



JOHN J. HELDRICH  
CENTER FOR  
WORKFORCE  
DEVELOPMENT

# WORKTRENDS

AMERICANS' ATTITUDES ABOUT WORK, EMPLOYERS, AND GOVERNMENT

## A Tale of Two Workforces: The Benefits and Burdens of Working Part Time

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# BACKGROUND

The John J. Heldrich Center for Workforce Development at the Edward J. Bloustein School of Planning and Public Policy at Rutgers University is 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 workers' 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. Since 1997, the Heldrich Center has experienced rapid growth, working with federal and state government partners, Fortune 100 companies, and major foundations. The Center embodies its slogan "Solutions at Work" by teaming with partners and clients to translate cutting-edge research and analysis into practices and programs that companies, unions, schools, community-based organizations, and government officials can leverage to strengthen the nation's workforce. The Center's projects are grounded in a core set of research priorities:

- > Disability Employment
- > Education and Training
- > U.S. Labor Market and Industry
- > Unemployment and Reemployment
- > Work Trends
- > Workforce Policy and Practice

Since its inception, the Heldrich Center has sought to inform employers, union leaders, policymakers, community members, the media, and academic communities about critical workforce and education issues that relate to the emerging global economy. To better understand the public's attitudes about work, employers, and the government, and improve workplace practices and policy, the Heldrich Center produces the *Work Trends* surveys on a regular basis (the complete set of reports is available at [www.heldrich.rutgers.edu](http://www.heldrich.rutgers.edu)). The surveys poll the general public on critical workforce issues facing Americans and American businesses. The survey findings are promoted widely to the media and national constituencies. The series is co-directed by Carl E. Van Horn, Ph.D., Director of the Heldrich Center and Distinguished Professor at Rutgers University, and Cliff Zukin, Ph.D., Senior Faculty Fellow at the Heldrich Center and Professor of Public Policy and Political Science at Rutgers University.

*A Tale of Two Workforces: The Benefits and Burdens of Working Part Time* continues to advance the goals of the *Work Trends* series to give American workers a voice in the national economic policy debates, and thereby provides policymakers and employers with reliable insights into how workers across the nation are judging and acting upon the realities of work and the workplace.

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# INTRODUCTION

In May 2015, 26 million Americans, nearly one in five (18%) in the non-agricultural sector of the labor force, were employed part time, logging less than 35 hours per week.<sup>1</sup> Part-time workers have always been an important component of the workforce. The types of workers and jobs vary widely — from college students who work in coffee shops between classes and on weekends to freelance computer software designers working for multi-national companies.

Most part-time workers, 19.6 million or 13.4% of the nation's workforce, prefer to work less than 35 hours per week. Simply put, these workers have other obligations, such as taking care of children or attending school or college. **Voluntary** part-time workers have made up a significant portion of the labor force for decades. Although their numbers have declined somewhat in the past several decades, there was little change during and after the Great Recession. In 2007, 19.2 million people were voluntary part-time workers.<sup>2</sup>

**Involuntary** part-time workers, in contrast, work less than 35 hours per week because they cannot find a full-time job. In May 2015, these 6.5 million workers represented 4.6% of the workforce. Prior to the Great Recession, in 2007, there were 4.5 million involuntary part-time workers. During the recession, that number jumped to 9.4 million.<sup>3</sup> While the number of workers unable to find a full-time job when they wanted one has declined, the persistence of a large involuntary part-time workforce is often cited by the Federal Reserve Board and other policymakers as a key indicator of the state of the U.S. labor market and a rationale for continuing efforts to stimulate growth.<sup>4</sup>

In short, the story of part-time work in America is a tale of two very different realities. On the one hand are voluntary part-timers who are supplementing their income or working reduced hours so they can have more leisure time or meet family obligations. On the other hand are the involuntary part-timers who struggle to make ends meet because they cannot earn enough with one or even two or three part-time jobs. This *Work Trends* survey was designed to develop a more detailed portrait of part-time work and part-time workers in America, to understand the perceived benefits and burdens from the standpoint of part-time workers, and to compare and contrast these two very different part-time work realities.

## DEMOGRAPHIC PROFILE OF PART-TIME WORKERS

Part-time workers are spread throughout all strata of American society. They are, in most ways, a microcosm of the U.S. population. Table 1 presents a demographic breakdown of part-time workers in America. The first column shows the makeup of the population, based on estimates from the U.S. Census Bureau. The second column shows the distribution of all part-time workers, while the third and fourth columns display the data for voluntary and involuntary part-time workers, respectively. Comparing all workers to the overall U.S. population shows that part-time workers tend to be comprised of far more young people between the ages of 18 and 29 than the population as a whole (37 to 22 percentage points), but are fairly close to the U.S. norms for race, education, and income. The one area of major difference is that the part-time workforce is far

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more female. While women make up 51% of the population, they make up 65% of part-time workers.

There are far more significant differences between those voluntarily working part time and those involuntarily doing so for reasons of economic need and the inability to find full-time work. Comparing part-time workers to the overall U.S. population shows that:

> **Voluntary part-time** workers are disproportionately white, while **involuntary part-time** workers are disproportionately minority, especially Hispanic. While whites make up 63% of the general public, they comprise 72% of voluntary part-time workers, and just 54% of involuntary ones. Hispanics account for 23% of involuntary part-time workers, and blacks account for

**TABLE 1. Demographic Profile**

Percent in Population	United States <sup>5</sup>	All Part-time Workers	Voluntary	Involuntary
<b>Age</b>				
18-29	22%	37%	37%	37%
30-44	26%	22%	20%	26%
45-59	28%	22%	21%	28%
60+	24%	19%	23%	8%
<b>Race</b>				
White	63%	68%	72%	54%
Black, Non-Hispanic	12%	10%	9%	15%
Other, Non-Hispanic	5%	5%	5%	5%
Hispanic	17%	14%	12%	23%
2+ Races	2%	3%	3%	4%
<b>Education</b>				
Less than High School	12%	13%	11%	17%
High School	30%	24%	21%	32%
Some College	29%	37%	39%	31%
Bachelor's Degree or Higher	29%	26%	28%	20%
<b>Gender</b>				
Male	49%	35%	32%	45%
Female	51%	65%	68%	55%
<b>Household Income</b>				
Less than \$30K	29%	23%	18%	40%
\$30K to \$50K	19%	17%	17%	16%
\$50K to \$100K	30%	35%	36%	32%
More than \$100K	22%	24%	28%	12%

another 15%, for a total of 38%, while they make up only 21% of the voluntary workforce.

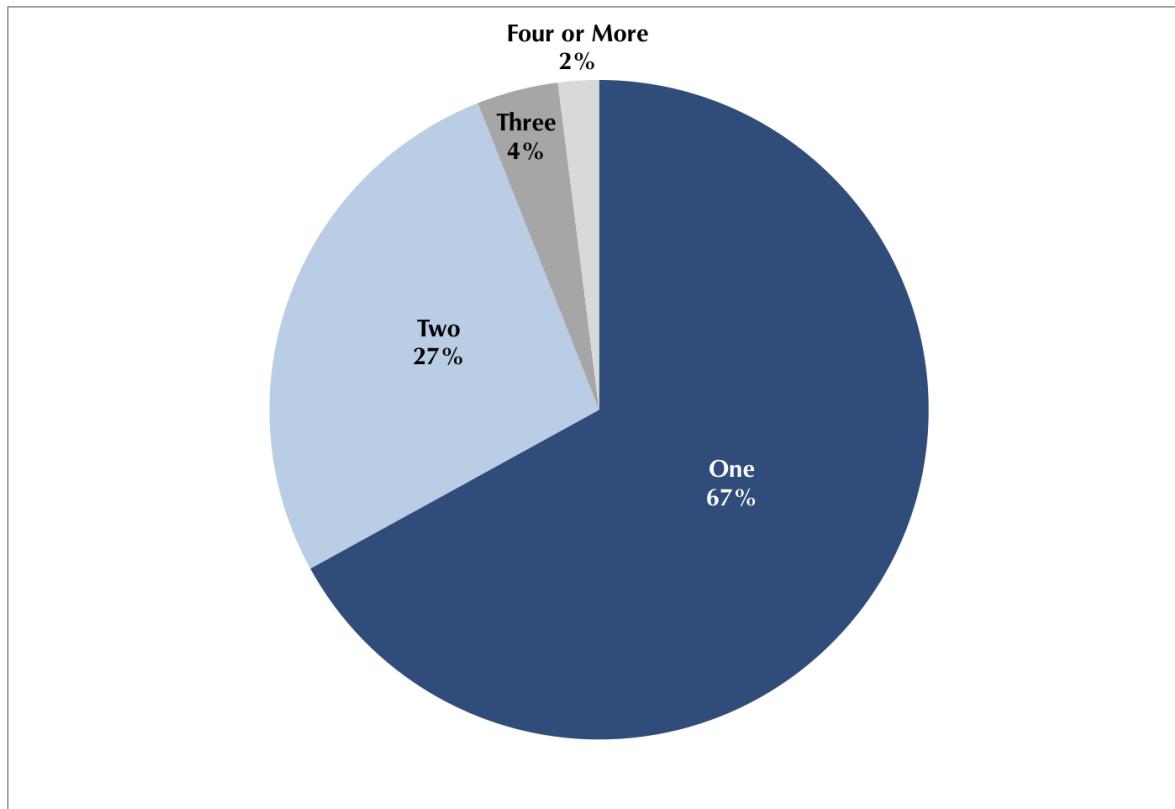
- > Those over the age of 60 comprise almost one-quarter of the voluntary workforce, but fewer than 10% of involuntary part-time workers.
- > Women outnumber men by two to one among those working part time largely because they want to; men make up 32% of voluntary part-time workers but 45% of involuntary ones.
- > Involuntary part-time workers are far less affluent. Forty percent of this group reports total family income of less than \$30,000, compared to 18% of voluntary part-time workers and 29% of the population as a whole.

## AMOUNT AND NATURE OF PART-TIME WORK

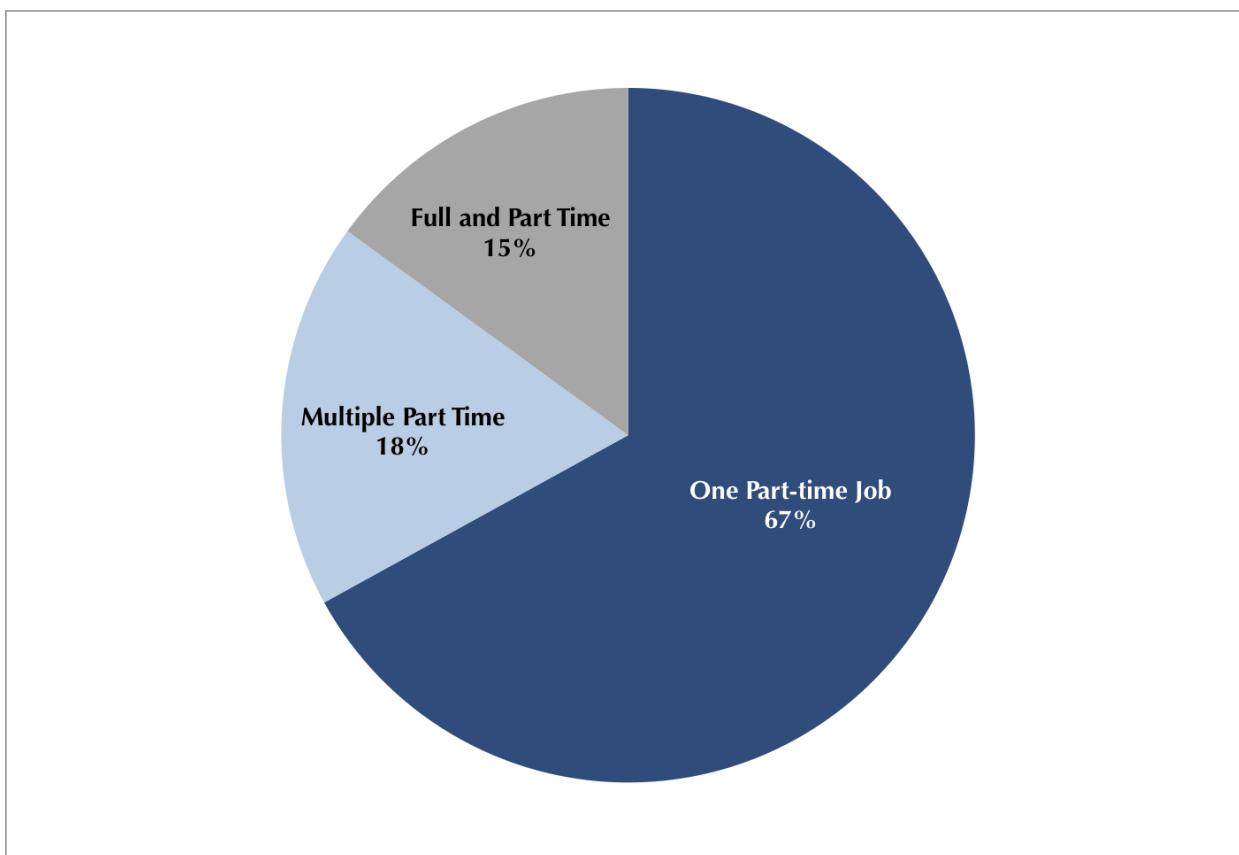
One in three in the part-time labor force works multiple jobs. Just over one-quarter (27%) work two jobs while 6% work three or more jobs. While one might think that voluntary part-time workers would most likely be those working a single job, the numbers are in fact the same for both voluntary and involuntary workers. The third of the sample working two or more jobs are split between those working multiple part-time jobs (18%) and those working both a full- and part-time job (15%). Again, there were only slight differences between voluntary and involuntary workers on this measure. (See Figures 1 and 2.)

While work may be part time, it occupies a significant number of hours for most. Even among those with a single part-time job and

**FIGURE 1. Number of Jobs Held**



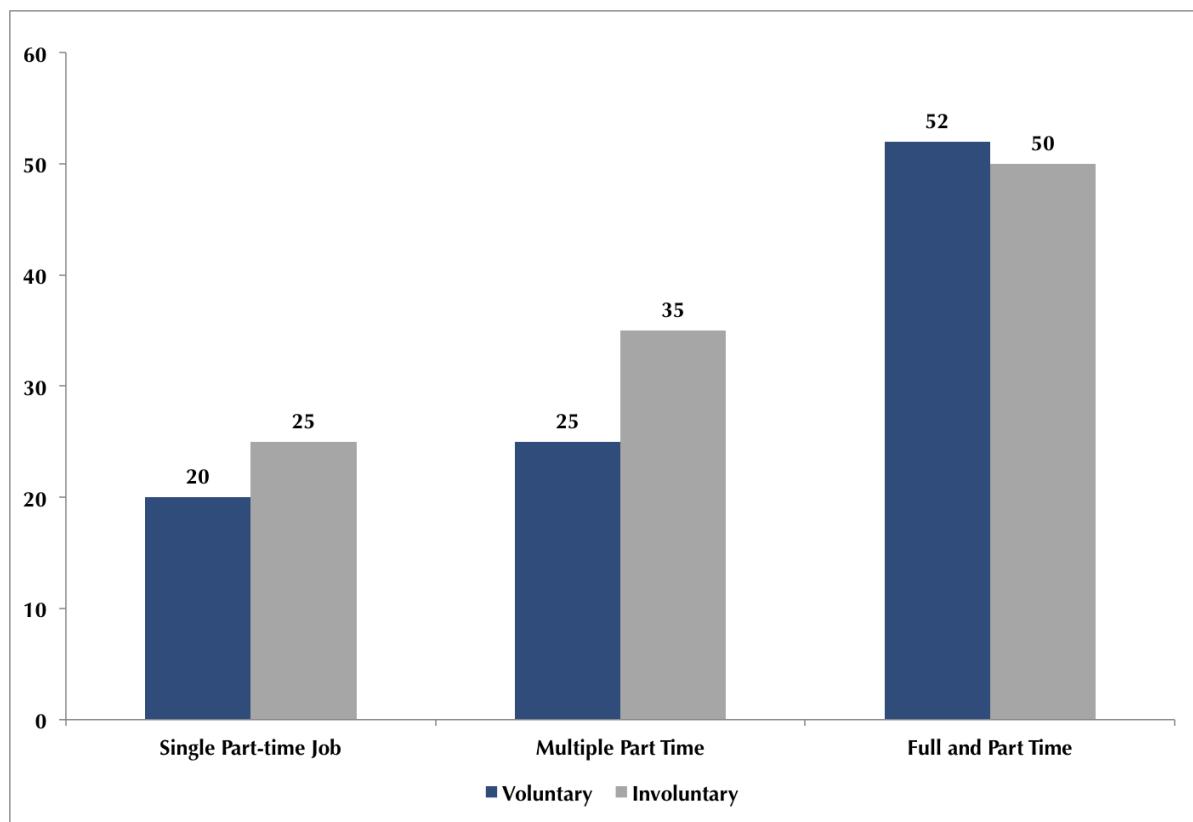
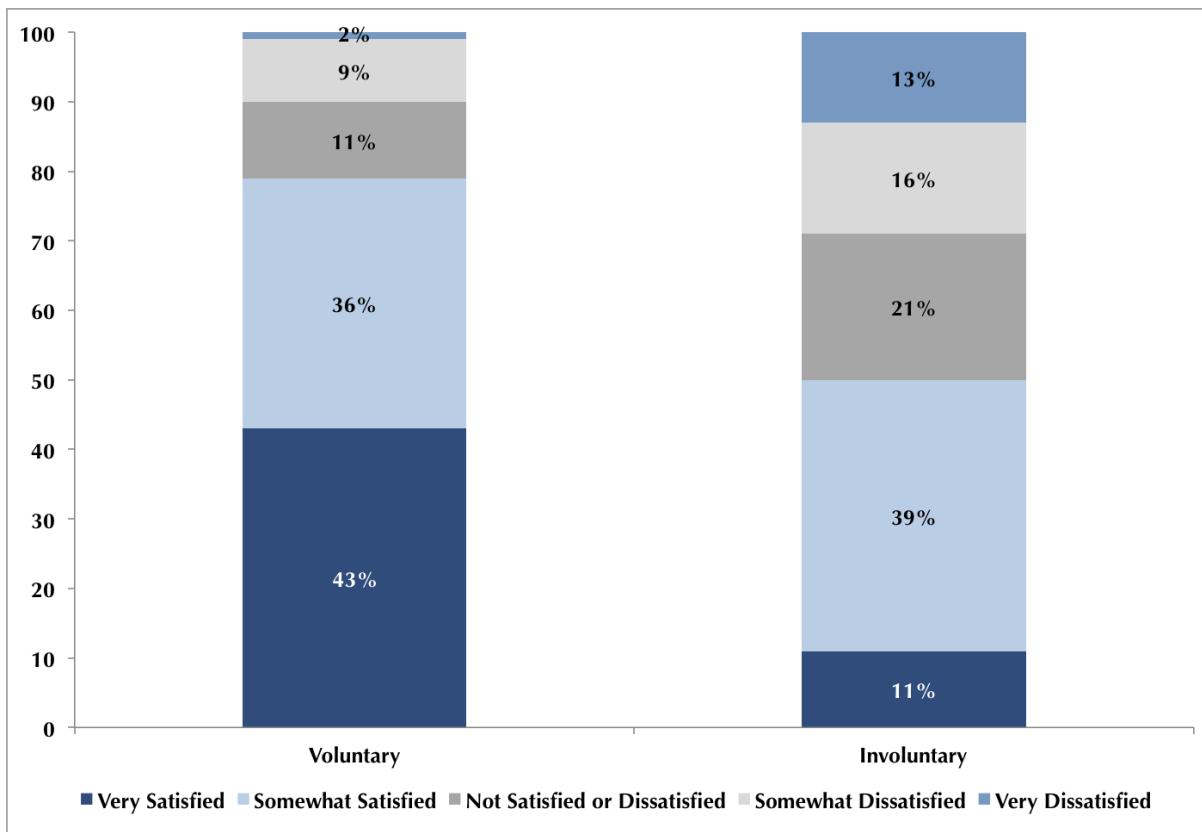
**FIGURE 2. Profile of Job Holding**



working voluntarily, the median number of hours worked is 20 hours per week, increasing to 25 hours per week for those working for economic reasons. Those working multiple part-time jobs, of course, work more hours in the average week. Among the 18% working multiple part-time jobs, voluntary workers report working an average (median) of 25 hours per week, and involuntary workers report working 35 hours per week, which is roughly the equivalent of a full-time job. Those working both a full- and part-time job — 15 percent of all part-time workers — clock about 50 hours a week, whether voluntary or involuntary. (See Figure 3.)

## **JOB SATISFACTION**

Voluntary and involuntary workers express dramatically different levels of job satisfaction with their work. Only about 1 in 10 involuntary workers are “very satisfied” with their job(s) compared to 43% of voluntary workers. Overall, about 80% of voluntary workers are satisfied with their part-time jobs, compared to just half of involuntary part-time workers. Given that voluntary part-time workers have chosen to work part time, it is not surprising that only 11% of voluntary part-time workers say they are either “somewhat” or “very” dissatisfied with their job, compared to about 3 in 10 of those involuntarily working part time. (See Figure 4.)

**FIGURE 3. Median Number of Hours Worked Per Week****FIGURE 4. Job Satisfaction: Voluntary and Involuntary Part-time Workers**

## CHARACTERISTICS OF PART-TIME WORK

With over 25 million people working part time, it is not surprising that there are wide differences in their duration of employment, compensation, and earnings. This *Work Trends* survey reveals important lessons in the profile of typical part-time workers and examines the differences between voluntary and involuntary workers.

More than half of the voluntary part-time workforce (52%) have been working part time for more than three years, whereas nearly 4 in 10 (39%) involuntary workers have been working part time for more than three years, which perhaps reflects the fact that many workers who attempted to return to full-time jobs during the recession were unable to do so. Involuntary workers are also more likely than voluntary part-timers to have joined the part-time workforce in the past year (39% versus 27%). (See Table 2.)

**TABLE 2. How Long Have You Been Working at Your Part-time Job?**

	All	Voluntary	Involuntary
Less than 6 months ago	17%	15%	22%
7 months to a year ago	13%	12%	17%
1 to 2 years ago	23%	22%	23%
3 to 5 years ago	22%	23%	21%
More than 5 years ago	26%	29%	18%
Total	101%	101%	101%

Overall, nearly two in three part-time workers believe their jobs are permanent, meaning that their positions could continue without a time limit. However, involuntary workers are also less likely to think that their part-time job is permanent (56% vs. 67%) (see Table 3). Less than one in five of all part-time workers regard their jobs as temporary. However, involuntary part-time workers are less certain about the likely duration of their employment. Nearly 30% indicate they are not sure about whether their job will continue compared to 15% of voluntary part-time workers.

It is also noteworthy that most respondents (75% voluntary and 81% involuntary) report that their work is conducted away from home. Just 9% of voluntary and involuntary part-time workers conduct their work exclusively from their homes. Also, part-time workers typically work in businesses where more than three-quarters of the entire workforce is also employed part time.

**TABLE 3. Status of Part-time Job**

	All	Voluntary	Involuntary
Temporary—The job will only last for a specified amount of time	17%	18%	14%
Permanent—The job could continue without a time limit	64%	67%	56%
Not sure whether temporary or permanent—Depends how it works out	18%	15%	29%
Total	99%	100%	99%

## COMPENSATION

The median monthly income of part-time workers is \$900 for salaried workers and \$1,080 for hourly employees (see Table 4). Involuntary workers report higher levels of monthly income than voluntary part-timers because they typically work five more hours per week. On an annual basis, the median income for involuntary part-time workers would be approximately \$13,000. The Federal Poverty Level calculated by the U.S. Department of Health and Human Services for 2014 was \$11,670 for a single-member household and \$15,730 for a two-person household.<sup>6</sup> Three in four part-time workers are paid by the hour; only 11% are paid by salary. The dominance of the hourly wages holds for both voluntary and involuntary workers. Interestingly, 17% of the voluntary workforce and 13% of the involuntary workforce are either self-employed or paid on commission (see Table 5).

**TABLE 4. How Much Do Part-time Workers Earn (Monthly Income)?**

	Median	
	Salaried Employees	Hourly Employees
All	\$900.00	\$1,080.00
Voluntary	\$850.00	\$970.53
Involuntary	\$1,000.00	\$1,200.00

**TABLE 5. How are Part-time Workers Paid?**

	All	Voluntary	Involuntary
Salary	11%	11%	8%
By the hour	73%	71%	79%
Self-employed/stipend/bonus	16%	17%	13%
Total	100%	99%	100%

Although involuntary part-time workers earn more on a monthly basis than voluntary part-time workers because they work more hours (25 hours versus 20 hours), they are less likely than voluntary part-time workers to earn more than the state/federal minimum hourly wage. As shown in Table 6, 74% of voluntary part-timers report that they earn above minimum wage, whereas 58% of involuntary part-time workers make more than the minimum wage in their state. Involuntary part-time workers are also twice as likely to report that they do not know whether their pay is at, above, or below the minimum wage.

**TABLE 6. Part-time Work and the Minimum Wage**

	All	Voluntary	Involuntary
Above minimum	70%	74%	58%
At minimum	18%	16%	23%
Below minimum	4%	4%	5%
Don't know	8%	7%	14%
Total	100%	101%	100%

## WHY PEOPLE WORK PART TIME

As noted above, the U.S. Bureau of Labor Statistics (BLS) categorizes part-time workers according to the worker's main reason for working part time. They are **involuntary** workers if they work part time for economic reasons, meaning they work part time because they cannot find a full-time job. They are categorized by BLS as **voluntary** part-time workers if they prefer to work less than 35 hours per week. Before applying the BLS definition, which is used throughout this report, survey respondents were asked to say whether they were working

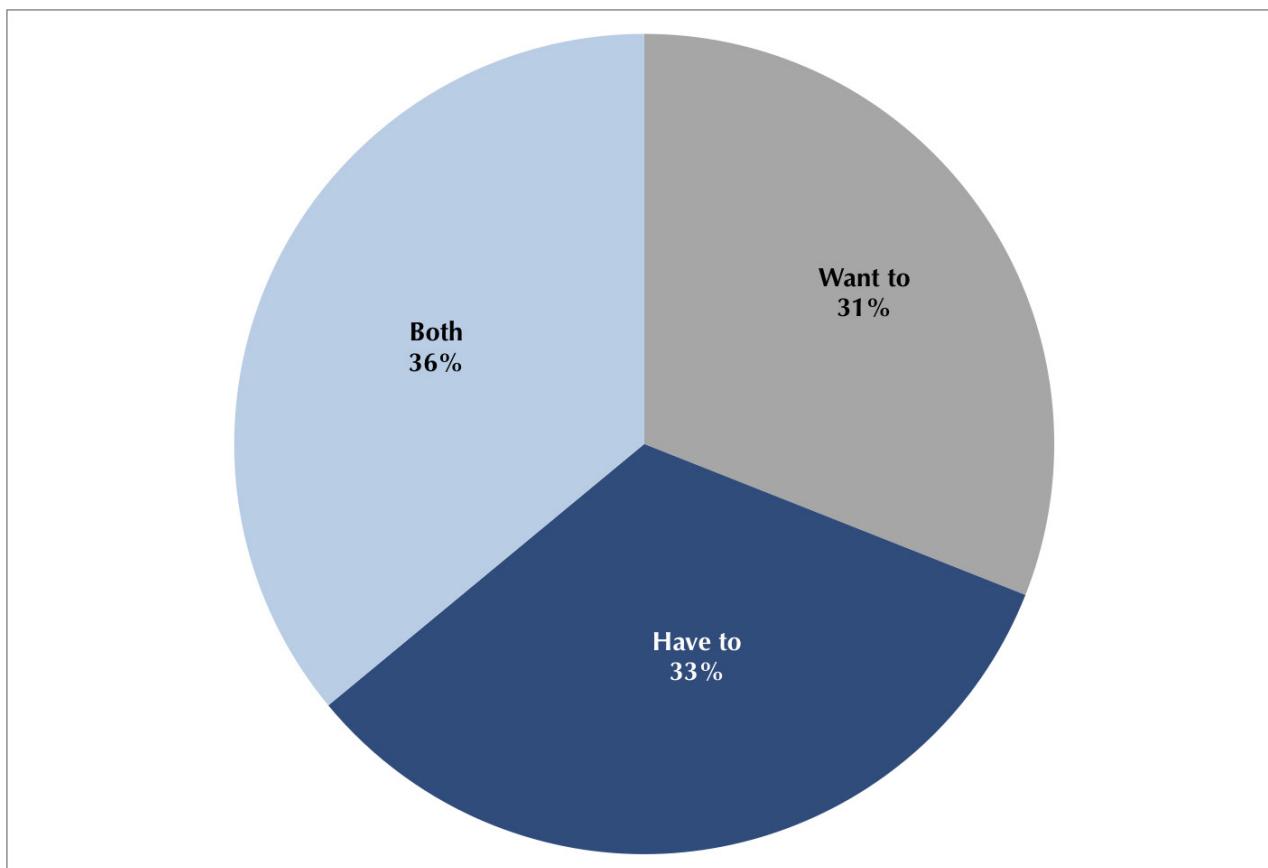
part time because they needed to, wanted to, or both. By this measure, part-time workers in the United States are split into roughly equivalent thirds (see Figure 5). Using this question to categorize workers, 55% of involuntary workers say they work part time because they need to, compared to half as many voluntary workers (27%). Only 8% of involuntary part-time workers are working part time because they "want to."

Still, it is clear that the motivations for part-time work are mixed and complex. When asked if they would be working part time if they did not need to, two-thirds of voluntary workers say they would, as do 47% of involuntary ones. Putting these two figures together in proper

proportion to all part-time workers, the authors of this report estimate that 62% of all part-time workers in the United States would be working whether they needed to do so or not.

The survey also asked respondents questions about their part-time work using the same response categories used by BLS: "In your own words, what is the main reason you are working at your part-time job?" Responses were coded into one of nine categories, as with the BLS definition. Once this answer was recorded (designated main answer in Table 7), respondents were presented with the other eight reasons and asked to indicate if each was also a reason why they worked part time. These data are presented in Table 7.

**FIGURE 5. Working Part Time Because You...**



**TABLE 7. Reasons for Part-time Work**

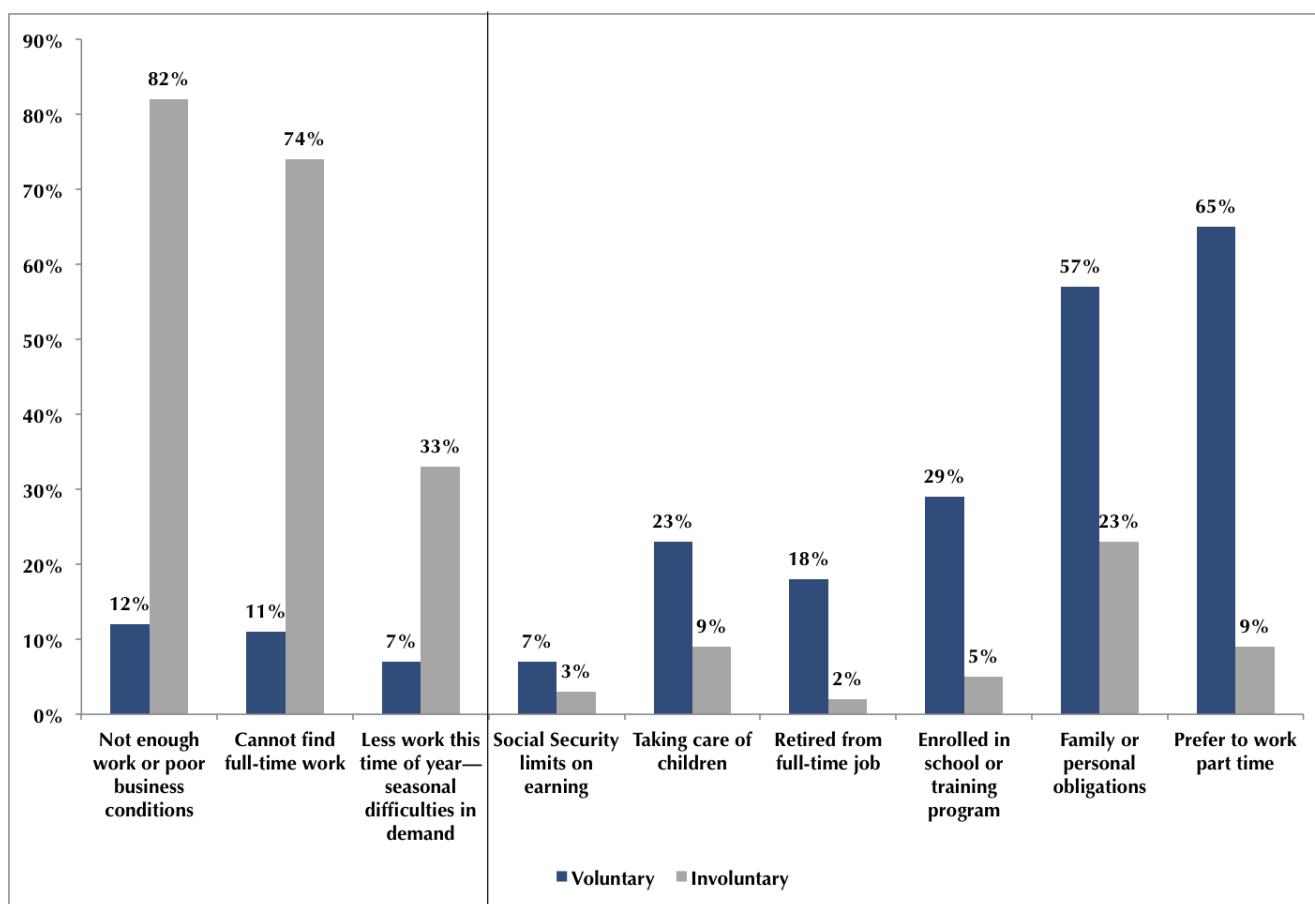
	All Part-time Workers		Voluntary		Involuntary	
	Main	All	Main	All	Main	All
Not enough work or poor business conditions	9%	27%	2%	12%	34%	82%
Cannot find full-time work	13%	25%	1%	11%	54%	74%
Less work this time of year—seasonal difficulties in demand	4%	13%	2%	7%	12%	33%
Taking care of children	10%	20%	13%	23%	0%	9%
Family or personal obligations	14%	48%	19%	57%	0%	23%
Enrolled in school or training program	19%	23%	25%	29%	0%	5%
Retired from full-time job	8%	15%	10%	18%	0%	2%
Social Security limits on earning	2%	6%	3%	7%	0%	3%
Prefer to work part time	21%	52%	27%	65%	0%	9%
(ALL reasons > 100% as multiple reasons accepted)	100%	>	100%	>	100%	>

Note: The first two columns hold the responses of all part-time workers in the nation. The first column has the main reason why they work part time, the second contains all the reasons they gave for why they work part time on any of their answers, and thus totals to over 100%. Columns 3 and 4 hold this same information for those who work part time voluntarily, while columns 5 and 6 show the responses from those who work part time involuntarily, or for economic reasons.

The main reason for involuntary part-time work is simply the inability of those in this category to find a full-time job — 54% say they have not been able to find a job, one-third cite poor business conditions, and the remaining 12% note a seasonal difficulty in full-time work. The reasons given by those who are voluntarily working part time are much more varied. One in four simply say they prefer to work part time, and an equal number is enrolled in school or a job training program; one in three note family or personal obligations (19%) or are taking care of children (13%).

Many behaviors have more than a single motivation to them and, in fact, the reasons for part-time work are complex and multi-faceted. For example, while 10% of part-time workers say that taking care of children is the main reason they work part time, twice as many actually acknowledge childcare as at least one of the reasons they are working part time. Figure 6 presents all of the reasons respondents indicated why they are working part time — the main and secondary reasons — separated for voluntary and involuntary part-time workers, and this presents a much fuller portrait of the attractions and motivations of part-time work. It is clear from these data that even those work-

**FIGURE 6. All Reasons Working Part Time, Voluntary and Involuntary Workers**



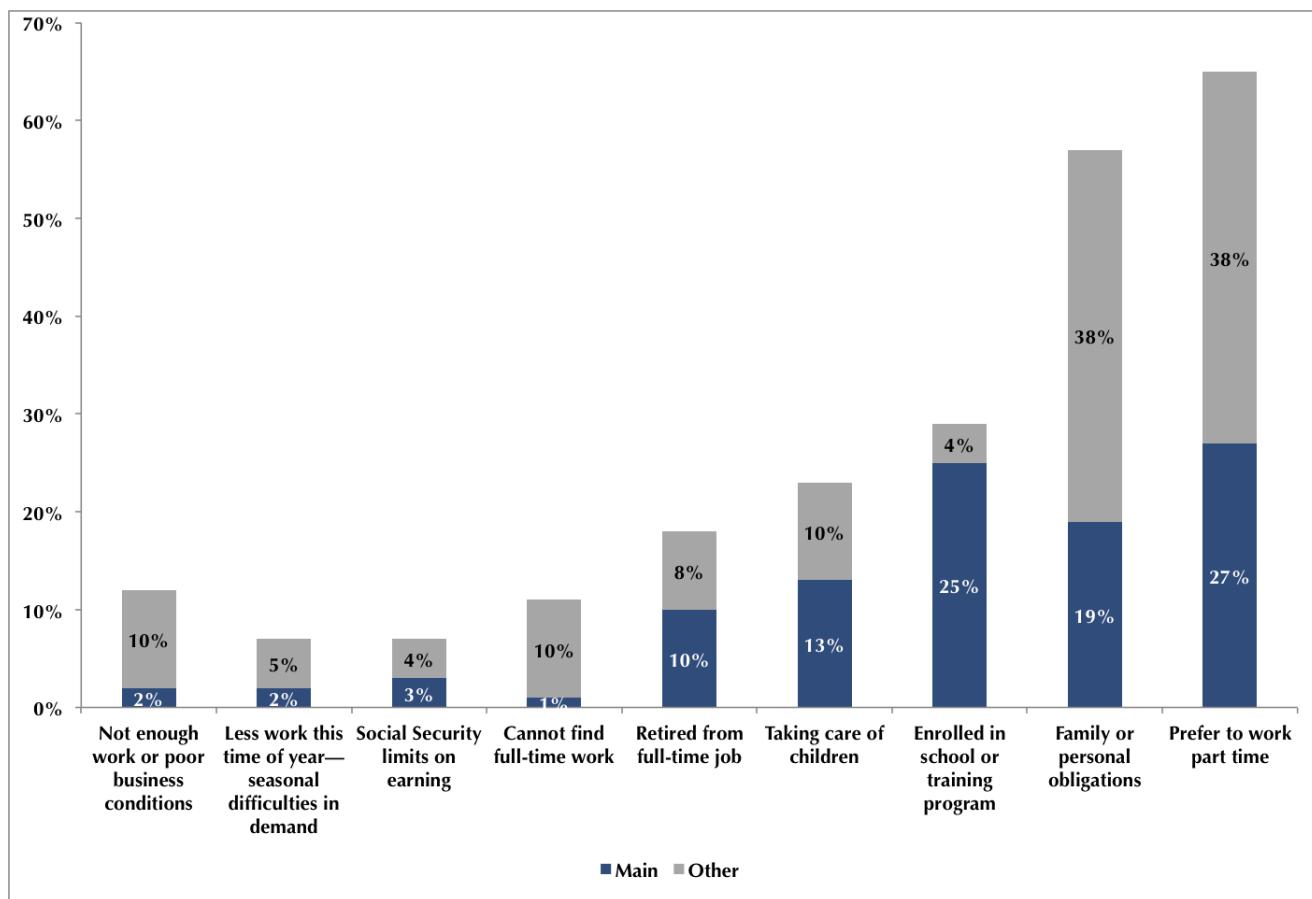
ing part time for economic reasons have some undercurrents of other considerations in their circumstances — just under one-quarter note family or personal obligations, about 10% have childcare responsibilities, and an equal number prefer to be working part time.

However, it is when looking at the multiple reasons given by voluntary part-time workers that a significantly different picture than that of the standard BLS definition emerges. In this case, the percentage citing personal or family obligations triples, increasing by 38 percentage points from 19% to 57%, indicating this reason may be severely undercounted in the “most important” answer scheme. This is echoed by the increase in “taking care of children,” climbing from 13% to 23%. The preference to work part time also blooms, increasing from 27%

as a main reason to 65% among all part-time workers. And in a sort of inverse finding, the number complaining of not having enough work or wanting full-time work increases by about 10 percentage points when all answers of voluntary part-time workers are considered. (See Figure 7.)

## PATHS TO PART-TIME WORK AND PROSPECTS<sup>7</sup>

Overall, about half of those now working part time (46%) had a full-time job immediately before their current part-time job, while 23% had no immediate prior job and 31% came from a different part-time position.<sup>8</sup> Among those involuntary workers coming from a full-time position, 32% report their current employer

**FIGURE 7. Main and Secondary Reasons for Part-time Work, Voluntary Part-time Workers**

reduced their hours; just 17% of voluntary workers say this happened to them. While all involuntary workers want a full-time job, 37% of voluntary part-time workers (many of whom work multiple jobs) also say they would like one job of 35 or more hours a week as well. Just 12% of involuntary workers say it is very likely they can get a full-time job where they work now, although another 35% think it is somewhat likely. Overall, just one-quarter are “very” optimistic about finding a full-time job in the next 12 months, but again, another 42% say they are “somewhat” optimistic.

Most of the individuals in the involuntary part-time worker pool have been there for some time. Table 8 presents the length of time since their last full-time job for those now working part time. Just 28% have been out of full-time

work for one year or less. By comparison, 57% have not had a full-time job for three or more years, or never (16%) have had one.

**TABLE 8. Time Since Last Full-time Job**

	All	Voluntary	Involuntary
Less than 6 months ago	8%	6%	15%
7 months to a year ago	9%	7%	13%
1 to 2 years ago	11%	10%	16%
3 to 5 years ago	13%	12%	20%
More than 5 years ago	34%	37%	21%
Never had a full-time job	26%	29%	16%
Total	101%	101%	101%

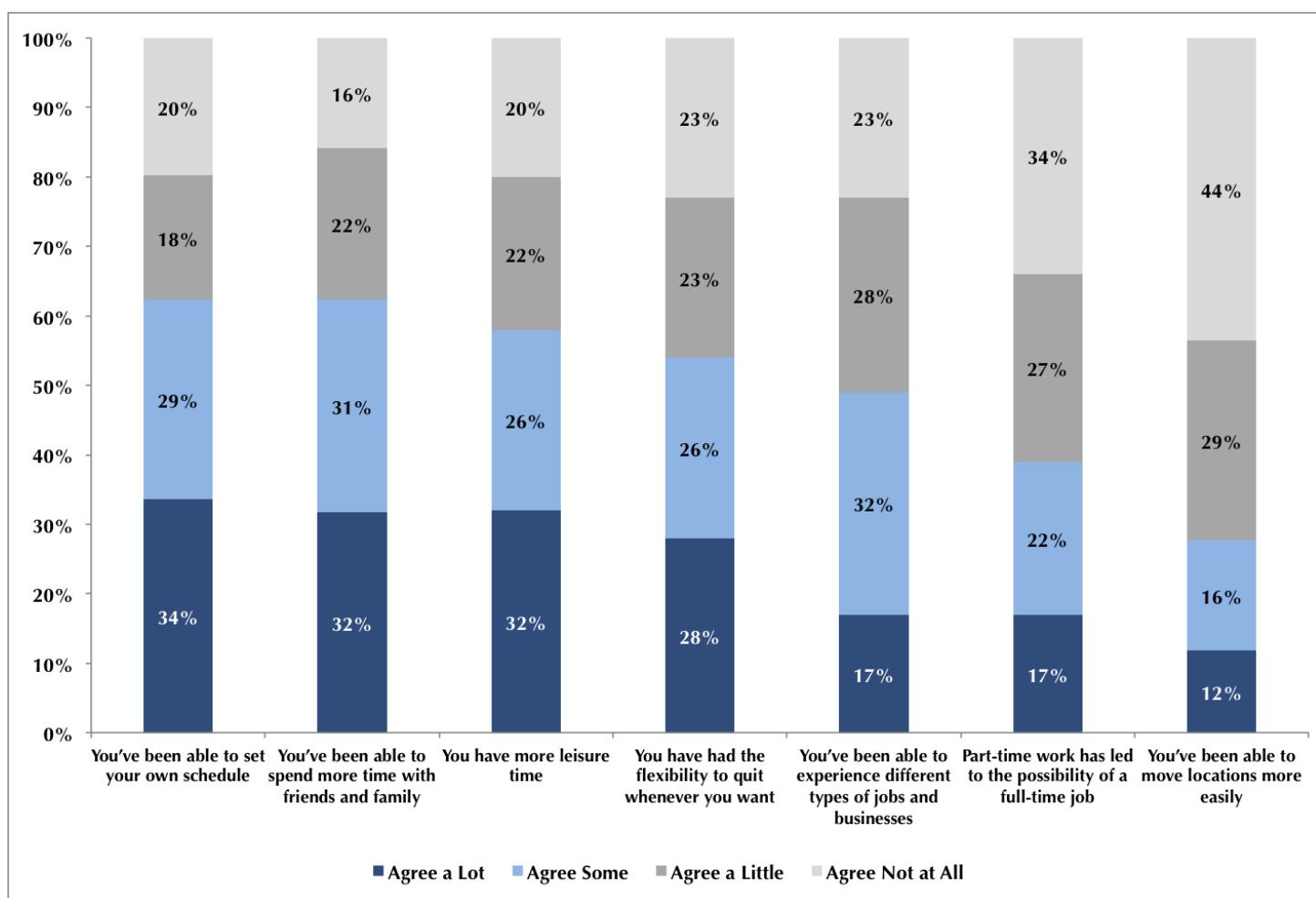
## ADVANTAGES AND DISADVANTAGES OF PART-TIME WORK

Respondents were asked to review a list of seven reasons often cited as advantages and disadvantages of part-time work and to indicate their agreement with each. When they review the potential advantages of part-time work, there were not many differences in the responses of voluntary and involuntary part-time workers. They are presented as a composite in Figure 8.<sup>9</sup> Only four of these reasons struck respondents as clear benefits. Over 60% agree the ability to set their own schedule and being able to spend more time with family and

friends is a benefit of part-time work, followed by 58% who acknowledge liking the added leisure time and 54% who see the flexibility of being able to quit when they want as a benefit. More disagree than agree, however, that the ability to experience different types of jobs has been a benefit, few say they have gotten a lead on a full-time job through part-time work, or that being able to easily move locations has been an advantage for them.

In contrast, the assessments of voluntary and involuntary workers differed substantially when they considered the disadvantages of part-time work as shown in Table 9. The economic pres-

**FIGURE 8. Advantages of Part-time Work, Voluntary and Involuntary Workers**



**TABLE 9. Disadvantages of Part-time Work**

Voluntary		Involuntary		
Agree Some	Agree a Lot	Agree a Lot	Agree Some	
20%	21%	It makes it difficult to save for retirement	60%	22%
25%	13%	It makes it hard to plan for the future	43%	36%
21%	15%	You earn less money than you need to support your family/get by	47%	26%
19%	10%	It makes it difficult to pay bills or runs up credit card debt	43%	26%
17%	6%	It makes it hard to schedule work and family obligations on a daily or weekly basis	32%	23%
10%	5%	It makes it harder to look for a full-time job	28%	26%
12%	6%	It may threaten your ability to qualify for unemployment insurance	26%	22%
9%	6%	You worry about being laid off	23%	24%

sures of part-time work on involuntary part-time workers loom large. More than four in five say part-time work means it is harder to save for retirement, with 60% in “strong” agreement with this statement. Almost 80% feel part-time work makes it difficult to plan for their future, about 7 in 10 say they earn less money than they and their family need to get by, and that working part time makes it hard for them to pay bills or occasions them to run up credit card debt. In addition, more than half of involuntary part-time workers say this makes it hard for them to schedule work and family obligations on a weekly basis and harder for them to look for full-time work. In each case, more strongly agree than somewhat agree with these statements. Finally, just under half say that part-time work threatens their ability to qualify for unemployment insurance, the same number as who say they worry about being laid off.

Voluntary part-time workers’ assessments of the disadvantages of part-time work are far different in all respects. As a summary measure,

agreement across the eight statements about potential disadvantages averaged just 27% among those **voluntarily** working part time, compared to an average of 63% for **involuntary** workers. While there is general agreement on which items are larger problems, shown by the similarity of the ordering in Figure 9, the **magnitude** of the differences is, on average, better than two to one. For example, just 41% of voluntary workers agree that part-time work makes it hard to save for retirement, compared to 82% of involuntary workers. Like much of the data presented in this report, it is a tale of two very different types of experiences. Voluntary part-time workers are generally happy; involuntary workers exhibit tremendous (especially financial) stress.

## JOB PARITY AND BENEFITS

The survey also asked part-time workers to describe whether they are treated the same or differently than full-time workers with comparable jobs at their organizations in terms of

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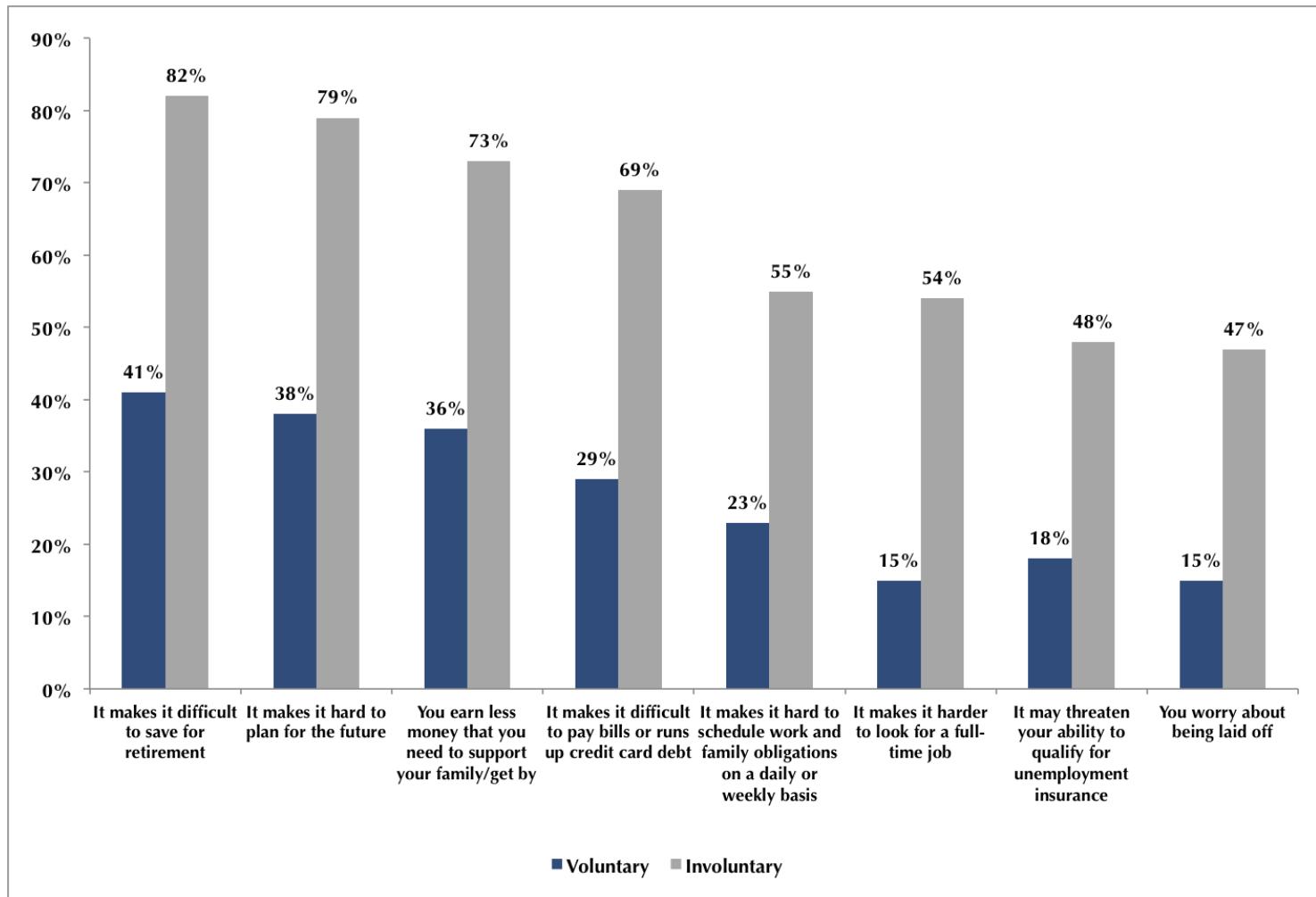
salary, work attributes such as scheduling, job assignments, information, and relationships with co-workers. Looking only at organizations that employ both full- and part-time workers, it is clear from the data in Table 10 that a significant number of part-time workers are paid less than full-time employees for equivalent work. Removing those organizations where full- and part-time workers do not do the same type of work makes the disparity clearer. Fully 46% of involuntary part-time workers are paid less than full-time workers performing the same work — 48% are paid the same and just 6% are paid more (see Figure 10). Among voluntary workers, the numbers are 34% less, 50% the same, and 11% more.

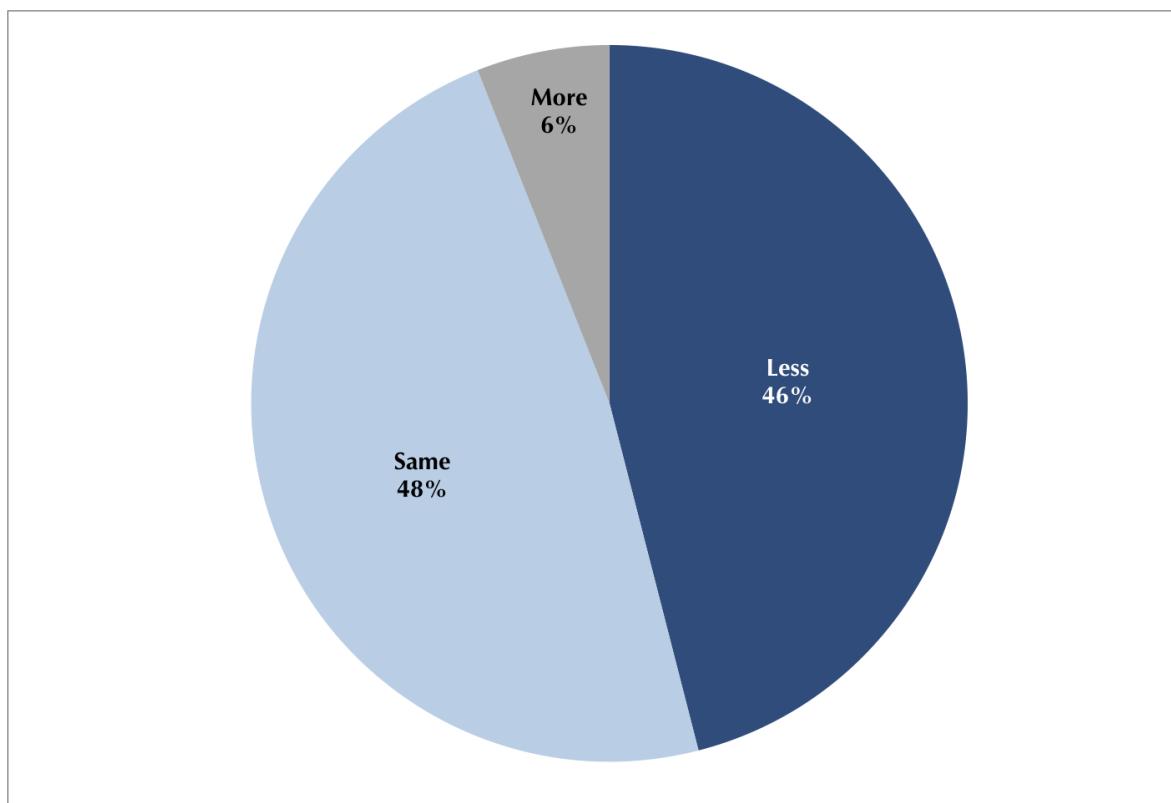
Leaving wages aside, most part-time workers say their employers treat them the same as full-time workers (80% voluntary, 75% involuntary), although 13% of the former and 23%

**TABLE 10. Pay Equity with Full-Time Colleagues**

	Voluntary	Involuntary
Full-time workers make more	25%	37%
The same	36%	39%
Full-time workers make less	11%	5%
Full- and part-time workers do not do the same job where you work	29%	19%

**FIGURE 9. Agreement on Disadvantages of Part-time Work, Voluntary and Involuntary Part-time Workers**



**FIGURE 10. Involuntary Part-time Workers are Paid:**

of the latter say they are treated worse than full-time employees. And there is somewhat of a discrepancy in whether part-time workers have informational parity at work — about one-third of each group feels they do not receive the same information as full-time workers about the way their company is run.

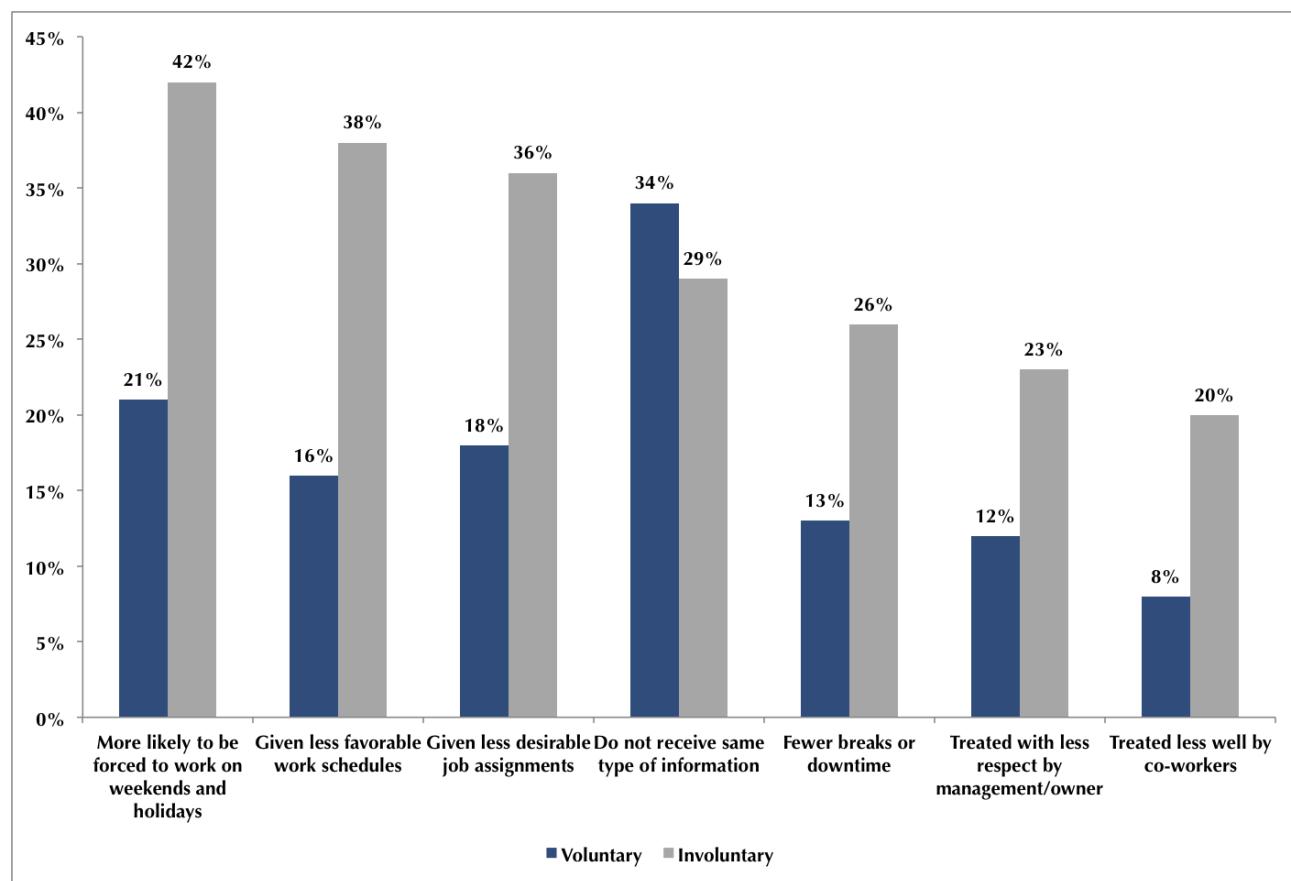
Figure 11 presents data of the extent to which part-time workers feel they are treated differently on seven qualities of work life issues. Very few voluntary part-time workers feel they are treated differently than other workers in their work schedules or tasks — just about one in five. And just half this number complains about break times or how they are treated by management or co-workers. However about 4 in 10 involuntary workers complain that they are forced to work on weekends or holidays, given less favorable schedules at work, and delegated less favorable job assignments. Between one-quarter and one-fifth say they are given fewer breaks, and are treated less well by management and co-workers.

A final observation is the magnitude of the discrepancy between the reported treatment of voluntary and involuntary part-time workers on six of the seven items, often by a ratio of at least two to one. Involuntary part-time workers are far more likely to be forced to work on weekends and holidays, and to be given less favorable work schedules and job assignments. While they are the same in the area of receiving training, twice as many say they get fewer breaks or downtime (26% to 13%), and significantly more feel they are treated less well by management or co-workers.

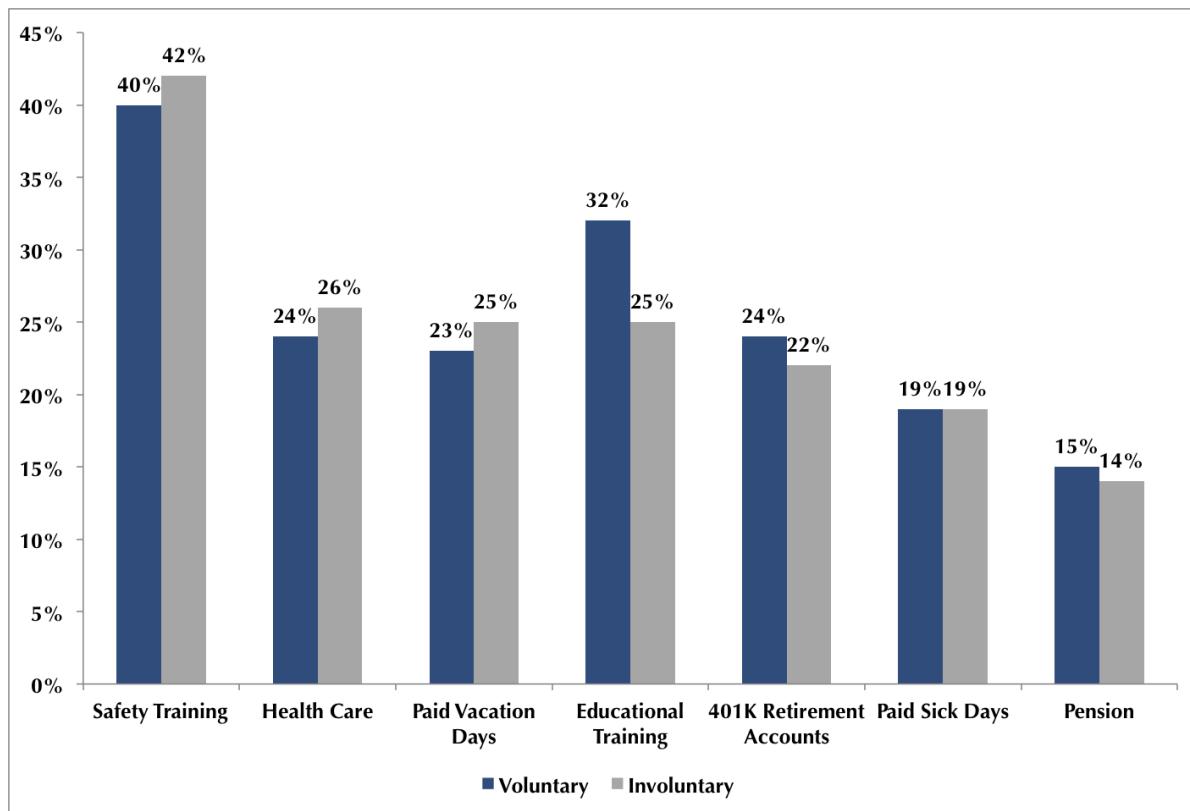
The vast majority of part-time workers receive no benefits beyond their paychecks. A couple of flat data points best describe Figure 12. First, there is no difference between voluntary and involuntary workers in the number of who get any kinds of benefits. Second, just between one-quarter and one-fifth receive most of the benefits asked about:

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

**FIGURE 11. How Part-time Workers are Treated Differently**



**FIGURE 12. Benefits Part-time Workers Currently Receive**



- > Just one in four receive health care benefits from their employer;
- > One-quarter receive paid vacation days; just one in five gets paid sick days;
- > Just over 20% say they have individual retirement accounts; 15% have pensions; and
- > One-third of voluntary workers and one-quarter of involuntary workers report getting training.

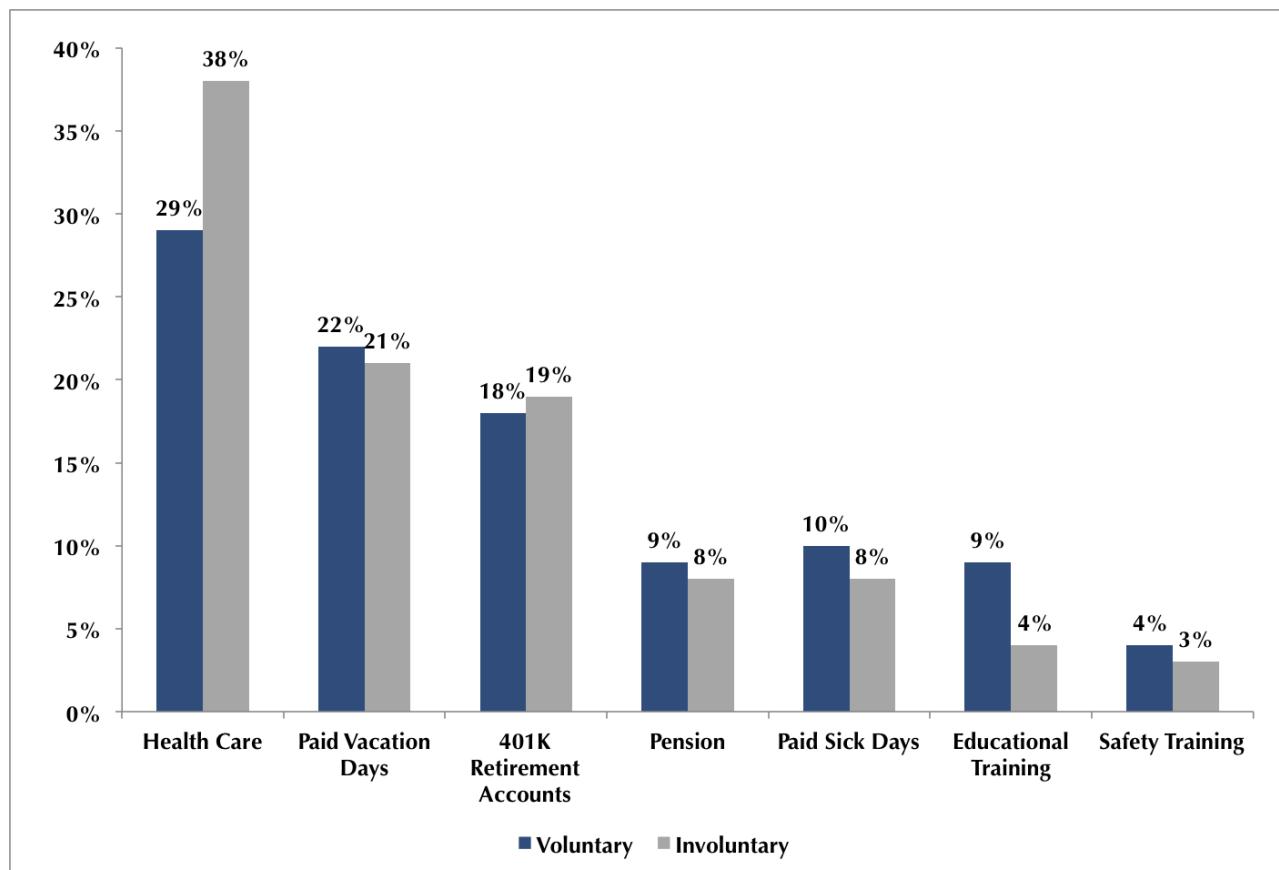
The most desired benefit is health care. About 40% of involuntary part-time workers choose health care as the one benefit they would most like. Another 20% each say paid vacation days

and individual retirement accounts, followed by about 10% who each say either a pension or paid sick days. (See Figure 13.)

## EDUCATIONAL QUALIFICATIONS

In the opinion of the survey respondents, some believe that their talents are not fully utilized, but these mismatches are not severe. Overall, as seen in Table 11, just one-quarter of voluntary workers and one-third of involuntary part-time workers say they are overqualified for their jobs. Just 40% of voluntary workers and 34% of involuntary workers say there are educational requirements for part-time work at their workplace.

**FIGURE 13. Single Benefit Most Wanted by Part-time Workers**



**TABLE 11. Are Part-time Workers Overqualified?**

	All	Voluntary	Involuntary	Job Requires Educational Qualifications <sup>10</sup> Yes	No
Overqualified	27%	25%	33%	23%	30%
Have the right qualifications	69%	71%	62%	76%	64%
Underqualified	5%	4%	5%	2%	6%
Total	101%	100%	100%	101%	100%

## ECONOMIC REALITIES

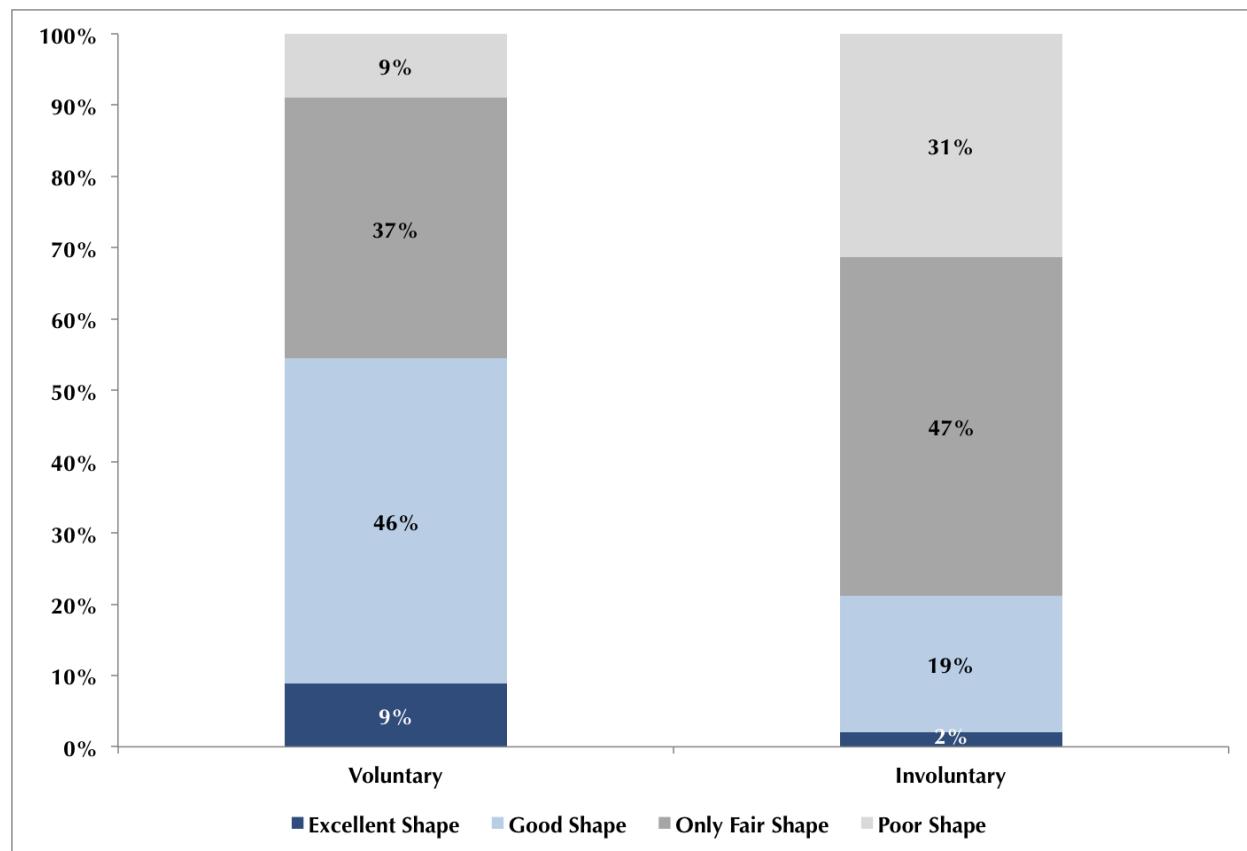
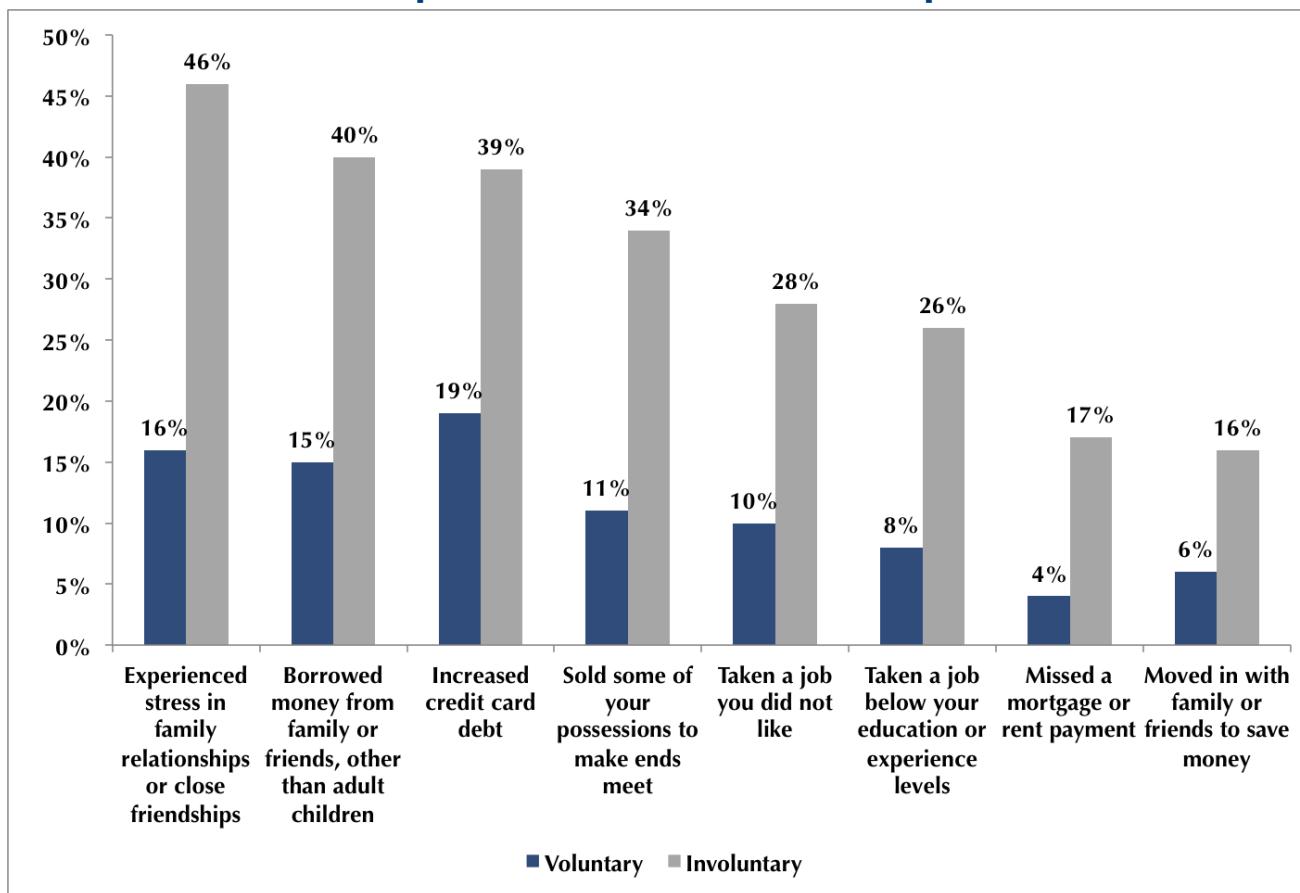
Voluntary and involuntary part-time workers live in different financial worlds. While 55% of voluntary workers say they are in excellent or good financial shape, only 21% of involuntary workers say that about themselves. In fact, more than three-quarters of involuntary workers are in fair or poor shape, with almost one-third saying their financial condition is flat out poor. (See Figure 14.) Three-fifths of involuntary workers (61%) report not having enough money to make ends meet compared to just one-quarter (27%) of those working part time voluntarily. Finally, 63% of involuntary part-time workers report having faced some sort of financial hardship related to part-time work over the past two years. The comparable number for voluntary workers is a much lower 29%.

Those saying they did not have enough money to pay their bills, or, had faced a financial hardship related to part-time work, were asked a set of follow-up questions about what they had done to get by. Their responses are reported in Figures 15 and 16.<sup>11</sup> A first observation here is again how little financial stress or economic duress there is among those working voluntarily. The story is quite different among involuntary workers — almost half (46%) report their

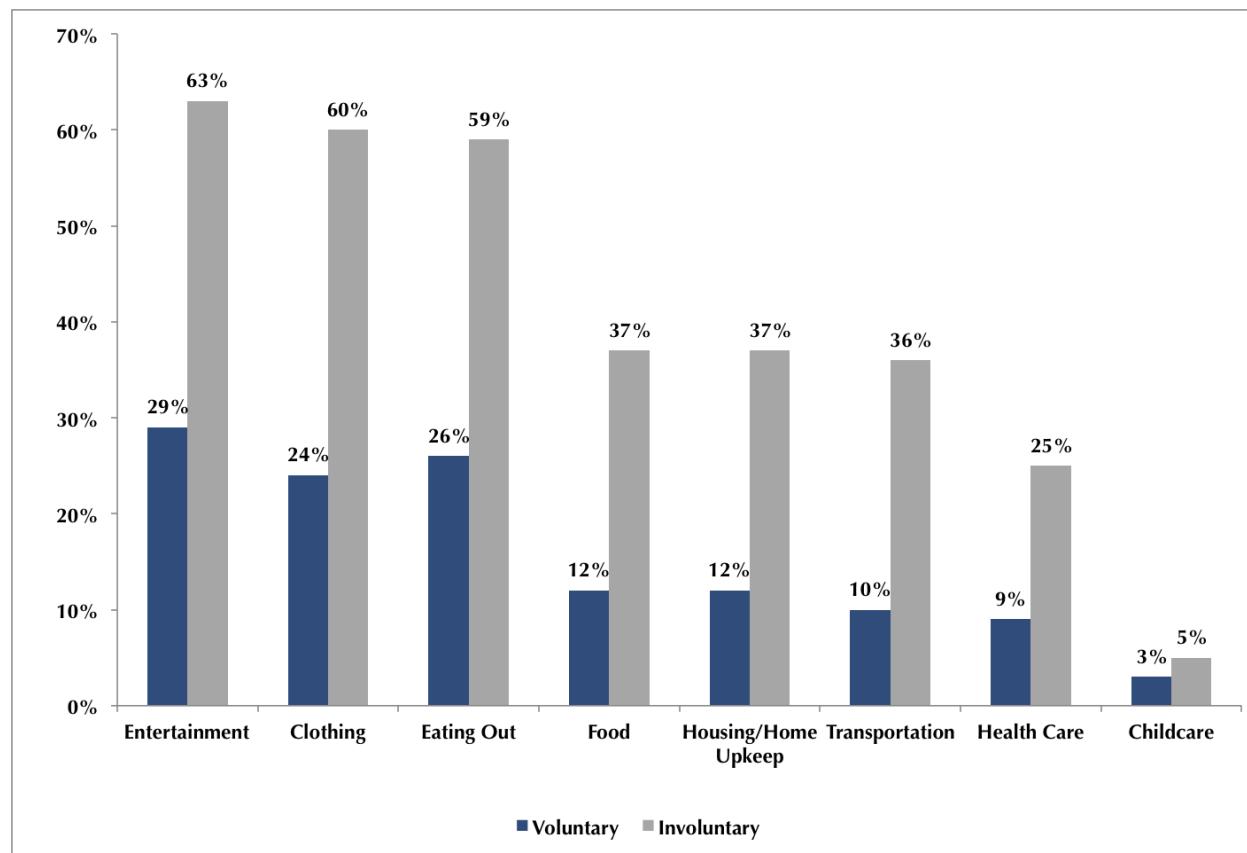
work situation is causing stress among family members or friends, and 40% each say they have borrowed money from friends or family and increased their credit card debt. Fully one-third report having sold some of their possessions to make ends meet (see Figure 16).

About one-quarter have made a serious sacrifice in their work life, with 28% having taken a job they did not like, and 26% taking a job below their education or experience levels. About one in six reports having missed a mortgage payment or having moved in with friends or family to save money.

The survey also asked about spending reductions part-time workers might have made in response to financial hardships relating to their part-time employment (see Figure 16). Not surprisingly, the first item to go was “entertainment” — 63 percent of involuntary workers made that sacrifice. This is joined by “eating out” and spending on “clothing,” both at the robust figure of 6 in 10. A very large number (37%) report cutting back on food, and similar numbers reduced spending on transportation and home upkeep. Fully one-quarter of involuntary workers report cutting back on health care; childcare has been relatively unaffected among involuntary part-time workers (5%). Finally, involuntary part-time workers report getting a variety of help in different fashions over the past two years:

**FIGURE 14. Rating of Personal Financial Situation****FIGURE 15. Situations Experienced Because of Financial Hardship**

**FIGURE 16. Spending Reductions**



- > 27% report getting Food Stamps (WIC, SNAP),
- > 20% got help from food pantries,
- > 11% got low-income energy assistance,
- > 12% got help from religious or nonprofit agencies, and
- > 17% got other social services provided by the government.

## MULTIPLE PART-TIME JOB HOLDERS

One-third of part-time workers in the United States hold more than one job. As noted earlier, most of those who work multiple jobs — 27% of all part-time workers — have two jobs, another 4% have three jobs, and 2% report working four or more jobs. Extending the description, 18% of part-time workers have two (or more) part-time jobs and 15% work both a full- and part-time job. Those working multiple part-time jobs report working 28 hours per week on average; those working both a full- and part-time position average 50 hours a week. The vast majority (69%) of those working both a full- and part-time job say the education

and skills required for each are different, as is true for about half of those working multiple part-time jobs (48%).

The data presented in Table 12 reveal a number of other important differences between the two groups of multiple job holders. Those holding both a full- and part-time job are far more likely to be male, the head of the household, non-white, and less well-educated. They are also likely to earn more money, and a bit more likely to have a partner. There are few differences by household size or composition, or for that matter age as measured by the number over and under the age of 50, though those over the age of 65 comprise just 3% of the full- and part-time workers, compared to just 11% of the multiple part-time workers.

**TABLE 12. Characteristics of Multiple Job Holders**

Type of Multiple Worker	Two Part-time Jobs	Part- and Full-time Job
Median Weekly Hours Worked	28	50
Percent Female	70%	51%
Percent White	84%	61%
Head of Household	57%	79%
High School Education	32%	17%
Under 50 Years of Age	65%	67%
Married or Living with Partner	49%	57%
Household Size	3.1	2.8
Percent Children Under 18	36%	35%

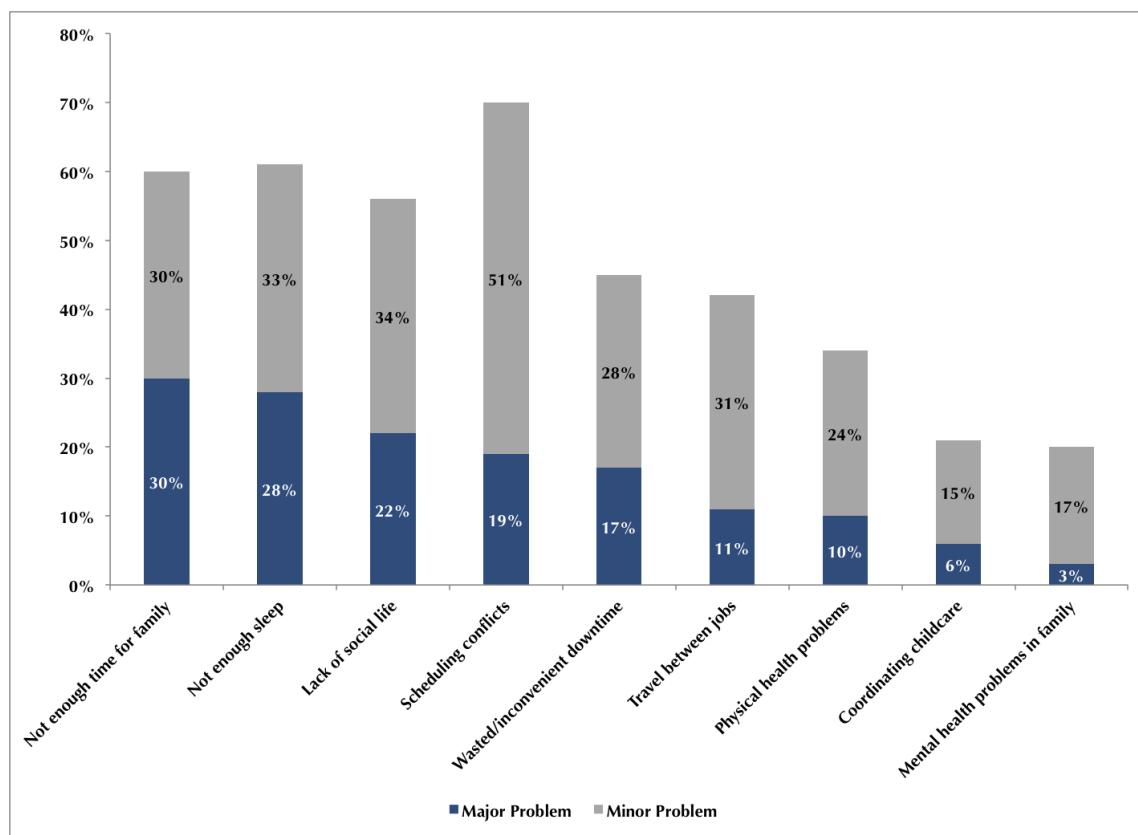
Working multiple jobs can impose hardships in a number of areas, such as difficulty juggling two or more work schedules, lack of sleep, and taking time away from family. The survey presented those working two or more jobs with nine potential hardships and asked if each was a major problem, a minor problem, or not a problem. Somewhat surprisingly, very few are rated as major problems (see Figure 17). At the top of the list are not having enough time for family and not getting enough sleep, described as major problems, but only by 30% and 28%, respectively. Only about one in five have major complaints about the lack of a social life or scheduling conflicts. Travel between jobs and physical health problems are each mentioned by only 1 in 10 as a major problem. Coordinating childcare and mental health issues are cited by even fewer respondents. That is not to say these issues are not problems, but rather that far more respondents regard them as inconveniences than as major issues. When those describing each as a minor problem are added, 70% report issues around scheduling conflicts and at least 60% complain about not having enough time for their family or not being able to get enough sleep. More than half also say there is not as much time as they would like for a social life.

Not surprisingly, those working both a full- and a part-time job report a greater number of major problems than those working multiple part-time jobs (see Figure 18). Twice as many of them (38%) say not having enough time for family is a major problem in their lives, nearly one-third say getting enough sleep is a major problem, and twice as many (28%) as those working multiple part-time jobs complain that the lack of a social life is a major problem for them.

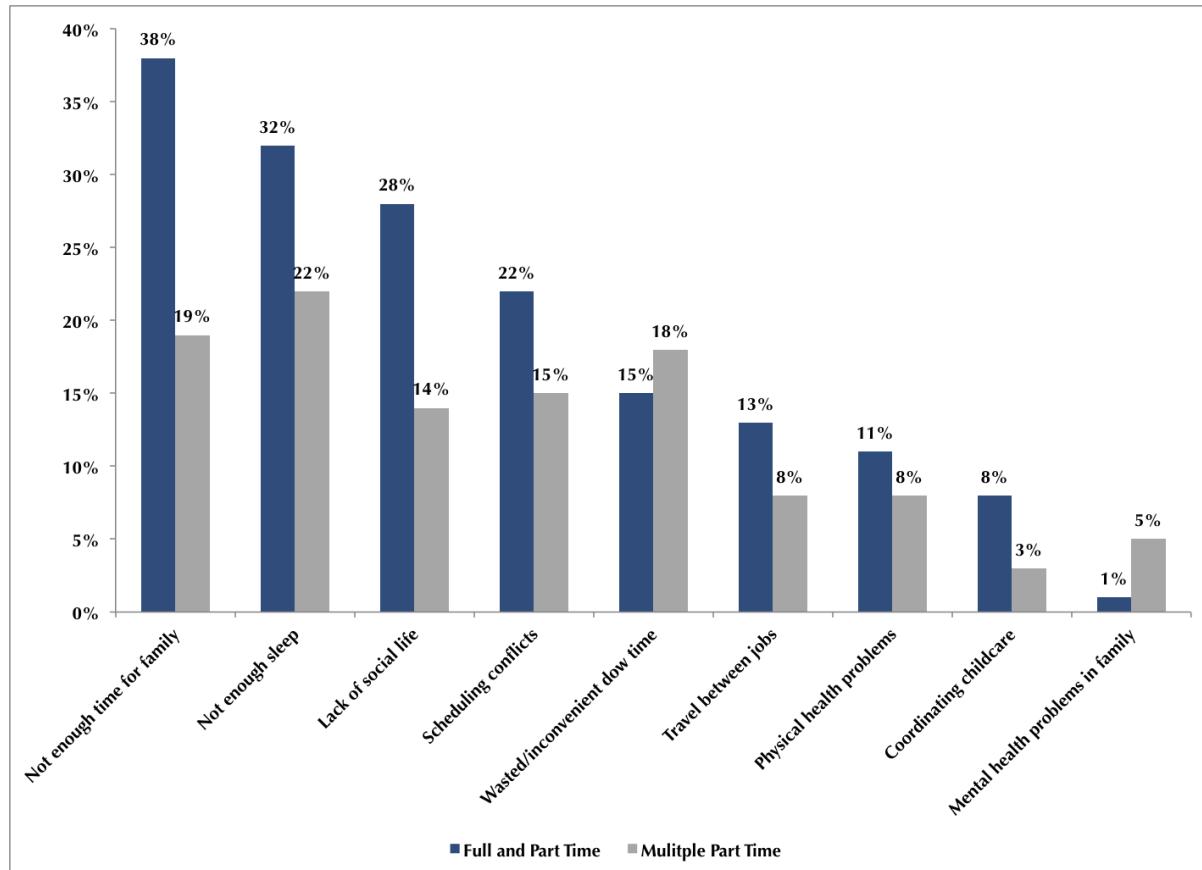
## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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**FIGURE 17. Problems of Multiple Job Holders**



**FIGURE 18. "Major" Problems of Multiple Job Holders**

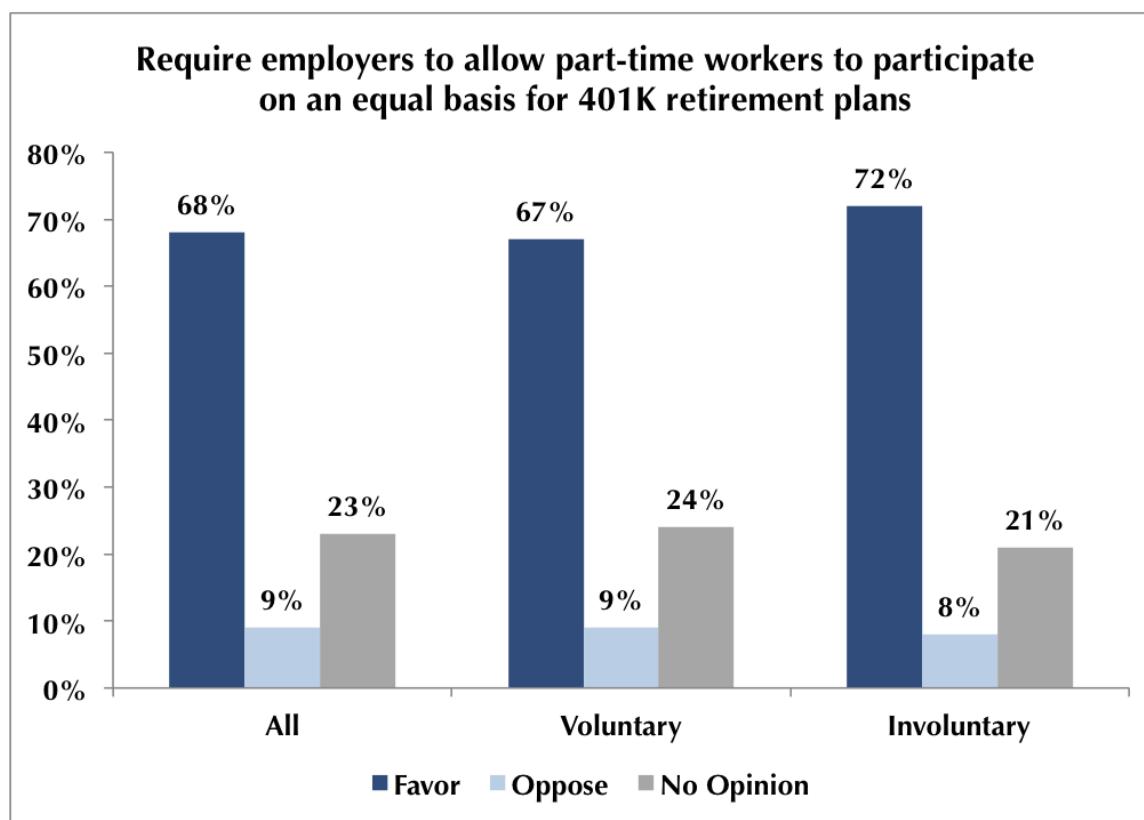


# WHAT SHOULD GOVERNMENT DO TO HELP PART-TIME WORKERS?

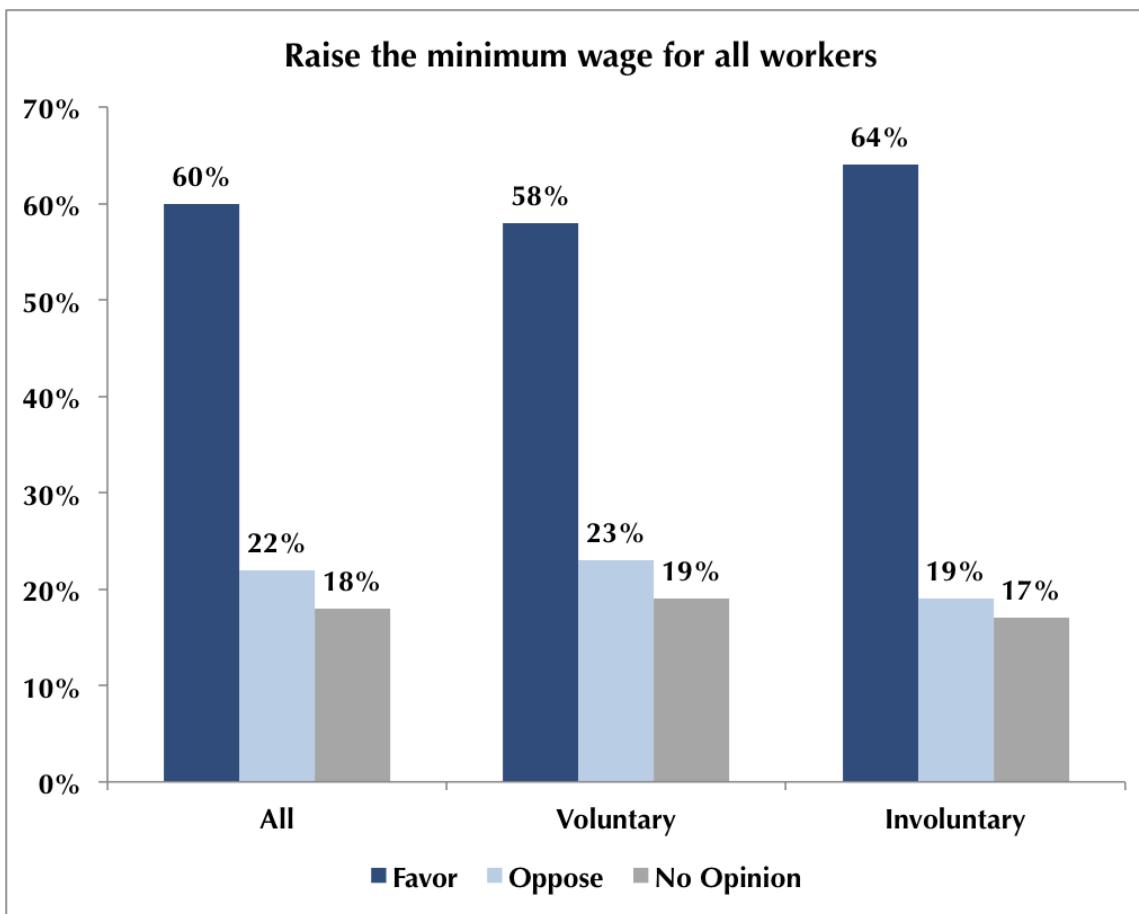
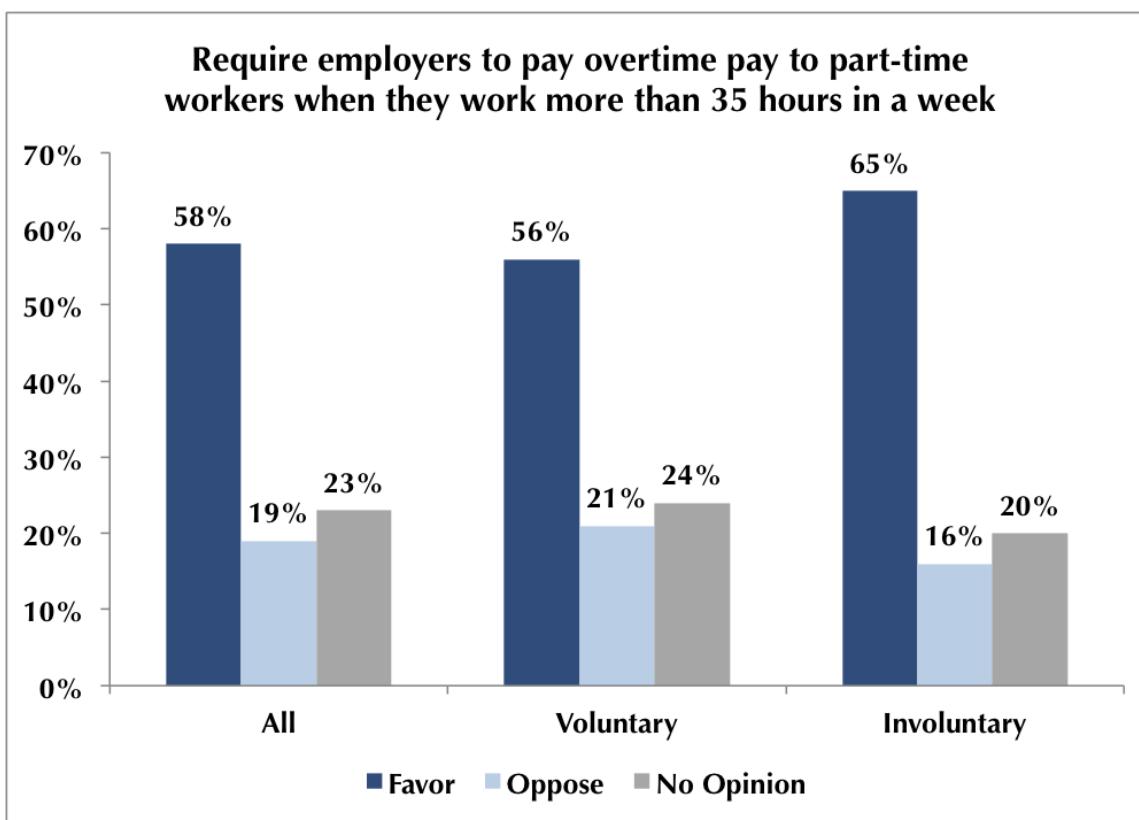
In the Heldrich Center's survey, part-time workers support several government policies that they think would help them (see Figure 19). There are, however, a number of differences between the opinions of voluntary and involuntary part-time workers. By large margins, both voluntary (67%) and involuntary (72%) part-time workers say the government should require employers to let them participate on an equal basis with full-time workers in company-sponsored retirement plans, such as 401Ks. Significant majorities of voluntary (58%) and involuntary (65%) part-time workers also sup-

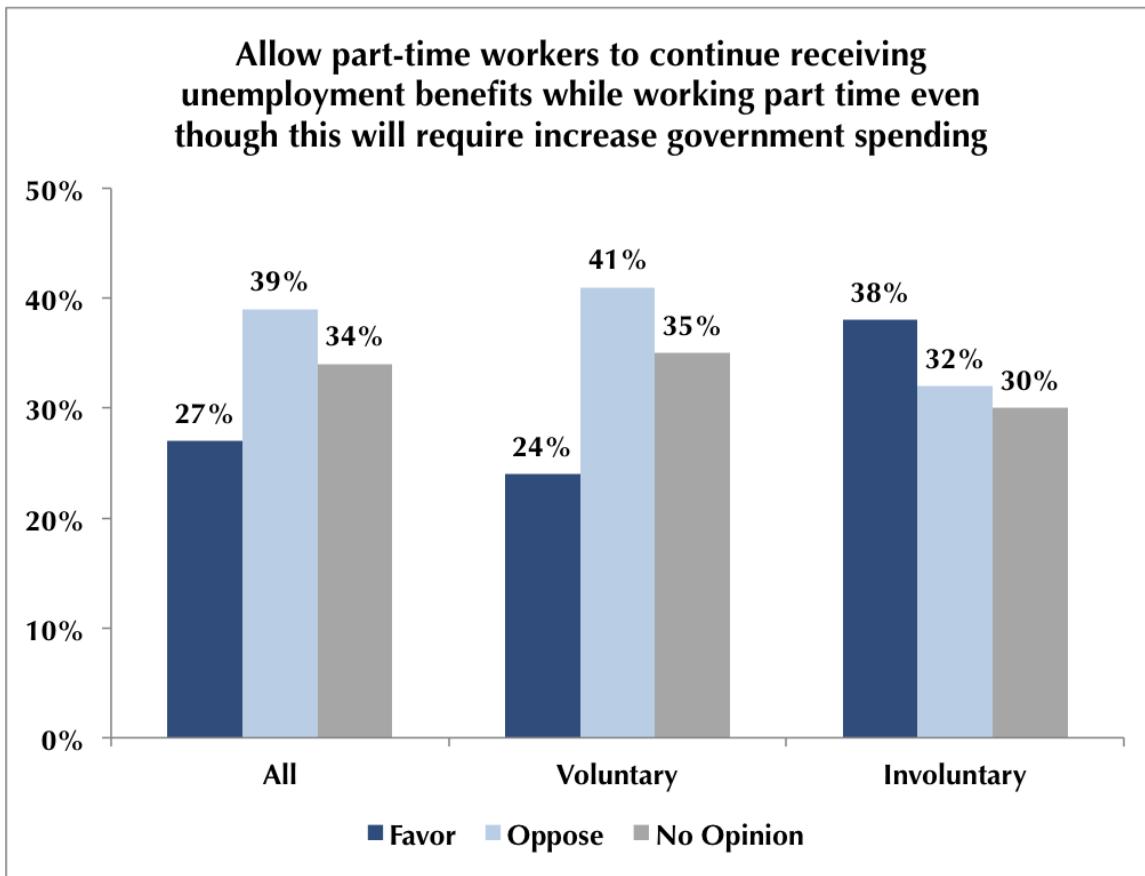
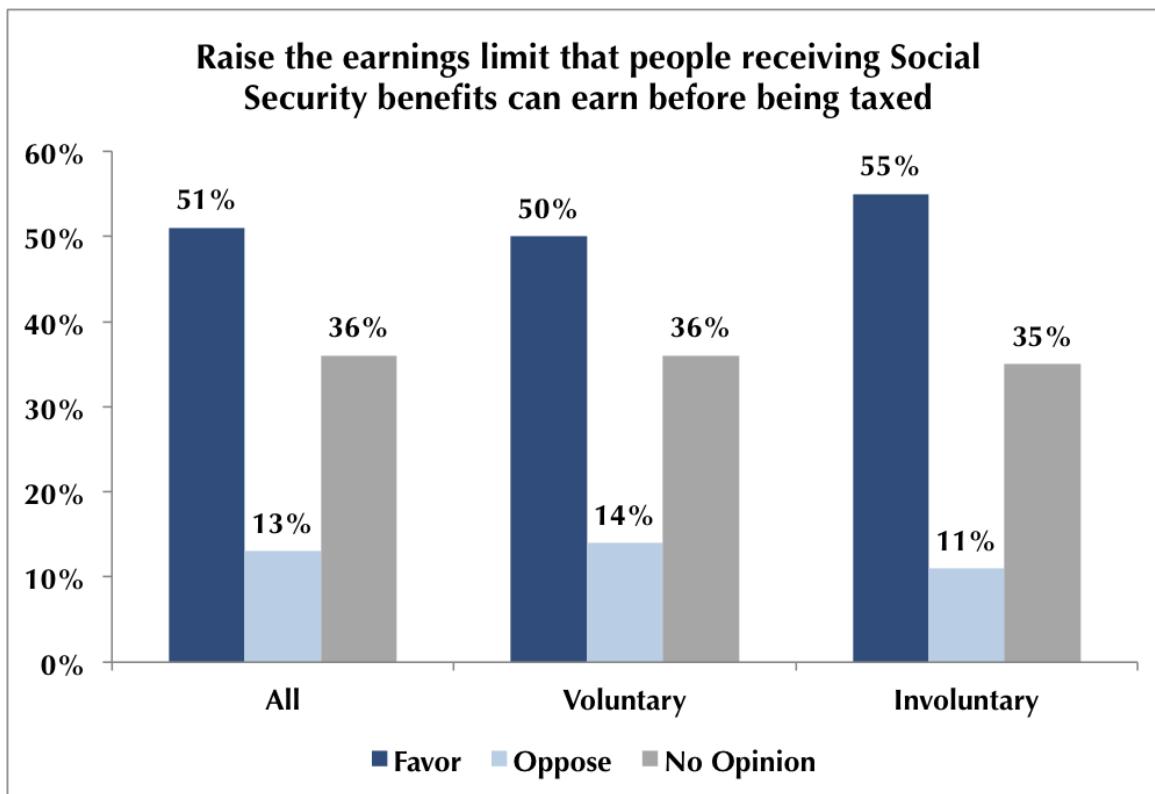
port laws that would require employers to pay overtime to part-time workers who log more than 35 hours in a given week. Raising the minimum wage for workers is also supported by 58% of voluntary part-time workers and 64% of those who are working part time involuntarily. A majority of voluntary (50%) and involuntary (55%) part-time workers say that the government should raise the earnings limit that people receiving Social Security can earn before being taxed.<sup>12</sup> Finally, fewer voluntary (24%) part-time workers than involuntary part-time workers (38%) support allowing part-time workers to continue receiving unemployment insurance benefits while working part time. It should be noted, however, that approximately one in three respondents had not formed an opinion about this policy option.

**FIGURE 19. Support for Government Policies to Help Part-time Workers**



**FIGURE 19. Support for Government Policies to Help Part-time Workers (continued)**



**FIGURE 19. Support for Government Policies to Help Part-time Workers (continued)**

## CONCLUSIONS

This *Work Trends* report describes a tale of two workforces in part-time America. Those who work part time because they want to — voluntary part-timers — enjoy a rewarding experience with few complaints, even though they seldom receive benefits, such as health care or paid vacations, from their employers.

Involuntary part-timers — those who work part time but want a full-time job — are largely unhappy with their jobs and under great economic and social stress. These involuntary part-time workers struggle to earn enough money to get by, even when they have multiple jobs, and seldom receive any benefits from their employer. They often do the same work as, but get less pay than, their co-workers who are employed full time. They are twice as likely as voluntary part-time workers to be forced to work on weekends and holidays, and be given unfavorable work schedules and job assignments.

By large margins, both voluntary and involuntary part-time workers want the government to require employers to let them participate on an equal basis with full-time workers in company-sponsored retirement plans. Majorities of voluntary and involuntary part-time workers support laws that would require employers to pay overtime to part-time workers who log more than 35 hours weekly. Raising the minimum wage for workers is also supported by voluntary and involuntary part-time workers.

## ENDNOTES

1. U.S. Bureau of Labor, Bureau of Labor Statistics, *The Employment Situation*, June 2015, Table A-8, <http://www.bls.gov/news.release/empsit.nr0.htm>
2. See U.S. Bureau of Labor, Bureau of Labor Statistics, *The Employment Situation*, December 2007, Table A-8, [http://www.bls.gov/news.release/archives/empsit\\_01042008.pdf](http://www.bls.gov/news.release/archives/empsit_01042008.pdf). See also, Rob Valletta and Catherine Van Der List, "Involuntary Part-time Work: Here to Stay?" *FRBSF Economic Letter*, 2015.
3. See U.S. Bureau of Labor, Bureau of Labor Statistics, *The Employment Situation*, December 2007, Table A-8, [http://www.bls.gov/news.release/archives/empsit\\_01042008.pdf](http://www.bls.gov/news.release/archives/empsit_01042008.pdf) and U.S. Bureau of Labor, Bureau of Labor Statistics, *The Employment Situation*, December 2010, Table A-8, [http://www.bls.gov/news.release/archives/empsit\\_01072011.pdf](http://www.bls.gov/news.release/archives/empsit_01072011.pdf)
4. See, for example, Janet Yellen, chair of the Federal Reserve Board of Governors, press conference, March 18 2015, <http://www.federalreserve.gov/mediacenter/files/FOMCpresconf20150318.pdf>; and Janet Yellen, "Labor Market Dynamics and Monetary Policy," speech at the Federal Reserve Bank Kansas City Economic symposium, Jackson Hole, Wyoming, August 22, 2014, <http://www.federalreserve.gov/newsevents/speech/yellen20140822a.htm>
5. Calculated using a base of U.S. population over the age of 18, which is 234,564,071 people.
6. Retrieved from: <http://aspe.hhs.gov/poverty/14poverty.cfm#thresholds>
7. This section excludes those who have both a full-time and part-time job, although it leaves in those with multiple part-time jobs. In this case, respondents were asked to answer thinking about the job where they work the most hours.
8. Figures were not very different for involuntary and voluntary part-time workers. Among involuntary, 51% were full time, 19% had no job, and 31% were part time; among voluntary, 45% were full time, 24% had no job, and 31% were part time.
9. These responses are disaggregated in the topline document in Appendix B.
10. Figures for all respondents; see PT13 on page 39.
11. This subsample included 39% of voluntary and 79% of involuntary workers. The numbers in the figures have been re-percentagized to project back to 100% of the voluntary and involuntary workers, rather than totaled to 100% on the reduced bases.
12. For example, if a worker is younger than full retirement age, which is age 66 if one was born between 1943 and 1955, Social Security will deduct one dollar from the retiree's benefits for each dollar earned above \$15,720. <http://www.ssa.gov/pubs/EN-05-10069.pdf>

## APPENDIX A. STUDY METHODOLOGY

*A Tale of Two Workforces: The Benefits and Burdens of Working Part Time* was fielded March 25 to April 6, 2015 online with a national probability sample of 944 U.S. residents age 18 or older who have at least one part-time job, defined as less than 35 hours per week. The sample includes 623 respondents who are currently working part time as a paid employee, 233 respondents who are self-employed part time, and 98 respondents who are retired but working part time for pay. The sample includes 504 involuntary part-time workers and 440 voluntary part-time workers, which is an oversampling of involuntary workers. The study has been weighted on type of worker (voluntary/involuntary), and various demographic categories such as age, gender, race/ethnicity, census region, education, primary language, and household income. Both the total sample and the voluntary and involuntary sub-samples are weighted to Bureau of Labor Statistics specifications.

All surveys are subject to sampling error, which is the expected probable difference between interviewing everyone in a population versus a scientific sampling drawn from that population. The sampling error for 944 respondents is +/- 3.2 percentage points, at a 95% confidence interval. The design effect for the sample is 1.65, making the effective sampling error + 5 percentage points. Thus, if 60% of respondents say that part-time work provides greater flexibility, the true figure would be between 65% and 55% had all part-time workers been interviewed, rather than just a sample. Sampling error increases as the sample size decreases, so statements based on various population sub-

groups, such as separate figures reported for women or men or hourly or salaried workers, are subject to more error than are statements based on the total sample. Sampling error does not take into account other sources of variation inherent in public opinion studies, such as non-response, question wording, or contextual effects.

The survey was conducted using GfK's web-enabled KnowledgePanel®, a probability-based panel designed to be representative of the U.S. population. Initially, participants are chosen scientifically by a random selection of residential addresses. Persons in selected households are then invited by telephone or by mail to participate in the web-enabled KnowledgePanel®. For those who agree to participate, but do not already have Internet access, GfK provides at no cost a laptop and ISP connection. People who already have computers and Internet service are permitted to participate using their own equipment. Panelists then receive unique login information for accessing surveys online, and then are sent emails throughout each month inviting them to participate in research.

## APPENDIX B. TOPLINE SURVEY RESULTS

Knowledge Networks/GfK/online

N=600 (single part-time job)

Field dates: March 25 to April 6, 2015

N=165 (multiple part-time jobs)

N=944 (all respondents) - Total sample

N=179 (one full-time job, one part-time job)

N=623 (working as paid employee)

Due to rounding, total percentages may not add up to 100%

N=223 (working as self-employed)

\* = less than 1% reporting

N=98 (retired but working for pay)

AND/OR

### S2. How many jobs are you now working?

**N=944**

	All	Voluntary	Involuntary
1	67%	68%	66%
2	27%	27%	27%
3	4%	3%	6%
4 or more	2%	2%	1%
Total	100%	100%	100%

### Type of Worker:

	All	Voluntary	Involuntary
Single part-time job	67%	68%	66%
Multiple part-time job	18%	19%	16%
One full time, one part time	15%	14%	18%
Total	100%	101%	100%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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### S4. How many hours a week do you normally work, on average?

N=941

	Median
All	25.00
Voluntary	24.00
Involuntary	29.00

### S4a. And how many hours did you work LAST week — in the past seven days?

N=940

	Median
All	24.48
Voluntary	22.41
Involuntary	30.00

### PT0. Overall, how satisfied are you with your part-time job?

N=942

	All	Voluntary	Involuntary
Very satisfied	36%	43%	11%
Somewhat satisfied	37%	36%	39%
Neither satisfied nor dissatisfied	13%	11%	21%
Somewhat dissatisfied	10%	9%	16%
Very dissatisfied	4%	2%	13%
Total	100%	101%	100%

### PT1. Thinking about your part-time job, which statement is more true:

N=935

	All	Voluntary	Involuntary
I'm working part time because I want to	31%	38%	8%
I'm working part time because I need to	33%	27%	55%
Both	36%	35%	38%
Total	100%	100%	101%

**PT1a. Would you be working part time at any job if you did not need to?****N=931**

	All	Voluntary	Involuntary
Yes	62%	66%	47%
No	38%	34%	53%
Total	100%	100%	100%

**WANT. Does a person want or need to have a part-time job?**

	All	Voluntary	Involuntary
Want to	50%	56%	27%
Need to	50%	44%	73%
Total	100%	100%	100%

[Computed by combining PT1 and PT1a into binary variable]

**PT2. In your own words, what is the main reason you are working at your part-time job?**

[OPEN-END/TEXT BOX]

**PT4 & PT3. What is the most important reason you are working part time?****N=944**

	All		Voluntary		Involuntary	
	Main	All	Main	All	Main	All
Not enough work or poor business conditions	9%	27%	2%	12%	34%	82%
Cannot find full-time work	13%	25%	1%	11%	54%	74%
Less work this time of year — seasonal difficulties in demand	4%	13%	2%	7%	12%	33%
Taking care of children	10%	20%	13%	23%	0%	9%
Family or personal obligations	14%	48%	19%	57%	0%	23%
Enrolled in school or training program	19%	23%	25%	29%	0%	5%
Retired from full-time job	8%	15%	10%	18%	0%	2%
Social Security limits on earning	2%	6%	3%	7%	0%	3%
Prefer to work part time	21%	52%	27%	65%	0%	9%
Total	100%	-	100%	-	100%	-

[Note: PT3 asks respondents about all other reasons someone works part time, and the "All" column combines answers from PT4 and PT3]

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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**PT5. Before your current part-time job(s), did you have:**

N=763

[IF DOV\_PT]=1 OR 3]

	All	Voluntary	Involuntary
A full-time job	46%	45%	51%
No job	23%	24%	19%
A different part-time job(s)	31%	31%	31%
Total	100%	100%	101%

**PT5a. Did your current employer reduce your work hours from full to part time?**

N=433

[IF PT5=1]

	All	Voluntary	Involuntary
Yes	21%	17%	32%
No	79%	83%	68%
Total	100%	100%	100%

**PT6. Do you want a full-time job — 35 hours a week at one place?**

N=944

	All	Voluntary	Involuntary
Yes	51%	37%	100%
No	49%	63%	0%
Total	100%	100%	100%

**BLSDEF. Created variable to replicate BLS designation of voluntary and involuntary part-time workers.**

N=944

	All
Involuntary	23%
Voluntary	77%
Total	100%

**PT6a. How likely is it that you would be able to get a full-time job where you work now?****N=615****[IF PT6=1]**

	All	Voluntary	Involuntary
Very likely	21%	29%	12%
Somewhat likely	28%	22%	35%
Somewhat unlikely	21%	14%	30%
Very unlikely	30%	35%	24%
Total	100%	100%	101%

**PT6b. What is your current outlook on finding a full-time job in the next year?****N=611****[IF PT6=1]**

	All	Voluntary	Involuntary
Very optimistic	32%	37%	25%
Somewhat optimistic	36%	32%	42%
Somewhat pessimistic	21%	21%	21%
Very pessimistic	11%	10%	12%
Total	100%	100%	100%

**PT7. When is the last time you had a full-time job?****N=763****[IF DOV\_PT]=1 OR 3]**

	All	Voluntary	Involuntary
Less than 6 months ago	8%	6%	15%
7 months to a year ago	9%	7%	13%
1 to 2 years ago	11%	10%	16%
3 to 5 years ago	13%	12%	20%
More than 5 years ago	34%	37%	21%
Never had a full-time job	26%	29%	16%
Total	101%	101%	101%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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### PT7a. How long were you employed at your last full-time job?

N=642

[IF PT7=1-5]

	All	Voluntary	Involuntary
Less than 6 months	11%	9%	14%
7 months to a year	6%	5%	9%
1 to 2 years	18%	16%	21%
3 to 5 years	21%	19%	27%
6 to 10 years	18%	19%	16%
11 to 20 years	10%	11%	7%
21 to 30 years	9%	11%	4%
Over 30 years	7%	9%	2%
Total	100%	99%	100%

### PT8. Do you do your [main] part-time job:

N=944

	All	Voluntary	Involuntary
At home	9%	9%	9%
Away from home	77%	75%	81%
Both	15%	16%	11%
Total	101%	100%	101%

### PT9. How long have you been working at your part-time job?

N=944

	All	Voluntary	Involuntary
Less than 6 months ago	17%	15%	22%
7 months to a year ago	13%	12%	17%
1 to 2 years ago	23%	22%	23%
3 to 5 years ago	22%	23%	21%
More than 5 years ago	26%	29%	18%
Total	101%	101%	101%

**PT10. Which best describes the status of your [main] part-time job?****N=939**

	All	Voluntary	Involuntary
Temporary — The job will only last for a specified amount of time	17%	18%	14%
Permanent — The job could continue without a time limit	64%	67%	56%
Not sure whether temporary or permanent — Depends how it works out	18%	15%	29%
<b>Total</b>	<b>99%</b>	<b>100%</b>	<b>99%</b>

**PT11. How are you paid in your [main] part-time job?****N=939**

	All	Voluntary	Involuntary
Salary	11%	11%	8%
By the hour	73%	71%	79%
Self-employed/stipend/bonus	16%	17%	13%
<b>Total</b>	<b>100%</b>	<b>99%</b>	<b>100%</b>

**PT11A. What was your salary from your part-time job in the past month (not counting other household members)?****N=281****[IF PT11= 1 OR 3]****MEDIAN: 900.00**

	Median
All	900.00
Voluntary	850.00
Involuntary	1000.00

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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### PT11B1. How much do you make per hour at this job?

N=622

[IF PT11 =2]

MEDIAN: 1080 per month [Calculated: (PT11B1\*S4)\*4]

Median	
All	1080.00
Voluntary	970.53
Involuntary	1200.00

### PT11B2. In your state is this wage...?

N=639

[IF PT11 =2]

	All	Voluntary	Involuntary
Above minimum	70%	74%	58%
At minimum	18%	16%	23%
Below minimum	4%	4%	5%
Don't Know	8%	7%	14%
Total	100%	101%	100%

### PT11B3. And are you mainly paid by:

N=636

[IF PT11 =2]

	All	Voluntary	Involuntary
Cash	4%	4%	6%
Check	77%	77%	76%
Both	3%	3%	3%
Other	16%	16%	15%
Total	100%	100%	100%

**PT12. Did you use a staffing or temporary employment agency to get your current part-time job?****N=939**

	All	Voluntary	Involuntary
Yes	4%	2%	8%
No	97%	98%	92%
Total	101%	100%	100%

**PT13. Are there any educational qualifications necessary for your part-time job?****N=939**

	All	Voluntary	Involuntary
Yes	39%	40%	34%
No	61%	60%	66%
Total	100%	100%	100%

**PT14. For your part time job, would you say you are:****N=940**

	All	Voluntary	Involuntary	Job Requires Educational Qualifications	
				Yes	No
Overqualified	27%	25%	33%	23%	30%
Have the right qualifications	69%	71%	62%	76%	64%
Underqualified	5%	4%	5%	2%	6%
Total	101%	100%	100%	101%	100%

**WB1. Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with, and how you felt. Did you feel well-rested yesterday?****N=939**

	All	Voluntary	Involuntary
Yes	58%	59%	54%
No	42%	41%	46%
Total	100%	100%	100%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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**WB3. Did you experience the following feelings during A LOT OF THE DAY yesterday?**

N=910

	All	Voluntary	Involuntary
Enjoyment	54%	56%	38%
Physical Pain	21%	18%	29%
Worry	24%	21%	32%
Sadness	15%	13%	20%
Stress	43%	40%	47%
Anger	12%	10%	19%
Happiness	56%	59%	37%

**WB4. In the past seven days, on how many days did you exercise for 30 minutes or more?**

N=934

	All	Voluntary	Involuntary
0	28%	27%	31%
1	10%	11%	8%
2	14%	14%	14%
3	14%	14%	15%
4	10%	11%	5%
5	12%	11%	16%
6	5%	5%	3%
7	7%	7%	9%
Total	100%	100%	101%

**WB5. Did you eat healthy all day yesterday?**

N=939

	All	Voluntary	Involuntary
Yes	44%	43%	49%
No	56%	57%	51%
Total	100%	100%	100%

**WB6. Have there been times in the past 12 months when you did not have enough money to buy food that you or your family needed?**

N=934

	All	Voluntary	Involuntary
Yes	19%	12%	41%
No	81%	88%	59%
Total	100%	100%	100%

**WB7. Have there been times in the past 12 months when you did not have enough money to pay for health care and/or medicines that you or your family needed?**

N=940

	All	Voluntary	Involuntary
Yes	21%	16%	37%
No	79%	84%	63%
Total	100%	100%	100%

**AD1. Part-time work is said to have a number of advantages and disadvantages. Thinking about your own personal experiences, how much do you agree with each of these advantages of part-time work. Please mark whether you agree with each statement a lot, some, just a little, or not at all.**

N=933

All

	Agree a Lot	Agree Some	Agree a Little	Agree Not at All	Total
You've been able to experience different types of jobs and businesses	17%	32%	28%	23%	100%
You've been able to set your own schedule	34%	29%	18%	20%	101%
Part-time work has led to the possibility of a full-time job	17%	22%	27%	34%	100%
You've been able to spend more time with friends and family	32%	31%	22%	16%	101%
You have more leisure time	32%	26%	22%	20%	100%
You have had the flexibility to quit whenever you want	28%	26%	23%	23%	100%
You've been able to move locations more easily	12%	16%	29%	44%	101%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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### Voluntary

	Agree a Lot	Agree Some	Agree a Little	Agree Not at All	Total
You've been able to experience different types of jobs and businesses	17%	32%	28%	23%	100%
You've been able to set your own schedule	38%	30%	16%	16%	100%
Part-time work has led to the possibility of a full-time job	19%	22%	26%	33%	100%
You've been able to spend more time with friends and family	35%	30%	20%	15%	100%
You have more leisure time	35%	25%	21%	19%	100%
You have had the flexibility to quit whenever you want	31%	25%	24%	19%	99%
You've been able to move locations more easily	13%	16%	27%	43%	99%

### Involuntary

	Agree a Lot	Agree Some	Agree a Little	Agree Not at All	Total
You've been able to experience different types of jobs and businesses	17%	31%	25%	27%	100%
You've been able to set your own schedule	18%	25%	26%	31%	100%
Part time work has led to the possibility of a full-time job	10%	24%	29%	37%	100%
You've been able to spend more time with friends and family	20%	33%	29%	18%	100%
You have more leisure time	22%	26%	27%	24%	99%
You have had the flexibility to quit whenever you want	18%	27%	18%	37%	100%
You've been able to move locations more easily	8%	14%	33%	44%	99%

**AD2. Thinking about your own personal experience, how much do you agree with each of these disadvantages of part-time work?**

N=928

All

	Agree a Lot	Agree Some	Agree a Little	Agree Not at All	Total
It makes it hard to plan for the future	20%	27%	18%	35%	100%
You worry about being laid off	10%	13%	18%	60%	101%
It may threaten your ability to qualify for unemployment insurance	10%	14%	19%	57%	100%
It makes it harder to look for a full-time job	10%	14%	21%	55%	100%
You earn less money than you need to support your family/get by	22%	22%	20%	36%	100%
It makes it difficult to pay bills or runs up credit card debt	18%	20%	19%	43%	100%
It makes it hard to schedule work and family obligations on a daily or weekly basis	12%	19%	24%	45%	100%
It makes it difficult to save for retirement	30%	20%	21%	29%	100%

Voluntary

	Agree a Lot	Agree Some	Agree a Little	Agree Not at All	Total
It makes it hard to plan for the future	13%	25%	19%	43%	100%
You worry about being laid off	6%	9%	17%	69%	101%
It may threaten your ability to qualify for unemployment insurance	6%	12%	17%	65%	100%
It makes it harder to look for a full-time job	5%	10%	21%	64%	100%
You earn less money than you need to support your family/get by	15%	21%	21%	44%	101%
It makes it difficult to pay bills or runs up credit card debt	10%	19%	19%	52%	100%
It makes it hard to schedule work and family obligations on a daily or weekly basis	6%	17%	24%	53%	100%
It makes it difficult to save for retirement	21%	20%	24%	35%	100%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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### Involuntary

	Agree a Lot	Agree Some	Agree a Little	Agree Not at All	Total
It makes it hard to plan for the future	43%	36%	14%	8%	101%
You worry about being laid off	23%	24%	22%	31%	100%
It may threaten your ability to qualify for unemployment insurance	26%	22%	24%	28%	100%
It makes it harder to look for a full-time job	28%	26%	23%	23%	100%
You earn less money than you need to support your family/get by	47%	26%	19%	8%	100%
It makes it difficult to pay bills or runs up credit card debt	43%	26%	17%	14%	100%
It makes it hard to schedule work and family obligations on a daily or weekly basis	32%	23%	25%	20%	100%
It makes it difficult to save for retirement	60%	22%	12%	7%	101%

**WE1. Still thinking about the part-time job where you spend the most hours, at your workplace how many of the employees are part-time workers — which answer category best fits?**

N=710

[IF S1=1 OR 3]

	All	Voluntary	Involuntary
All	15%	14%	18%
About three-quarters	33%	31%	41%
About half	25%	26%	21%
About one-quarter	10%	11%	9%
Almost none	16%	18%	11%
Total	99%	100%	100%

**WE2. On an hourly/monthly basis, do full-time workers *doing the same job* that part-time workers make...?**

N=579

[IF WE1=2-5]

	All	Voluntary	Involuntary
More	28%	25%	37%
The same	36%	36%	39%
Less	9%	11%	5%
Full- and part-time workers do not do the same job where you work	27%	29%	19%
Total	100%	101%	100%

**WE3. Leaving aside salary, wages, and benefits, does your employer treat you:**

N=580

[IF WE1=2-5]

	All	Voluntary	Involuntary
Better than full-time workers	6%	7%	2%
The same as full-time workers	79%	80%	75%
Worse than full-time workers	15%	13%	23%
Total	100%	100%	100%

**WE4. Do you receive the same amount and type of information about how your company is run as full-time employees?**

N=579

[IF WE1=2-5]

	All	Voluntary	Involuntary
Yes	67%	66%	71%
No	33%	34%	29%
Total	100%	100%	100%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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**WE5b. Compared to full-time workers at your job, have any of the following happened to you?**

**N=928**

**All**

	<b>Yes</b>	<b>No</b>	<b>Total</b>
Given less favorable work schedules	22%	79%	101%
Given less desirable job assignments	22%	78%	100%
More likely to be forced to work on weekends and holidays	26%	74%	100%
Treated with less respect by management/owner	15%	85%	100%
Fewer breaks or downtime	16%	84%	100%
Treated less well by co-workers	11%	89%	100%

**Voluntary**

	<b>Yes</b>	<b>No</b>	<b>Total</b>
Given less favorable work schedules	16%	84%	100%
Given less desirable job assignments	18%	83%	101%
More likely to be forced to work on weekends and holidays	21%	79%	100%
Treated with less respect by management/owner	12%	88%	100%
Fewer breaks or down time	13%	87%	100%
Treated less well by co-workers	8%	92%	100%

**Involuntary**

	<b>Yes</b>	<b>No</b>	<b>Total</b>
Given less favorable work schedules	38%	62%	100%
Given less desirable job assignments	36%	64%	100%
More likely to be forced to work on weekends and holidays	42%	58%	100%
Treated with less respect by management/owner	23%	77%	100%
Fewer breaks or downtime	26%	74%	100%
Treated less well by co-workers	20%	80%	100%

**WE6A. Does your employer(s) offer any of these benefits to part-time workers?****N=923****All**

	<b>Yes</b>	<b>No</b>	<b>Total</b>
Health care	25%	75%	100%
Pension	15%	85%	100%
401K retirement accounts	23%	77%	100%
Paid vacation days	23%	77%	100%
Paid sick days	19%	81%	100%
Educational training	30%	70%	100%

**Voluntary**

	<b>Yes</b>	<b>No</b>	<b>Total</b>
Health care	24%	76%	100%
Pension	15%	85%	100%
401K retirement accounts	24%	76%	100%
Paid vacation days	23%	77%	100%
Paid sick days	19%	81%	100%
Educational training	32%	68%	100%
Safety training	40%	61%	101%

**Involuntary**

	<b>Yes</b>	<b>No</b>	<b>Total</b>
Health care	26%	74%	100%
Pension	14%	86%	100%
401K retirement accounts	22%	78%	100%
Paid vacation days	25%	75%	100%
Paid sick days	19%	81%	100%
Educational training	25%	76%	101%
Safety training	42%	58%	100%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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### WE7. Which ONE of the following benefits would you most like to get?

N=906

	All	Voluntary	Involuntary
Health care	31%	29%	38%
Pension	9%	9%	8%
401K retirement accounts	18%	18%	19%
Paid vacation days	22%	22%	21%
Paid sick days	9%	10%	8%
Educational training	8%	9%	4%
Safety training	4%	4%	3%
Total	101%	101%	101%

PP1. Here are some ideas that are being considered by government officials to help part-time workers. First, please indicate if you support or oppose each in the left hand columns, and then mark whether each would or would not be helpful to your personal situation.

N=902

All

	Favor	Opinion about the Idea		
		Oppose	No Opinion	Total
Allow part-time workers to continue receiving unemployment benefits while working part time even though this will require increase government spending	27%	39%	34%	100%
Raise the minimum wage for all workers	60%	22%	18%	100%
Require employers to pay overtime pay to part-time workers when they work more than 35 hours in a week	58%	19%	23%	100%
Raise the earnings limit that people receiving Social Security benefits can earn before being taxed	51%	13%	36%	100%
Require employers to allow part-time workers to participate on an equal basis for 401K retirement plans	68%	9%	23%	100%

**Voluntary**

	Opinion about the Idea			
	Favor	Oppose	No Opinion	Total
Allow part-time workers to continue receiving unemployment benefits while working part time even though this will require increase government spending	24%	41%	35%	100%
Raise the minimum wage for all workers	58%	23%	19%	100%
Require employers to pay overtime pay to part-time workers when they work more than 35 hours in a week	56%	21%	24%	101%
Raise the earnings limit that people receiving Social Security benefits can earn before being taxed	50%	14%	36%	100%
Require employers to allow part-time workers to participate on an equal basis for 401K retirement plans	67%	9%	24%	100%

**Involuntary**

	Opinion about the Idea			
	Favor	Oppose	No Opinion	Total
Allow part-time workers to continue receiving unemployment benefits while working part time even though this will require increase government spending	38%	32%	30%	100%
Raise the minimum wage for all workers	64%	19%	17%	100%
Require employers to pay overtime pay to part-time workers when they work more than 35 hours in a week	65%	16%	20%	101%
Raise the earnings limit that people receiving Social Security benefits can earn before being taxed	55%	11%	35%	101%
Require employers to allow part-time workers to participate on an equal basis for 401K retirement plans	72%	8%	21%	101%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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N=728

All

	Helpful to You		
	Yes	No	Total
Allow part-time workers to continue receiving unemployment benefits while working part time even though this will require increase government spending	32%	68%	100%
Raise the minimum wage for all workers	43%	57%	100%
Require employers to pay overtime pay to part-time workers when they work more than 35 hours in a week	46%	54%	100%
Raise the earnings limit that people receiving Social Security benefits can earn before being taxed	35%	65%	100%
Require employers to allow part-time workers to participate on an equal basis for 401K retirement plans	53%	47%	100%

Voluntary

	Helpful to You		
	Yes	No	Total
Allow part-time workers to continue receiving unemployment benefits while working part time even though this will require increase government spending	29%	71%	100%
Raise the minimum wage for all workers	40%	61%	101%
Require employers to pay overtime pay to part-time workers when they work more than 35 hours in a week	41%	59%	100%
Raise the earnings limit that people receiving Social Security benefits can earn before being taxed	35%	65%	100%
Require employers to allow part-time workers to participate on an equal basis for 401K retirement plans	49%	51%	100%

**Involuntary**

	Helpful to You		
	Yes	No	Total
Allow part-time workers to continue receiving unemployment benefits while working part time even though this will require increase government spending	44%	56%	100%
Raise the minimum wage for all workers	56%	44%	100%
Require employers to pay overtime pay to part-time workers when they work more than 35 hours in a week	63%	37%	100%
Raise the earnings limit that people receiving Social Security benefits can earn before being taxed	36%	64%	100%
Require employers to allow part-time workers to participate on an equal basis for 401K retirement plans	68%	32%	100%

**EC1. How would you rate your own personal financial situation?****N=939**

	All	Voluntary	Involuntary
Excellent shape	7%	9%	2%
Good shape	40%	46%	19%
Only fair shape	39%	37%	47%
Poor shape	14%	9%	31%
Total	100%	101%	99%

**EC2. Which statement comes closer to your situation, even if neither is exactly right?****N=937**

	All	Voluntary	Involuntary
You often don't have enough money to make ends meet	34%	27%	61%
Paying the bills is generally not a problem for you	66%	73%	40%
Total	100%	100%	101%

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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**EC3. Have you faced any financial hardship for reasons relating to working part time over the past two years?**

N=937

	All	Voluntary	Involuntary
Yes	37%	29%	63%
No	63%	71%	37%
Total	100%	100%	100%

**EC4. Which of the following have you done?**

N=916

	All	Voluntary	Involuntary
Sold some of your possessions to make ends meet	17%	11%	34%
Moved in with family or friends to save money	9%	6%	16%
Borrowed money from family or friends, other than adult children	22%	15%	40%
Missed a mortgage or rent payment	7%	4%	17%
Taken a job you did not like	15%	10%	28%
Taken a job below your education or experience levels	13%	8%	26%
Experience stress in family relationships or close friendships	23%	16%	46%
Increased credit card debt	24%	19%	39%
No financial burden	53%	61%	21%

[Note: This question was only asked of respondents if EC2=1 OR EC3=2; we have backcoded "no financial burden" into this question to give a comparative number.]

**EC5. Please check off any of the areas where you have reduced spending in the past two years so much that it has made a difference in your family's day-to-day life.**

N=916

	All	Voluntary	Involuntary
Food	18%	12%	37%
Clothing	33%	24%	60%
Entertainment	38%	29%	63%
Transportation	16%	10%	36%
Health care	13%	9%	25%
Eating out	34%	26%	59%
Housing/home upkeep	18%	12%	37%
Childcare	3%	3%	5%
No financial burden	53%	61%	21%

[Note: This question was only asked of respondents if EC2=1 OR EC3=2; we have backcoded "no financial burden" into this question to give a comparative number]

**EC5A. Please check off any of the following you have used in the past two years to help make ends meet.**

N=684

	All	Voluntary	Involuntary
Food stamps (SNAP, WIC)	14%	6%	27%
Low-income energy assistance	8%	5%	11%
Food pantries	13%	6%	20%
Help from religious or nonprofit agencies	8%	5%	12%
Other social services provided by the government	9%	4%	17%
No financial burden	69%	61%	21%

[Note: This question was only asked of respondents if EC2=1 OR EC3=2; we have backcoded "no financial burden" into this question to give a comparative number]

## A TALE OF TWO WORKFORCES: THE BENEFITS AND BURDENS OF WORKING PART TIME

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**MJ2. We are going to now ask you a few questions about working multiple jobs.**

**Are all of your jobs?**

**N=341**

**[If Type of Worker = Multiple part-time job or One full-time, one part-time]**

	All	Voluntary	Involuntary	Multiple, Part Time	One Full Time, One Part Time
Similar in terms of skill and education required	41%	37%	52%	52%	31%
Different in terms of skill and education required	60%	63%	48%	48%	69%
Total	101%	100%	100%	100%	100%

**MJ3. What are the main challenges you have working multiple jobs? [OPEN-END/TEXT BOX]**

**MJ4. People who work more than one job often experience different problems than others. Please just note how much each of the following is a problem for you.**

**N=336**

**[IF type of worker = Multiple part-time job or one full time, one part time]**

**All Multiple Job Part-Time Workers**

	Major Problem	Minor Problem	Not a Problem	Total
Scheduling conflicts	19%	51%	31%	101%
Coordinating childcare	6%	15%	79%	100%
Travel between jobs	11%	31%	59%	101%
Not enough sleep	28%	33%	39%	100%
Not enough time for family	30%	30%	40%	100%
Physical health problems	10%	24%	66%	100%
Mental health problems in family	3%	17%	80%	100%
Lack of social life	22%	34%	45%	101%
Wasted time/inconvenient downtime	17%	28%	55%	100%
Other [TEXT BOX] (n=120)	3%	7%	90%	100%

## Voluntary Multiple Job Part-Time Workers

	<b>Major problem</b>	<b>Minor problem</b>	<b>Not a problem</b>	<b>Total</b>
Scheduling conflicts	16%	51%	34%	101%
Coordinating childcare	7%	17%	76%	100%
Travel between jobs	9%	26%	64%	99%
Not enough sleep	23%	35%	42%	100%
Not enough time for family	26%	32%	43%	101%
Physical health problems	6%	23%	70%	99%
Mental health problems in family	0%	16%	84%	100%
Lack of social life	17%	34%	48%	99%
Wasted time/inconvenient down time	13%	27%	61%	101%
Other [TEXT BOX] (n=120)	2%	4%	93%	99%

## Involuntary Multiple Job Part-Time Workers

	<b>Major problem</b>	<b>Minor problem</b>	<b>Not a problem</b>	<b>Total</b>
Scheduling conflicts	29%	50%	21%	100%
Coordinating childcare	2%	9%	90%	101%
Travel between jobs	16%	44%	40%	100%
Not enough sleep	43%	28%	29%	100%
Not enough time for family	42%	27%	31%	100%
Physical health problems	20%	27%	53%	100%
Mental health problems in family	11%	20%	68%	99%
Lack of social life	36%	32%	33%	101%
Wasted time/inconvenient down time	29%	34%	38%	101%
Other [TEXT BOX] (n=120)	6%	13%	81%	100%

### OT3. Do you currently have health insurance?

N=936

	All	Voluntary	Involuntary
No	17%	13%	32%
Yes, from current employer	19%	20%	15%
Yes, from previous employer (COBRA, other)	3%	3%	2%
Yes, from other family member	32%	35%	19%
Yes, Medicare or Medicaid	20%	20%	21%
Yes, other [TEXT BOX]	10%	9%	12%
Total	101%	100%	101%



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