

FOR RELEASE MARCH 30, 2023

How Americans View Their Jobs

Most are highly satisfied with their relationship with their co-workers and manager, but relatively few feel the same about their pay, opportunities for promotion

BY *Juliana Horowitz and Kim Parker*

FOR MEDIA OR OTHER INQUIRIES:

Kim Parker, Director, Social Trends Research
Juliana Horowitz, Associate Director, Research
Tanya Ardit, Communications Manager

202.419.4372

www.pewresearch.org

RECOMMENDED CITATION

Pew Research Center, March 2023, "How Americans View Their Jobs"

About Pew Research Center

Pew Research Center is a nonpartisan, nonadvocacy fact tank that informs the public about the issues, attitudes and trends shaping the world. It does not take policy positions. The Center conducts public opinion polling, demographic research, computational social science research and other data-driven social science research. It studies politics and policy; news habits and media; the internet and technology; religion; race and ethnicity; international affairs; social, demographic and economic trends; science; research methodology and data science; and immigration and migration. Pew Research Center is a subsidiary of The Pew Charitable Trusts, its primary funder.

© Pew Research Center 2023

How we did this

Pew Research Center conducted this study to better understand the experiences of U.S. adults in the workplace. This analysis is based on 5,188 U.S. adults who are working part time or full time, who are not self-employed, and who have only one job or have more than one but consider one to be their primary job.

The data was collected as part of a larger survey of workers conducted Feb. 6-12, 2023. Everyone who took part is a member of the Center's American Trends Panel (ATP), an online survey panel that is recruited through national, random sampling of residential addresses. Address-based sampling ensures nearly all U.S. adults have a chance of selection. The survey is weighted to be representative of the U.S. adult population by gender, race, ethnicity, partisan affiliation, education and other categories. Read more about the [ATP's methodology](#).

Read more about the [questions](#) used for this report and the report's [methodology](#).

Terminology

References to workers or employed adults include those who are employed part time or full time, who are not self-employed, and who have only one job or have more than one but consider one of them to be their primary job.

References to White, Black and Asian adults include only those who are not Hispanic and identify as only one race. Hispanics are of any race.

References to college graduates or people with a college degree comprise those with a bachelor's degree or more. "Some college" includes those with an associate degree and those who attended college but did not obtain a degree.

"Middle income" is defined here as two-thirds to double the median annual family income for panelists on the American Trends Panel. "Lower income" falls below that range; "upper income" falls above it. Read the [methodology](#) for more details.

How Americans View Their Jobs

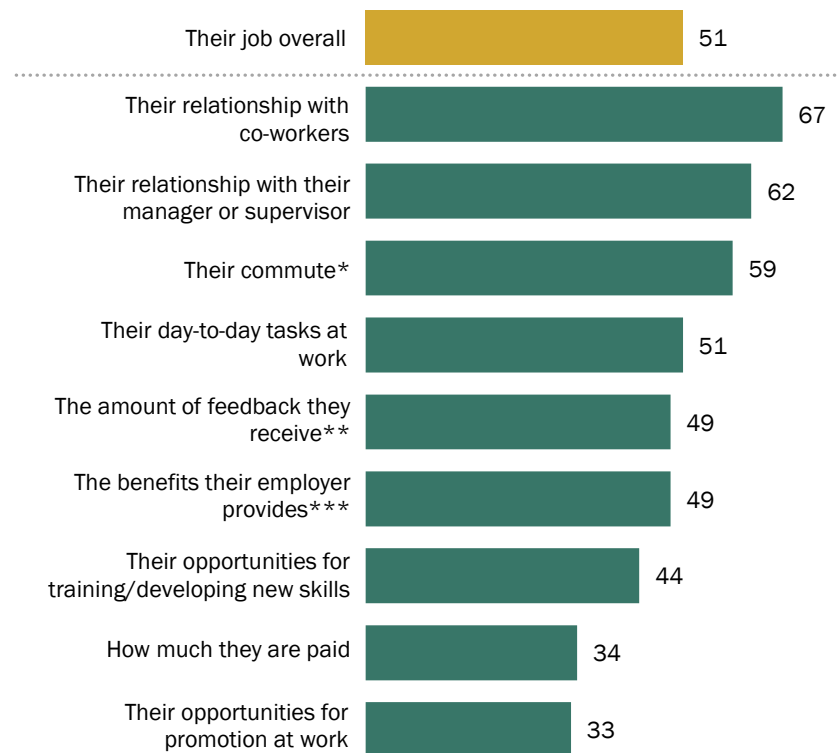
Most are highly satisfied with their relationship with their co-workers and manager, but relatively few feel the same about their pay, opportunities for promotion

In the wake of the [Great Resignation](#) and amid reports of “[quiet quitting](#),” only about half of U.S. workers say they are extremely or very satisfied with their job overall, according to a new Pew Research Center survey. Even smaller shares express high levels of satisfaction with their opportunities for training and skills development, how much they are paid and their opportunities for promotion.

At the same time, most workers say they are extremely or very satisfied with their relationship with their co-workers (67%) and with their manager or supervisor (62%). About seven-in-ten or more say they’re treated with respect (78%) and can be themselves at work (72%) all or most of the time, and majorities also say they have at least one close friend at work (65%) and that they feel their contributions at work are valued a great deal or a fair amount (62%).

About half of workers are highly satisfied with their job overall, but views of specific aspects of their job vary considerably

% of employed adults saying they are extremely or very satisfied with ...



*Excluding those who said they don't have a commute.

**Full question wording asked about receiving feedback from their manager or supervisor on how they're doing their job.

***Full question wording included “such as health insurance and paid time off.”

Note: Based on workers who are not self-employed.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

“How Americans View Their Jobs”

PEW RESEARCH CENTER

The nationally representative survey of 5,902 U.S. workers, including 5,188 who are not self-employed, was conducted Feb. 6-12, 2023, using the Center's [American Trends Panel](#).¹ In addition to exploring how workers feel about their current job and their experiences in the workplace, the survey also asked about workplace benefits, including whether employed adults use all of their paid time off, if available.

Jump to:

- How workers see their job
- How workers are experiencing the workplace
- Access to and importance of employer-sponsored benefits

Some key findings from the survey:

- **Older workers offer the most positive assessments of their job.** Two-thirds of workers ages 65 and older say they are extremely or very satisfied with their job overall, compared with 55% of those 50 to 64, 51% of those 30 to 49, and 44% of those 18 to 29. Older workers are the most likely to say they are extremely or very satisfied with their relationship with their manager or supervisor, their day-to-day tasks, and their opportunities for promotion at work. They also are more likely to say they find their job to be enjoyable and fulfilling all or most of the time.
- **On many measures of workplace satisfaction, views differ widely by income.** Workers with higher incomes are more likely than those with lower and middle incomes to say they are extremely or very satisfied with their job overall and to say the same about the benefits their employer provides, their opportunities for training and to develop new skills, how much they are paid, and their opportunities for promotion. Larger shares of upper-income workers also say the contributions they make at work are valued a great deal or fair amount, that their employer cares about their well-being at least a fair amount, and that the safety and health conditions at their workplace are excellent or very good (among those who do not work fully remotely).
- **About four-in-ten workers (39%) say their job or career is extremely or very important to their overall identity.** Roughly a third (34%) say it is somewhat important and 27% say it's not too or not at all important. Workers with a postgraduate degree are the most likely to see their job or career as central to their overall identity – 53% say it is.

¹ For details, see the [Methodology](#) section of the report. The analysis in this report is based on U.S. workers who are employed full time or part time, who are not self-employed, and who have only one job or who have multiple jobs but consider one to be their primary job (99% of workers who are not self-employed have one job or a primary job).

- **Black workers are the most likely to say they've been discriminated against in the workplace because of their race or ethnicity.** Some 41% of Black workers say that at some point they have experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of their race or ethnicity (though not necessarily by their current employer). This compares with 8% of White workers, 20% of Hispanic workers and 25% of Asian workers. And while about a quarter of employed women (23%) say they have experienced discrimination because of their gender, only one-in-ten employed men say the same.
- **Lower-income workers are less likely to have access to key employer-sponsored benefits.** Large majorities of upper- and middle-income workers (80% or more) say their employer offers paid time off for vacations, doctor's appointments and minor illnesses, health insurance, and retirement programs such as 401(k)s. Significantly smaller shares of lower-income workers (about two-thirds or fewer) say they have access to these benefits through their employer.
- **Most workers place a high priority on paid time off.** About six-in-ten workers (62%) say it's extremely important to them personally to have a job that offers paid time off for vacations, routine doctor's visits or to deal with minor illnesses, larger than the shares who say the same about having employer-paid health insurance (51%), an employer-sponsored 401(k) or other retirement program (44%) or paid parental, family or medical leave separate from their other paid time off (43%). But when those who place a high priority on more than one of these are asked which one would be the *most* important to them – and taking into account those who only prioritize one of these benefits – health insurance stands out as the most important benefit for workers.
- **Nearly half of workers who have paid time off say they typically take less time off than their employer offers.** About half of these workers say they don't feel they need to take more time off (52%) or worry they might fall behind at work if they took more time off (49%). Some 43% say they feel badly about their co-workers taking on additional work, while smaller shares cite concerns that taking more time off might hurt their chances for job advancement (19%) or that they might risk losing their job (16%) or say their manager or supervisor discourages them from taking time off (12%).

How workers see their job

About four-in-ten workers who are not self-employed (39%) say their job or career is extremely or very important to their overall identity; 34% say it's somewhat important and 27% say it's not too or not at all important.

Workers with higher family incomes and those with a postgraduate degree are the most likely to say their job or career is central to their identity. Some 47% of workers with higher family incomes say this, compared with 37% of those with middle incomes and 36% of workers with lower family incomes. And while 53% of workers with a postgraduate degree say their job or career is extremely or very important to their identity, smaller shares of those with a bachelor's degree (39%) or with some college or less education (34%) say the same.

The shares of workers who see their job or career as central to their overall identity don't vary significantly by gender, race or ethnicity, or age.

About four-in-ten workers see their job as central to their overall identity

% of employed adults saying their job or career is ____ important to their overall identity

	Extremely/ Very	Somewhat	Not too/ Not at all
All employed	39	34	27
Some college or less	34	35	31
Bachelor's	39	36	25
Postgraduate	53	30	17
Lower income	36	35	28
Middle income	37	34	29
Upper income	47	32	21

Note: Based on workers who are not self-employed. Share of respondents who didn't offer an answer not shown. "Some college" includes those with an associate degree and those who attended college but did not obtain a degree. Family income tiers are based on adjusted 2021 earnings.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023. "How Americans View Their Jobs"

PEW RESEARCH CENTER

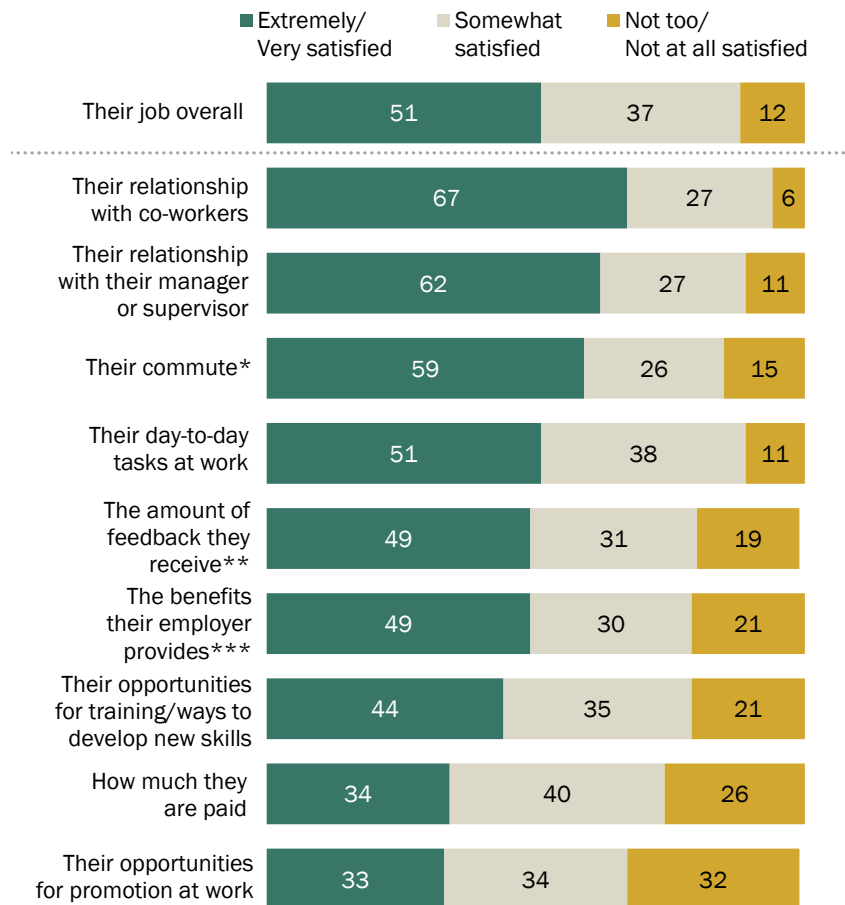
When it comes to assessments of job satisfaction, about half of U.S. workers who are not self-employed (51%) report being extremely or very satisfied with their job overall; 37% say they are somewhat satisfied, while 12% are not too or not at all satisfied with their job.

Views vary considerably when workers are asked about specific aspects of their job. Two-thirds say they are extremely or very satisfied with their relationship with their co-workers, and 62% say the same about their relationship with their manager or supervisor. About six-in-ten workers who commute to work (59%) are also highly satisfied with their commute.

About half of workers say they are extremely or very satisfied with their day-to-day tasks (51%), the amount of feedback they receive from their manager or supervisor on how they're doing their job (49%), and the benefits their employer provides, such as health insurance and paid time off (49%).

Most workers are extremely or very satisfied with their relationship with their boss and co-workers, but less so with their pay or opportunities for promotion

% of employed adults saying they are ___ with each of the following



*Excluding those who say they don't have a commute.

**Full question wording asked about receiving feedback from their manager or supervisor on how they're doing their job.

***Full question wording included "such as health insurance and paid time off."

Note: Based on workers who are not self-employed. Share of respondents who didn't offer an answer not shown.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

"How Americans View Their Jobs"

PEW RESEARCH CENTER

Some 44% are extremely or very satisfied with their opportunities for training and ways to develop new skills, while only about a third say the same about how much they are paid (34%) and their opportunities for promotion (33%).

Similar to the share who say they are extremely or very satisfied with their job overall, half of workers say they find their job to be enjoyable all or most of the time, and 47% say it is fulfilling. Smaller but substantial shares say their job is stressful (29%) and overwhelming (19%) all or most of the time.

Workers find their job to be enjoyable and fulfilling more often than they find it stressful or overwhelming

% of employed adults saying they find their job to be enjoyable/fulfilling/stressful/overwhelming ...

	All/Most of the time	Some of the time	Rarely/ Never
Enjoyable	50	39	11
Fulfilling	47	37	16
Stressful	29	52	20
Overwhelming	19	49	31

Note: Based on workers who are not self-employed. Share of respondents who didn't offer an answer not shown.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023. "How Americans View Their Jobs"

PEW RESEARCH CENTER

Older workers and those with higher family incomes have more positive views of their job

Workers ages 65 and older are the most likely to say they are extremely or very satisfied with their job overall (67%) – and adults younger than 30 are the least likely to say this (44%). A narrow majority of workers 50 to 64 (55%) and about half of those 30 to 49 (51%) say they are extremely or very satisfied with their job.

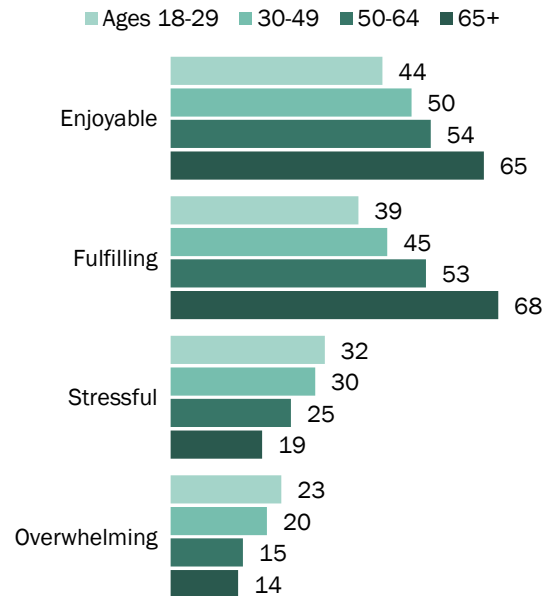
Older workers are also the most likely to say they are extremely or very satisfied with their relationship with their manager or supervisor (73% of workers 65 and older say this), their day-to-day tasks (70%), and their opportunities for promotion (43%).

About two-thirds of workers ages 65 and older say their job is fulfilling (68%) and enjoyable (65%) all or most of the time, larger than the shares of workers in each of the three younger age groups who say the same. In turn, workers younger than 50 are more likely than their older counterparts to say their job is stressful and overwhelming all or most of the time.

Workers 65 and older make up a relatively small share of the labor force – 7% in 2022, according to Pew Research Center analysis of Current Population Survey data.

Workers 65 and older are the most likely to find their job enjoyable or fulfilling, least likely to say it's stressful

% of employed adults saying they find their job to be ____ all or most of the time



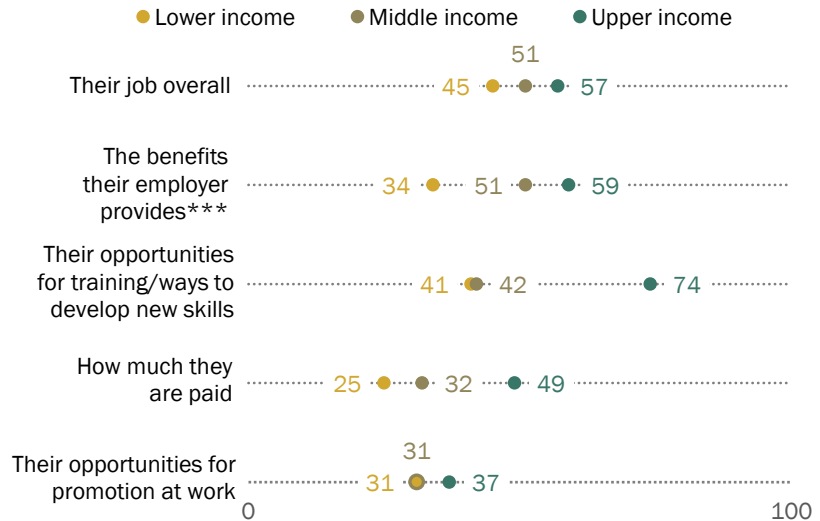
Note: Based on workers who are not self-employed.
Source: Survey of U.S. workers conducted Feb. 6-12, 2023.
“How Americans View Their Jobs”

PEW RESEARCH CENTER

Job satisfaction also differs by income. A majority (57%) of those with higher family incomes say they are extremely or very satisfied with their job overall, compared with 51% of those with middle incomes and 45% of those with lower incomes. And those with higher incomes are also more likely than middle- and lower-income workers to express high levels of satisfaction with the benefits their employer provides; their opportunities for training or ways to develop new skills; how much they are paid; and their opportunities for promotion at work. In the case of employer benefits and pay, *middle*-income workers are also significantly more likely than *lower*-income ones to say they are extremely or very satisfied.

Upper-income workers are the most satisfied with their job overall and with certain aspects of their job

% of employed adults saying they are extremely or very satisfied with each of the following



*Full question wording included "such as health insurance and paid time off."

Note: Based on workers who are not self-employed. This question included other items; only items with statistically significant differences between those in the upper income tier and those in both the middle and lower income tiers shown. Family income tiers are based on adjusted 2021 earnings.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.
"How Americans View Their Jobs"

PEW RESEARCH CENTER

Workers' views of whether their job is enjoyable, stressful or overwhelming all or most of the time vary little across income levels. But those with higher incomes are the most likely to say they find their job to be fulfilling all or most of the time: 53% say this, compared with 47% of those with middle incomes and a smaller share (40%) of those with lower incomes. Workers with a postgraduate degree (56%) are also more likely than those with a bachelor's degree (47%) and with some college or less education (44%) to say they find their job to be fulfilling all or most of the time.

For the most part, men and women express similar levels of satisfaction with their job overall and with specific aspects of their job, but there are two exceptions. Men are more likely than women to say they are extremely or very satisfied with the benefits their employer provides (52% of men vs.

46% of women) and with [how much they're paid](#) (39% vs. 30%). And while men and women are about equally likely to say their job is enjoyable and fulfilling all or most of the time, women are more likely to say it's stressful (31% vs. 26%) and overwhelming (24% vs. 15%) all or most of the time.

For the most part, satisfaction with various aspects of work don't vary widely by race and ethnicity, but there are some differences. A larger share of White workers (37%) than Black (29%), Hispanic (29%) or Asian (28%) workers say they are extremely or very satisfied with how much they are paid. White workers are more likely than Black and Asian workers to be highly satisfied with their relationship with their co-workers (69% vs. 58% and 60%, respectively) and with their manager or supervisor (64% vs. 56% and 54%).

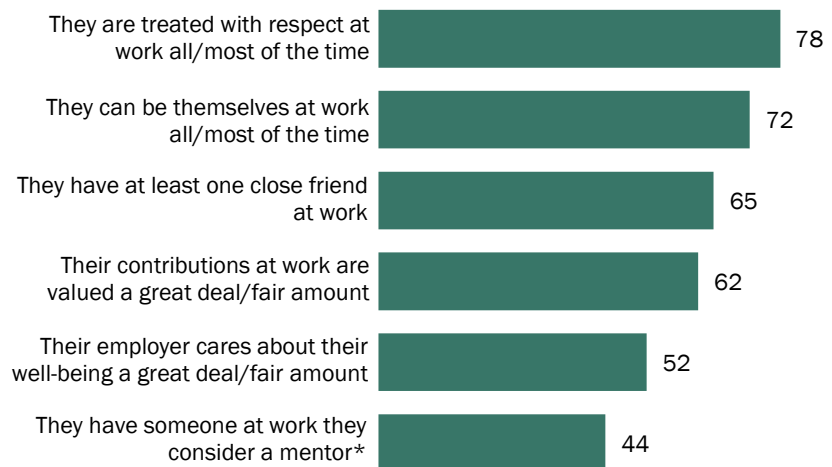
How workers are experiencing the workplace

Workers largely report positive experiences in the workplace, with at least six-in-ten of those who are not self-employed saying they are treated with respect at work all or most of the time (78%), can be themselves at work all or most of the time (72%), have at least one close friend at work (65%) and feel that the contributions they make at work are valued a great deal or a fair amount (62%).

About half (52%) say their employer cares about their well-being a great deal or a fair amount; 28% say their employer cares some and one-in-five workers say their employer doesn't care much or at all. A majority of workers (55%) say they don't have someone at work who they consider a mentor.

At least seven-in-ten workers say they're treated with respect, can be themselves at work all or most of time

% of employed adults saying ...



*Full question wording included "that is, an experienced person who cares about your professional development."

Note: Based on workers who are not self-employed.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

"How Americans View Their Jobs"

PEW RESEARCH CENTER

These experiences vary in some ways by gender, race and ethnicity, age, and income. For example, 70% of upper-income workers say the contributions they make are valued a great deal or a fair amount, compared with 62% of those with middle incomes and a smaller share (56%) of those with lower incomes. And while 66% of White workers say their contributions are valued a great deal or fair amount, smaller shares of Hispanic (57%), Black (55%) and Asian (54%) workers say the same.

White workers (75%) are also more likely than Hispanic (69%), Black (69%) and Asian (60%) workers to say they can be themselves at work all or most of the time, although majorities across groups say this (the difference between Asian workers and Black and Hispanic workers is not statistically significant). There are also differences by age on this question, although majorities of 68% or more across age groups say they can be themselves at work all or most of the time. Workers 65 and older are the most likely to say this; 88% in this age group say they can be themselves at work at least most of the time.

More than half of workers ages 18 to 29 (56%) say they have a mentor at work, compared with 46% of those 30 to 49 and only about a third of workers 50 to 64 (34%) and 65 and older (33%). Meanwhile, those in the oldest group are the most likely to say their employer cares about their well-being a great deal or a fair amount (61% of those 65 and older say this vs. about half in each of the three younger groups).

Women (68%) are more likely than men (62%) to say they have at least one close friend at work, although majorities of both groups say this. Women are also more likely to say they have a mentor at work (48% of women vs. 41% of men).

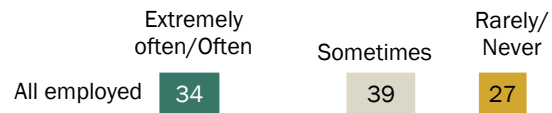
Workers who receive regular feedback are more satisfied with the amount of feedback they receive and their relationship with their boss

About a third of workers (34%) say they receive feedback on how they’re doing their job from their manager or supervisor extremely often or often; 39% say they sometimes receive feedback and 27% say they rarely or never do. These answers don’t vary significantly by gender, race or ethnicity, age, or income.

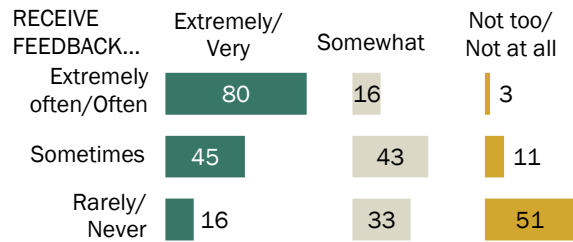
The survey suggests that workers embrace feedback: 80% of those who say they receive feedback extremely often or often also say they are extremely or very satisfied with the amount of feedback they receive from their manager or supervisor, compared with 45% of those who sometimes receive feedback and just 16% of those who rarely or never do. And while 84% of workers who regularly get feedback say they are extremely or very satisfied with their relationship with their manager or supervisor, 62% of those who sometimes get feedback and just 36% of those who rarely or never receive it say the same.

About one-in-four workers say they rarely or never get feedback from their manager

% of employed adults saying they receive feedback on how they’re doing their job from their manager or supervisor ...



% of employed adults saying they are ___ satisfied with the amount of feedback they receive based on how often they receive feedback



Note: Based on workers who are not self-employed. Share of respondents who didn’t offer an answer not shown.
 Source: Survey of U.S. workers conducted Feb. 6-12, 2023. “How Americans View Their Jobs”

About three-in-ten workers say they respond to work emails and messages outside of work hours extremely often or often

More than half of workers (55%) say they respond to work emails or other messages from work outside of their normal hours at least sometimes, with 28% saying they do so extremely often or often; 33% say they rarely or never respond to work emails or messages outside of their work hours.

Workers with higher incomes (39%) are more likely than those with middle (26%) or lower (20%) incomes to say they respond to work emails or other messages from work outside of their normal hours extremely often or often. Similarly, 41% of workers with a postgraduate degree say they do this, compared with 31% of those with a bachelor’s degree and 23% of those with some college or less education.

Workers with higher incomes, postgrad degrees are the most likely to say they regularly respond to work emails and messages outside of work hours

% of employed adults saying they respond to work emails or other messages from work outside of normal work hours ...

	Extremely often/ Often	Sometimes	Rarely/ Never	Don't get messages*
All employed	28	27	33	12
Some college or less	23	25	35	18
Bachelor's	31	29	34	7
Postgraduate	41	30	27	3
Lower income	20	27	32	21
Middle income	26	26	36	12
Upper income	39	29	27	5

*Full question wording included “Don’t get work emails or other messages from work outside of normal work hours.”

Note: Based on workers who are not self-employed. Share of respondents who didn’t offer an answer not shown. “Some college” includes those with an associate degree and those who attended college but did not obtain a degree. Family income tiers are based on adjusted 2021 earnings.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023. “How Americans View Their Jobs”

PEW RESEARCH CENTER

Lower-income workers and those without a four-year college degree are more likely than those with middle and upper incomes and those with at least a bachelor’s degree to say they don’t receive emails or other messages from work outside of their work hours.

Lower-income and Black and Hispanic workers are among the most likely to say safety conditions where they work are fair or poor

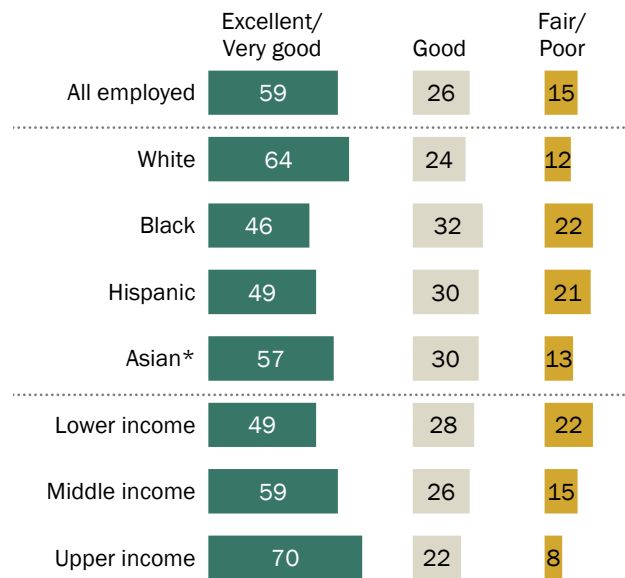
Among workers who are not self-employed and who do not have fully remote jobs, about six-in-ten (59%) say the safety and health conditions at the place where they work are excellent or very good; 26% say these conditions are good and 15% say they are fair or poor.

Seven-in-ten upper-income workers rate the conditions at their workplace as excellent or very good, compared with 59% of those with middle incomes and just about half (49%) of workers with lower incomes. Roughly one-in-five lower-income workers (22%) describe the safety and health conditions at their workplace as fair or poor; 15% of those with middle incomes and an even smaller share of higher-income workers (8%) do so.

These assessments also vary by race and ethnicity. Black (22%) and Hispanic (21%) workers are more likely than White (12%) and Asian (13%) workers to say the safety and health conditions at their workplace are fair or poor.

Assessments of workplace safety vary by race and ethnicity, income

Among employed adults who don't work from home all of the time, % describing the safety and health conditions at the place where they work as ...



*Estimates for Asian adults are representative of English speakers only.

Note: Based on workers who are not self-employed. Share of respondents who didn't offer an answer not shown. White, Black and Asian adults include those who report being only one race and are not Hispanic. Hispanics are of any race. Family income tiers are based on adjusted 2021 earnings.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

"How Americans View Their Jobs"

PEW RESEARCH CENTER

About four-in-ten Black workers say they have experienced discrimination or been treated unfairly by an employer because of their race or ethnicity

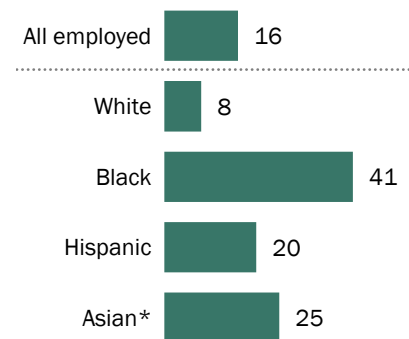
While most questions in this survey asked workers about their current job, the survey also asked respondents if they have experienced discrimination or been treated unfairly by *any* employer in hiring, pay or promotions because of their race or ethnicity or because of their gender.

Black workers are the most likely to report that they've experienced discrimination or have been treated unfairly by an employer because of their race or ethnicity: 41% of Black workers say this has happened to them, compared with 25% of Asian workers, 20% of Hispanic workers and just 8% of White workers.

Among Black workers, men (48%) are more likely than women (36%) to say they've experienced this type of discrimination. There are no gender differences among White and Hispanic workers (the number of Asian workers in the sample is too small to analyze men and women separately).

Black workers are most likely to say they've faced workplace discrimination due to race or ethnicity

% of employed adults saying they have experienced discrimination or have been treated unfairly by an employer in hiring, pay or promotions because of their race or ethnicity



*Estimates for Asian adults are representative of English speakers only.
Note: Based on workers who are not self-employed. White, Black and Asian adults include those who report being only one race and are not Hispanic. Hispanics are of any race.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

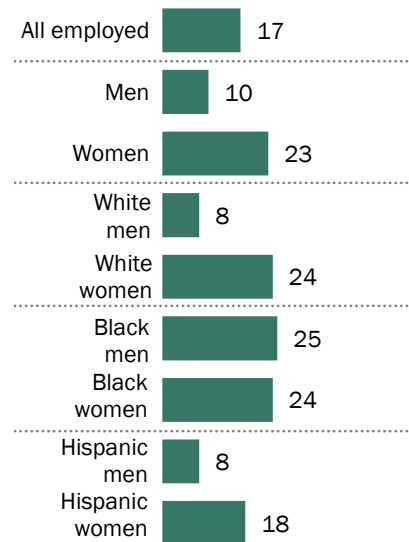
"How Americans View Their Jobs"

PEW RESEARCH CENTER

When asked if they have been discriminated against or been treated unfairly by an employer in hiring, pay or promotions because of their gender, about a quarter of women (23%) – compared with 10% of men – say this has happened to them. White, Black and Hispanic women are about equally likely to say they’ve experienced this type of treatment because of their gender. However, Black men (25%) are far more likely than White and Hispanic men (8% each) – and as likely as Black women – to say they’ve had these experiences because of their gender.

Black men and women are equally likely to say they’ve experienced workplace discrimination due to their gender

% of employed adults saying they have experienced discrimination or have been treated unfairly by an employer in hiring, pay or promotions because of their gender



*Estimates for Asian adults are representative of English speakers only.
 Note: Based on workers who are not self-employed. White, Black and Asian adults include those who report being only one race and are not Hispanic. Hispanics are of any race.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

“How Americans View Their Jobs”

PEW RESEARCH CENTER

Access to and importance of employer-sponsored benefits

About eight-in-ten workers who are not self-employed (82%) say their employer offers paid time off for vacations, routine doctor's appointments or to deal with minor illnesses. A similar share (79%) say they are offered health insurance through their employer, and 77% say they have access to an employer-sponsored 401(k) or other retirement savings program. Fewer workers (57%) say they have access to paid parental, family or medical leave, beyond what they are given for vacation or sick leave.

Access to these benefits differs widely by income. Large majorities of upper- and middle-income workers (91% and 86%) say their employer offers paid time off for vacations, doctor's appointments and minor illnesses. About two-thirds of lower-income workers say the same.

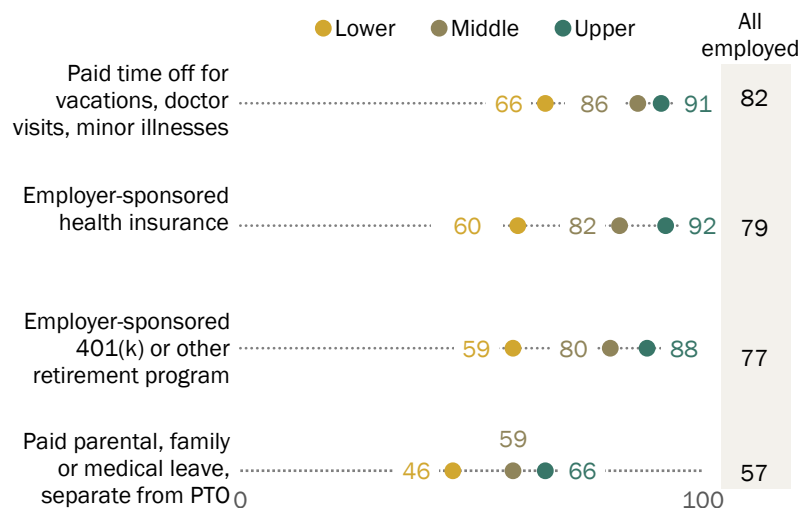
When it comes to employer-sponsored health insurance and retirement programs, about nine-in-ten upper-income workers say their employer offers these benefits (92% have health insurance and 88% have a retirement plan). By comparison, about eight-in-ten middle-income

workers have health insurance (82%) or a retirement plan (80%). Smaller shares of lower-income workers have these benefits: 60% have health insurance and 59% have a 401(k)-type plan.

This pattern persists for paid family and medical leave. While 66% of upper-income workers say their employer offers paid parental, family or medical leave (beyond basic vacation and sick leave), fewer middle- and lower-income workers say they have the same benefit (59% and 46%, respectively).

Lower-income workers are less likely to have access to basic employer-sponsored benefits

Among employed adults, % saying their employer offers each of the following



Note: Based on workers who are not self-employed. Family income tiers are based on adjusted 2021 earnings.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

"How Americans View Their Jobs"

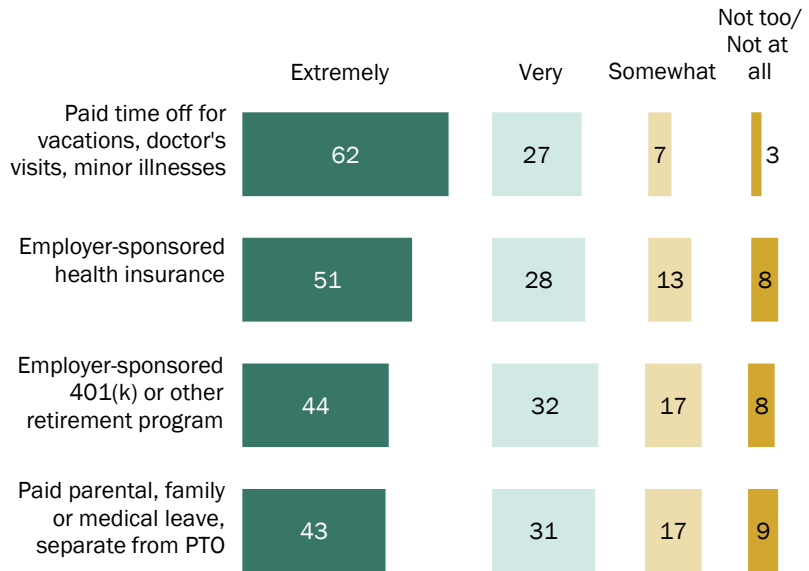
PEW RESEARCH CENTER

Regardless of whether their employer provides it, a majority of workers (62%) say it's extremely important to them to have a job that offers paid time off for vacations, routine doctor's appointments or to deal with minor illnesses. An additional 27% say this is very important to them.

About half of workers (51%) say it's extremely important to them to have a job that offers employer-sponsored health insurance; 28% say this is very important. Some 44% of workers say it's extremely important to them to have a job that offers an employer-sponsored retirement program, such as a 401(k), with 32% saying this is very important to them. Similarly, 43% say it's extremely important to them to have paid parental, family or medical leave (31% say this is very important).

Most workers say it's extremely important to them to have a job that offers paid time off for vacations, doctor appointments, minor illnesses

Among employed adults, % saying it is ___ important to them personally to have a job that offers each of the following, regardless of whether their current job offers it



Note: Based on workers who are not self-employed. Share of respondents who didn't offer an answer not shown.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

"How Americans View Their Jobs"

PEW RESEARCH CENTER

Workers with a four-year college degree or more education place more importance on having paid time off, employer-sponsored health insurance and a 401(k) or other retirement program than do workers with less education. The same is true of upper-income workers – they place more importance on these benefits than middle- and lower-income workers. When it comes to paid parental, family and medical leave, the differences by income are smaller and there are no significant differences by education.

In general, workers who have these benefits tend to place more importance on them, and the gaps in views between those who do and don't receive these benefits are quite large in some instances. For example, 58% of workers who say their employer offers health insurance say it's extremely important for them to have a job with this benefit. By contrast, 27% of those who don't have a job that offers health insurance say this is equally important to them. Similarly, while 50% of workers who have access to an employer-sponsored retirement plan say it's extremely important to them to have a job that offers this benefit, 25% of those who don't have this benefit say the same. It may be that some workers place less importance on these benefits *because* they don't currently have them. In the case of health insurance, it is possible that some don't rely on their jobs for it.

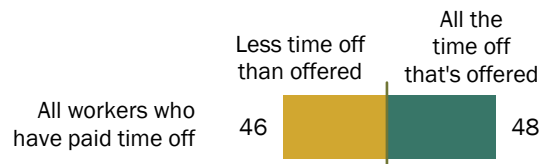
Workers who place a high priority on more than one of these benefits were asked which one would be the *most* important to them. Taking into account their responses and those of workers who only prioritize one benefit, health insurance tops this list. Some 43% rank health insurance as the most important benefit to have. Smaller shares prioritize paid time off for vacations and routine doctor's appointments or minor illnesses (29%), an employer-sponsored retirement plan (13%) or paid family or medical leave (8%) over other benefits.

Nearly half of workers don't take all the paid time off their employer offers

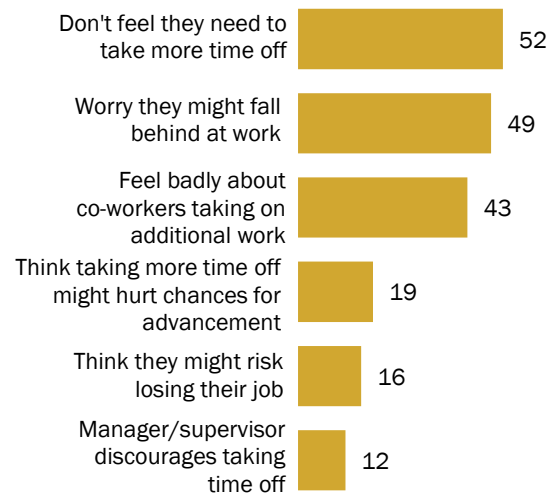
Among workers who say their employer offers them paid time off for vacation, doctors' appointments or to deal with minor illnesses, 48% say they typically take all the time off they are offered, while 46% say they take less time off than they are allowed. There are modest differences by income and education in how much time off workers take. Upper-income workers and those with a bachelor's degree or more education are more likely to say they take less

More than four-in-ten workers who get paid time off say they take less time off than their employer allows

Among workers whose employer offers paid time off, % saying they take ...



Among workers who take less paid time off than offered, % saying each is a reason why



Note: Based on workers who are not self-employed and whose employer offers paid time off. Share of respondents who said their employer offers unlimited paid time off or who didn't offer an answer not shown.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023. "How Americans View Their Jobs"

PEW RESEARCH CENTER

time off than their employer offers. About half (51%) of four-year college graduates say this compared with 41% of those with less education.

When workers who don't take all of the paid time off they are offered are asked why they don't, some reasons resonate much more than others. About half (52%) say they don't feel they need to take more time off. A similar share (49%) say they worry about falling behind at work if they were to take more time off. Some 43% say they would feel badly about their co-workers having to take on additional work.

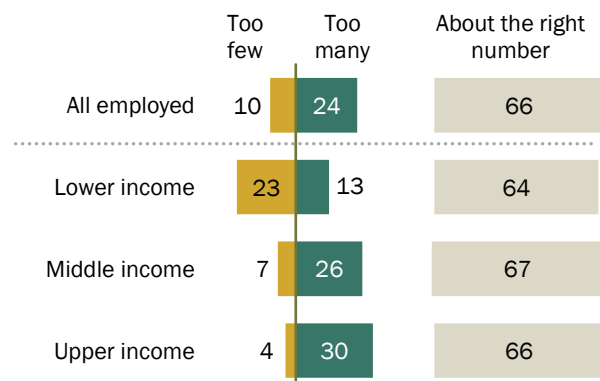
Fewer say they think taking more time off might hurt their chances for advancement at work (19%) or think they might risk losing their job (16%). About one-in-ten (12%) say their manager or supervisor discourages them from taking time off.

Most workers say they are satisfied with the number of hours they work in a typical week. About two-thirds (66%) say they feel they work about the right number of hours each week, 24% say they work too many hours and 10% say they work too few.

There are differences by income. While majorities from each income group say they work about the right number of hours in a typical week, lower-income workers (23%) are more likely than middle- (7%) and upper-income (4%) workers to say they work too few hours in a typical week. Upper- and middle-income workers are more likely to say they work too many hours (30% and 26%, respectively, vs. 12% of lower-income workers).

About a quarter of lower-income workers say they work too few hours

Among employed adults, % saying, in a typical week, they feel they work ___ hours



Note: Based on workers who are not self-employed. Share of respondents who didn't offer an answer not shown.
Source: Survey of U.S. workers conducted Feb. 6-12, 2023.
"How Americans View Their Jobs"

PEW RESEARCH CENTER

Acknowledgments

This report is a collaborative effort based on the input and analysis of the following individuals. Find related reports online at [pewresearch.org/topic/economy-work](https://www.pewresearch.org/topic/economy-work).

Kim Parker, *Director of Social Trends Research*
Juliana Horowitz, *Associate Director, Research*
Anna Brown, *Research Methodologist*
Rachel Minkin, *Research Associate*
Khadijah Edwards, *Research Associate*
Kiley Hurst, *Research Assistant*
Dana Braga, *Research Assistant*
Shannon Greenwood, *Digital Producer*
Michael Keegan, *Senior Information Graphics Designer*
David Kent, *Senior Copy Editor*
Tanya Arditi, *Communications Manager*
Julia O'Hanlon, *Communications Associate*
Mimi Cottingham, *Communications Associate*

In addition, the project benefited greatly from the guidance of the Pew Research Center methodology team: Courtney Kennedy, Andrew Mercer, Ashley Amaya, Dorene Asare-Marfo, Dana Popky and Arnold Lau.

Methodology

The American Trends Panel survey methodology

Overview

The American Trends Panel (ATP), created by Pew Research Center, is a nationally representative panel of randomly selected U.S. adults. Panelists participate via self-administered web surveys. Panelists who do not have internet access at home are provided with a tablet and wireless internet connection. Interviews are conducted in both English and Spanish. The panel is being managed by Ipsos.

Data in this report is drawn from the panel wave conducted from Feb. 6 to Feb. 12, 2023, among a sample of ATP members who indicated that they currently work either full or part-time for pay. A total of 5,902 panelists responded out of 6,494 who were sampled, for a response rate of 94% (AAPOR RR3). The cumulative response rate accounting for nonresponse to the recruitment surveys and attrition is 4%. The break-off rate among panelists who logged on to the survey and completed at least one item is 1%. The margin of sampling error for the full sample of 5,902 respondents is plus or minus 1.9 percentage points.

Panel recruitment

The ATP was created in 2014, with the first cohort of panelists invited to join the panel at the end of a large, national, landline and cellphone random-digit-dial survey that was conducted in both English and Spanish. Two additional recruitments were conducted using the same method in 2015 and 2017, respectively. Across these three surveys, a total of 19,718 adults were invited to join the ATP, of whom 9,942 (50%) agreed to participate.

American Trends Panel recruitment surveys

Recruitment dates	Mode	Invited	Joined	Active panelists remaining
Jan. 23 to March 16, 2014	Landline/ cell RDD	9,809	5,338	1,504
Aug. 27 to Oct. 4, 2015	Landline/ cell RDD	6,004	2,976	881
April 25 to June 4, 2017	Landline/ cell RDD	3,905	1,628	434
Aug. 8 to Oct. 31, 2018	ABS	9,396	8,778	4,116
Aug. 19 to Nov. 30, 2019	ABS	5,900	4,720	1,473
June 1 to July 19, 2020; Feb. 10 to March 31, 2021	ABS	3,197	2,812	1,541
May 29 to July 7, 2021; Sept. 16 to Nov. 1, 2021	ABS	1,329	1,162	788
May 24 to Sept. 29, 2022	ABS	3,354	2,869	1,700
	Total	42,894	30,283	12,437

Note: RDD is random-digit dial; ABS is address-based sampling. Approximately once per year, panelists who have not participated in multiple consecutive waves or who did not complete an annual profiling survey are removed from the panel. Panelists also become inactive if they ask to be removed from the panel.

PEW RESEARCH CENTER

In August 2018, the ATP switched from telephone to address-based recruitment. Invitations were sent to a stratified, random sample of households selected from the U.S. Postal Service's Delivery Sequence File. Sampled households receive mailings asking a randomly selected adult to complete a survey online. A question at the end of the survey asks if the respondent is willing to join the ATP. In 2020 and 2021 another stage was added to the recruitment. Households that did not respond to the online survey were sent a paper version of the questionnaire, \$5 and a postage-paid return envelope. A subset of the adults who returned the paper version of the survey were invited to join the ATP. This subset of adults received a follow-up mailing with a \$10 pre-incentive and invitation to join the ATP.

Across the five address-based recruitments, a total of 23,176 adults were invited to join the ATP, of whom 20,341 agreed to join the panel and completed an initial profile survey. In each household, one adult was selected and asked to go online to complete a survey, at the end of which they were invited to join the panel. Of the 30,283 individuals who have ever joined the ATP, 12,437 remained active panelists and continued to receive survey invitations at the time this survey was conducted.

The U.S. Postal Service's Delivery Sequence File has been estimated to cover as much as 98% of the population, although some studies suggest that the coverage could be in the low 90% range.² The American Trends Panel never uses breakout routers or chains that direct respondents to additional surveys.

Sample design

The overall target population for this survey was non-institutionalized persons ages 18 and older living in the U.S., including Alaska and Hawaii, who work for pay either full time or part time. All active panel members who reported working either full or part-time for pay in ATP Wave 119 (fielded in December 2022) were invited to participate in this wave. Respondents were again asked about their current employment situation at the beginning of this survey, and those who indicated that they were not currently working for pay were screened out.

Questionnaire development and testing

The questionnaire was developed by Pew Research Center in consultation with Ipsos. The web program was rigorously tested on both PC and mobile devices by the Ipsos project management team and Pew Research Center researchers. The Ipsos project management team also populated test data that was analyzed in SPSS to ensure the logic and randomizations were working as intended before launching the survey.

² AAPOR Task Force on Address-based Sampling. 2016. "[AAPOR Report: Address-based Sampling.](#)"

Incentives

All respondents were offered a post-paid incentive for their participation. Respondents could choose to receive the post-paid incentive in the form of a check or a gift code to Amazon.com or could choose to decline the incentive. Incentive amounts ranged from \$5 to \$20 depending on whether the respondent belongs to a part of the population that is harder or easier to reach. Differential incentive amounts were designed to increase panel survey participation among groups that traditionally have low survey response propensities.

Data collection protocol

The data collection field period for this survey was Feb. 6 to Feb. 12, 2023. Postcard notifications were mailed to all ATP panelists with a known residential address on Feb. 6.

Invitations were sent out in two separate launches: soft launch and full launch. Sixty panelists were included in the soft launch, which began with an initial invitation sent on Feb. 6. The ATP panelists chosen for the initial soft launch were known responders who had completed previous ATP surveys within one day of receiving their invitation. All remaining English- and Spanish-speaking panelists were included in the full launch and were sent an invitation on Feb. 7.

All panelists with an email address received an email invitation and up to two email reminders if they did not respond to the survey. All ATP panelists who consented to SMS messages received an SMS invitation and up to two SMS reminders.

Invitation and reminder dates, ATP Wave 121

	Soft launch	Full launch
Initial invitation	February 6, 2023	February 7, 2023
First reminder	February 9, 2023	February 9, 2023
Final reminder	February 11, 2023	February. 11, 2023

PEW RESEARCH CENTER

Data quality checks

To ensure high-quality data, the Center's researchers performed data quality checks to identify any respondents showing clear patterns of satisficing. This includes checking for very high rates of leaving questions blank, as well as always selecting the first or last answer presented. As a result of this checking, two ATP respondents were removed from the survey dataset prior to weighting and analysis.

Weighting

The ATP data is weighted in a multistep process that accounts for multiple stages of sampling and nonresponse that occur at different points in the survey process. For this wave, each respondent was initially given the value of their final weight from Wave 119. This was done because the sample was comprised exclusively of W119 respondents who reported working full or part time for pay in that wave. It accounts for their probability of selection for both their initial ATP recruitment survey and

Wave 119 as well as the adjustments for any nonresponse and attrition that occurred prior to the completion of Wave 19. For details on Wave 119's weighting, see the [W119 survey methodology](#).

To adjust for nonresponse to the current wave, this weight was further calibrated to align with a set of weighting parameters calculated among all Wave 119 respondents who reported working either full or part time for pay. The specific weighting dimensions are listed in the accompanying table. In a final step, these weights were trimmed at the 1st and 99th percentiles to reduce the loss in precision stemming from variance in the weights. Sampling errors and tests of statistical significance take into account the effect of weighting.

American Trends Panel weighting dimensions

Variable	Benchmark source
Age	
Gender	
Education	
Race/Ethnicity	
Years lived in the U.S.	
Volunteerism	
Voter registration	Full or part-time workers from American Trends Panel Wave 119.
Party affiliation	
Frequency of internet use	
Religious affiliation	
Census region	
Metro/non-metro	
Work full/part-time	

Note: American Trends Panel Wave 119 was conducted Dec. 12-18, 2022. See the W119 survey methodology for details at www.pewresearch.org/science/2023/02/15/ai-awareness-methodology/.

PEW RESEARCH CENTER

The following table shows the unweighted sample sizes and the error attributable to sampling that would be expected at the 95% level of confidence for different groups in the survey.

Sample sizes and margins of error, ATP Wave 121

Group	Unweighted sample size	Plus or minus ...
Total sample	5,902	1.9 percentage points
All employed adults who are not self-employed and have one job, or have multiple jobs and one is their primary job	5,188	2.0 percentage points

PEW RESEARCH CENTER

Sample sizes and sampling errors for other subgroups are available upon request. 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.

Dispositions and response rates

Final dispositions, ATP Wave 121

	AAPOR code	Total
Completed interview	1.1	5,902
Logged on to survey; broke off	2.12	40
Logged on to survey; did not complete any items	2.1121	23
Never logged on (implicit refusal)	2.11	316
Survey completed after close of the field period	2.27	3
Completed interview but was removed for data quality		2
Screened out	4.7	208
Total panelists in the survey		6,494
Completed interviews	I	5,902
Partial interviews	P	0
Refusals	R	42
Non-contact	NC	3
Other	O	0
Unknown household	UH	0
Unknown other	UO	339
Not eligible	NE	0
Screen out	SO	208
Total		6,494
Est. eligibility rate among unscreened: $e = (I+R)/(I+R+SO)$		97%
AAPOR RR1 = $I / (I+P+R+NC+O+UH+UO)$		94%
AAPOR RR3 = $I / (I+R+[e*UO])$		94%

PEW RESEARCH CENTER

Cumulative response rate as of ATP Wave 121

	Total
Weighted response rate to recruitment surveys	12%
% of recruitment survey respondents who agreed to join the panel, among those invited	71%
% of those agreeing to join who were active panelists at start of Wave W121	49%
Response rate to Wave W121 survey	94%
Cumulative response rate	4%

PEW RESEARCH CENTER

Adjusting income and defining income tiers

To create upper-, middle- and lower-income tiers, respondents' 2021 family incomes were adjusted for differences in purchasing power by geographic region and household size. "Middle-income" adults live in families with annual incomes that are two-thirds to double the median family income in the panel (after incomes have been adjusted for the local cost of living and household size). The middle-income range for the American Trends Panel is about \$43,800 to \$131,500 annually for an average family of three. Lower-income families have incomes less than roughly \$43,800, and upper-income families have incomes greater than roughly \$131,500 (all figures expressed in 2021 dollars).

Based on these adjustments, 23% of employed adults in Wave 121 are lower income, 51% are middle income and 22% fall into the upper-income tier. An additional 4% either didn't offer a response to the income question or the household size question.

More information about how the income tiers were determined can be found [here](#).

A note about the Asian adult sample

This survey includes a total sample size of 259 Asian workers. The sample primarily includes English-speaking Asian adults and, therefore, may not be representative of the overall Asian adult population. Despite this limitation, it is important to report the views of Asian adults on the topics in this study. As always, Asian adults' responses are incorporated into the general population figures throughout this report. Because of the relatively small sample size and a reduction in precision due to weighting, we are not able to analyze Asian adults separately when looking at specific categories, such as gender.

© Pew Research Center, 2023

Topline questionnaire

**2023 PEW RESEARCH CENTER'S AMERICAN TRENDS PANEL
SURVEY OF U.S. WORKERS
WAVE 121 FEBRUARY 2023
FINAL TOPLINE
FEBRUARY 6-12, 2023
TOTAL N=5,775³**

NOTE: ALL NUMBERS ARE PERCENTAGES UNLESS OTHERWISE NOTED. THE PERCENTAGES LESS THAN 0.5% ARE REPLACED BY AN ASTERISK (*). ROWS/COLUMNS MAY NOT TOTAL 100% DUE TO ROUNDING.

	Sample size	Margin of error at 95% confidence level
All employed adults with one job or a primary job and who are not self-employed ⁴	5,188	+/- 2.0 percentage points

ADDITIONAL QUESTIONS PREVIOUSLY RELEASED OR HELD FOR FUTURE RELEASE

SOME QUESTIONS IN THIS TOPLINE WERE ASKED OF ALL WORKERS. HOWEVER, ALL FIGURES IN THIS TOPLINE ARE BASED ON WORKERS WITH ONE JOB OR A PRIMARY JOB AND WHO ARE NOT SELF-EMPLOYED.

DISPLAY IF HAS MORE THAN ONE JOB BUT CONSIDERS ONE PRIMARY (JOBNUM=2):

For this survey, please think only about the job you consider your primary job.

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

PAYTYPE What is the main way you are paid at work?

Feb 6-12, <u>2023</u>	
42	Salary
53	Paid by the hour
3	Commission
2	Other
*	No answer

³ This includes only employed adults with one job or multiple jobs but consider one primary.

⁴ All employed adults in the American Trends Panel were eligible to take this survey. However, for analytical purposes, only those who said they have one job or have multiple jobs but consider one to be their primary job and are not self-employed are included in this topline. Those who have multiple jobs and *do not* consider one to be their primary job or did not provide an answer to the question about how many jobs they have are excluded from this analysis.

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKHOURL In a typical week, how many hours do you work?

Feb 6-12, 2023	
6	Less than 20 hours
9	20-29 hours
6	30-34 hours
58	35-44 hours
18	45-59 hours
3	60 hours or more
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 JOBTPEMOD Which of the following best describes where you work?

Feb 6-12, 2023	A private company or <u>business</u>	A non-profit <u>organization</u>	Government (including federal, state, or local government, public schools, colleges and <u>universities</u>)	Self-employed (including business owner and independent contractor, freelance <u>worker</u>) ⁵	<u>Other</u>	<u>No answer</u>
	63	10	21	--	5	*

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 INDUSTRY What industry or field do you currently work in?

Feb 6-12, 2023	
10	Hospitality, service, arts, entertainment and recreation
17	Health care and social assistance
11	Manufacturing, mining, construction, agriculture, forestry, fishing and hunting
10	Retail and trade
11	Education
8	Banking, finance, accounting, real estate or insurance
6	Transportation
7	Government, public administration or military
8	Information/Technology
8	Professional, scientific and technical services
4	Other [TEXT BOX – RESPONSES NOT SHOWN]
*	No answer

⁵ Data from the self-employed are not included in this topline as they are excluded from the analysis presented in this report.

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
YRSJOBMOD How long have you been with your current employer?

	Less than <u>1 year</u>	1 year to less <u>than 5 years</u>	5 years to less than 10 <u>years</u>	10 years or <u>more</u>	No <u>answer</u>
Feb 6-12, 2023	18	36	20	26	*
June 27-July 4, 2022 ⁶	23	32	19	26	*

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
NUMEMP Including all its locations and work sites, not just your own, about how many people are employed by **[IF NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99):** the company or organization you work for; **IF SELF-EMPLOYED (JOBTYPEMOD=4):** your company or organization, including yourself]? Just your best guess is fine.

Feb 6-12, <u>2023</u>	
9	1-9
13	10-49
8	50-99
18	100-499
8	500-999
43	1,000 or more
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
MANAGER Thinking about your role at work, are you someone's manager or supervisor?

Feb 6-12, <u>2023</u>	
27	Yes
73	No
0	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
JOBSAT Overall, how satisfied are you with your job? **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12, <u>2023</u>	
14	Extremely satisfied
37	Very satisfied
37	Somewhat satisfied
9	Not too satisfied
3	Not at all satisfied

⁶ In the 2022 survey, this question was asked of those who said they were "employed full-time (not self-employed)" or "employed part-time (not self-employed)" when asked, "Which of the following best describes your current employment situation?" By contrast, in the 2023 survey, this question was asked of those who said they "work full time for pay" or "work part time for pay" when asked, "What is your current work situation?" and who did not indicate they were self-employed in JOBTYPEMOD. The only difference between the two is the slight wording change in how employed and not self-employed adults were defined. YRSJOBMOD was the same in both surveys.

* No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
WORKSATIS Now thinking about some specific aspects of your job...

Overall, how satisfied are you with each of the following? **[RANDOMIZE ITEMS;
DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

		Extremely <u>satisfied</u>	Very <u>satisfied</u>	Somewhat <u>satisfied</u>	Not too <u>satisfied</u>	Not at all <u>satisfied</u>	No <u>answer</u>	
a.	The benefits your employer provides you, such as health insurance and paid time off Feb 6-12, 2023	16	32	30	12	9	1	
b.	How much you are paid Feb 6-12, 2023	7	28	40	17	9	*	
c.	Your opportunities for promotion at work Feb 6-12, 2023	9	23	34	21	11	1	
d.	Your opportunities for training or ways to develop new skills Feb 6-12, 2023	13	30	35	15	6	*	
e.	Your relationship with your coworkers Feb 6-12, 2023	22	45	27	4	1	*	
f.	Your relationship with your manager or supervisor Feb 6-12, 2023	25	37	27	7	4	*	
g.	The amount of feedback you receive from your manager or supervisor on how you're doing your job Feb 6-12, 2023	14	36	31	13	6	*	
h.	Your day-to-day tasks at work Feb 6-12, 2023	12	39	38	8	2	*	
i.	Your commute Feb 6-12, 2023	25	27	23	9	4	13	*

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
JOBIDENTITY How important is your job or career to your overall identity? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

Feb 6-12,
2023

11	Extremely important
28	Very important
34	Somewhat important
19	Not too important
7	Not at all important
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
WORKFEEL How often do you find your job to be... **[RANDOMIZE ITEMS; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1, USING THE SAME ORDER FOR EACH ITEM]**

		All of the <u>time</u>	Most of the <u>time</u>	Some of <u>the time</u>	<u>Rarely</u>	<u>Never</u>	No <u>answer</u>
a.	Enjoyable Feb 6-12, 2023	6	44	39	9	2	*
b.	Fulfilling Feb 6-12, 2023	8	39	37	12	3	*
c.	Stressful Feb 6-12, 2023	7	21	52	17	3	*
d.	Overwhelming Feb 6-12, 2023	4	15	49	26	5	*

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
HRSSATIS Thinking about how many hours you work in a typical week, do you feel that you work...
[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]

Feb 6-12,
2023

24	Too many hours
10	Too few hours
66	About the right number of hours
*	No answer

[RANDOMIZE ORDER OF WRKRESPECT, WRKYRSELF, WRKCONTRIB, WRKMENTOR, WRKFEEDBACK, WRKFRIEND, WRKCARE, AND WRKCON]

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKRESPECT Thinking about how you are treated at work, would you say you are treated with respect... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WORKFEEL]**

Feb 6-12,
2023
 28 All of the time
 50 Most of the time
 17 Some of the time
 4 Rarely
 1 Never
 * No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKYRSELF Would you say you can be yourself at work... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WORKFEEL]**

Feb 6-12,
2023
 26 All of the time
 46 Most of the time
 21 Some of the time
 5 Rarely
 1 Never
 * No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKCONTRIB Would you say the contributions you make at work are valued... **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,
2023
 25 A great deal
 37 A fair amount
 26 Some
 8 Not much
 3 Not at all
 * No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKMENTOR Do you currently have someone at work who you consider a mentor – that is, an experienced person who cares about your professional development?

Feb 6-12,
2023

44	Yes
55	No
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKFEEDBACK How often do you get feedback on how you're doing your job from your manager or supervisor? **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,
2023

5	Extremely often
29	Often
39	Sometimes
22	Rarely
4	Never
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKFRIEND Would you say you have at least one close friend at work?

Feb 6-12,
2023

65	Yes
35	No
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:
 WRKCARE Would you say your employer cares about your well-being... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKCONTRIB]**

Feb 6-12,
2023

20	A great deal
32	A fair amount
28	Some
14	Not much
6	Not at all
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

WRKCON How often do you respond to work emails or other messages from work outside of normal work hours? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKFEEDBACK]**

Feb 6-12,
2023

9	Extremely often
19	Often
27	Sometimes
22	Rarely
11	Never
12	Don't get messages from work outside of normal work hours
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

JOBVALUE1 Here is a list of benefits that some employers may offer. Regardless of whether each of the following describes your current job, how important is it to you personally to have a job that offers... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

	Extremely <u>important</u>	Very <u>important</u>	Somewhat <u>important</u>	Not too <u>important</u>	Not at all <u>important</u>	No <u>answer</u>
a. Employer-sponsored health insurance Feb 6-12, 2023	51	28	13	5	3	*
b. An employer-sponsored 401(k) or other retirement program Feb 6-12, 2023	44	32	17	5	3	*
c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses Feb 6-12, 2023	62	27	7	2	1	*
d. Paid parental, family, or medical leave, separate from vacation or sick leave Feb 6-12, 2023	43	31	17	6	3	*

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND INDICATED MORE THAN ONE ITEM IN JOBVALUE1 IS EXTREMELY/VERY IMPORTANT (JOBVALUE1a-d=1,2 FOR MORE THAN ONE ITEM) [n=4,701]:

JOBVALUE2 Which one of these would you say is the MOST IMPORTANT to you personally? To have a job that offers... **[SHOW ONLY THE ITEMS THAT THEY SAID EXTREMELY/VERY IMPORTANT TO IN JOBVALUE1 (JOBVALUE1a-d=1,2) AS RESPONSE OPTIONS IN JOBVALUE2]**

BASED ON THOSE WHO INDICATED ONE OF THE FOLLOWING WAS THE MOST IMPORTANT IN JOBVALUE2 OR ANSWERED THAT ONLY ONE WAS EXTREMELY/VERY IMPORTANT IN JOBVALUE1 [n=4,911]:

Feb 6-12,
2023

46	Employer-sponsored health insurance
14	An employer-sponsored 401(k) or other retirement savings program
31	Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses
8	Paid parental, family, or medical leave, separate from vacation or sick leave
*	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

JOB BENEFIT Please indicate if your current employer offers each of the following to you.

	Yes, employer offers it	No, employer does not offer it	Not sure	No answer
a. Employer-sponsored health insurance Feb 6-12, 2023	79	16	5	*
b. An employer-sponsored 401(k) or other retirement program Feb 6-12, 2023	77	18	5	*
c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses Feb 6-12, 2023	82	14	4	*
d. Paid parental, family, or medical leave, separate from vacation or sick leave Feb 6-12, 2023	57	28	14	*

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND EMPLOYER OFFERS PTO (JOB BENEFITc=1) [n=4,408]:

WORKPTO Thinking about the amount of paid time off your employer allows you to take, would you say that you typically... **[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

Feb 6-12,
2023

46	Take less paid time off than your employer offers
48	Take all of the paid time off your employer offers
5	My employer offers unlimited paid time off
1	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND HAS PTO BUT TAKES LESS PAID TIME OFF THAN EMPLOYER OFFERS (WORKPTO=1) [n=2,140]:

WORKPTO2 Here are some reasons why people typically take less paid time off from work than their employer offers. For each, please indicate if this is a reason or not a reason why you typically take less paid time off from work than your employer offers. **[RANDOMIZE ITEMS]**

	Yes, is a <u>reason</u>	No, is not a <u>reason</u>	No <u>answer</u>
a. You think you might risk losing your job if you take more time off Feb 6-12, 2023	16	83	1
b. You think taking more time off might hurt your chances for job advancement Feb 6-12, 2023	19	80	1
c. Your manager or supervisor discourages you from taking time off Feb 6-12, 2023	12	88	*
d. You worry you might fall behind at work Feb 6-12, 2023	49	50	1
e. You don't feel the need to take more time off from work Feb 6-12, 2023	52	47	1
f. You feel badly about co-workers taking on additional work Feb 6-12, 2023	43	56	1

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND EITHER DOESN'T HAVE A TELEWORKABLE JOB OR HAS A TELEWORKABLE JOB BUT DOESN'T WORK FROM HOME ALL THE TIME (JOBTYPEMOD=1-3,5,99 AND (WFHOPTION=2,99 OR WFHCURR=2-5,99)) [n=4,468]⁷:

WRKSAFETY How would you describe the safety and health conditions at the place where you work?
[DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]

Feb 6-12,
2023

26	Excellent
33	Very good
26	Good
12	Fair
3	Poor
*	No answer

[RANDOMIZE ORDER OF UNFAIRGEND AND UNFAIRETH]

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

UNFAIRGEND Thinking about your own experience, have you personally experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of your gender?

Feb 6-12,
2023

17	Yes
82	No
1	No answer

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

UNFAIRETH Thinking about your own experience, have you personally experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of your race or ethnicity?

Feb 6-12,
2023

16	Yes
84	No
1	No answer

⁷ In the 2023 survey, WFHOPTION and WFHCURR was asked of all workers, including the self-employed, and is trended to surveys conducted in 2022 and 2020. See this [topline](#) for details.