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# ▶ WORK TRENDS

AMERICANS' ATTITUDES ABOUT WORK,  
EMPLOYERS AND GOVERNMENT

## ▶ Who Will Let the Good Times Roll?

A National Survey  
on Jobs, the  
Economy, and the  
Race for President

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***A Joint Project of the***

*John J. Heldrich Center for  
Workforce Development  
at Rutgers, The State  
University of New Jersey*

*Center for Survey Research  
and Analysis at the  
University of Connecticut*

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# Background

## *The John J. Heldrich Center for Workforce Development*

The John J. Heldrich Center for Workforce Development at the Edward J. Bloustein School of Planning & Public Policy at Rutgers was founded as a research and policy organization devoted to strengthening New Jersey's and the nation's workforce during a time of global economic change. The Heldrich Center researches and puts to work strategies that increase worker skills and employability, strengthen the ability of companies to compete, create jobs where they are needed, and improve the quality and performance of the workforce development system.

The need to improve worker skills has become a crosscutting issue in the information age. Whereas in the 1950s, six in ten workers were unskilled, today, more than 60 percent of the workforce is skilled and less than 20 percent unskilled. According to Coopers and Lybrand, in 1997 nearly 70 percent of growth company CEOs pointed to the lack of skilled workers as the number one barrier to growth—a figure that had doubled since 1993. Despite the need, U.S. investment in workforce education and training trails other leading democracies.

The transformation to a new economy driven by knowledge and its application has thrust workforce investment strategy to the forefront of domestic policy. In globally competitive labor markets, workers who lack basic skills and literacy are in greater danger than ever before. Urban planning and redevelopment strategies cannot ignore the role of education and work skills in preparing young adults to compete for new jobs in the emerging service, retail, and technology sectors. Similarly, the nation's long debate over public school reform must acknowledge that our nation's "forgotten half" of young people not attending college need help now to

access the economic and social mainstream.

While workers with skills and the determination to keep them sharp are in heavy demand, huge numbers of adults still cannot read, write, or perform basic math functions effectively. A fifth of working Americans have a zero or minimal literacy level in reading and math. Job seekers and young people entering the workforce need solid literacy and numeracy skills, and they need to use them to acquire the job-specific and career-building skills that will give them access to good jobs.

The Heldrich Center is the first university-based organization devoted to transforming the workforce development system at the local, state, and federal levels. We identify best practices and areas where government performance should be improved, and provide professional training and development to the community of professionals and managers who run the system and are responsible for making it work. The Center provides an independent source of analysis for reform and innovation in policy making and is engaged in significant partnerships with the private sector to design effective education and training programs.

## *The Center for Survey Research and Analysis*

One year ago, the University of Connecticut announced the formation of its new Center for Survey Research and Analysis (CSRA), thus strengthening its focus on conducting original survey research. The Center is an outgrowth of the tremendous success of original survey research conducted under the aegis of the Roper Center/Institute for Social Inquiry. For twenty years, Roper Center/ISI had conducted high quality, high profile original research; this tradition is being continued and expanded.

The Center, a nonprofit, non-partisan

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To better understand the public's attitudes about work, employers and the government, and improve workplace practices and policy, the Heldrich Center and the CSRA produce the *Work Trends* survey four times a year.

research and educational facility, is a leader in conducting important public opinion research in the public and private sectors. CSRA staff have completed more than 300 survey projects, for a wide variety of clients, in the twenty years of survey research at UConn.

The Center for Survey Research and Analysis has extensive experience in surveying special populations, including studies of Members of Congress, journalists, business owners and managers, parents, teen-agers, college seniors, and university faculty.

In addition to quantitative research, CSRA also conducts in-depth qualitative research, including nationwide focus groups, one-on-one interviewing, and case studies. The staff has worked with clients to develop strong secondary research programs in sup-

port of on-going research in a variety of fields. Expert statisticians are also available for additional analysis of original and secondary data.

CSRA strictly adheres to the code of ethics published by the American Association of Public Opinion Research, which, among other things, requires us to fully divulge our research methods, treat all respondents with respect and honesty, and insure that our results are not presented in a distorted or misleading manner.

During the past three years staff now affiliated with CSRA have conducted more than seventy national, regional and local survey projects.

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To better understand the public's attitudes about work, employers and the government, and improve workplace practices and policy, the Heldrich Center and the CSRA produce the *Work Trends* survey four times a year. The survey polls working adults on critical workforce issues facing Americans and American businesses, and promotes the survey's findings widely to the media and national constituencies.

# 1. Introduction

*Who Will Let the Good Times Roll? A National Survey on Jobs, the Economy, and the Race for President* is the fourth in a series of **Work Trends** reports written by the Heldrich Center for Workforce Development at Rutgers University and the Center for Survey Research and Analysis at the University of Connecticut. Each **Work Trends** study focuses on American workers' attitudes about work, employers, and the government, and provides an in-depth analysis of a particular topic. Previous **Work Trends** reports studied the experiences of the working poor and the challenges of balancing work and family. This report concentrates on the 2000 elections and strives to determine what American workers want from their next President and their next Congress.

Based on results from *Who Will Let the Good Times Roll? A National Survey on Jobs, the Economy, and the Race for President*, almost all (90%) working Americans believe that candidates' positions on the job situation will be an important factor in how they will vote in the next Presidential election and in the next congressional election. Despite the high degree of importance placed on employment issues, only 8% of American workers report knowing a lot about the presidential candidates' positions on issues related to jobs and only a third of American workers report that the news media is doing a good or excellent job in covering the presidential candidates'

positions on job issues.

*Who Will Let the Good Times Roll? A National Survey on Jobs, the Economy, and the Race for President* fills this void and provides valuable information about the issues that Americans would like to hear discussed by candidates in the ensuing months. This survey also creates a baseline of public opinion about how candidates stand on these issues, and **Work Trends** will continue to monitor and evaluate candidates' positions in ensuing reports.

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Each **Work Trends** study focuses on American workers' attitudes about work, employers, and the government as well as providing an in-depth analysis of a particular topic.

This edition of **Work Trends** finds American workers looking toward the future, believing that it is most important for government to address issues related to education, retirement benefits, and health and medical benefits. During times of economic prosperity, workers are less likely to be concerned about their immediate needs because of high job security and increasing wages. Instead, workers often look toward the future — their own and the future of their children and grandchildren.

## 2. Presidential Politics and the 2000 Election

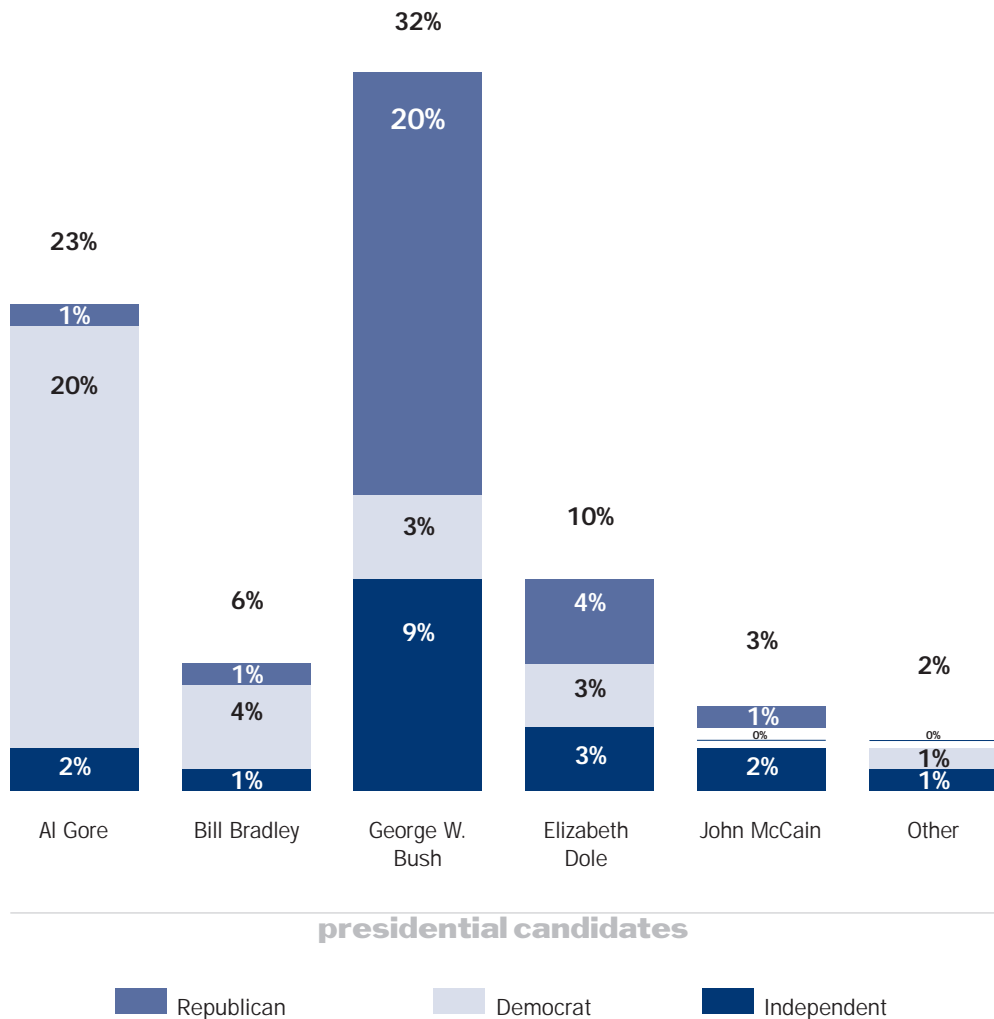
### *The Clinton Administration and Al Gore*

President Clinton continues to receive high marks from American workers who feel strongly that he is doing a good job overall and handling employment issues in America very well. More than half (58%) of American workers report that Clinton is doing an excellent or good job while a quarter (26%) indicate he is doing a fair job and only 15% report that he is doing a poor job. When asked about how well President Clinton is handling the job situation, 57% report that he is doing an excellent or good job in this area, slightly more than a year ago when

54% said he was doing an excellent or good job with the job situation.

Most likely, the high level of satisfaction with the President is, in part, related to America's economic boom. With the lowest unemployment rate in 29 years, rising real wages for many workers, and the torrid expansion of capital markets, Americans seem confident in their economy, with 80% reporting that they believe the American economy to be experiencing "good times." It is clear that American workers believe that the policies embraced by a President have an impact on the economy, and Clinton's high approval rating may reflect this connec-

Fig. 2-1: If the election were held today, for whom would you vote?



tion. When asked about the degree to which the policies of the Clinton administration are responsible for the health of the American economy, a quarter (25%) of American workers responded “a lot” and another 44% said “some.” Only 7% of respondents reported “not at all.”

The positive feelings toward Clinton and the strong economy do not seem to have rubbed off on Vice President Gore who gets very little credit for the strong economy. When asked about the degree to which Gore is responsible for the health of the American economy, only 8% responded “a lot” and 27% said “some” while 31% responded “not at all.” This disconnect between positive elements of the Clinton administration and the Vice-President may be contributing to Gore’s struggle in the presidential campaign.

### Candidate Evaluation

At this early stage in the 2000 election cycle, Texas Governor George W. Bush holds a strong lead among American workers<sup>1</sup> over Vice President Al Gore and all other major Presidential candidates<sup>2</sup>. In addition to his popularity among Republican workers, Bush is currently the favorite among independent voters, working men and women, and workers of most income levels, age groups, and education levels. Gore holds a lead only among Democrats, non-white workers, and very poor workers.

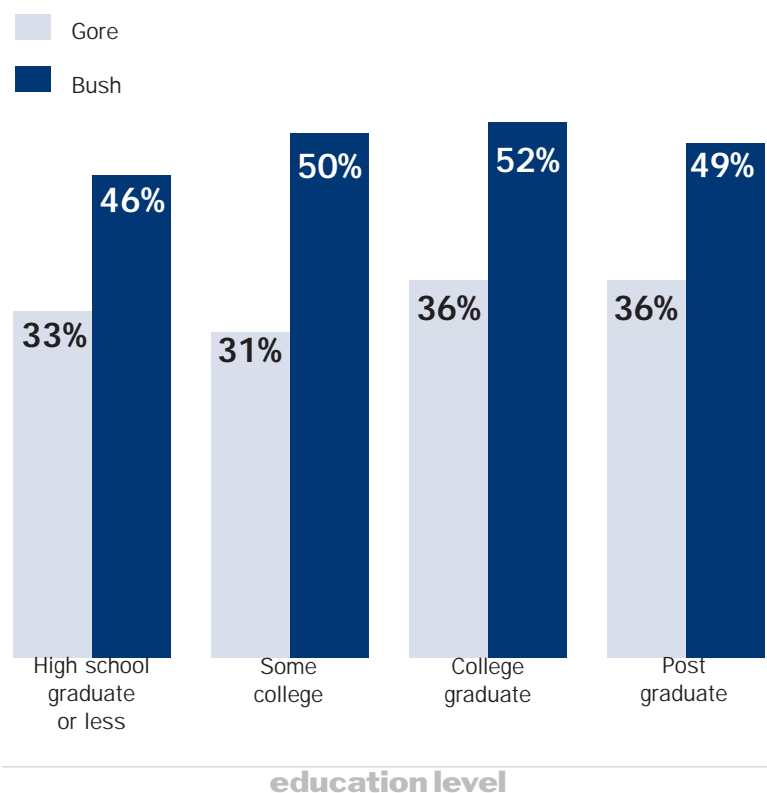
When asked who they would vote for if the election were held today, one third (32%) of American workers report that they would vote for Bush as compared to only 23% for Gore, 10% for Elizabeth Dole, 6% for Bill Bradley, and 3% for John McCain. When given a choice between just Bush and Gore, Bush’s lead grows significantly with 49% supporting Bush, 34% for Gore, and the remaining workers are either undecided (9%), or will not vote (7%).

The positive feelings toward Clinton and the strong economy do not seem to have rubbed off on Vice President Gore who gets very little credit for the strong economy.

In looking at the Democratic primary, Gore has far more support than Bradley among Democrats with 49% supporting Gore, 10% Bradley, and 21% undecided or not voting. Bush has almost as much support among Democrats as Bradley with 9% of Democrats indicating they would vote for Bush.

Bush appears to have done a better job than Gore in solidifying his base and winning the support of independent voters. When scrutinizing a hypothetical race between

Fig. 2-2: Support for George Bush and Al Gore



<sup>1</sup>Work Trends does not survey the general population, only those working or unemployed and looking for work.

<sup>2</sup>This survey was conducted before the Iowa straw poll.



Bush and Gore, virtually all (90%) of Republicans indicate that they would vote for Bush as compared to only 68% of Democrats reporting that they would vote for Gore. Among independents (26% of all potential working voters), over half (54%) report that they would vote for Bush compared to only a fourth (24%) for Gore. Bush has also made surprising inroads

Bush appears to have done a better job than Gore in solidifying his base and winning the support of independent voters.

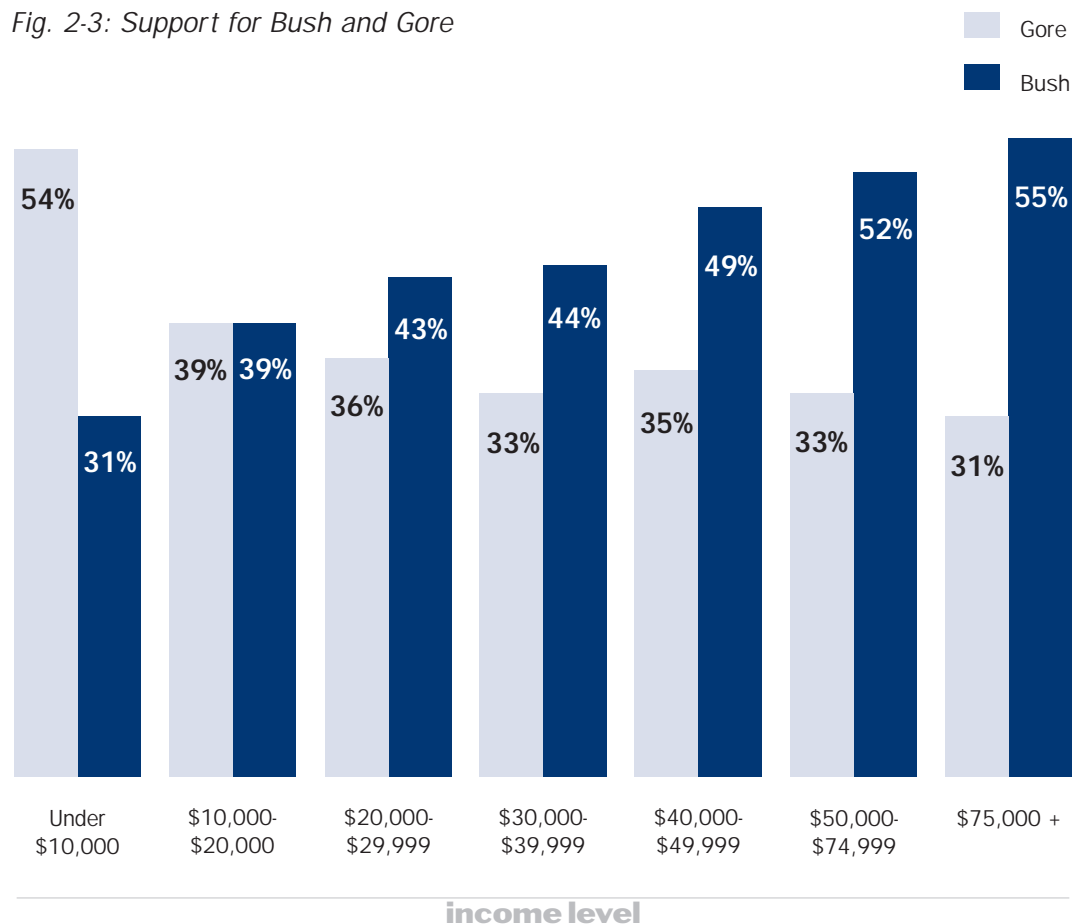
among Democrats with 20% of Democrats reporting that they would vote for Bush as compared to only 5% of Republicans showing support for Gore.

Although more popular among men than

women, Bush maintains a strong lead among both with 53% of men and 44% of women supporting Bush compared to only 30% of men and 38% of women in support of Gore. Bush also holds a strong lead among workers of all ages and education levels. Among younger workers ages 18-29, half (50%) would vote for Bush compared to only a third (35%) for Gore. Similarly, among workers ages 30-49, half (49%) indicate support for Bush compared to 33% for Gore. Gore picks up some support among workers 50-65 with 37% support compared to 45% support for Bush. In addition, Bush enjoys strong support among workers of every education level as seen in Figure 2.2.

Gore does hold a lead among non-white workers and the poor, however. Approximately one fourth (27%) of all workers are non-white and/or white-Hispanics, a common definition of “minority” used in social science research. Among these minority

Fig. 2-3: Support for Bush and Gore



workers, half (48%) would vote for Gore while only 35% would vote for Bush. Gore also has strong support among poor workers. When examining voting preferences of workers according to their income, a pattern emerges that reveals support for Bush correlated to income — the higher the income, the greater the likelihood of voting for Bush.

Among those earning less than \$10,000/year, over half (54%) would vote for Gore as compared to 31% for Bush. For those earning between \$10,000 - \$20,000, the support for each candidate is identical with Gore and Bush each winning 39% of the votes. For income categories beyond \$20,000, however, Bush clearly dominates, earning 43% of the vote among those earning between \$20,000 - \$30,000 and ramping up to 55% of the vote among those earning more than \$75,000/year (see Figure 2.3).

### Candidates and Job Issues

The new Work Trends survey reveals that issues related to jobs and employment policy stand to be among the most significant issues in both the presidential and congressional elections. These issues may include job creation, the minimum wage, worker training, and balancing work and family. Nine in 10 American workers report that positions on the job situation in America will be an important factor in how they choose the next President. When asked about which candidate would best handle the job situation in America, Bush emerged as the favorite, but not by much. Nearly a third (30%) reported that Bush would do the best job as compared to 24% for Gore, 10% for Dole, 6% for Bradley, and 3% for McCain. Interestingly, 27% of workers replied that they did not know, perhaps indicating that the candidates have not effectively articulated their positions on these issues to working America. The high percentage of undecided respondents and the close percentages (between Bush and Gore) among decided workers on this issue may mean that work and employment policy issues become

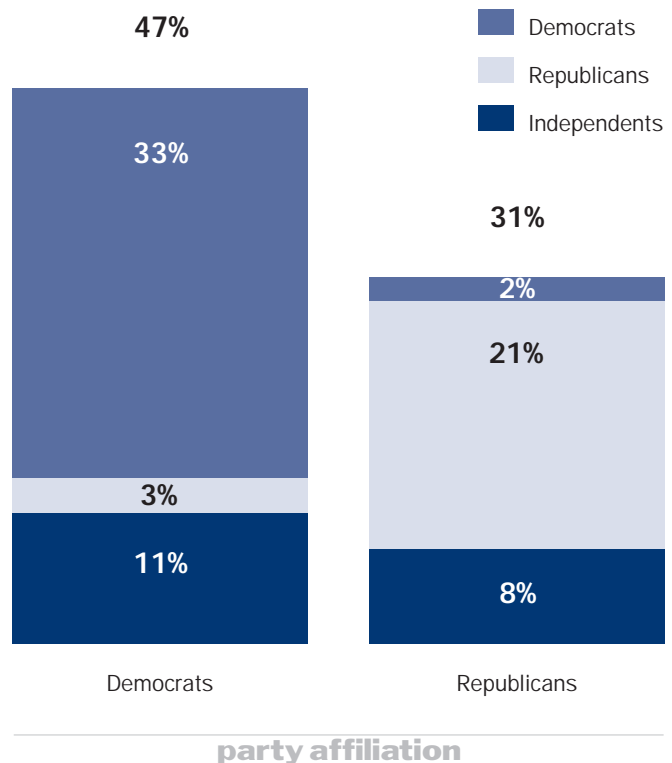
important territory on the battleground for the presidency.

Nine in 10 American workers report that positions on the job situation in America will be an important factor in how they choose the next President.

### Congressional Elections

Job issues will also be important in upcoming congressional elections. Most American workers (90%) report that candidate positions on employment issues are important in determining how they will vote in the congressional elections. In general, workers believe that Democrats in Congress do a better job than Republicans in handling issues related to jobs. Almost half (47%) declare that the Democratic Party does the best job compared to only 31% reporting that Republicans do the best job. These

Fig. 2-4: Which party in Congress does the best job handling issues related to jobs?



numbers change little when examining responses of those who indicate that they will definitely vote in the next election with 46% saying Congressional Democrats and 33% saying Republicans will do the best job.

This strong, positive association between Congressional Democrats and jobs is even greater among women and minority workers. Half (51%) of women report that Democrats do a better job compared to a quarter (24%) indicating that Republicans do a better job; 16% report that they do not know. Among minority workers, 66% believe Democrats are better with job issues compared to 19%

of those who believe Republicans are better. Even a notable number (13%) of Republicans believe that Congressional Democrats do a better job handling employment issues.

The Democratic Party in Congress receives a higher rating (47%) on handling issues related to jobs, than respondents believe Democratic Presidential candidates would do. Only 24% of respondents believe that Al Gore and 6% believe Bill Bradley would best handle the job situation among all Presidential candidates included in the survey.

### 3. Issue Assessment

#### *Importance of Presidential Candidates' Positions on Jobs*

As indicated earlier, most (90%) working Americans assert that candidate positions on jobs will be an important factor in how they decide to vote for President and Congress. The intensity of this feeling among American workers is seen by the two thirds (65%) of workers who report that candidate positions on job issues are “extremely” or “very” important. This percentage is somewhat lower than was measured during last year’s Work Trends survey, however, when 74% reported that candidate positions on job issues were “extremely” or “very” important. This change may be due to the sustained economic growth since last recession; the further away the last recession, the less likely workers are to be concerned about job issues in general. In addition, there was a significant drop in the stock market just before last Fall’s Work Trends survey. Accompanying this drop was a flurry of media attention that speculated the end of the economic boom. Now that those fears are allayed, the concern of job security and employment issues has lessened.

Democrats, women, non-Hispanic whites, and middle income workers are among those most concerned with candidates’ positions on jobs. Most (76%) Democrats report that candidate positions on jobs are “extremely” or “very” important compared to 65% in the general working population. Republicans are significantly less concerned (57%) than Democrats or Independents (64%). In addition, 70% of women compared to 59% of men believe these issues are “very” or “extremely” important. Middle income workers (earning between \$30-40K) are slightly more supportive than other wage earners.

#### *Issues for 2000: Identifying Political Fault Lines*

Jobs and employment issues will form only one part of candidates’ platforms, however. As party contenders plan their policy agendas for the 2000 election, they need to understand which issues are most important to voters. Based on responses in this survey, the issues of highest concern to workers include economic security, the quality of education, medical coverage, and retirement benefits for workers.

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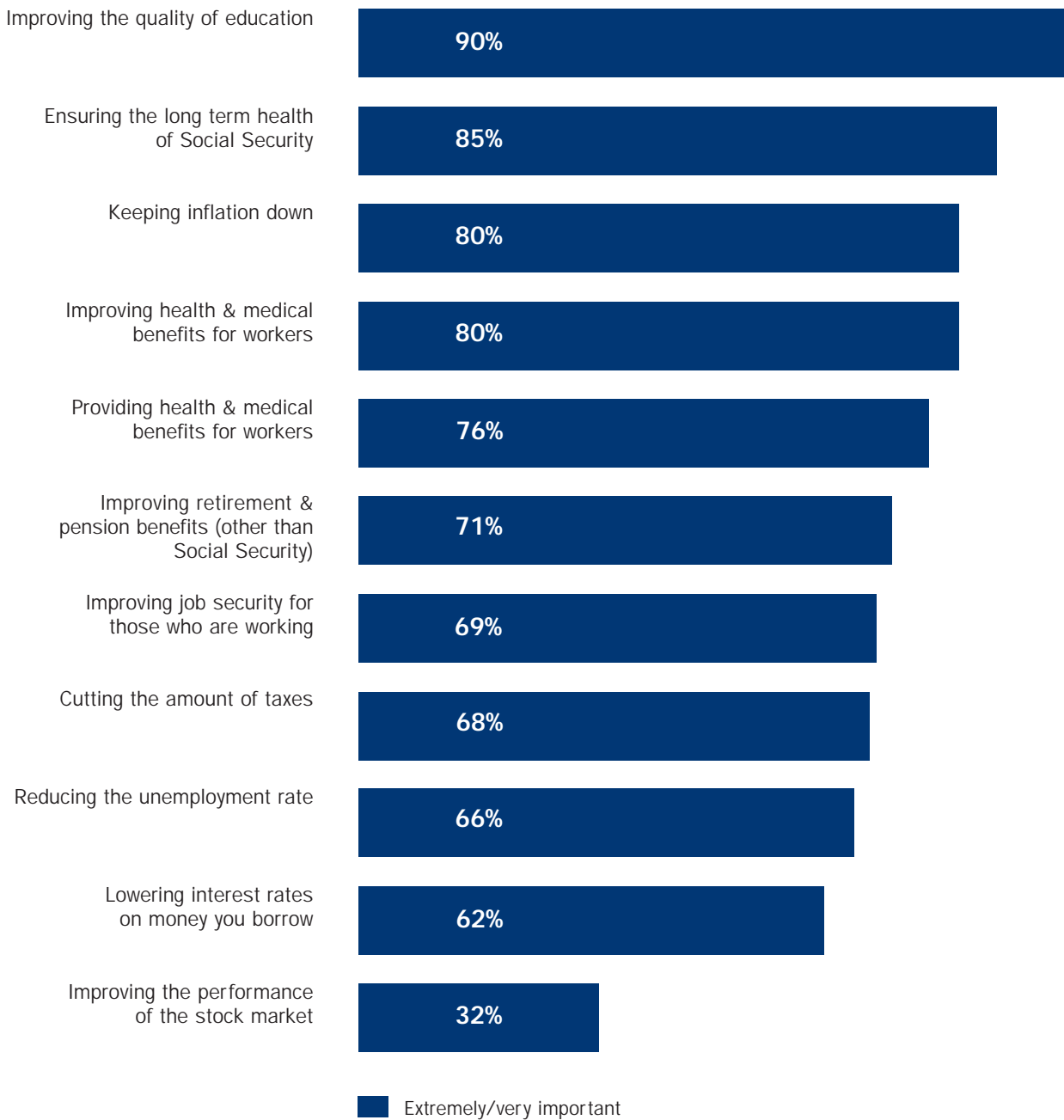
Respondents were asked to assess the importance of a series of policies a candidate might address during a campaign. The relative importance of these issues among American workers can be seen in Figure 3.1.

While American workers on the whole feel strongly about the importance of addressing these policies, noteworthy variations exist by party affiliation, gender, race and income.

#### *Issues of Importance to Democrats & Independents*

Democrats and Independents assign high levels of importance to the same issues. Both are most concerned with public policy issues traditionally emphasized by Democrats: improving the quality of education, ensuring the long term health of Social Security, providing and improving health and medical benefits for workers, and keeping

Fig. 3-1: Issues of Importance to American Workers



inflation under control.

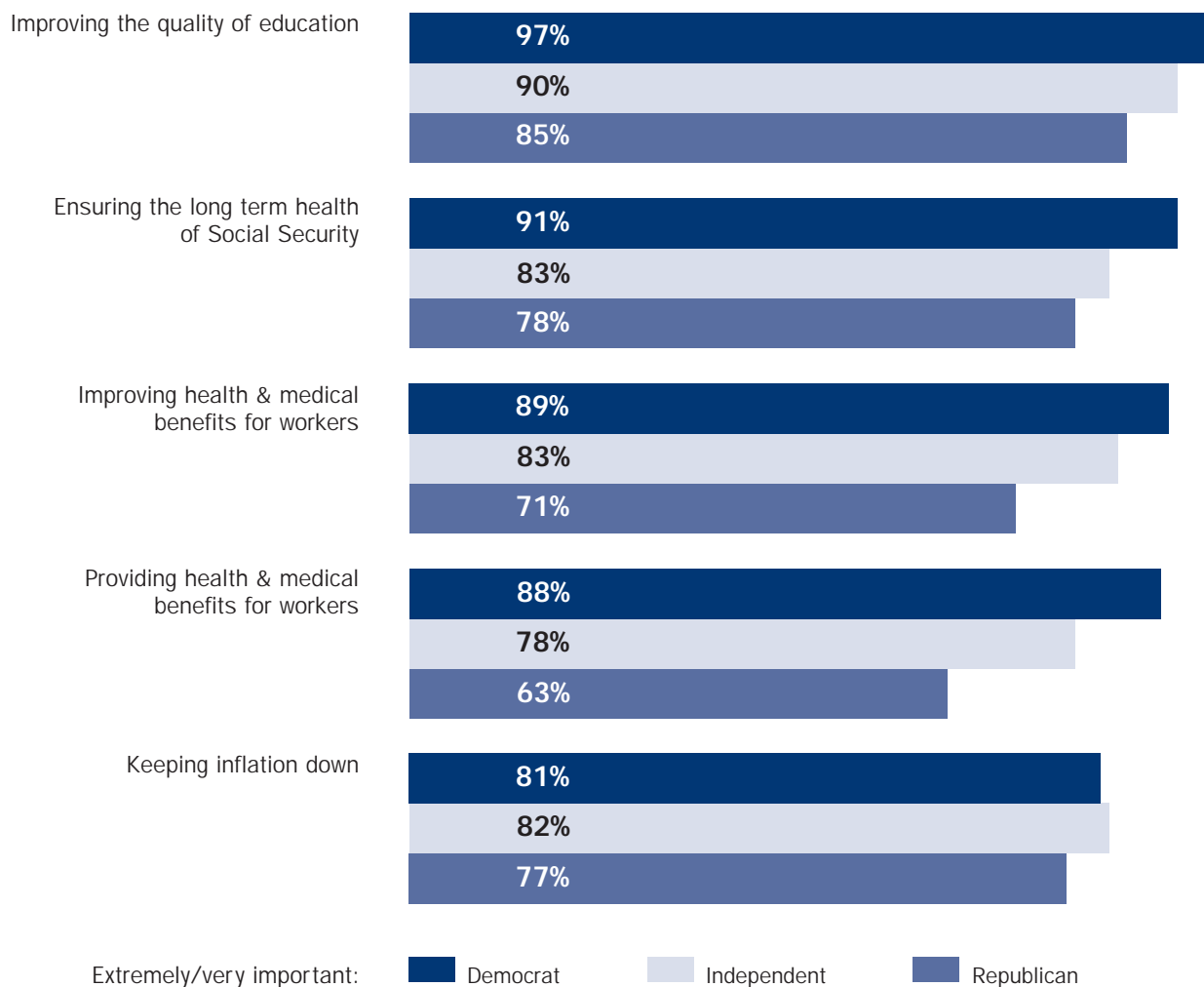
The convergence of priorities among Democrats and Independents may play an important role in shaping the issue agenda for the 2000 election. With Independents composing 26% of the working electorate and Democrats making up 36%, the vast majority of likely voters will care about these issues and expect candidates to

discuss them during their campaigns.

### *Issues of Importance to Republicans*

While Democrats and Independents show support for a more activist government, Republicans believe that government's biggest priority is cutting taxes. Nearly eight out of ten (76%) Republicans believe that a

Fig. 3-2: Top 5 Issues of Importance to American Workers by Party Affiliation



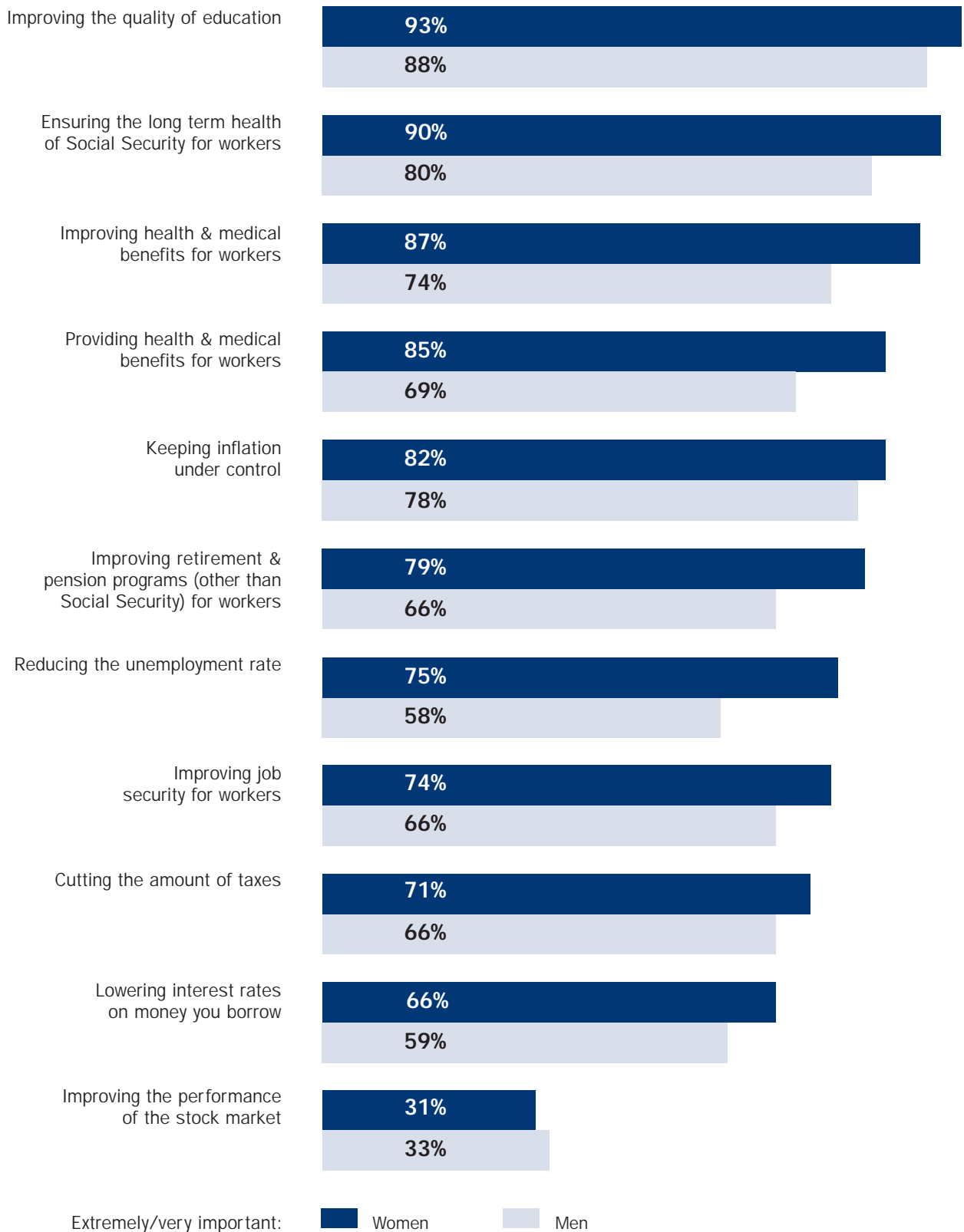
candidate's position on cutting taxes is "extremely" or "very" important compared to 67% of Democrats and 62% of Independents. Although the tax cut theme is a traditional favorite among Republican candidates and voters — especially amidst current discussions about the surplus — Republican candidates may need to broaden their message to include other economic and job issues such as inflation, job security, and reducing unemployment in order to court Independents and other swing voters.

Democrats and to a lesser extent Independents are more likely than Republicans to believe that keeping inflation down, improving job security and reducing unemployment are "extremely" or "very"

important. Although Republicans show moderate interest in these issues, the level of importance assigned to them is not very intense with 30% or less of Republicans indicating that almost all of these issues as "extremely" important. Republican candidates may choose to highlight these issues in the 2000 campaign in order to gain the attention of independent voters without alienating their Republican base.

In addition, Republicans designate a much lower level of importance than Democrats, Independents, and the general working population about the following issues: providing health and medical benefits, ensuring the quality of health/medical benefits, securing the future of Social

Fig. 3-3: Issues of Importance to American Workers According to Gender



Security, and improving other pension/retirement programs for workers. Except for the pension/retirement issue, Figure 3.2 compares the intensity of importance designated to these issues by party affiliation. When asked to indicate the importance of improving pension and retirement benefits, 63% of Republicans report that it is extremely or very important as compared to 71% of Independents and 78% of Democrats.

### *Issues of Importance to Women*

The voting decisions of women play a critical role in each election. In many recent elections including the last election for President, a voting gender gap has emerged in favor of Democrats. Based on responses from this survey, many of the issues most important to women are the same ones embraced by Democrats and Independents. In general, women feel more strongly about an activist government, a preference clearly seen in their responses across the series of potential issues addressed by candidates. Women are especially interested in education, the stability of Social Security, providing and improving medical benefits, and reducing unemployment.

The sharpest differences between men and women exist on issues of job security and benefits: reducing the unemployment rate (women 17% higher), providing health and medical benefits for workers (women are 16% higher), improving retirement/pension programs (women 13% higher), and improving health and medical benefits for workers (women 13% higher). It is also noteworthy that women place higher importance on cutting taxes than men.

### *The Importance of Economic & Job Security Issues among Minority Workers*

Workers from minority groups are more likely than white non-Hispanic workers to assign high degrees of importance to economic and

job security issues. Comparing the percentages of minority workers to white workers who report “extremely” or “very” on a number of issues elucidates this point. For example, most (86%) minority workers feel that improving job security is extremely or very important compared to 64% of white, non-Hispanic workers. Keeping inflation low (86% vs. 78%) and reducing unemployment (84% vs. 61%) follow similar patterns.

In addition to general economic issues, minority workers are more concerned with issues dealing with individual benefits such as Social Security, retirement/pension benefits, and medical benefits. Comparing responses of “extremely” or “very” about the importance of these issues between white and minority workers demonstrates this difference. For example, almost all (90%) of minority workers compared to 83% of white, non-Hispanic workers indicate that ensuring the long-term financial security of Social Security is extremely or very important. Similarly, minority workers feel more strongly about improving retirement and pension programs for workers (84% vs. 68%), improving medical benefits (89% vs. 77%) and providing medical benefits for all workers who currently do not have benefits (87% vs. 73%).

This concern over personal benefits may in part be related to the income levels of minority workers who have lower average incomes than white, non-Hispanic workers with 24% of white workers earning less than \$30,000/year compared to 39% of minority workers. About 12% of all workers earn below \$20,000 per year. With less disposable income, minority and low-income workers have less ability to save for their future or pay for health problems without medical insurance.

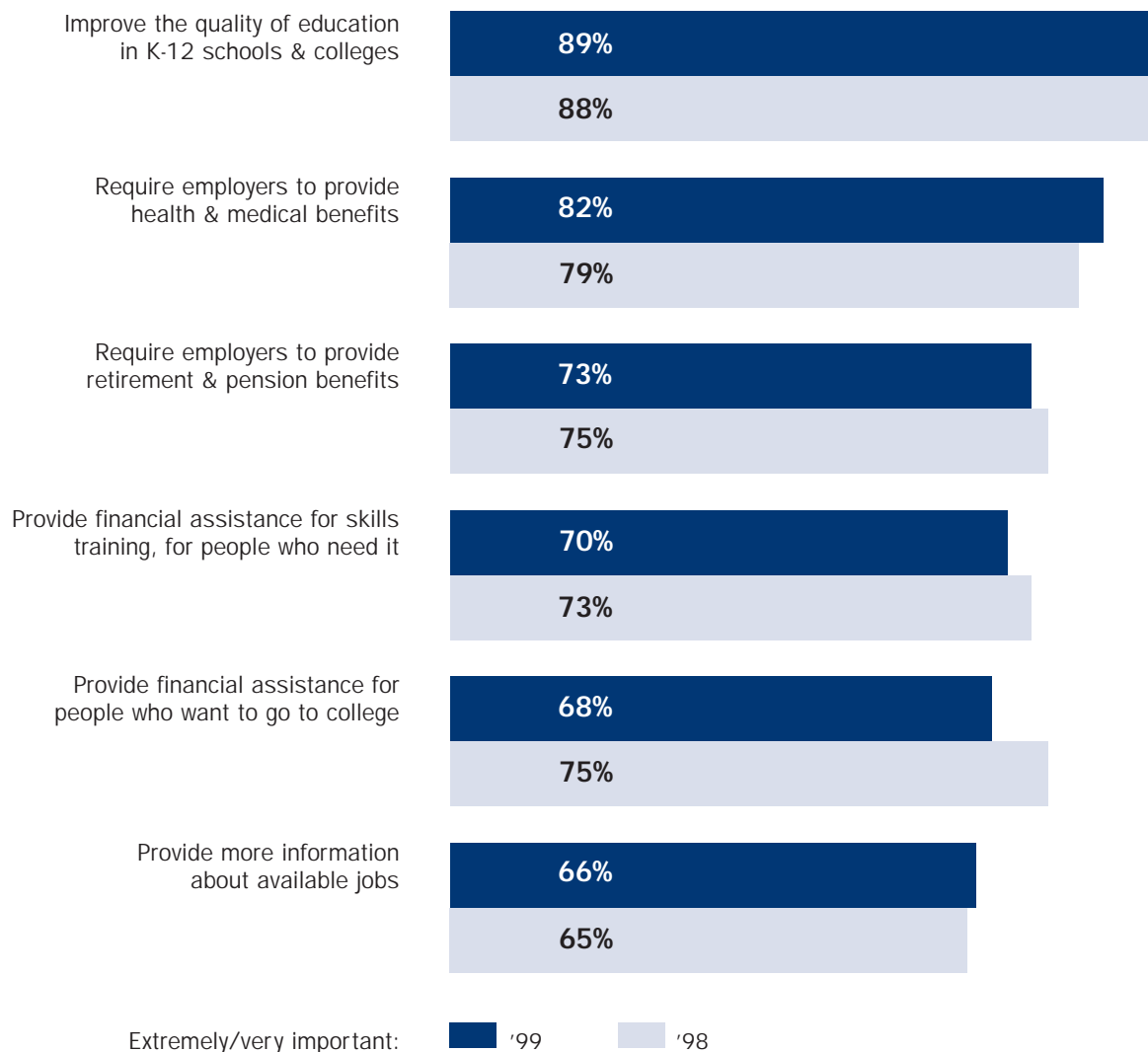


## 4. What Americans Want from Government

Although the economy continues to expand and unemployment remains at historically low levels, workers are not immune from layoffs or from the need to upgrade their skills to remain competitive in the global marketplace. When asked who should be primarily responsible for this training and education, American workers were much more likely to reply that workers (47%) or employers (23%) should be responsible instead of the government (12%).

When asked about who should be primarily responsible for providing financial support to workers when they are laid off from their jobs, American workers had a somewhat different response and were more likely to place the responsibility on the shoulders of either employers (45%) or the government (23%) than the workers themselves (18%). Democrats and women are among those that believe most strongly that employers are responsible for assisting workers

Fig. 4-1: Actions Government Can Take to Assist Workers & Job Seekers



when they are laid off. A majority (53%) of women believe that employers are responsible compared to 38% of men. Nearly half (48%) of Democrats hold this view compared to 44% of Independents and 40% of Republicans.

The perceptions among American workers about the role of government in providing continuing education and training and financial assistance to displaced workers have changed little during the past year. In 1998, 8% of workers reported that government should be primarily responsible for ongoing education and training, and 18% reported that the government should be primarily responsible for providing financial assistance to workers when laid off through no fault of their own.

Despite the onus placed on employers (instead of government) regarding financial assistance during layoffs and the responsibility for providing ongoing training, American workers strongly believe that government should play an active role in improving the quality of education, providing job information, providing financial support for college and job training, and offering tax incentives for employer-sponsored training programs. When presented with a list of actions government might take to help workers or those looking for better jobs, at least 65% of respondents indicated each action as extremely or very important (see Figure 4.1). In particular, American workers indicate that improving the education system and requiring employers to provide health and medical benefits as the most important actions government can take help workers or those looking for jobs.

The degree of importance placed on government actions to support workers and job seekers varies significantly according to party lines, gender, and race. In general, Democrats, women, and low-income workers are more supportive of an activist government in this respect than their counterparts with Independents siding more closely to Republicans than Democrats. For example,

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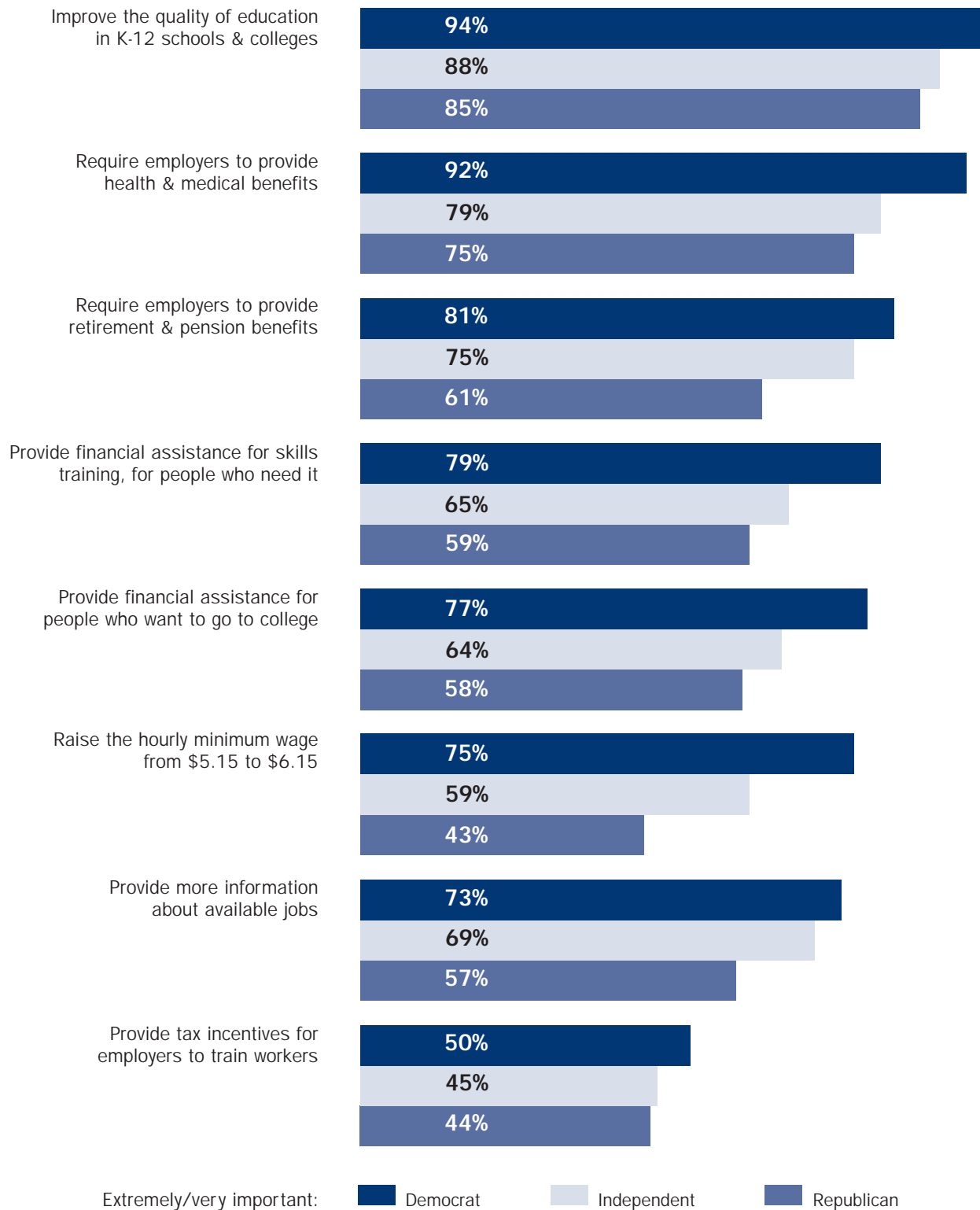
American workers strongly believe that government should play an active role in improving the quality of education, providing job information, providing financial support for college and job training, and offering tax incentives for employer-sponsored training programs.

when asked to rate the importance of providing financial assistance for people who want to go to college, 31% of women indicated it was “extremely important” compared to only 20% of men. In looking at responses by party, Democrats were much more likely to believe this action to be important with 34% saying it is “extremely important” compared to 21% of Independents and 17% of Republicans. When examining race/ethnicity, 39% of minority workers believe providing financial assistance is “extremely important” compared to only 20% of white non-Hispanic workers.

Similar variations exist when asked to rate the importance of improving the quality of education in K-12 schools and in colleges. Half (48%) of women workers rate improving education quality as “extremely important” compared to 39% of men. Even greater variation is seen in looking at responses along party lines with 52% of Democrats believing this action to be “extremely important” compared to 39% of Independents and 35% of Republicans. Minority workers are also more likely to think improving education is “extremely” important with half 51% responding as so compared to 41% of white non-Hispanic workers.

The choice to support these actions, therefore, may be a distinguishing factor in the upcoming election. A platform that supports government action to assist workers may resonate with many swing voters — especially women and minority workers — as well as among Democrats.

Fig. 4-2: Actions Government Can Take to Assist Workers & Job Seekers by Party Affiliation



## *Increased Support for Raising the Minimum Wage*

Support for increasing the minimum wage from \$5.15 to \$6.15 an hour has grown significantly during the past year. The vast majority of workers (83%) believe this is important with 61% saying this is “extremely” or “very” important. When a similar question was asked in the February of 1999, 65% said they agreed and 49% said they “strongly” agreed with raising the minimum wage to \$6.15 an hour. Support for raising the minimum wage does vary by party affiliation, however, with three-fourths (75%) of Democrats responding that raising the minimum wage is extremely or very important as

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Support for increasing the minimum wage from \$5.15 to \$6.15 an hour has grown significantly during the past year.

compared to 59% of Independents, and 43% of Republicans. Women are also much more likely to think raising the minimum wage is important with 72% reporting that is “extremely” or “very” important compared to only 51% of men. Although this support varies somewhat by party affiliation, there is ample support within both parties to see such legislation enacted in the coming years.

## 5. Job Satisfaction

In general, American workers are very satisfied with their jobs with almost all (91%) reporting that they are satisfied with their job overall. When asked to describe how well they like their job, American workers overwhelmingly responded in a positive fashion with 28% indicating they “love it,” 26% reporting they are “enthusiastic about it,” and 33% saying they “like it.” This contentment with their overall job is virtually the same as one year ago when Work Trends reported a 90% satisfaction level.

Job satisfaction is a composite of many different aspects of a job, however, and important differences exist between these different elements. The Work Trends series tracks these changes annually to determine if American workers have significant differences in experience at their workplace over time. Satisfaction levels on 14 job elements can be seen in Figure 5.1.

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With a consistently strong economy, low unemployment rate, and steadily climbing stock market over the past year, few, if any, dramatic changes have occurred in the US economy. In comparing job satisfaction levels between 1998 and 1999, only small changes can be seen. First, fewer American workers report that they are satisfied with their ability to balance work and family than a year ago. As explored in the

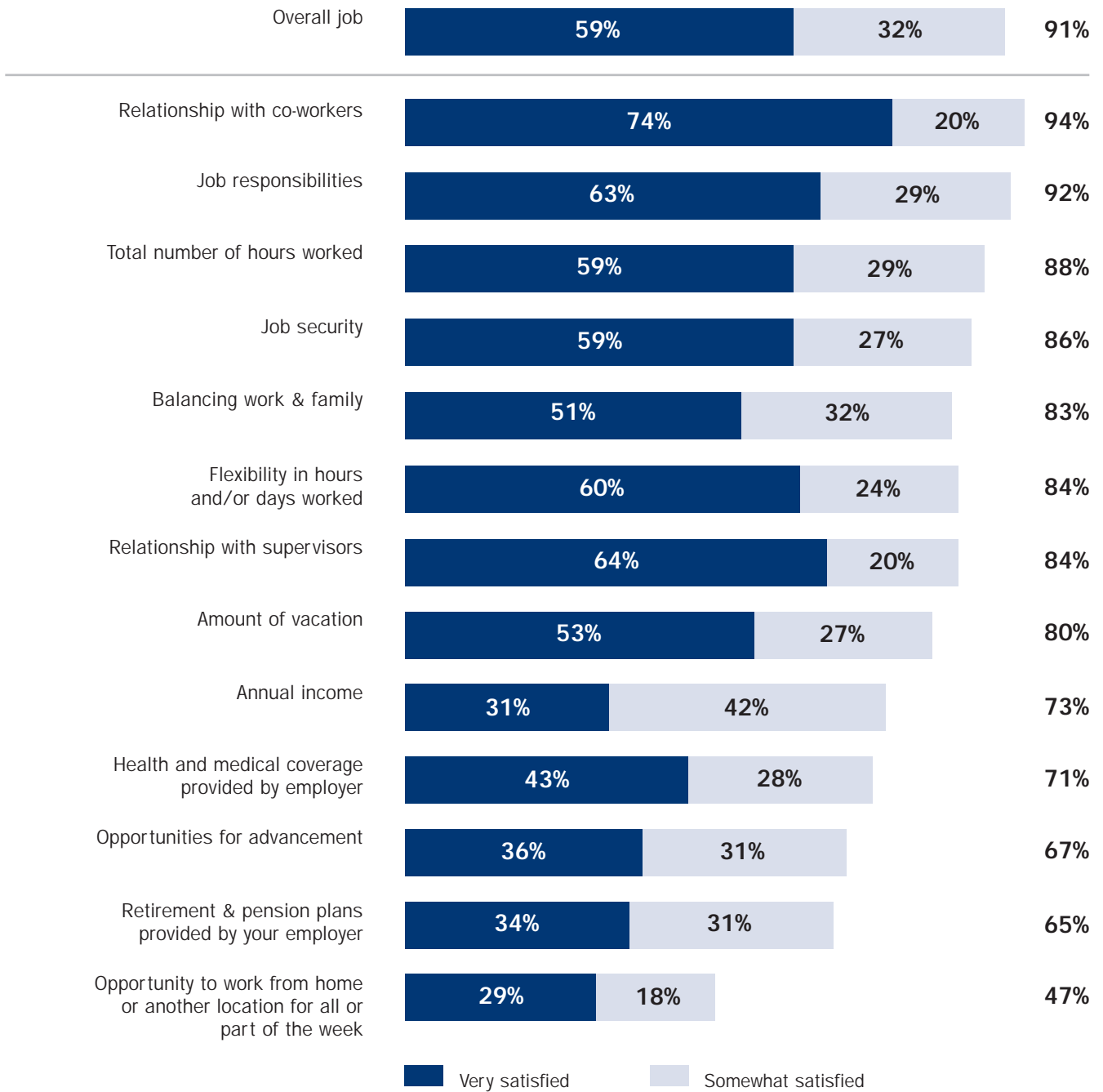
March 1999 Work Trends, the vast majority of Americans are concerned about their ability to balance work and family and feel stress resulting from work demands. In 1998, 87% of Americans indicated that they were either very or somewhat satisfied with their ability to balance work and family as compared to 83% in 1999. The demands of the expanding, strong economy appear to be placing increased work demands on employees, causing a decrease in overall satisfaction in this area.

The number of hours worked per week is related to the ability of a worker to balance work and family. According to the survey respondents, American workers work an average of 44 of hours per week. Although the majority (88%) of workers are satisfied with the number of hours a week they work, few (13%) would like to work more hours while more (30%) would like to work less. This breakdown is almost exactly the same as one year ago.

The booming economy has also yielded positive changes in worker perceptions. When asked if job, career, and employment opportunities will be better for the next generation, 56% of respondents in 1999 agreed as compared to 47% in 1998. Perhaps the longevity of economic expansion, low unemployment and increasing real wages has contributed to a feeling of security around future prospects.

Despite continued high levels of satisfaction on most job components, significant and important variation does exist across income levels with lower income workers less satisfied with many job elements including their overall income, their health and medical coverage, their retirement and pension plans provided by their employer, their opportunities to get more education and training from their employer, and their

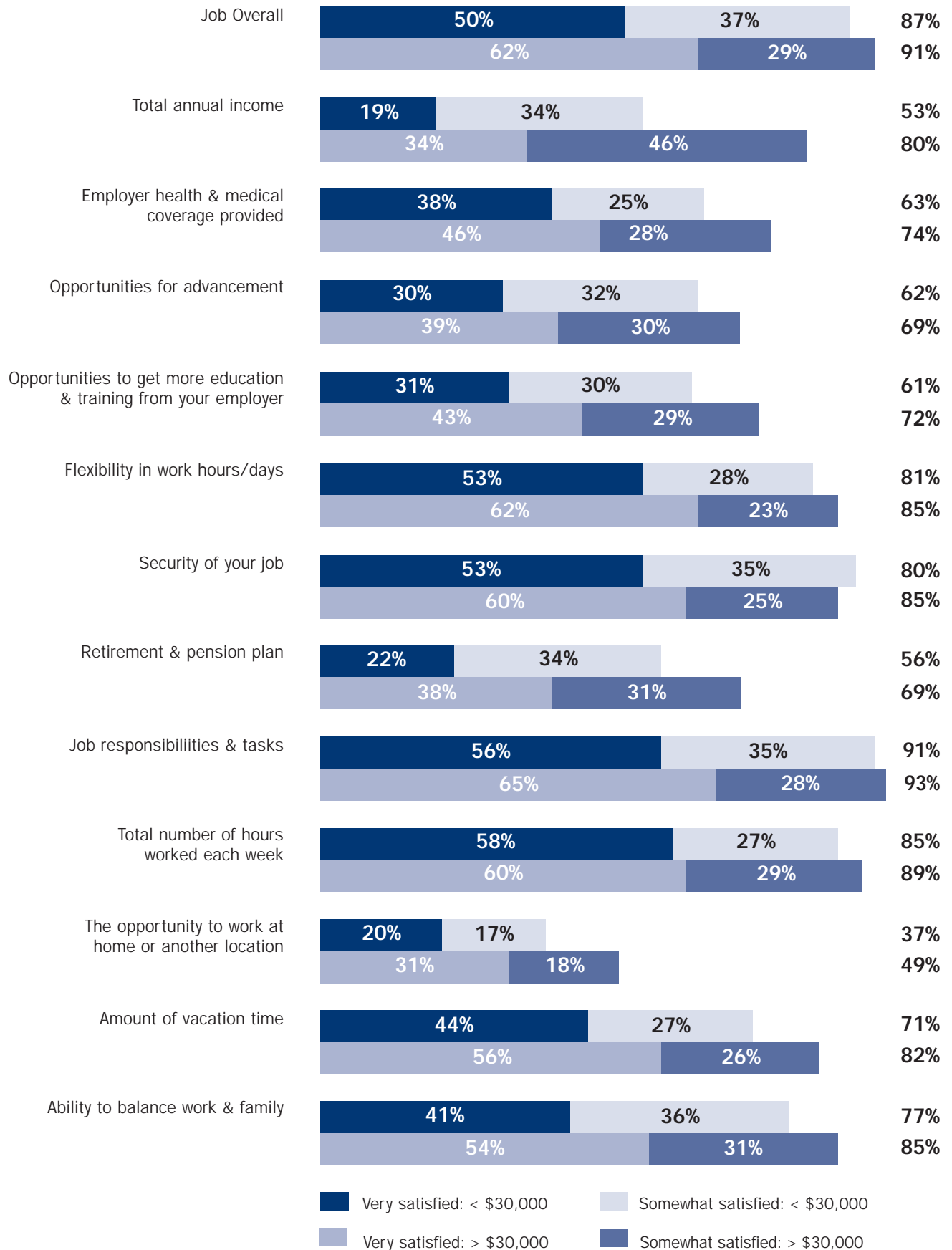
Fig. 5-1: Relative Satisfaction of Different Job Factors



amount of vacation time. For the most part, workers earning under \$30,000 are much less likely to be satisfied with each of these job elements (see Figure 5.2). The lower the income level, the less satisfied a worker will be with each of these job compo-

nents. For example, when examining satisfaction with pension and retirement benefits provided by their employer, 22% of workers are very satisfied as compared to 38% of those earning above \$30,000.

Fig. 5-2: Satisfaction with Job Components by Income (above and below \$30,000/year)



## 6. Conclusion

American workers want the good times to keep rolling and are prepared to vote for the candidates that can deliver continued prosperity. Almost every American worker believes that candidate positions on job issues will strongly influence their vote. This high level of importance placed on job-related issues cuts across party affiliation, education levels, income levels, and gender. The early lead by Texas Governor George Bush illustrates this strong connection between job issues and votes. Despite the fact that workers believe that Democrats do a better job than Republicans in handling the job situation, more American workers report that Bush would best handle the job situation in America than Vice-President Al Gore.

The race among Presidential candidates to win workers' confidence about their ability to handle job issues is far from over, however. More than a quarter of all workers have yet to decide which candidate would more effectively handle job related issues. Much of this indecision may come from a lack of knowledge about candidate positions. Most American workers want to learn more about candidate positions on issues related to jobs and strongly believe that the news media has done either a poor or fair job covering these issues.

The messages put out by candidates thus far clearly do not match the issues most important to American workers — jobs, education, and economic security. According to American workers, the five most important issues for candidates to address in addition to jobs are: improving the quality of education; ensuring the long-term health of Social Security; keeping inflation down; improving health and medical benefits for workers; and providing health and medical benefits for workers. In addition, working Americans show strong a growing support for raising

the minimum wage and providing financial assistance for skills training. So far, the leading Presidential candidates have not discussed or addressed these issues in the public arena. In order to connect with American workers and foster an issue-based campaign, candidates should re-focus their message to address these concerns.

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The issues most important to American workers are strongly correlated to the actions they believe government should take to assist workers. American workers want an active government and feel strongly about the government taking actions in areas traditionally out of their sphere of influence.

Examining the issues deemed most important by workers finds them looking toward the future — and toward a government that plays a positive role in their long-term economic security. The long duration of strong economic growth seems to have mitigated fears about job security and income for most workers, allowing them to look past their immediate needs toward their retirement, their healthcare, and their children's education and security.

The degree to which political parties and candidates resonate with these issues varies considerably. The top 5 issues of importance among the general population of American workers are also the issues most important to Democratic and Independent workers. Republican workers, however, place the greatest importance on cutting taxes, an issue of lower importance to the general working population. In fact, many short-term



economic issues — cutting taxes, lowering the interest rate, and improving the performance of the stock market — are among the issues of least importance to American workers. To be successful, Republican candidates may have to take their cue from Governor Bush and work to build voter confidence about their ability to handle job and other mainstream issues important to American workers such as improving the quality of education.

The issues most important to American workers are strongly correlated to the actions they believe government should take to assist workers. American workers want an active government and feel strongly about the government taking actions in areas traditionally out of their sphere of influence. For example, almost every American worker indicates that it is important for government to improve the quality of K-12 and college education, neither of which is controlled by

the federal government. In addition, workers feel that it is important for government to *require* employers to provide health/medical benefits and retirement and retirement/pension benefits to their employees. Such requirements would transform the workplace and bottom line for many employers.

Candidates' opinions about the manner and extent of government action in these areas are virtually unknown. By highlighting and debating the role of government in addressing concerns over education, health and medical benefits, retirement benefits, minimum wage, and continuing education for workers, candidates would provide meaningful information for the American electorate. It is clear the American workers are seeking *solutions at work*, policies and programs to assist them and their children in navigating and reaping rewards from the new economy.

# Appendix 1: Survey Results

Hello, my name is \$I and I'm calling from the Center for Survey Research and Analysis at the University of Connecticut. We're conducting a national survey about what people think about their jobs, and it's very important that I get the opinions of the person in this household who is at least 18 years of age, or older, and who has the next birthday

N=	1001	100%
Continue 01	1000	100%
No answer NA		
R => /END	0	0%
Busy BZ		
R => /END	0	0%
Fax/Modem FX		
=> /END	0	0%
Answer machine AM		
R => /END	0	0%
Disconnected DC		
=> /END	0	0%
Business BU		
=> /END	0	0%
Refusal RE		
=> /END	0	0%
Call-back CB		
R => /NAME	1	0%
Soft Unscreened Call-Back SU		
R => /END	0	0%
All other codes 99		
R => INT	0	0%

## INT1

### 19: INT2

**INT2. Are you currently employed, are you unemployed and looking for work, or are you not employed and not looking for work?**

N=	1000	100%
Employed 01	936	94%
Unemployed and looking for work 02 => Q1	64	6%
Not looking for work 03 => INT4	0	0%
Don't know—THANK AND TERMINATE XX => /END	0	0%
Refused—THANK AND TERMINATE YY => /END	0	0%

## INT2

### 20: INT3

**INT3. Which statement best describes your current employment situation:**

N=	936	100%
I work full-time for only one employer 01 => Q1	679	73%
I work full time for one employer and part-time for another employer 02 => Q1	53	6%
I work one part-time job 03 => Q1	86	9%
I work two or more part-time jobs 04 => Q1	21	2%
I am self-employed 05 => Q1	92	10%
I work two or more FULL-TIME jobs. 06 => Q1	5	1%
Don't know—THANK AND TERMINATE (DK SCREENER) XX => /END	0	0%
Refused—THANK AND TERMINATE (REF SCREENER) YY => /END	0	0%

## INT3

### 22: Q1

**Q1. If the election for President were held today and you had to choose between Democrat Al Gore, Democrat Bill Bradley, Republican George W Bush, Republican Elizabeth Dole, or Republican John McCain, who would you vote for? (IF DONT' KNOW,) Which way do you lean?**

N=	1000	100%
Al Gore (Democrat) 01	231	23%
Bill Bradley (Democrat) 02	64	6%
George W. Bush (Republican) 03	316	32%
Elizabeth Dole (Republican) 04	97	10%
John McCain (Republican) 05	26	3%
Other Candidate (VOL) {SPECIFY} 88 O	22	2%
Don't vote/Wouldn't vote (VOL) 97	94	10%
Don't know 98	146	14%
Refused 99	4	*%

## Q1

### O\_Q1

### 23: Q2

**Q2. If the election for President were held today and the candidates were ( ROTATE:) Republican George W. Bush and Democrat Al Gore, who would you vote for? (IF DON'T KNOW): Which way do you lean?**

#### Rotation => 3

N=	1000	100%
Al Gore (Democrat) 01	341	34%
George W. Bush (Republican) 02	481	49%
Other Candidate (VOL) {SPECIFY} 88 O	10	1%
Don't vote/Wouldn't vote (VOL) 97	70	7%
Don't know 98	92	9%
Refused 99	6	1%

## Q2

### O\_Q2

### 24: Q3

**Q3. Overall, how good a job do you think President Clinton is doing? Excellent, good, only fair, or poor**

N=	1000	100%
Excellent 01	179	18%
Good 02	400	40%
Only Fair 03	25	26%
Poor 04	142	15%
Don't know 98	15	1%
Refused 99	6	1%

## Q3

### 25: Q4

**Q4. How good a job do you think President Clinton is doing in handling the jobsituation in America? Excellent, good, only fair, or poor?**

N=	1000	100%
Excellent 01	148	14%
Good 02	424	43%
Only Fair 03	278	28%
Poor 04	93	10%
Don't know 98	52	5%
Refused 99	5	1%

## Q4

**26: Q5**  
**Q5. Would you say the American economy is in good times or in bad times right now?**

N=	1000	100%
Good times		
01	801	80%
Bad times		
02	141	14%
Don't know		
98	55	5%
Refused	99	3
		—

**Q5**

**27: Q6**  
**Q6. How much do you think the policies of the Clinton administration are responsible for the health of the American economy - a lot, some, a little, or not at all?**

N=	1000	100%	
A lot	01	259	25%
Some	02	437	44%
A little	03	203	21%
Not at all	04	73	7%
Don't know			
98	25	3%	
Refused	99	3	0%

**Q6**

**28: Q7**  
**Q7. And how much do you think Vice President Al Gore is responsible for the health of the American economy - a lot, some, a little, or not at all?**

N=	1000	100%	
A lot	01	78	8%
Some	02	270	27%
A little	03	291	29%
Not at all	04	303	31%
Don't know			
98	56	5%	
Refused	99	2	*%

**Q7**

**29: Q8**  
**Q8. In thinking about how you will vote in the next Presidential election, how important are the candidates positions on the job situation in America — Extremely important, very important, somewhat important, not very important, or not at all important?**

N=	1000	100%
Extremely important		
01	244	24%
Very Important		
02	410	41%

Somewhat Important		
03	240	25%
Not very important		
04	51	5%
Not at all important		
05	24	3%
Don't vote (VOL)		
88	18	2%
Don't know		
98	11	1%
Refused	99	2
		*%

**Q8**

**30: Q9**  
**Q9. Which one of the following Presidential candidates would best handle the job situation in America if elected? (rotate choices)**

**Rotation => 5**

N=	1000	100%
Republican candidate George Bush, Jr.		
01	292	30%
Democratic candidate Al Gore		
02	244	24%
Republican candidate Elizabeth Dole		
03	100	10%
Democratic candidate Bill Bradley		
04	62	6%
Republican candidate John McCain		
05	27	3%
Don't know		
98	269	27%
Refused	99	6
		1%

**Q9**

**31: Q10**  
**Q10. In thinking about how you will vote in the congressional elections next year, how important are the candidates positions on the job situation in America — Extremely important, very important, somewhat important, not very important, or not at all important?**

N=	1000	100%
Extremely important		
01	258	25%
Very Important		
02	383	38%
Somewhat Important		
03	264	27%
Not very important		
04	43	4%
Not at all important		
05	21	2%
Don't vote (VOL)		
88	16	2%

Extremely important		
01	258	25%
Very Important		
02	383	38%
Somewhat Important		
03	264	27%
Not very important		
04	43	4%
Not at all important		
05	21	2%
Don't vote (VOL)		
88	16	2%

Don't know		
98	14	1%
Refused	99	1
		*%

**Q10**

**32: Q11**  
**Q11. Which party in Congress does a better job of handling issues related to jobs in America, (READ THE CHOICES) Democratic party or the Republican party?**

**Rotation => 2**

N=	1000	100%
Democratic Party		
01	474	47%
Republican Party		
02	298	31%
Neither (VOL)		
03	63	6%
Both (VOL)		
04	28	3%
Don't know		
98	132	13%
Refused	99	5
		1%

**Q11**

**33: Q12**  
**Q12 I am going to read you a list of policies a candidate might address in a campaign. Please tell me how important each is in your decision to vote for a candidate. - extremely important, very important, somewhat important, not too important, or not at all important. First is...**

N=	1000	100%
CONTINUE		
01	1000	100%

**Q12**

**34: Q12A**  
**Q12A. Reducing the unemployment rate**

**Rotation => Q12K**

N=	1000	100%
Extremely important		
01	246	24%
Very Important		
02	421	42%
Somewhat Important		
03	237	24%
Not very important		
04	59	6%
Not at all important		
05	28	3%
Don't know		
98	7	1%
Refused	99	2
		0%

**Q12A**

**35: Q12B**  
**Q12B. Improving Job security for those who are working**

N=	1000	100%
Extremely important		
01	275	27%
Very Important		
02	420	42%
Somewhat Important		
03	223	22%
Not very important		
04	46	5%
Not at all important		
05	27	3%
Don't know		
98	7	1%
Refused	99	2
		0%

**Q12B**

**36: Q12C**  
**Q12C. Keeping inflation under control**

N=	1000	100%
Extremely important		
01	307	30%
Very Important		
02	497	50%
Somewhat Important		
03	164	17%
Not very important		
04	8	1%
Not at all important		
05	12	1%
Don't know		
98	10	1%
Refused	99	2
		0%

**Q12C**

**37: Q12D**  
**Q12D. Cutting the amount of money you pay in taxes**

N=	1000	100%
Extremely important		
01	280	28%
Very Important		
02	395	40%
Somewhat Important		
03	246	25%
Not very important		
04	52	5%
Not at all important		
05	18	2%
Don't know		
98	6	1%
Refused	99	3
		0%

**Q12D**

**38: Q12E**  
**Q12E. Improving the performance of the stock market**

N=	1000	100%
Extremely important		
01	80	8%
Very Important		
02	243	24%
Somewhat Important		
03	398	40%
Not very important		
04	144	15%
Not at all important		
05	84	9%
Don't know		
98	47	5%
Refused	99	4
		0%

**Q12E**

**39: Q12F**  
**Q12F. Lowering interest rates on money you borrow**

N=	1000	100%
Extremely important		
01	223	22%
Very Important		
02	395	40%
Somewhat Important		
03	278	28%
Not very important		
04	71	7%
Not at all important		
05	23	3%
Don't know		
98	8	1%
Refused	99	2
		0%

**Q12F**

**40: Q12G**  
**Q12G. Improving the quality of education**

N=	1000	100%
Extremely important		
01	487	48%
Very Important		
02	417	42%
Somewhat Important		
03	70	7%
Not very important		
04	9	1%
Not at all important		
05	11	1%
Don't know		
98	4	0%
Refused	99	2
		0%

**Q12G**

**41: Q12H**  
**Q12H. Ensuring the long-term financial health of Social Security**

N=	1000	100%
Extremely important		
01	399	39%
Very Important		
02	449	46%
Somewhat Important		
03	119	12%
Not very important		
04	14	2%
Not at all important		
05	13	1%
Don't know		
98	4	0%
Refused	99	2
		0%

**Q12H**

**42: Q12I**  
**Q12I. Improving retirement and Pension plans other than Social Security for people with jobs**

N=	1000	100%
Extremely important		
01	301	29%
Very Important		
02	419	42%
Somewhat Important		
03	204	21%
Not very important		
04	49	5%
Not at all important		
05	18	2%
Don't know		
98	7	1%
Refused	99	2
		0%

**Q12I**

**43: Q12J**  
**Q12J. Improving Health and Medical benefits for workers**

N=	1000	100%
Extremely important		
01	370	36%
Very Important		
02	436	44%
Somewhat Important		
03	148	15%
Not very important		
04	26	3%
Not at all important		
05	15	2%
Don't know		
98	3	0%
Refused	99	2
		0%

**Q12J**

**44: Q12K**  
**Q12K. Providing health and medical benefits for workers who do not currently have benefits**

N=	1000	100%
Extremely important		
01	354	35%
Very Important		
02	411	41%
Somewhat Important		
03	183	19%
Not very important		
04	29	3%
Not at all important		
05	16	2%
Don't know		
98	5	1%
Refused	99	2
		2
		2

**Q12K**

**45: Q12L**  
**Q12L. Overall, how would you rate the job the news media are doing in covering the presidential candidates' positions on issues related to jobs - excellent, good, only fair or poor?**

N=	1000	100%
Excellent	01	42
		4%
Good	02	284
		28%
Only Fair	03	404
		40%
Poor	04	212
		21%
Don't know		
98	57	6%
Refused	99	1
		1
		1

**Q12L**

**46: Q12M**  
**Q12M. How much would you say that you know about the presidential candidates' positions on issues related to jobs - a lot, some, a little or nothing at all?**

N=	1000	100%
A lot	01	81
		8%
Some	02	450
		45%
A Little	03	347
		35%
Nothing at all		
04	120	12%
Don't know		
98	2	2
		2
		2
Refused	99	0
		0
		0

**Q12M**

**47: Q13**  
**Q13. Now I'd like to find out how satisfied you are with different aspects of your job. For each, please tell me whether you are very satisfied, some-**

**what satisfied, neither satisfied nor dissatisfied, somewhat dissatisfied, or very dissatisfied with it. How satisfied are you with...**

=> **Q18 if INT2==02**

N=	936	100%
CONTINUE		
01	936	100%

**Q13**

**48: Q13A**  
**Q13A. Your job overall**

N=	936	100%
Very Satisfied		
01	554	59%
Somewhat Satisfied		
02	293	32%
Neither	03	19
		2%
Somewhat Dissatisfied		
04	48	5%
Very Dissatisfied		
05	20	2%
Don't know		
98	2	2
		2
		2
Refused	99	0
		0
		0

**Q13A**

**49: Q13B**  
**Q13B. Your total annual income**

Rotation => <b>Q130</b>		
N=	936	100%
Very Satisfied		
01	284	31%
Somewhat Satisfied		
02	399	42%
Neither	03	30
		3%
Somewhat Dissatisfied		
04	122	13%
Very Dissatisfied		
05	94	10%
Don't know		
98	6	6
		6
		6
Refused	99	1
		1
		1

**Q13B**

**50: Q13C**  
**Q13C. The Health and Medical coverage provided by your employer**

N=	936	100%
Very Satisfied		
01	404	43%
Somewhat Satisfied		
02	264	28%
Neither	03	55
		6%
Somewhat Dissatisfied		
04	76	8%

Very Dissatisfied		
05	110	12%
Don't know		
98	23	2%
Refused	99	4
		4
		4

**Q13C**

**51: Q13D**  
**Q13D. The retirement and pensions plans provided by your employer**

N=	936	100%
Very Satisfied		
01	320	34%
Somewhat Satisfied		
02	292	31%
Neither	03	66
		7%
Somewhat Dissatisfied		
04	95	10%
Very Dissatisfied		
05	133	14%
Don't know		
98	27	3%
Refused	99	3
		3
		3

**Q13D**

**52: Q13E**  
**Q13E. Your job responsibilities and tasks**

N=	936	100%
Very Satisfied		
01	589	63%
Somewhat Satisfied		
02	266	29%
Neither	03	19
		2%
Somewhat Dissatisfied		
04	45	5%
Very Dissatisfied		
05	13	1%
Don't know		
98	4	4
		4
		4
Refused	99	0
		0
		0

**Q13E**

**53: Q13F**  
**Q13F. Opportunities for advancement at your job**

N=	936	100%
Very Satisfied		
01	334	36%
Somewhat Satisfied		
02	283	31%
Neither	03	111
		12%
Somewhat Dissatisfied		
04	94	10%
Very Dissatisfied		
05	88	9%
Don't know		
98	24	3%

Refused	99	2	*/%
<b>Q13F</b>			
<b>54: Q13G</b>			
<b>Q13G. Opportunities to get more education or training from your employer</b>			
N=	936	100%	
Very Satisfied	01	375	40%
Somewhat Satisfied	02	265	29%
Neither	03	94	10%
Somewhat Dissatisfied	04	90	10%
Very Dissatisfied	05	80	8%
Don't know	98	31	3%
Refused	99	1	*/%
<b>Q13G</b>			
<b>55: Q13H</b>			
<b>Q13H. Flexibility in the hours and/or days when you work</b>			
N=	936	100%	
Very Satisfied	01	559	60%
Somewhat Satisfied	02	229	24%
Neither	03	48	5%
Somewhat Dissatisfied	04	56	6%
Very Dissatisfied	05	40	4%
Don't know	98	4	*/%
Refused	99	0	—%
<b>Q13H</b>			
<b>56: Q13I</b>			
<b>Q13I. The amount of vacation time you have</b>			
N=	936	100%	
Very Satisfied	01	501	53%
Somewhat Satisfied	02	248	27%
Neither	03	45	5%
Somewhat Dissatisfied	04	69	8%
Very Dissatisfied	05	66	7%
Don't know	98	6	1%
Refused	99	1	*/%
<b>Q13I</b>			

<b>57: Q13J</b>			
<b>Q13J. The security of your job</b>			
N=	936	100%	
Very Satisfied	01	551	59%
Somewhat Satisfied	02	256	27%
Neither	03	29	3%
Somewhat Dissatisfied	04	51	6%
Very Dissatisfied	05	42	5%
Don't know	98	7	1%
Refused	99	0	—%
<b>Q13J</b>			
<b>58: Q13K</b>			
<b>Q13K. The ability to balance work and family</b>			
N=	936	100%	
Very Satisfied	01	474	51%
Somewhat Satisfied	02	301	32%
Neither	03	45	5%
Somewhat Dissatisfied	04	68	8%
Very Dissatisfied	05	39	4%
Don't know	98	8	1%
Refused	99	1	*/%
<b>Q13K</b>			
<b>59: Q13L</b>			
<b>Q13L. The opportunity to work from home or another location for all or part of the week.</b>			
N=	936	100%	
Very Satisfied	01	266	29%
Somewhat Satisfied	02	160	18%
Neither	03	255	27%
Somewhat Dissatisfied	04	80	9%
Very Dissatisfied	05	86	9%
Don't know	98	82	8%
Refused	99	7	1%
<b>Q13L</b>			

<b>60: Q13M</b>			
<b>Q13M. Your relationship with your co-workers</b>			
N=	936	100%	
Very Satisfied	01	695	74%
Somewhat Satisfied	02	180	20%
Neither	03	24	3%
Somewhat Dissatisfied	04	18	2%
Very Dissatisfied	05	11	1%
Don't know	98	8	1%
Refused	99	0	—%
<b>Q13M</b>			
<b>61: Q13N</b>			
<b>Q13N. Your relationship with your supervisor</b>			
N=	936	100%	
Very Satisfied	01	604	64%
Somewhat Satisfied	02	181	20%
Neither	03	55	6%
Somewhat Dissatisfied	04	35	4%
Very Dissatisfied	05	29	3%
Don't know	98	29	3%
Refused	99	3	*/%
<b>Q13N</b>			
<b>62: Q13O</b>			
<b>Q13O. The total number of hours that you work each week</b>			
N=	936	100%	
Very Satisfied	01	554	59%
Somewhat Satisfied	02	265	29%
Neither	03	24	3%
Somewhat Dissatisfied	04	51	5%
Very Dissatisfied	05	38	4%
Don't know	98	4	*/%
Refused	99	0	—%
<b>Q13O</b>			

**63: Q14**  
**Q14. Which one of the following best tells how well you like your job?**

N=	936	100%
I hate it 01	14	2%
I dislike it 02	20	2%
I don't like it 03	23	3%
I am indifferent to it 04	56	6%
I like it 05	309	33%
I am enthusiastic about it 06	248	26%
I love it 07	264	28%
Don't know (VOL) 98	2	*%
Refused (VOL) 99	0	—%

**Q14**

**64: Q15**  
**Q15. On average, how many hours a week do you work?**

**SE 00 75**

N=	936	100%
76 OR MORE 76	19	2%
Don't know 98	5	1%
Refused 99	1	0%

**Q15**

**65: Q16**  
**Q16. Compared to three months ago, are you working more, the same, or fewer hours?**

N=	936	100%
More 01	202	22%
Same 02	576	61%
Fewer 03	153	16%
Don't know 98	3	*%
Refused 99	2	*%

**Q16**

**66: Q17**  
**Q17. Would you like to work more hours than you currently work, the same number of hours as you currently work, or fewer hours than you currently work?**

N=	936	100%
More 01	113	13%
Same 02	533	57%

Fewer 03	281	30%
Don't know 98	8	1%
Refused 99	1	*%

**Q17**

**67: Q18**  
**Q18. Please tell me whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree with the following statement: Overall, job, career and employment opportunities will be better for the next generation than for my generation**

N=	1001	100%
Strongly agree 01	210	21%
Somewhat agree 02	354	35%
Neither 03	89	9%
Somewhat disagree 04	202	20%
Strongly disagree 05	105	11%
Don't know 98	40	4%
Refused 99	1	—%

**Q18**

**68: Q19**  
**Q19. I am going to read you a list of actions that the government might take to help workers or those looking for better jobs. For each one, please tell me whether you think that these actions are extremely important, very important, somewhat important, not very important, or not important at all.**

N=	1001	100%
CONTINUE 01	1001	100%

**Q19**

**69: Q19A**  
**Q19A Provide more information about available jobs**

**Rotation => Q19H**

N=	1001	100%
Extremely important 01	234	23%
Very Important 02	430	43%
Somewhat Important 03	234	24%
Not very important 04	59	6%

Not important at all 05	36	4%
Don't know 98	8	1%
Refused 99	0	—%

**Q19A**

**70: Q19B**  
**Q19B. Provide financial assistance for skills training, for people who need it**

N=	1001	100%
Extremely important 01	225	22%
Very Important 02	475	48%
Somewhat Important 03	251	25%
Not very important 04	29	3%
Not important at all 05	13	1%
Don't know 98	8	1%
Refused 99	0	—%

**Q19B**

**71: Q19C**  
**Q19C. Provide financial assistance for people who want to go to college**

N=	1001	100%
Extremely important 01	251	25%
Very Important 02	426	43%
Somewhat Important 03	266	27%
Not very important 04	33	3%
Not important at all 05	20	2%
Don't know 98	4	*%
Refused 99	1	*%

**Q19C**

**72: Q19D**  
**Q19D. Improve the quality of education in our K-12 schools and colleges**

N=	1001	100%
Extremely important 01	436	43%
Very Important 02	457	46%
Somewhat Important 03	83	8%

Not very important			
04	11	1%	
Not important at all			
05	10	1%	
Don't know			
98	4	*%	
Refused	99	0	—%

**Q19D**

**73: Q19E**

**Q19E. Provide tax incentives for employers to train workers.**

N=	1001	100%	
Extremely important			
01	195	19%	
Very Important			
02	465	46%	
Somewhat Important			
03	283	29%	
Not very important			
04	42	4%	
Not important at all			
05	11	1%	
Don't know			
98	5	1%	
Refused	99	0	—%

**Q19E**

**74: Q19F**

**Q19F. Require employers to provide health and medical benefits**

N=	1001	100%	
Extremely important			
01	351	35%	
Very Important			
02	471	47%	
Somewhat Important			
03	124	13%	
Not very important			
04	29	3%	
Not important at all			
05	22	2%	
Don't know			
98	3	*%	
Refused	99	1	*%

**Q19F**

**75: Q19G**

**Q19G. Require employers to provide retirement and pension benefits**

N=	1001	100%
Extremely important		
01	284	28%
Very Important		
02	446	45%
Somewhat Important		
03	196	20%

Not very important			
04	43	4%	
Not important at all			
05	25	3%	
Don't know			
98	6	1%	
Refused	99	1	*%

**Q19G**

**76: Q19H**

**Q19H. Raise the hourly minimum wage from \$5.15 to \$6.15**

N=	1001	100%	
Extremely important			
01	267	26%	
Very Important			
02	351	35%	
Somewhat Important			
03	219	22%	
Not very important			
04	85	9%	
Not important at all			
05	73	8%	
Don't know			
98	6	1%	
Refused	99	0	—%

**Q19H**

**77: Q20**

**Q20. In order to advance to better jobs, many workers need education and training beyond formal schooling. Who should be primarily responsible for this training and education? The government, employers or workers themselves?**

N=	1001	100%	
The government			
01	122	12%	
Employers			
02	230	23%	
Workers			
03	467	47%	
Government and employers (VOL)			
04	21	2%	
Government and workers (VOL)			
05	14	2%	
Employers and Workers (VOL)			
06	78	8%	
All three equally (VOL)			
07	58	6%	
Other (VOL)			
88	0	*%	
Don't know			
98	9	1%	
Refused	99	0	—%

**Q20**

**O\_Q20**

**78: Q21**

**Q21. When workers get laid off from their jobs through no fault of their own, who do you think should be primarily responsible for providing financial support for them until they find another job? Should it be the government, their employer, or the workers themselves?**

N=	1001	100%	
The government			
01	232	23%	
Employers			
02	451	45%	
Workers			
03	171	18%	
Government and employers (VOL)			
04	71	7%	
Government and workers (VOL)			
05	13	1%	
Employers and Workers (VOL)			
06	16	2%	
All three equally (VOL)			
07	29	3%	
Other (VOL)			
8	0	1	*%
Don't know			
98	15	2%	
Refused	99	2	*%

**Q21**

**O\_Q21**

**79: QD1**

**QD1. Are you registered to vote?**

N=	1001	100%	
Yes			
01	842	84%	
No			
02 => QD3	154	16%	
Don't have to register to vote (VOL)			
03 => QD3	2	*%	
Don't know			
98 => QD3	2	*%	
Refused	99 => QD3	1	*%

**QD1**

**80: QD2**

**QD2. How likely is it that you will vote in the election for president next year - will you definitely vote, probably vote, probably not vote or definitely not vote?**

N=	842	100%
Definitely Vote		
01	682	80%
Probably Vote		
02	133	16%



Probably Not Vote	03	21	3%
Definitely Not Vote	04	4	*%
Don't know	98	2	*%
Refused	99	0	—%

**QD2**

**81: QD3**

**QD3. In politics as of today, do you consider yourself to be a Democrat, Republican, independent or something else?**

N=		1001	100%
Republican	01	253	26%
Democrat	02	364	36%
Independent	03	256	26%
Other {SPECIFY}	88	64	6%
Don't know	98	55	6%
Refused	99	9	1%

**QD3**

**O\_QD3**

**82: QD4**

**QD4. In politics as of today, are you a Liberal, Moderate, or Conservative?**

N=		1001	100%
Liberal	01	224	23%
Moderate	02	377	38%
Conservative	03	314	31%
Don't know	98	76	8%
Refused	99	10	1%

**QD4**

**83: QD5**

**QD5. Do you currently have health and medical insurance for yourself?**

N=		1001	100%
Yes	01	872	87%
No	02	127	13%
Don't know	98	1	0%
Refused	99	1	0%

**QD5**

**84: QD6**

**QD6. I am going to read you a list of occupations, please tell me the one that most closely corresponds to the work you do for your primary employer**

=> **QD8 if INT2==02**

N= 945 100%

Professional	01	289	31%
Managerial	02	111	12%
Service	03	158	17%
Manufacturing	04	69	8%
Processing	05	10	1%
Technical	06	97	11%
Clerical and sales	07	114	12%
Agriculture	08	17	2%
Other	88	73	8%
Don't know	98	6	1%
Refused	99	1	*%

**QD6**

**85: QD7**

**QD7. Which best describes your current, primary employer? Is it a...**

N= 937 100%

Private, for profit business	01	525	57%
The government	02	172	18%
A non-profit organization	03	124	13%
Myself-I am self-employed	04	98	10%
Don't know	98	18	2%
Refused	99	0	—%

**QD7**

**86: QD8**

**QD8. Are you married?**

N=		1001	100%
Yes, married	01	549	54%
No, not married	02=> QD10	450	46%
Don't know	98=> QD10	2	*%
Refused	99=> QD10	0	—%

**QD8**

**87: QD9**

**QD9. Does your spouse work?**

N=		549	100%
Yes	01	430	77%
No	02	118	23%
Don't know	98	1	*%
Refused	99	0	—%

**QD9**

**88: QD10**

**QD10. Do you have any children under the age of 18 who live at home?**

N=		1001	100%
Yes	01	445	44%
No	02	555	56%
Don't know	98	1	*%
Refused	99	0	—%

**QD10**

**89: QD11**

**QD11. Including a spouse, children and dependent adults such as an elderly family member, how many people currently live in your household?**

N=		1001	100%
One	01	172	17%
Two	02	280	28%
Three	03	215	22%
Four	04	198	20%
Five	05	87	9%
Six	06	31	3%
Seven	07	10	1%
Eight	08	2	*%
Nine or more	09	2	*%
Don't know	98	0	—%
Refused	99	4	*%

**QD11**

**90: QD12**

**QD12 What was the last grade of school you completed?**

N=		1001	100%
Grade school or less (0-8)	01	12	1%
Some high school (9-11)	02	48	5%
High school (12)	03	310	31%
Some college (1-3 years)	04	267	27%

College grad (4 years)	05	207	21%
Post graduate (beyond 4 years)	06	156	15%
Don't know	98	1	*%
Refused	99	0	—%

**91: QD13**

**QD13 Are you a member of a labor union or teacher's association?**

N=		1001	100%
No	01	820	82%
Labor union	02	116	12%
Teacher's Association	03	63	6%
Don't know	98	2	*%
Refused	99	0	—%

**QD13**

**92: QD14**

**QD14. In what year where you born?**

**SE 1901 1981**

N=		1001	100%
BORN BEFORE 1900	1900	3	*%
Don't know	1998	1	—%
Refused	1999	6	*%

**QD14**

**93: QD15**

**QD15. For classification purposes only, is the total yearly income of all of the members of your family now living**

**at home \$40,000 or more, or would it be less than \$40,000?**

N=		1001	100%
Less than \$40,000	01	360	36%
\$40,000 or more	02=> QD15B	591	59%
Don't know	98=> QD16	17	2%
Refused	99=> QD16	33	3%

**QD15**

**94: QD15A**

**QD15A. And is that . . .**

N=		360	100%
Under \$10,000	01=> QD16	27	7%
\$10,000 to less than \$20,000	02=> QD16	89	24%
\$20,000 to less than \$30,000	03=> QD16	127	35%
\$30,000 to less than \$40,000	04=> QD16	106	31%

Don't know

98=> QD16	6	2%
Refused 99=> QD16	5	1%

**QD15A**

**95: QD15B**

**QD15B And is that . . .**

N=		591	100%
\$40,000 to less than \$50,000	01	146	25%
\$50,000 to less than \$75,000	02	212	36%
\$75,000 or more	03	212	36%

Don't know

98	9	1%
Refused 99	12	2%

**QD15B**

**96: QD16**

**QD16. Are you black, white, Hispanic, Asian, Native American or something else?**

N=		1001	100%
Black	01	123	12%
White	02	736	73%
Hispanic	03	59	6%
Asian	04	23	3%
Native American	05	8	1%
Other {SPECIFY}	88	29	3%
Biracial	89	9	1%
Don't know	98	2	*%
Refused	99	12	1%

**QD16**

**O\_QD16**

**99: QD17**

**QD17. (GENDER BY OBSERVATION)**

N=		1001	100%
Male	1	509	54%
Female	2	492	46%

**QD17**

## Appendix 2: Methodology

The survey was conducted from July 30 through August 12, 1999 by the Center for Survey Research and Analysis (CSRA) at the University of Connecticut. This report is based on a total of 1,000 telephone interviews completed with adult members of the workforce in the contiguous United States.

Interviews were conducted at the CSRA's interviewing facility in Storrs, Connecticut, using a Computer Assisted Telephone Interviewing (CATI) system. All CSRA surveys are conducted by professional survey interviewers who are trained in standard protocols for administering survey instruments. All interviewers assigned to this survey participated in special training conducted by senior project staff. The draft survey questionnaire and field protocols received extensive testing prior to the start of the formal interviewing period. Interviews were extensively monitored by center staff to insure CSRA standards for quality were continually met.

The sample for this survey was

stratified to insure that regions, as defined by the U.S. Bureau of the Census, were represented in proportion to their share of the total U.S. workforce. Within each of these regions, telephone numbers were generated through a random-digit-dial telephone methodology to insure that each possible residential telephone number had an equal probability of selection. Telephone banks which contain no known residential telephone numbers were removed from the sample selection process. The sample was generated using the GENESYS sampling database under the direction of a CSRA survey methodologist. Once selected, each telephone number was contacted a minimum of four times to attempt to reach an eligible respondent. Households where a viable contact was made were called up to 25 additional times. Within each household one adult was randomly selected to complete the interview.

A total of 2,170 adults received full screening interviews to determine if they were eligible for inclusion in the survey.

Respondents were included if they worked full or part time, or if they were unemployed and looking for work. A total of 1,143 adults were not interviewed because they did not meet the screening criteria. An additional 27 respondents completed partial interviews and asked that the interview be completed after the field period had ended. The results of this report are based on a total of 1,000 complete interviews with members of the workforce. The final results are weighted to match U.S. Department of Labor estimates for age, gender, and employment status for the U.S. workforce.

The sample error associated with a survey of this size is +/- 3%, meaning that there is less than one chance in twenty that the results of a survey of this size would differ by more than 3% in either direction from the results which would be obtained if all members of the workforce in the contiguous U.S. had been selected. The sample error is larger for subgroups. CSRA also attempted to minimize other possible sources of error in this survey.

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