ASK ALL:**

On a different topic.

Q.25 Compared to 20 or 30 years ago, do you think the average working person in this country... [INSERT ITEM;  
**RANDOMIZE—with items a-d always asked first and items e to h always asked last**  
**IF NECESSARY:** Compared to 20 or 30 years ago, do you think the average working person in this country...  
**[INSERT ITEM; RANDOMIZE— with items a-d always asked first and items e to h always asked last]**

a. Has more job security, less job security, or about the same amount?

All <u>Adults</u>	Employed <u>Adults</u>		<i>PSRAI</i> Employed Adults <u>July 1997</u>
11	11	More job security	10
62	64	Less job security	70
24	23	About the same	18
<u>3</u>	<u>2</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	<u>2</u>
100	100		100
N=1277			

b. Has to work harder to earn a decent living, not as hard, or about as hard?

All <u>Adults</u>	Employed <u>Adults</u>		<i>PSRAI</i> Employed Adults <u>July 1997</u>
59	60	Work harder to earn a decent living	59
13	14	Not as hard	15
26	25	About as hard	25
<u>2</u>	<u>1</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	<u>1</u>
100	100		100
N=1277			

c. Has employee benefits, such as health insurance and paid vacations that are better, not as good, or about the same?

All <u>Adults</u>	Employed <u>Adults</u>		<i>PSRAI</i> Employed Adults <u>July 1997</u>
24	26	Better employee benefits	41
44	45	Not as good	30
26	26	About the same	25
<u>6</u>	<u>3</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	<u>4</u>
100	100		100
N=1277			

d. Has more on-the-job stress, less on-the-job stress, or about the same amount?

All <u>Adults</u>	Employed <u>Adults</u>		<i>PSRAI</i> Employed Adults <u>July 1997</u>
69	71	More on-the-job stress	73
6	6	Less	4
22	21	About the same	21
<u>3</u>	<u>2</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	<u>2</u>
100	100		100
N=1277			

<sup>7</sup> The introduction to the July 1997 PSRAI question was worded "We'd like your views on how work in this country has changed over the years." The question was filtered on all employed adults.

## Q.25 CONTINUED...

- e. Has to improve work skills to keep up with developments -- more often, less often, or about the same?

All <u>Adults</u>	Employed <u>Adults</u>	
70	76	More often
4	3	Less often
23	20	About the same
<u>3</u>	<u>1</u>	Don't know/Refused <b>(VOL.--DO NOT READ)</b>
100	100	
	N=1277	

- f. Shows more loyalty to their employer, less loyalty, or about the same amount?

All <u>Adults</u>	Employed <u>Adults</u>	
8	7	More loyalty
51	56	Less loyalty
37	34	About the same amount
<u>4</u>	<u>3</u>	Don't know/Refused <b>(VOL.--DO NOT READ)</b>
100	100	
	N=1277	

- g. Has retirement benefits that are better, not as good, or about the same?

All <u>Adults</u>	Employed <u>Adults</u>	
16	16	Better
51	53	Not as good
27	26	About the same amount
<u>6</u>	<u>5</u>	Don't know/Refused <b>(VOL.--DO NOT READ)</b>
100	100	
	N=1277	

- h. Has an employer that shows more loyalty to employees, less loyalty, or about the same amount

All <u>Adults</u>	Employed <u>Adults</u>	
6	7	More loyalty
56	58	Less loyalty
33	32	About the same amount
<u>5</u>	<u>3</u>	Don't know/Refused <b>(VOL.--DO NOT READ)</b>
100	100	
	N=1277	

**QUESTION 26 HELD FOR FUTURE RELEASE**

Q.27 Overall, do you think [INSERT ITEM; RANDOMIZE; OBSERVE FORM SPLITS] has/have done more to help or hurt American workers? **IF NECESSARY:** Has this done more to help or hurt American workers?

<b>No item b or e</b>		Helped	Hurt	Not much effect <b>(VOL.)</b>	Don't know/ Refused
a.	The growing number of immigrants working in this country	28	55	7	10=100
c.	Automation of jobs through new technology in the workplace	46	42	2	10=100
d.	The decline in union membership	29	47	4	20=100
f.	Email and other new ways to communicate on the job	69	18	3	10=100
<b>COMBINED FORM 1 AND 2:</b>					
	<b>g.F1/</b> Increased outsourcing of jobs to other countries/				
	<b>h.F2</b> Increased outsourcing of low-paying jobs to other countries	13	77	2	8=100
<b>ASK FORM 1 ONLY [N=1001]:</b>					
	<b>g.F1</b> Increased outsourcing of jobs to other countries	15	77	1	7=100
<b>ASK FORM 2 ONLY [N=1002]:</b>					
	<b>h.F2</b> Increased outsourcing of low-paying jobs to other countries	11	78	2	9=100

**NO QUESTION 28**

\*\*\*\*\*WORK MODULE II FOR EMPLOYED\*\*\*\*\*

**EMPLOYMENT SCREEN QUESTION**

**ASK ALL:**

E3 Are you now employed full-time, part-time or not employed?

	Feb <sup>8</sup> <u>2006</u>	Oct <u>2005</u>
48 Full-time	49	52
12 Part-time	15	12
39 Not employed	35	36
<u>1</u> Don't know/Refused (VOL.--DO NOT READ)	<u>1</u>	<u>*</u>
100	100	100

**ASK IF EMPLOYED (E3=1,2):**

Q.29 How many jobs do you now have?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

	----- Gallup <sup>9</sup> -----				PSRAI <sup>10</sup>	Newsweek <sup>11</sup>	Gallup
	Aug <u>2005</u>	Aug <u>2003</u>	Aug <u>2002</u>	Aug <u>1999</u>	July <u>1997</u>	July <u>1996</u>	June <u>1991</u>
87 One job	83	85	86	85	87	85	84
13 Two or more jobs	17	15	14	15	12	15	16
<u>0</u> Don't know/Refused (VOL)	<u>0</u>	<u>0</u>	<u>0</u>	<u>*</u>	<u>1</u>	<u>0</u>	<u>0</u>
100	100	100	100	100	100	100	100

**IF MORE THAN 1 JOB (Q29=2-8) READ:** In answering the next questions, please think only about your MAIN job.

**ASK IF EMPLOYED (E3=1,2):**

Q.30 Which of the following best describes your job? Are you an employee of a private company or business, an employee of a non-profit organization, a government employee, or self-employed in your own business or professional practice

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

	----- Gallup -----				
	Aug <u>2005</u>	Aug <u>2004</u>	Aug <u>2003</u>	Aug <u>2002</u>	Aug <u>2001</u>
57 Private company or business	55	57	58	55	58
9 Non-profit organization	9	8	11	13	11
18 Government (INCLUDES federal, state, or local government, public schools, college and universities)	15	17	17	16	17
16 Self employed (INCLUDES business owner and independent contractor, freelance worker)	18	15	13	12	12
* Other (VOL.—SPECIFY)	2	2	1	4	2
<u>*</u> Don't know/Refused (VOL)	<u>1</u>	<u>1</u>	<u>*</u>	<u>*</u>	<u>*</u>
100	100	100	100	100	100

<sup>8</sup> The employment question in February 2006 and October 2005 were preceded by questions on retirement and school enrollment. If respondent was retired, the question was asked: "Some people who have retired do some type of work for pay..." If respondent was a student the question was asked: "Some students also do some type of work for pay..."

<sup>9</sup> The Gallup trend from 2005 to 1999 was worded "How many different jobs do you currently hold?"

<sup>10</sup> The July 1997 PSRAI question was worded "How many paying jobs do you now have?"

<sup>11</sup> The July 1996 Newsweek survey did not include self-employed people.

- Q.31 Can you please tell me what kind of work you do? **CHECK CATEGORY BELOW THAT BEST DESCRIBES RESPONDENT'S MAIN JOB. IF UNABLE TO CLASSIFY, ASK R TO CHOOSE:** Which one of the following BEST describes the kind of work you do? (**READ JOB CATEGORIES IN CAPS**)  
**PROBE IF NECESSARY:** Could you be more specific about what you do in your job?

#### SUMMARY OF OCCUPATION CATEGORIES

##### BASED ON THOSE WHO ARE EMPLOYED [N=1277]:

		<i>PSRAI</i>
		<u>July 1997</u>
63	Total White Collar	56
49	Professional and business	37
14	Clerical and sales	19
35	Total Blue Collar	43
24	Skilled trade and other blue collar	26
11	Service	17
1	Other ( <b>SPECIFY</b> )	*
<u>1</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	<u>1</u>
100		100

- Q.32 Which of the following best describes the place where you work? (**READ**)

##### BASED ON THOSE WHO ARE EMPLOYED [N=1277]:

33	An office
13	A factory or manufacturing facility
11	A store, restaurant, or other retail outlet
8	A hospital, clinic, or medical facility
11	A school
12	A construction site or other outside work site
6	Your own home
3	Or somewhere else ( <b>SPECIFY</b> )
2	Private home ( <b>VOL.</b> )
1	Drive a car or bus or truck ( <b>VOL.</b> )
<u>*</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )
100	

#### NO QUESTION 33 OR 34

- Q.35 Including all its locations and worksites, not just your own, about how many people are employed **IF NOT SELF-EMPLOYED (Q30=1-3,5,9):** by the company or organization you work for/ **IF SELF-EMPLOYED (Q30=4):** in your company or organization? Just stop me when I get to the right category. Are there... (**READ**)

All	Not Self		<i>Newsweek</i>
<u>Employed</u>	<u>Employed</u>		Based on Not Self Employed
			<u>July 1996</u>
27	18	Fewer than 25 employees	18
16	18	25 to under 100 employees	16
23	25	100 to under 1000 employees	28
33	38	1,000 or more employees	37
<u>1</u>	<u>1</u>	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	<u>1</u>
100	100		100
N=1277	N=1071		

Q.36 How long have you (**IF NOT SELF-EMPLOYED (Q30=1-3,5,9):** worked for your current employer/**IF SELF-EMPLOYED (Q30=4):** been self employed?)

<b>BASED ON THOSE WHO ARE EMPLOYED [N=1277]:</b>		<i>Gallup</i> <u>July 1989</u>
26	One year or less	25
23	2 to 4 years	21
19	5 to 9 years	20
32	10 or more years	34
*	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )	1
100		100
8.3	Mean	
5	Median	

**ASK IF EMPLOYED FULL TIME & Q36 LT 10 years (E3=1 & Q36=1-9) OR EMPLOYED PART-TIME (E3=2):**  
Q.37 (**IF NOT SELF-EMPLOYED (Q30=1-3,5,9):** About how many different employers have you worked for FULL-TIME in the past 10 years?

<b>--Not Self-Employed--</b>		
<u>Employed Full Time</u>	<u>Employed Part Time</u>	
33	N/A	Worked for current employer for 10 or more years [ <b>IF EMPLOYED FT &amp; Q36=10-55</b> ]
7	26	Worked for one employer full-time during past 10 years
23	18	2 different employers
31	18	3 to 5 different employers
5	6	6 or more employers
1	32	Worked for no employers full-time during past 10 years
*	*	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )
100	100	
N=878	N=192	

**IF SELF-EMPLOYED (Q30=4):** Not counting the years you have been self-employed, how many different employers have you worked for FULL-TIME in the past 10 years?

<u>All Self-Employed</u>	<u>Self-Employed Full Time</u>	
33	45	Self-employed full-time for 10 or more years [ <b>IF EMPLOYED FT &amp; SELF-EMPLOYED &amp; Q36=10-55</b> ]
14	13	Worked for one employer full-time during past 10 years
14	11	2 different employers
21	20	3 to 5 different employers
4	4	6 or more employers
11	3	Worked for no employers full-time during past 10 years
3	4	Don't know/Refused ( <b>VOL.--DO NOT READ</b> )
100	100	
N=207	N=157	

**ASK IF EMPLOYED (E3=1,2):**

Q.38 How are you paid at work – [ROTATED: do you have a salary, are you paid by the hour, (or) are you mostly paid on commission]?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

	<i>Gallup</i> <u>Aug 2005</u>	<i>Gallup</i> <u>Aug 2002</u>
38 Salary	39	41
50 Paid by the hour	51	47
7 Commission	6	7
5 Other/Mixed (VOL.)	4	4
* Don't know/Refused (VOL.--DO NOT READ)	<u>*</u>	<u>1</u>
100	100	100

**IF NOT SELF-EMPLOYED (Q30=1-3,5,9):**

Q.39 Does your employer offer any health insurance benefits with your job, or not?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

68 Yes
16 No
* Don't know/Refused (VOL.--DO NOT READ)
<u>16</u> Self employed [IF Q30=4]
100

**ASK IF EMPLOYED (E3=1,2):**

Q.40 Are you regularly scheduled to work in the evenings or on the week ends, or not?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

34 Yes
61 No
5 No set schedule (VOL.)
* Don't know/Refused (VOL.--DO NOT READ)
100

**ASK IF Q32 IS ANY LOCATION BUT HOME (Q32=1-6,8,9):**

Q.41 Do you work from home, either often or sometimes, or don't you do this?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

6 Primarily work from home	<b>[IF Q32=7]</b>
26 Home not primary workplace, but work from home often or sometimes	
68 Do not work from home often or sometimes	
* Don't know/Refused (VOL.--DO NOT READ)	
100	

**ASK IF EMPLOYED (E3=1,2):**Q.42 Overall, how satisfied are you with your job? Are you **(READ)**

<b>BASED ON THOSE WHO ARE EMPLOYED [N=1277]:</b>		<i>PSRAI</i> <sup>12</sup>	<i>Gallup</i>
		<u>July 1997</u>	<u>July 1989</u>
28	Completely satisfied	24	28
61	Mostly satisfied	62	61
8	Mostly dissatisfied	10	8
2	Completely dissatisfied	3	3
<u>1</u>	Don't know/Refused <b>(VOL.--DO NOT READ)</b>	<u>1</u>	<u>*</u>
100		100	100

Q.43 How satisfied are you with the KIND OF WORK you do? Are you **(READ)**

<b>BASED ON THOSE WHO ARE EMPLOYED [N=1277]:</b>		<i>Gallup</i>
		<u>July 1989</u>
43	Completely satisfied	41
49	Mostly satisfied	52
6	Mostly dissatisfied	6
1	Completely dissatisfied	1
<u>1</u>	Don't know/Refused <b>(VOL.--DO NOT READ)</b>	<u>*</u>
100		100

Q.44 Here are two different ways of looking at your job. Some people get a sense of identity from their job. For other people, their job is JUST what they do for a living. Which of these best describes the way you usually feel about your job?

<b>BASED ON THOSE WHO ARE EMPLOYED [N=1277]:</b>		----- <i>Gallup</i> -----			
		<u>Aug 2003</u>	<u>Aug 2001</u>	<u>Aug 1999</u>	<u>July 1989</u>
51	Sense of identity	56	54	51	57
45	Just what do for a living	43	44	47	40
<u>4</u>	Don't know/Refused <b>(VOL.)</b>	<u>1</u>	<u>2</u>	<u>2</u>	<u>3</u>
100		100	100	100	100

<sup>12</sup> The July 1997 PSRAI question was worded "Overall, how satisfied or dissatisfied are you with your current job? Are you...[READ RESPONSES]"

**NOTE: Q45A to Q45I ASKED IF EMPLOYED (E3=1,2); Q45J ASKED IF NOT SELF-EMPLOYED (Q30=1-3,5,9):**

Q.45 Now I'll read a list of job characteristics. For each, please tell me how satisfied you are with YOUR current job in this regard. First, are you completely satisfied, mostly satisfied, mostly dissatisfied, or completely dissatisfied with [INSERT ITEM; RANDOMIZE]?

**IF NECESSARY:** Are you completely satisfied, mostly satisfied, mostly dissatisfied, or completely dissatisfied with this?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

	Completely Satisfied	Mostly Satisfied	Mostly Dissatisfied	Completely Dissatisfied	Don't know / Refused
a. The amount of on-the-job stress	19	52	20	7	2=100
July 1997 PSRAI <sup>13</sup>	15	52	22	9	2=100
July 1991 Gallup <sup>14</sup>	18	44	24	11	3=100
July 1989 Gallup	24	52	17	6	1=100
b. Your job security	39	46	10	4	1=100
July 1997 PSRAI	31	50	12	5	2=100
July 1991 Gallup	35	44	12	7	2=100
July 1989 Gallup	45	42	8	3	2=100
c. Your chances for promotion	28	42	14	9	7=100
July 1997 PSRAI	24	42	16	10	8=100
July 1991 Gallup	20	40	18	11	11=100
July 1989 Gallup	29	38	19	6	8=100
d. The flexibility of your hours	46	42	8	3	1=100
July 1997 PSRAI	43	44	8	4	1=100
July 1991 Gallup	39	44	10	6	1=100
July 1989 Gallup	46	40	10	3	1=100
e. How close you work to your home	51	35	10	3	1=100
July 1991 Gallup <sup>15</sup>	46	41	8	4	1=100
July 1989 Gallup	51	36	9	3	1=100
f. The health insurance benefits your employer offers	24	38	14	13	11=100
g. The amount of money you earn	20	55	17	7	1=100
July 1997 PSRAI	17	53	21	9	*=100
July 1991 Gallup	13	53	23	10	1=100
July 1989 Gallup <sup>16</sup>	16	56	19	8	1=100
h. The retirement plan your employer offers	22	38	15	13	12=100
i. Your relations with your coworkers	48	47	2	1	2=100
<b>IF NOT SELF-EMPLOYED [N=1071]:</b>					
j. Your boss or immediate supervisor	40	48	8	3	1=100
July 1991 Gallup	38	44	10	6	2=100
July 1989 Gallup	40	45	9	4	2=100

<sup>13</sup> The July 1997 PSRAI question introduction was worded "Now I'm going to ask you how satisfied or dissatisfied you are with some different aspects of your job. First, how do you feel about... (INESRT)? Are you..."

<sup>14</sup> The 1989 Gallup wording was "the amount of on-the-job pressure."

<sup>15</sup> The July 1991 and 1989 Gallup question wording was "how close you work to home?"

<sup>16</sup> The 1989 Gallup wording was "the amount of salary you earn."

## NO QUESTION 46 to 50

## ASK IF EMPLOYED (E3=1,2):

Q.51 Have you ever switched careers—that is, switched from one TYPE of work to another TYPE of work?

IF YES: How many times have you done this?

BASED ON THOSE WHO ARE EMPLOYED [N=1277]:		PSRAI <sup>17</sup>	USA Today	USA Today
		July 1997	April 1987	Dec 1986
61	Yes	63	52	54
22	1 time	--	--	--
39	2 or more times	--	--	--
38	No	37	48	47
<u>1</u>	Don't know/Refused (VOL.)	<u>0</u>	<u>0</u>	<u>0</u>
100		100	100	101

Q.52 How likely is it that you will switch careers (IF SWITCHED Q51=1-25: again) sometime during your working life? (READ)

BASED ON THOSE WHO ARE EMPLOYED [N=1277]:		PSRAI <sup>18</sup>	USA Today
		July 1997	April 1987
28	Very likely	29	23
19	Somewhat likely	21	20
25	Not very likely	25	24
27	Not at all likely	24	32
<u>1</u>	Don't know/Refused (VOL.)	<u>1</u>	<u>1</u>
100		100	100

## ASK IF EMPLOYED (E3=1,2):

Q.53 (IF NOT SELF-EMPLOYED (Q30=1-3,5,9): How likely is it that you will stay with your present employer for the remainder of your working life? Is it... (READ)

(IF SELF-EMPLOYED (Q30=4): How likely is it you will stay self-employed for the remainder of your working life? Is it... (READ)

BASED ON THOSE WHO ARE EMPLOYED [N=1277]:		PSRAI <sup>19</sup>	USA Today	USA Today
		July 1997	April 1987	Dec 1986
42	Very likely	41	44	45
27	Somewhat likely	24	20	19
13	Not very likely	18	20	13
17	Not at all likely	17	15	23
<u>1</u>	Don't know/Refused (VOL.)	<u>*</u>	<u>1</u>	<u>1</u>
100		100	100	100

Q.54 In general, do you feel you have the education and training necessary to get ahead in your job or career, OR do you need more education and training?

## BASED ON THOSE WHO ARE EMPLOYED [N=1277]:

57	Have what is needed
42	Need more
<u>1</u>	Don't know/Refused (VOL.)
100	

<sup>17</sup> The PSRAI and USA Today trends from 1986 to 1997 did not ask the number of times that respondent switched careers.

<sup>18</sup> The response category for the PSRAI and USA Today trends from 1997 to 1987 was "Not likely at all."

<sup>19</sup> The response category for the PSRAI and USA Today trends from 1997 to 1987 was "Not likely at all."

- Q.55 Over the course of your work life, have you taken any special courses or re-training to improve your job skills, or haven't you done this?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

72 Yes  
 28 No  
 \* Don't know/Refused (VOL.)  
 100

**NO QUESTION 56**

- Q.57 Thinking about the next 12 months, how likely do you think it is that you will lose your job or be laid off? (READ)

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

	Very likely	Fairly likely	Not too likely	Not at all likely	Don't know/Refused
June 2006	6	7	26	59	2=100
<i>Gallup Trend</i>					
April 2006	3	7	32	57	*=100
September 2001	7	6	25	62	*=100
April 2001	5	7	36	52	*=100
December 1998	5	7	27	60	1=100
June 1997	3	6	26	63	2=100
April 1996	5	9	34	51	1=100
December 1993	5	7	27	59	2=100
October 1991	6	8	26	59	1=100
July 1991	5	10	25	59	1=100
March 1991	5	7	22	65	1=100
October 1990	7	9	21	62	1=100
July 1990	6	6	24	62	2=100
February 1989	4	8	35	53	*=100
April 1983	8	8	26	55	4=100
November 1982	9	10	29	48	4=100
June 1982	8	7	27	54	4=100
January 1982	5	10	25	57	3=100
September 1980	6	9	24	60	2=100
May 1980	6	8	24	60	2=100
November 1979	3	8	18	66	4=100
October 1976	6	6	21	64	3=100
April 1975	4	8	22	63	3=100
January 1975	5	10	27	54	4=100

- Q.58 As far as you know, in the past six months, has your employer laid off any employees, or not?

**BASED ON THOSE WHO ARE EMPLOYED [N=1277]:**

	<i>Gallup</i> <u>Aug 2005</u>	<i>Gallup</i> <u>Aug 2004</u>	<i>Gallup</i> <u>Aug 2003</u>
26 Yes, has	27	26	34
71 No, has not	71	72	64
3 Don't know/Refused (VOL.)	2	2	2
100	100	100	100

**ASK IF NOT SELF-EMPLOYED (Q30=1-3,5,9):**

Q.59 Do you think it would be possible for your employer to hire someone outside of the country to do the job you are doing right now, or wouldn't this be possible?

**BASED ON THOSE WHO ARE NOT SELF-EMPLOYED [N=1071]:**

31 Possible  
 67 Not possible  
2 Don't know/Refused (VOL.)  
 100

**NO QUESTIONS 60 OR 61****\*\*\*\*\*DEMOGRAPHIC SECTION ASKED OF ALL RESPONDENTS\*\*\*\*\*****ASK ALL:**

Q.62 Were you laid off from your main job at any time in the past two years?

8 Yes  
 91 No  
1 Don't know/Refused (VOL.)  
 100

**ASK IF LAID OFF (Q62=1):**

Q.63 About how long were you out of work? (READ)

**BASED ON THOSE WHO WERE LAID OFF IN PAST TWO YEARS [N=158]:**

34 Less than 3 months  
 23 Between 3 and 6 months  
 16 Between 6 months and 1 year  
 15 More than 1 year  
 9 Still out of work now (VOL.—DO NOT READ)  
3 Don't know/Refused (VOL.)  
 100

**ASK IF Q63 LT 5 (Q63=1-4):**

Q.64 Overall, would you say the new job you took after this period offered wages and benefits that were better, worse, or about the same as the previous job?

**BASED ON THOSE WHO WERE LAID OFF AND NOT STILL OUT OF WORK NOW [N=138]:**

25 Better  
 28 Worse  
 37 About the same  
10 Don't know/Refused (VOL.)  
 100

**NO QUESTION 65****QUESTION 66 TO END HELD FOR FUTURE RELEASE**