

AEI SPECIAL ANALYSIS

**ATTITUDES ABOUT WORK AND LEISURE
IN AMERICA**

EMBARGOED FOR RELEASE UNTIL MONDAY, AUGUST 27, 2001

Go to <http://www.aei.org/psbowman4.htm>

KARLYN BOWMAN

EMBARGOED FOR RELEASE UNTIL MONDAY,
AUGUST 27, 2001

ATTITUDES TOWARD WORK

- Poll questions asked by four leading survey research organizations show small changes in job satisfaction over the past quarter century. The vast majority of workers are satisfied with their jobs or the work they have chosen. Very few workers say they are completely or very dissatisfied with their jobs (Tables W-1-4).
- Dissatisfaction is slightly higher among some groups. Young people, for example, are just starting out and their salaries are often low. Their dissatisfaction is unremarkable. It is a product of their place in the life cycle.
- Sixty-nine percent in 1997, up slightly from 64 percent in 1977, told researchers that they would take the same job again “without hesitation.” Around a quarter said they would have “second thoughts.” Just 6 percent in 1997 (9 percent in 1977) said they would definitely not take the same job again (Table W-5).
- About three in ten say they have “seriously considered” changing jobs in the past year. Young are much more likely to give this response than people who

are older (Table W-6). Young people’s expectations about work are different from the past. In 1977, in an Opinion Research Corporation survey, 47 percent of teens said “having a secure, steady job” was important to them in choosing a career. In 1999, 21 percent gave that response.

- A bare majority in 1999 said their job gave them a sense of identity. Forty-seven percent said it was just what they do (Table W-7). Majorities call their work a career. Around four in ten see it as a job (Table W-8).
- What people want in their jobs hasn’t changed much over time. Work that is important and gives a feeling of accomplishment tops the list (Table W-9).
- People are most satisfied with their coworkers, but they are generally satisfied with many other aspects of their jobs [see trend data on job security, chances for promotion, income/benefits, etc.] (Table W-10).
- Like the “rat race” many years ago, the “time crunch” has captured the popular imagination. Surveys show that for most workers, media portrayals of job stress may be overstated. Around two-in-ten are completely satisfied with the amount of stress in their job and another four-in-ten are somewhat satisfied (Table W-10). In 1988, in a Roper Starch Worldwide question not included here, 21 percent said they had taken work home in the past month. In 1998, that proportion was 22 percent. In 2001, 24 percent told RSW interviewers they had done “work-related activity during leisure time” in the past month.

- In 1969, 1973, 1977 and 1997, small numbers of the total work force said they had ever faced sex, age, or racial discrimination on the job. Higher proportions of black workers say they have faced racial discrimination on the job (Table W-11).
- In a 1977 Department of Labor survey, 72 percent said it was “not at all hard” or “not too hard” to take time off during their work day to take care of personal or family matters. In a 2000 Penn, Schoen & Berland survey, 47 percent said their employers were “very” and 33 percent “somewhat” accommodating to their needs to balance work and family life. (Table W-11)
- How you ask the question and the methodology employed affect estimates of the number of hours worked each week. Data from Gallup and the Census Bureau paint similar pictures of commuting times. The 2000 Census shows an uptick in commuting time (mean = 24.3 minutes) (Table W-12).
- Huge majorities of workers say they are loyal to their companies. Solid majorities say their corporations are loyal to them. Workers’ perceptions of “most employers’ ” loyalty are more negative, but they are also less reliable than people’s personal experiences (Table W-13).
- A quarter of workers say they would be interested in their immediate boss’s job (Table 15).

- Workers appear to be less interested than in the past in jobs with a low income and high job security (Table W-16).
- Americans are more likely than in the past to say they like the hours when they are not on the job than the hours they are working. These and other data hint at a new appreciation for leisure (Table W-19).

ATTITUDES ABOUT CHORES

- The study of chores as “work” is relatively new, dating to the early 1970s. Prior to the publication of Ann Oakley’s study of British housewives’ home work, the subject had hardly been explored, although many efforts had been made to document the amount of time spent on it (Table C-1).
- Americans are spending less time on chores than in the past even though the average square footage of homes has increased (Table C-1).
- Women spend more time than men on household chores, but they are spending less time on them than in the past. Men spend more time on household chores than in the past. Still, women spend 7.5 hours more per week than men (Table C-1).
- Wives are more likely than in the past to say their husbands help with housework, cooking, and

dishwashing (Table C-2).

- Husbands say they do more than wives say they do (Tables C-2, 3).
- Sex segregation in chores remains robust. RSW data from 1975-1990 shows that married women or women living as married say they do all or most of the washing, indoor cooking, making beds, shopping, vacuuming, and ironing (Table C-4).
- Married men or men living as married say they do all or most of the car care, grass-cutting, and minor household repairs (Table C-4).
- Women say their husbands or partners spend more time working for pay and commuting than they do (Table C-5). Women of all age groups are more likely than men to say that they expect their partner to work for pay. Sixty-nine percent of 18-29 year old men in a Harris Interactive/Radcliffe/Fleet Boston 2000 survey said they expected their partner to work for pay. Ninety-seven percent of 18-29 year old women did.
- The division of labor in most households is a minor irritant (Tables C-6,7, 8). Data not included here suggest several explanations:
 - *Men are doing more than in the past.
 - *Many big decisions are shared, a factor that may lessen resentment.
 - *For some, chores are not chores, but hobbies. In 2000, 49 percent told Peter D.

Hart researchers that cooking was a “chore that [they] have to do;” 44 percent described it “as a leisure activity [they] want to do.”

*Women may care more about household cleanliness than men.

*Many women and men hold traditional attitudes about the divisions of responsibilities in households.

ATTITUDES ABOUT LEISURE

- University of Virginia historian Cindy Aron argues that the idea of leisure has not come easily to Americans (*Working at Play: A History of Vacations in the United States*, Oxford University Press, 1999). For most of the 19th century, vacations were limited to privileged elites. After the Civil War, when vacations were becoming more widely available to the middle class, the new found leisure time was often used for work of other kinds (educational self-improvement, religious instruction, etc.). The work ethic is still strong in America. In 1973, 68 percent said they would continue to work if they were able to live as comfortably as they would like for the rest of their lives. In 2000, an identical 68 percent gave that response (Table L-1).
- Survey data suggest that attitudes about leisure are

changing. In 1975, 48 percent told Roper Starch Worldwide interviewers that “work is the important thing – and the purpose of leisure time is to recharge people’s batteries so they can do a better job.” In 2000, 34 percent gave that response. In 1975, 36 percent agreed with the statement: “Leisure time is the important thing – and the purpose of work is to make it possible to have the leisure time to enjoy life and pursue one’s interests.” Today, 43 percent give that response (Table L-2).

- Forty-five percent told Peter D. Hart researchers that they had more leisure time than their parents at the same point in their lives, 27 percent less, and 25 percent about the same amount. Thirty percent of eighteen-to-sixty-four year olds with children at home said they had more leisure time than their parents, 35 percent less, and 32 percent about the same amount (Table L-3).

- More Americans than a quarter century ago say they have "not quite as much" or "not nearly as much" leisure time as they would like (Table L-4).

- Views about leisure time are strongly related to where one is in the life cycle. Seniors often say they have too much leisure time, parents of young children, too little.

- Recent surveys suggest that when people are asked if they would prefer more money or more time,

people generally respond more money. But when choices are narrowed (a week’s vacation or a week’s salary) time often trumps money (Table L-6).

TABLE W-1
NORC WORK SATISFACTION
(percent)

QUESTION: On the whole, how satisfied are you with the work you do—would you say you are very satisfied, moderately satisfied, a little dissatisfied, or very dissatisfied?

	<i>Very Satisfied</i>	<i>Moderately Satisfied</i>	<i>A Little Dissatisfied</i>	<i>Very Dissatisfied</i>
1972	49	37	11	3
1973	50	37	8	4
1974	50	38	8	4
1975	56	33	8	3
1976	53	33	9	5
1977	49	39	10	2
1978	52	37	8	4
1980	47	37	12	4
1982	48	39	9	5
1983	53	36	8	4
1984	47	35	12	6
1985	49	38	10	3
1986	49	40	9	2
1987	46	38	11	4
1988	48	40	10	3
1989	48	38	10	4
1990	48	39	10	4
1991	46	42	8	4
1993	44	43	10	4
1994	47	40	11	3
1996	46	40	11	4
1998	48	39	10	3
2000	45	44	9	3

NOTE: Sample is employed people.

SOURCE: Surveys by the National Opinion Research Center.

TABLE W-2
RSW SATISFACTION WITH WORK
(percent)

QUESTION: Everything considered, the satisfaction you get from the work you do, what it pays, etc.—how satisfied are you with the field of work you chose to go into—extremely satisfied, fairly well satisfied, not too satisfied, or not at all satisfied?

	<i>Extremely Sat.</i>	<i>Fairly Sat.</i>	<i>Not too Sat.</i>	<i>Not at all Sat.</i>
Nov. 1973	38	47	9	5
Nov. 1976	41	43	11	4
Nov. 1979	33	49	12	6
Nov. 1980	37	47	11	4
Nov. 1983	36	47	11	5
Oct. 1988	33	52	10	4
Nov. 1991	34	49	12	3
Apr. 1994	27	54	15	4
Apr. 1996	31	52	12	4
Apr. 1999	27	58	11	3
Apr. 2001	32	56	8	3

NOTE: Sample is employed people.

SOURCE: Surveys by Roper Starch Worldwide, latest that of April 2001.

TABLE W-3

GALLUP SATISFACTION WITH THE WORK YOU DO OR
YOUR JOB
(percent)

QUESTION: Would you say you are satisfied or dissatisfied with the following things about your life: Your job/the work you do?

	<i>Satisfied</i>	<i>Dissatisfied</i>
Jan. 1949	67	20
July 1963	85	11
Aug. 1965	82	13
Sept. 1966	87	6
Oct. 1966	85	10
Nov. 1966	86	8
Apr. 1969	87	7
Apr. 1969	90	6
Aug. 1971	84	11
Dec. 1971	84	9
Jan. 1973	77	11
Dec. 1984	70	20
Sept. 1988	76	8
Dec. 1991	71	16
Apr. 1995	73	11
Feb. 1997	69	12
May 1998	75	16
Oct. 1998	70	9
Nov. 1999	71	10
May 2001	70	10

NOTE: In 1984, Gallup changed the wording of this question from “the work you do” to “your job or the work you do.” In 1998, 1999, and 2001 a volunteered “not applicable” category was added to the questionnaire. This change may explain the smaller number of total respondents in the substantive categories “satisfied” and “dissatisfied” in those years.

QUESTION: How satisfied or dissatisfied are you with your job? Would you say you are—completely satisfied, somewhat satisfied, somewhat dissatisfied, or completely dissatisfied with your job/the work you do?

	<i>Completely Sat.</i>	<i>Mostly Sat.</i>	<i>Mostly Dissat.</i>	<i>Completely Dissat.</i>
July 1989 ^a	28	61	8	3
July 1991 ^a	31	30	6	6
May 1993	46	41	9	4
June 1994 ^a	39	47	11	3
Aug. 1997 ^a	35	51	10	3
Aug. 1999 ^a	39	47	12	2

QUESTION: Next we would like to know how satisfied are you with each of the following aspects of your life—very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied. How satisfied are you with...your job, or the work you do?

	<i>Very Satisfied</i>	<i>Somew hat Satisfied</i>	<i>Somew hat Dissat.</i>	<i>Very Dissat.</i>
Nov. 1998 ^b	53	33	10	3
June 2001 ^a	50	39	7	4

a. Sample is employed people.

b. Sample is employed people or those going to school.

SOURCE: Surveys by the Gallup Organization.

TABLE W-4
HARRIS SATISFACTION WITH YOUR JOB
(percent)

QUESTION: All in all , how satisfied would you say you are with your job—very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?

	<i>Very Sat.</i>	<i>Somewhat Sat.</i>	<i>Not too/Not very Sat.</i>	<i>Not at all Sat.</i>
1973 ^a	57	33	7	3
1974 ^a	59	33	5	3
1992	52	34	9	5
Sept.1997 ^a	54	36	4	5
1999	54	37	6	3
2000 ^a	50	42	6	1
2001 ^b	54	37	6	2

QUESTION: All in all , how satisfied would you say you are with your job—very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied?

	<i>Very Sat.</i>	<i>Somewhat Sat.</i>	<i>Somewhat Dissat.</i>	<i>Very Dissat.</i>
1978	45	31	7	5
1984 ^a	59	32	6	3
1991 ^a	43	41	12	3
1993 ^a	43	44	10	2
Mar. 1994	48	36	11	4
Nov.1994 ^a	46	38	12	5
1996 ^a	45	43	9	3
Aug. 1997 ^a	45	46	7	2

a. Sample is employ ed people.

b. Sample is employ ed/unemploy ed/retired/formerly employ ed.

NOTE: Question wording varied.

SOURCE: Surveys by Louis Harris and Associates.

TABLE W-5
 WOULD TAKE THE SAME JOB AGAIN?
 (percent)

QUESTION: Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide...Would you decide without hesitation to take the same job, would you have second thoughts, or would you decide definitely not to take the same job?

	<i>Would take the same job</i>	<i>Would have second thoughts</i>	<i>Would not take the same job</i>
1977 U. Mich.	64	28	9
1997 Harris	69	26	6

SOURCE: Surveys by the Survey Research Center, University of Michigan for the Department of Labor and Louis Harris and Associates for the Families and Work Institute.

TABLE W-6
CONSIDERED CHANGING JOBS?
(percent)

QUESTION: In the past year, have you seriously considered changing your job?

	<i>Yes</i>	<i>No</i>
July 1981	34	65
Mar. 1994	32	66
Apr. 1994	35	64
Apr. 2000	30	68
May 2001	34	66

NOTE: Sample is employed people.

SOURCE: Surveys by Roper Starch Worldwide, latest that of May 2001.

TABLE W-7

JOB: SENSE OF IDENTITY OR JUST WHAT YOU DO?
(percent)

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

	<i>Organization</i>	<i>Sense of Identity</i>	<i>Just What You Do</i>
1989	Gallup	57	40
1992	PSRA / <i>US News</i>	51	41
1993	Gallup	58	41
1998	Gallup	57	40
1999	Gallup	51	47

NOTE: In a Harris poll conducted in 1996, 51 percent of employed Americans said their "job gives [them] a sense of purpose in life," 26 percent said their job was "nothing more than a source of income," and 22 percent said it was "an obligation I must fulfill." In Japan, the responses were 29, 57, and 8 percent respectively.

SOURCE: Surveys by the Gallup Organization and Princeton Survey Research Associates for *U.S. News & World Report*, latest that of August 1999.

TABLE W-8
JUST A JOB V. CAREER
(percent)

QUESTION: Do you think of the work you do as a "job", or do you think of it as "a career"?

	<i>Organization</i>	<i>Job</i>	<i>Career</i>
Jan. 1985	RSW	47	52
Mar. 1985	RSW/VA Slims	51	49
Dec. 1986	Black/ <i>USA Today</i>	30	70
Feb. 1987	Black/ <i>USA Today</i>	35	63
Apr. 1987	Black/ <i>USA Today</i>	39	61
June 1987	RSW	43	54
1988	RSW	42	57
June 1989	<i>NYT</i>	51	47
Oct. 1989	Yank.	47	52
Nov. 1993	RSW/ <i>Worth</i>	50	48
Mar. 1994	RSW	45	53
Apr. 1994	RSW	45	53
Aug. 1994	RSW	45	53
July 1995	<i>US News</i>	35	62
Aug. 1996	Am. Viewpoint	48	51
Aug. 1996	RSW	44	53
July 1997	PSRA/Wisconsin	41	58
Sept. 1997	CBS News	38	62
Sept. 1997	RSW	45	53
May 1998	Yank.	44	54
June 1998	RSW	45	54
July 1998	Hart/Shell	41	55
Dec. 1999	RSW	50	48
Apr. 2000	RSW	43	56
Aug. 2000	RSW	46	53
May 2001	RSW	42	56

NOTE: Question wording varied slightly. Samples are employed people.
SOURCE: Surveys by Roper Starch Worldwide, Roper Starch Worldwide/Virginia Slims, Gordon Black/*USA Today*, the *New York Times*, Yankelovich Partners, Roper Starch Worldwide/*Worth*, *US News and World Report*, American Viewpoint/Lake Research/Buffalo Qualitative Research, Princeton Survey Research Associates/Wisconsin Public Television, CBS News and Peter Hart Research for the Shell Oil Company.

TABLE W-9
MOST PREFER IN A JOB
(percent)

QUESTION: Would you please look at his card and tell me which one thing on this list you would most prefer in a job? (b) Which comes next? (c) Which is third most important? (d) Which is fourth most important ... high income, no danger of being fired, working hours are short/lots of free time, chances for advancement, work important and gives a feeling of accomplishment?

	<i>Feeling of Accomplish- ment</i>	<i>High Income</i>	<i>Chances for Advance- ment</i>	<i>No Danger of Being Fired</i>	<i>Short Hours/ Lots of Free Time</i>
1973	52	19	18	7	5
1974	51	19	18	8	5
1976	50	20	18	8	4
1977	47	21	20	8	4
1980	52	20	19	6	3
1982	43	26	17	10	3
1984	51	19	19	8	3
1985	48	19	22	7	3
1987	50	22	18	6	4
1988	49	21	20	7	3
1989	53	21	17	5	3
1990	52	21	18	6	3
1991	50	24	16	6	4
1993	51	20	17	9	4
1994	49	23	18	8	2

SOURCE: Surveys by the National Opinion Research Center, latest that of May 1994.

TABLE W-10

SATISFACTION WITH VARIOUS JOB CHARACTERISTICS
(percent)

QUESTION: Now I'll read a list of job characteristics. For each, please tell me how satisfied or dissatisfied you are with your current job in this regard. First, are you completely satisfied, somewhat satisfied, somewhat dissatisfied, or completely dissatisfied with...? (Gallup)

QUESTION: Regardless of how satisfied you are overall with the kind of work you do, you may feel differently about various aspects of it. Here is a list of some of the things. Would you read down that list, and for each one, would you tell me whether you are completely satisfied with it, fairly well satisfied, not too satisfied, or not at all satisfied with it? (RSW)

QUESTION: Let me read you several elements relating to the current economy. For each one, please tell me whether it is an area in which you feel very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied. (NBC/WSJ)

	<i>Completely</i>	<i>Mostly</i>	<i>Mostly</i>	<i>Completely</i>
	<i>Sat.</i>	<i>Sat.</i>	<i>Dissat.</i>	<i>Dissat.</i>

JOB SECURITY

Your job security (Gallup)

1989	45	42	8	3
1991	35	44	12	7
1993	46	33	9	11
1998	52	35	6	6
1999	48	33	11	7

Your job security—knowing you have a job as long as you want it (RSW)

1991	32	43	13	8
1994	33	43	15	7
1996	34	40	14	10
1999	37	39	14	8
2001	38	44	12	5

Your current job security (NBC/WSJ)

Mar. 1996	36	37	14	12
June 1996	38	37	12	12
Sept. 1996	37	39	10	13
Dec. 1996	36	38	13	12
Mar. 1997	37	40	12	11
June 1997	38	36	12	13
Sept. 1997	41	37	10	11
Dec. 1997	40	38	11	10
Dec. 1998	45	33	10	11
May 2000	46	35	9	9

CHANCE OF PROMOTION

Your chance for promotion (Gallup)

1989	29	38	19	6
1991	20	40	18	11
1998	30	37	16	13
1999	32	32	15	12

The chances it offers to move up (RSW)

1973	29	35	16	16
1976	28	28	19	18
1979	25	29	21	20
1980	27	32	21	17
1983	26	32	21	18
1988	24	36	20	13
1991	22	40	21	12
1994	20	38	25	12
1996	21	37	24	14
1999	23	34	26	13
2001	23	40	23	9

Your opportunities for career advancement (NBC/WSJ)

Mar. 1996	22	39	20	16
June 1996	23	37	20	18
Sept. 1996	21	39	21	17

Dec. 1996	19	46	18	16
Mar. 1997	22	37	23	16
June 1997	23	41	17	17
Sept. 1997	23	38	18	18
Dec. 1997	23	40	20	15
Dec. 1998	32	40	14	12
May 2000	32	37	15	14

INCOME/ BENEFITS

The amount of money you earn (Gallup)

1989	16	56	19	8
1991	13	53	23	10
1998	21	48	19	11
1999	23	47	16	14

The income it provides (RSW)

1973	21	53	17	9
1976	26	48	18	7
1979	20	48	21	10
1980	23	48	21	8
1983	22	47	22	8
1988	17	56	21	4
1991	22	54	18	5
1994	18	53	23	6
1996	19	51	21	8
1999	19	54	19	7
2001	23	56	17	4

The benefits it provides (health and medical insurance, life insurance, pension plan, etc.) (RSW)

1973	32	34	11	18
1976	33	31	14	18
1979	33	32	12	20
1980	32	35	14	15
1983	32	30	17	19
1988	28	37	15	16

1991	28	38	17	14
1994	27	35	18	17
1996	25	35	19	18
1999	26	38	17	16
2001	29	37	19	13

In May 2001, when RSW asked “All things considered, would you say the employee benefits offered by the organization you work for are better than they were 5 years ago, or worse, or about the same now as they were 5 years ago,” 27 percent said they were better, 9 percent worse and 52 percent the same. In 1991, the responses were 22, 15 and 48 percent respectively.

CO-WORKERS

Your relations with co-workers (Gallup)

1999	67	27	2	1
------	----	----	---	---

The kind of people you work with (RSW)

1973	50	40	6	3
1976	52	38	6	2
1979	50	42	5	2
1980	45	46	7	1
1983	48	43	6	2
1988	41	49	6	2
1991	41	49	5	2
1994	37	49	10	2
1996	37	50	9	3
1999	40	46	9	4
2001	39	50	8	2

HOURS/VACATION/AMOUNT OF WORK/STRESS

The amount of work that is required of you (Gallup)

1993	47	35	13	5
1998	45	40	11	4
1999	46	35	12	6

The amount of vacation time you receive (Gallup)

1991	35	43	12	7
1993	50	22	13	13
1998	47	34	9	9
1999	50	30	9	9

The number of hours you work (RSW)

1973	46	39	10	4
1976	45	38	11	5
1979	39	41	13	7
1980	41	43	12	4
1983	41	42	12	4
1988	33	49	13	4
1991	31	49	14	5
1994	30	48	17	4
1996	32	46	17	6
1999	28	48	18	6
2001	32	47	17	3

The flexibility of your hours (Gallup)

1989	46	40	10	3
1991	39	44	10	6

The amount of on-the-job stress in your job (Gallup)

1991	17	44	24	11
1993	24	36	25	14
1998	22	42	23	11
1999	21	44	22	12

OTHER

Your boss or immediate supervisor

1989	40	45	9	4
1991	37	45	10	6
1998	47	38	7	5
1999	47	35	7	4

The personal satisfaction you get from the kind of work you do (RSW)

1973	43	44	8	5
1976	46	37	9	5
1979	42	43	10	5
1980	41	44	11	3
1983	41	45	10	3
1988	37	48	12	2
1991	36	46	12	4
1994	35	47	14	3
1996	36	47	13	4
1999	36	49	12	2
2001	36	51	11	2

The importance to society of the work you do (RSW)

1973	42	41	8	5
1976	40	38	11	6
1979	37	42	11	6
1980	38	45	12	3
1983	39	42	13	5
1988	33	42	16	4
1991	32	44	15	5
1994	31	44	18	4
1996	33	46	14	4
1999	35	44	15	4
2001	34	47	17	3

The opportunities you have to influence decisions made at work (RSW)

1991	27	39	20	11
1994	26	41	21	9
1996	27	39	20	11
1999	29	38	20	12
2001	26	43	20	7

NOTE: Samples are employed people.
SOURCE: Surveys by the Gallup Organization, Roper Starch Worldwide, and
NBC News/*Wall Street Journal*.

TABLE W-11
JOB CHARACTERISTICS
(percent)

DISCRIMINATION

QUESTION: Do you feel in any way discriminated against on your job because...?

	<i>Age</i>	<i>Sex</i>	<i>Race or National Origin</i>
1969 U. Mich	5	3	3
1973 U. Mich	4	5	3
1977 U. Mich	6	5	6
1997 Harris	7	10	7

NOTE: In 1969, 17 percent of blacks said they had faced any discrimination at work. In 1973, 15 percent gave that response. In 1977, 16 percent of blacks did. In a Gallup survey taken in spring 2001, 19 percent of blacks said they could think of "any occasion in the last thirty days" when they felt they were treated unfairly at their place of work because they were black.

SOURCE: Surveys by the Survey Research Center, University of Virginia, U.S. Department of Labor and Louis Harris and Associates for the Families and Work Institute.

WORK-LIFE ISSUES

QUESTION: How hard is it for you to take time off during your work day to take care of personal or family matters? (1977, U. Mich)

<i>Not At All Hard</i>	<i>Not Too Hard</i>	<i>Somewhat Hard</i>	<i>Very Hard</i>
38	34	12	14

QUESTION: How accommodating is your employer to the need to balance work and family? (2000, PSB)

<i>Very Accommodating</i>	<i>Somewhat Accommodating</i>	<i>Not Very Accommodating</i>	<i>Not At All Accommodating</i>
47	33	8	8

QUESTION: Please tell me how much you agree or disagree with the following statement: My supervisor accommodates me when I have family and personal business to take care of (1997, Harris).

<i>Agree</i>	<i>Disagree</i>
94	6

SOURCE: Surveys by the Survey Research Center University of Michigan for the U.S. Department of Labor, Louis Harris and Associates for the Families and Work Institute, and Penn, Schoen, Berland & Associates for *Blueprint*.

TABLE W-12
NUMBER OF HOURS WORKED PER WEEK
(hours)

QUESTION: First, we would like to know approximately how many hours a week you spend at your job or occupation, and that includes keeping house or going to school, as well as working for pay or profit. How many hours would you estimate you spend at work, housekeeping, or studies, including any travel time to and from the job or school? (Harris)

QUESTION: How many hours did you work last week, at all jobs? NORC-GSS

CES: Data are from employer reports.

Robinson: Time Diary

	<i>Harris Median Hours</i>	<i>CES</i>	<i>GSS</i>	<i>Robinson Time Diary</i>
1960		38.6		
1961		38.6		
1962		38.7		
1963		38.8		
1964		38.7		
1965		38.8		29.4
1966		38.6		
1967		38.0		
1968		37.8		
1969		37.7		
1970		37.1		
1971		36.9		
1972		37.0		
1973	41	36.9	39.9	
1974		36.5	39.8	
1975	43	36.1	39.0	28.5
1976		36.1	39.7	

1977		36.0	40.5	
1978		35.8	40.8	
1979		35.7		
1980	47	35.3	41.0	
1981		35.2		
1982		34.8	39.8	
1983		35.0	40.4	
1984	47	35.2	40.5	
1985		34.9	41.2	28.3
1986		34.8	41.8	
1987	47	34.8	41.3	
1988		34.7	41.4	
1989	49	34.6	41.3	
1990		34.5	40.9	
1991		34.3	40.3	
1992		34.4		
1993	50	34.5	41.8	
1994	51	34.7	41.7	
1995	51	34.5		
1996		34.4	42.4	
1997	51	34.6		
1998	50	34.6	41.8	
1999	50	34.5		
2000	50	34.5	41.9	

SOURCE: Surveys by Louis Harris and Associates, the Department of Labor's Current Employment Statistics, National Opinion Research Center's General Social Survey and Americans' Use of Time Project (University of Maryland, John Robinson)

QUESTION: On most days, about how long does it take
you to get from your home to where you work?

	<i>R.S.W</i> <i>Median</i> <i>Minutes</i>	<i>NORC</i> <i>Mean</i> <i>Minutes</i>	<i>Gallup</i> <i>Mean</i> <i>Minutes</i>	<i>Census</i> <i>Mean</i> <i>Minutes</i>
1973	14.5			
1977	14.8			
1980	14.7			21.7
1986		23		
1987	15			
1988			21	
1990				22.4
1992	16.5			
1998	17		23.7	
2000			26	24.3

TABLE W-13
EMPLOYEE/EMPLOYER LOYALTY
(percent)

QUESTION: I am going to read you a series of statements. For each, please tell me whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree. .. I feel a sense of loyalty to the company or organization that I work for? (UConn)

QUESTION: Overall, how committed do you feel to your company? Very, moderately, only somewhat or not very committed at all? (Wirthlin)

	<i>Loyal</i>	<i>Not Loyal</i>
	<u>My loyalty/commitment to company</u>	
Aug. 1998 UConn ^a	86	10
Nov. 1998 Wirthlin ^a	84	16
Jan. 2001 Wirthlin ^a	96	2

QUESTION: I am going to read you a series of statements. For each, please tell me whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree. ... The company or organization I work for feels a sense of loyalty towards me? (UConn)

QUESTION: Overall, how committed do you feel your company is to you? Very, moderately, only somewhat or not very committed at all? (Wirthlin)

	<i>Loyal</i>	<i>Not Loyal</i>
	<u>My employer's loyalty/commitment to me</u>	
Aug. 1998 UConn ^a	65	27
Nov. 1998 Wirthlin ^a	72	29
Jan. 2001 Wirthlin ^a	77	20

QUESTION: And, compared to a few years ago, would you say that today's employees in general are more loyal to their employers, less loyal to their employers, or has there been no change? (Wirthlin)

QUESTION: In general, how loyal do you think that employees are to their companies today—very loyal, fairly loyal, just somewhat loyal, or not too loyal? (Hart/Shell Oil)

	<i>More Loyal</i>	<i>Less Loyal</i>	<i>No Change</i>
	<u>Most employees' loyalty</u>		
1996 Wirthlin	14	58	27
July 1998 Hart	33	55	—
Nov. 1998 Wirthlin	14	59	25

QUESTION: Compared to a few years ago, would you say that today's employers in general are more loyal to their employees, less loyal to their employees, or has there been no change? (Wirthlin)

QUESTION: In general, how loyal do you think that companies are to their employees today—very loyal, fairly loyal, just somewhat loyal, or not too loyal? (Hart/Shell Oil)

	<i>More Loyal</i>	<i>Less Loyal</i>	<i>No Change</i>
	<u>Most employers' loyalty</u>		
Jan. 1996 Wirthlin	11	65	22
July 1998 Hart	25	73	—
Nov. 1998 Wirthlin	15	63	21

QUESTION: How much personal loyalty would you say you feel to the place you work? Do you feel a great deal of loyalty, some loyalty, not too much loyalty, or very little loyalty? (Roper)

	<i>Great Deal</i>	<i>Some</i>	<i>Not Too Much</i>	<i>Very Little</i>
--	-------------------	-------------	---------------------	--------------------

	<u>My loyalty to employer</u>			
Mar. 1994 ^a	47	33	9	5
May 2001 ^a	54	33	6	4

QUESTION: And how much loyalty would you say the place you work has for you? A great deal of loyalty, some loyalty, not too much loyalty, or very little loyalty?(Roper)

	<i>Great Deal</i>	<i>Some</i>	<i>Not Too Much</i>	<i>Very Little</i>
	<u>My employers' loyalty to me</u>			
Mar. 1994 ^a	32	41	10	10
May 2001 ^a	43	35	11	6

a: Sample is employed people

NOTE: Some responses combined. Roper responses are asked of employed people.

SOURCE: Surveys by the University of Connecticut's Center for Survey Research and Analysis, Wirthlin Worldwide and Peter D. Hart Research Associates for Shell Oil Company and Roper Starch Worldwide.

TABLE W-14
ETHICS AT WORK
(percent)

QUESTION: There is increasing talk these days about the ethical and moral standards in our society. We would like to know how widespread you think certain questionable practices are...Do you think that is true of most, fairly many, not too many, or very few (people, business people, employees, etc.)

	<i>Most</i>	<i>Fairly Many</i>	<i>Not too Many</i>	<i>Very Few</i>
<i>Business people padding their expense accounts</i>				
1973	32	37	15	7
1976	32	42	12	6
1978	31	43	12	7
1979	31	45	13	3
1982	33	45	13	4
1986	33	44	13	3
1987	28	32	21	10
1988	22	43	19	6
1993	23	44	20	6
1997	26	47	17	4
2000	24	43	20	6
<i>Employees taking company supplies home for their own use</i>				
1988	17	36	30	10
1993	20	38	27	9
1997	20	45	24	7
2000	23	38	24	9
<i>People lying on their resumes/employment applications</i>				
1997	20	38	29	8
2000	21	34	29	10

NOTE: Not all categories shown.

SOURCE: Surveys by Roper Starch Worldwide.

TABLE W-15
WANT THE BOSS'S JOB?
(percent)

QUESTION: It is the goal of some people who work to advance their position, while others like what they are doing and do not particularly want to move up to more responsibilities. Thinking now of your present position and your immediate boss's position, do you think you would be interested in having your boss's job or would you really prefer to keep your own?

	<i>Interested in Boss's Job</i>	<i>Prefer Own Job</i>
1985	29	63
1992	23	70
1995	25	63

QUESTION: Regardless of how you feel about having your boss's job, do you think you would be interested in the top job—running the organization you work for, or would you prefer to keep your own job?

	<i>Interested in Running Organization</i>	<i>Prefer Own Job</i>
1985	30	62
1992	24	67
1995	24	65

SOURCE: Surveys by Roper Starch Worldwide, latest that of December 1995.

TABLE W-16
DIFFERENT TYPES OF JOBS
(percent)

QUESTION: Here are three different kinds of jobs. If you had your choice, which would you pick? A job which pays quite a low income, but which you were sure of keeping, OR A job which pays a good income, but which you have a fifty-fifty chance of losing, OR A job which pays an extremely high income if you make the grade, but which you are sure to lose if you don't?

	<i>Low income/ will keep job</i>	<i>Good income/50- 50 chance of losing</i>	<i>High income/ could lose job</i>
1943 <i>Fortune</i> ^a	55	27	15
1948 <i>Fortune</i>	47	32	19
1957 RSW	42	26	26
1962 Gallup	48	33	14
1981 RSW	22	34	36
1988 RSW	22	34	38
1993 RSW	28	32	32

a. Sample is factory workers.

NOTE: In 1939, when Roper asked, "If you had your choice, which would you prefer," 87 percent of executives answered "a job that pays a high wage, but with a fifty-fifty chance of getting promoted or fired," and 8 percent chose "a steady job earning just enough to get by on, but with no prospect of advancement." Among factory workers the responses were 53 and 45 percent, respectively. National results were 61 to 33 percent.

SOURCE: Surveys by Roper for *Fortune*, Roper Starch Worldwide and the Gallup Organization.

TABLE W-17
 DAYDREAMING
 (percent)

QUESTION: Most people spend at least a small part of their waking hours daydreaming and thinking about different things. Some of those daydreams may be complete flights of fancy, others just simple, like a hungry person thinking about lunchtime. Here's a list of some things people might be expected to daydream about from time to time. Would you look it over and call off the things, if any, that you ever daydream or think about?

	<i>Being Rich</i>	<i>Having a Better Job</i>	<i>Being Elected to Political Office</i>
1979	41	32	6
1984	52	33	6
1989	49	29	4
1992	53	36	6
1997	54	32	5
2001	50	29	4

NOTE: Only selected categories shown.

SOURCE: Surveys by Roper Starch Worldwide, latest that of March 2001.

TABLE W-18

PREFERENCE TO STAY HOME/HAVE A JOB OUTSIDE THE
HOME
(percent)

QUESTION: If you were free to do either, would you prefer to have a job outside the home, or would you prefer to stay home and take care of a house and family?

	<i>Stay Home</i>			<i>Have a Job</i>		
	<i>T</i>	<i>M</i>	<i>W</i>	<i>T</i>	<i>M</i>	<i>W</i>
1974 RSW/VS	—	—	60	—	—	35
1978 RSW	—	—	45	—	—	49
1979 RSW/VS	—	—	51	—	—	46
1982 CBS	—	—	47	—	—	48
1983 <i>NYT</i>	35	21	47	58	72	45
1984 <i>LAT</i>	23	14	34	72	81	60
1985 RSW/VS	—	12	45	—	86	51
July 1989 CBS/ <i>NYT</i>	—	—	51	—	—	35
Aug. 1989 RSW/VS	—	13	51	—	81	42
1991 RSW	37	19	53	59	77	43
Oct. 1992 CBS/ <i>NYT</i>	37	21	51	56	72	42
1994 RSW	35	19	50	61	78	45
Dec. 1994 RSW/VS	31	15	47	62	78	46
1996 <i>LAT</i>	37	26	50	57	65	48
Sept. 1997 RSW	39	25	52	57	71	44
Sept. 1997 CBS	30	17	42	62	74	50
1999 RSW/VS	—	—	44	—	—	48
2000 RSW	36	24	47	60	72	49
2001 Gallup	35	24	45	62	73	53

NOTE: T: total, M: men, W: women.

SOURCE: Surveys by Roper Starch Worldwide for Virginia Slims, CBS News, the *New York Times*, the *Los Angeles Times*, Roper Starch Worldwide and the Gallup Organization.

TABLE q
 ENJOY HOURS ON THE JOB OR OFF THE JOB?
 (percent)

QUESTION: Generally speaking, which do you enjoy more—the hours when you are on your job, or the hours when you are not on your job?

	<i>On the Job</i>	<i>Not On the Job</i>
June 1955	43	44
June 1955	39	48
Sept. 1988	20	68
Sept. 1990	18	60
July 1991	18	68
May 1993	22	70
Oct. 1998	23	69
Aug. 1999	16	77

NOTE: In 1948, Gallup asked which do you enjoy more—the things you do in your work (on your job) or the things you do in your leisure time? Thirty-five percent of the respondents chose work, 36 percent leisure and 25 percent said they were equal.

SOURCE: Surveys by the Gallup Organization, latest that of August 1999.

TABLE C-1
TIME SPENT ON HOUSEWORK—FOUR PERSPECTIVES

Vanek

	<i>Average weekly housework hours</i>			
1924-1928	1929-1931	1943	1953	1965-1966
51.5	53.8	56.5	52.8	55.4

Bianchi, Milkie, Sayer, Robinson (Time Diaries)

	<i>Average weekly housework hours</i>			
	1965	1975	1985	1995
All women	30.0	23.7	19.7	17.5
All men	4.9	7.2	9.8	10.0
Married women	33.9	26.1	21.9	19.4
Married men	4.7	6.7	10.4	10.4

Middletown

	<i>Time spent on daily housework</i>		
	4 hours or more	2-3 hours	1 hour or less
1924	87%	13%	0%
1977	43	45	12
1999	14	53	33

Note: Surveys based on married women living with their husbands and one or more children at home aged 6 through 18, interviewed in Middletown (Muncie, Indiana).

Department of Labor (1977), Families and Work Institute (1997)

QUESTION: On average, on days when you're working, about how much time do you spend on home chores—things like cooking, cleaning, repairs, shopping, yardwork, and keeping track of money and bills? And how much time on days when you're not working?.

	1977	1997
	<i>Hours</i>	<i>Hours</i>
Workdays		
Married employed mothers	3.7	3.1
Married employed fathers	1.2	2.2
Non-workdays		
Married employed mothers	7.2	6.1
Married employed fathers	4.2	5.1

In 1970, the average square footage of a new privately owned home was 1,500 feet. In 1999, it was 2,255. SOURCE: Statistical Abstract.

NOTE: While most researchers in this area seem to agree with the picture presented in this table, there are some dissenters. Writing in *Pursuing Happiness: American Consumers in the Twentieth Century* (1993) Stanley Lebergott shows a sharper decline in time spent on chores over the first part of the century. He begins with an estimate of a 44-hour kitchen work week (and 7 additional hours for laundry and separately, cleaning). He also uses data from 1925-27 studies done by Hildegard Kneeland who suggests that about 42 total hours were spent on kitchen work, laundry and cleaning for rural households and 36 for urban ones. Juliet B. Schor, in *The Overworked American* (1991) includes a study of 60 middle class families, with employed husbands and full time homemakers by John Leeds in 1912-1914. The study estimated that housewives spent an average of 56 hours on housework each week. She also includes a large-scale study of housewives in Syracuse in 1967 and 1968. In this study, the housewives spent 56 hours per week. I have not included Schor's own 1973 estimate (in which a married, middle-class housewife with 3 children spent 53 hours on domestic work) in the table.

SOURCE: Doctoral dissertation, Joann Vanek; "Is Anyone Doing the Housework?" Bianchi Milkie, Sayer, Robinson—*Social Forces* 79, No. 1 (2000); Middletown—*The First Measured Century*, AEI Press 2000; Survey Research Center, Institute for Social Research, University of Michigan for the Department of Labor (1977) and Louis Harris and Associates for the Families and Work Institute (1997).

TABLE C-2

HUSBANDS' HELP WITH CHORES, 1949 AND 1997

(percent)

QUESTION: (If married male:) Do you help with the housework in your home? (If married female:) Does your husband help with the housework in your home?

	<i>Husband Helps with Housework</i>	<i>Does not Help</i>
1949	62	38
1997–Total	85	14
Wives' response	75	24
Husbands' response	97	3

QUESTION: (If married male:) Do you help with the cooking? (If married female:) Does your husband help with the cooking?

	<i>Husband Helps with Cooking</i>	<i>Does not Help</i>
1949	40	60
1997–Total	73	27
Wives' response	63	37
Husbands' response	83	16

QUESTION: (If married male:) About how often do you help with the dishes? (If married female:) About how often does your husband help with the dishes?

	<i>Husband helps with the dishes...</i>			
	<i>Almost all the time</i>	<i>Fre- quently</i>	<i>Just now and then</i>	<i>Never</i>
1949	12	19	31	38
1997–Total	26	31	29	14
Wives' response	18	29	32	21
Husbands' response	35	33	25	7

SOURCE: Surveys by the Gallup Organization, latest that of February 1997.

TABLE C-3
 WHO DOES MORE, 1999
 (percent)

QUESTION: If both a man and a woman living in the same house are working full time, who ends up doing more of the chores and work around the house? Do you think the man generally does more, the woman generally does more, or that both do the same amount?

	<i>Man Does More</i>	<i>Woman Does More</i>	<i>Both Do the Same</i>
1999–Total	3	70	25
Women	2	81	15
Men	4	57	35
Married women	2	80	17
Married men	5	59	34

QUESTION: Who does the chores and work around your house? Do you do all of it, do you do most of it, do you do some of it, or do you do none of it?

	<i>All</i>	<i>Most</i>	<i>Some</i>	<i>None</i>
1999–Total	21	27	49	2
Women	27	39	32	1
Men	13	14	68	3
Married women	14	46	38	0
Married men	2	14	79	3

SOURCE: Surveys by CBS News, December 1999.

TABLE C-4

WHO DOES WHAT HOUSEHOLD TASKS, 1975, 1981, 1990
(percent)

QUESTION: Here is a list of fairly common household tasks. We're interested in knowing which ones of them you personally do and don't do...Would you tell me whether it is something you personally do all of in your household, most of, some of, very little of, or none of?

	<i>Married women*</i>			<i>Married men*</i>		
	<i>personally do</i>			<i>personally do</i>		
	<i>All</i>	<i>Some</i>	<i>Very</i>	<i>All</i>	<i>Some</i>	<i>Very</i>
	<i>or most</i>		<i>little/</i>	<i>or</i>	<i>Some</i>	<i>little/</i>
			<i>none</i>	<i>most</i>		<i>none</i>
Washing clothes						
1975	92	6	2	6	15	74
1981	90	8	1	8	22	69
1990	88	7	3	11	24	59
Cooking (indoors)						
1975	88	9	2	7	28	61
1981	87	11	2	9	34	55
1990	85	11	3	12	38	46
Washing dishes						
1975	84	12	2	8	28	61
1981	83	14	3	10	32	57
1990	83	11	4	15	36	45
Dusting furniture						
1975	85	11	2	6	17	71
1981	83	13	3	7	24	67
1990	83	11	3	9	24	61
Making beds						
1975	85	13	1	6	20	68
1981	81	16	2	9	25	64
1990	82	12	3	12	29	56
Shopping for food						
1975	81	12	5	16	43	38

1981	81	16	3	21	46	32
1990	81	14	4	22	45	29
Vacuuming rugs						
1975	81	12	5	8	27	59
1981	79	16	3	10	34	53
1990	80	13	5	13	32	49
Ironing						
1975	81	5	8	4	5	83
1981	78	7	11	5	8	81
1990	79	8	9	7	9	74
Paying the monthly bills (checking bills, writing checks, etc.)						
1975	58	19	21	47	21	29
1981	60	21	16	51	20	28
1990	58	18	22	50	23	26
Washing windows						
1975	59	22	13	21	29	42
1981	55	26	14	23	35	36
1990	55	18	17	21	28	39
Calling, hiring, dealing with service and repairmen (electricians, plumbers, TV repairmen, etc.)						
1975	42	21	29	56	22	15
1981	41	22	28	60	21	13
1990	43	24	28	63	19	13
Cooking (outdoors)						
1975	35	20	33	26	27	36
1981	39	25	25	34	29	29
1990	34	21	32	41	27	20
Other gardening						
1975	34	30	24	43	24	19
1981	30	29	25	45	20	17
1990	32	23	24	41	19	18
Washing the car						
1975	21	16	53	53	19	17
1981	20	25	48	59	20	12

1990	18	21	49		62	18	11
Seeing to it that the car is serviced and repaired (not necessarily repairing it your self)							
1975	18	12	60		79	7	6
1981	17	16	57		81	7	3
1990	18	13	60		85	7	4
Cutting the grass							
1975	19	17	49		62	12	13
1981	20	19	44		62	12	10
1990	13	15	51		57	10	9
Making minor household repairs (minor carpentry, changing fuses, etc.)							
1975	14	16	60		75	11	6
1981	15	20	56		76	12	7
1990	13	16	62		75	10	8
Shoveling snow							
1975	14	15	38		43	12	15
1981	12	16	37		43	11	10
1990	12	12	36		39	8	10

NOTE: "No one concerned with" category is not shown. * Responses are from people married or living as married.

SOURCE: Surveys by Roper Starch Worldwide.

TABLE C-5
TIME SPENT ON CHORES AND REACTION TO IT
(percent)

QUESTION: Does your (husband/wife/partner) spend more time or less time than you do...?

	<i>Women's responses</i>		<i>Men's responses</i>	
	<i>My husband spends more time than I do on...</i>	<i>My husband spends less time...</i>	<i>My wife spends more time than I do on...</i>	<i>My wife spends less time...</i>
Working for pay	59	17	14	58
Commuting to and from a paying job	53	18	15	54
Food shopping	15	66	64	19
Paying the bills	30	59	57	32
Making minor household repairs	65	24	9	84
Cooking	14	75	67	18
Washing clothes	10	83	80	11
Cleaning the house or the apartment	9	82	78	8
Mowing the lawn or shoveling snow	65	14	9	75
Sorting and taking out the trash	58	29	19	69

Arranging for household repairs

QUESTION: Does the fact that your (husband/wife/partner) spends ... time bother you a lot, a little, or not at all?

	<i>Women's responses</i>	<i>Men's responses</i>
	<i>Bothers you a lot/little</i>	<i>Bothers you a lot/little</i>
Working for pay	25	16
Commuting to and from a paying job	17	10
Food shopping	13	7
Paying the bills	20	12
Making minor household repairs	16	7
Cooking	24	11
Washing clothes	14	15
Cleaning the house or the apartment	38	24
Mowing the lawn or shoveling snow	13	8
Sorting and taking out the trash	16	8
Arranging for household repairs	22	11

NOTE: Not all categories and responses shown. A lot/little responses are combined.

SOURCE: Survey by *Washington Post*/Kaiser Family Foundation/Harvard University, September 1997.

TABLE C-6
WHAT COUPLES DISAGREE ABOUT
(percent)

QUESTION: Most married couple disagree about at least a few things. Here is a list of a number of different things. Would you read down that list and call off those things that you and your (husband/wife) frequently disagree on?

	1978	1986	1989	1992	1996
How the house is kept	12	14	13	15	13
	<i>1999</i>		<i>Women</i>	<i>Men</i>	
Which TV programs to watch			30		30
Whether to spend money or save money			28		26
Family and in-laws			23		22
How to discipline children			22		19
Men's responsibilities at home			17		12
Whether to go out or stay home			17		15
Other household expenses			16		17
How much time your spouse spends at work/outside home			14		12
What to do on weekends			14		17
Which friends you spend time with socially			14		13
How the house is kept			13		16
Women's responsibilities at home			13		9
Where to go when you are going out to dinner at a restaurant			12		11
How to spend vacations			11		11
How much spending money to give children			10		10
Expenditures for clothing			9		8
Where to go when you are going to eat at a fast food place			8		7
How often to entertain at home			7		6

NOTE: Sample is people married or living as married. National 1999 number not reported.

SOURCE: Surveys by Roper Starch Worldwide.

TABLE C-7
CAUSES OF RESENTMENT
(percent)

QUESTION: Most people feel some resentment about various things in their lives. Here is a list of some things that people have told us they feel resentful about. For each item, tell me whether you often feel resentful, or feel resentful from time to time, or almost never feel resentful, or does not apply.

	<i>Often</i>		<i>From time to time</i>		<i>Almost never</i>	
	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>
Not having enough free time						
1989	8	8	40	37	44	45
1994	8	8	42	41	39	41
The way my job or career has gone						
1989	6	9	26	31	33	44
1994	7	9	26	31	32	42
The amount of money there is to live on						
1989	17	14	46	44	33	37
1994	17	14	44	46	31	35
The amount of time I spend keeping the family organized						
1989	7	3	29	20	45	50
1994	7	5	30	25	40	43
How I look						
1989	8	4	40	25	48	64
1994	7	6	37	23	49	62
How much my mate helps around the house						
1989	8	4	28	19	32	60
1994	8	4	28	12	29	49
The way child-care related duties are shared in my household						
1989	5	2	17	8	25	36
1994	5	3	18	10	22	31

Getting married too young						
1989	5	3	14	9	49	49
1994	6	3	16	11	37	42
The amount of time I spend thinking about family responsibilities						
1989	5	3	23	16	51	55
1994	6	4	23	18	45	50
Not finding the right person to be happy with						
1989	6	15	17	16	58	60
1994	8	7	20	17	43	50
Having children when I was too young						
1989	3	2	10	7	53	47
1994	4	3	13	11	41	39
The responsibility of having to take care of elderly family members						
1989	3	2	10	8	43	46
1994	2	2	12	14	28	30

NOTE: 'Does not apply' category not shown.
SOURCE: Surveys by Roper Star ch Worldwide for Virginia Slims, latest that of December 1994.

TABLE C-8

WHAT WOULD MAKE LIFE BETTER FOR WOMEN ?

(percent)

QUESTION: Here is a list of various things that people have told us would make their lives better. Please look down the list and call off the letters of the two or three things that would make your life better.

	1989	1994	1999
<i>Women's responses:</i>			
More money	60	59	52
More control over the way things are going in life	28	30	32
More leisure time	25	24	26
Less stress at home	17	17	20
More flexible work schedule	7	8	15
Job or a more interesting job	12	10	13
More help with household from spouse	26	14	13
Less pressure on the job	7	7	11
Being able to stay home and take care of family	6	7	11
More help with household from children	17	8	9
A different relationship	8	8	9
A better sex life	3	5	4

SOURCE: Surveys by Roper Starch Worldwide for Virginia Slims, latest that of July 1999.

TABLE L-1
 WORK ETHIC OVER TIME
 (percent)

QUESTION: If you were to get enough money to live as comfortably as you would like for the rest of your life, would you continue to work or would you stop working?

	<i>Continue to Work</i>	<i>Stop Working</i>
1973	68	30
1974	64	35
1976	68	31
1977	69	30
1980	76	23
1982	72	27
1984	74	25
1985	69	30
1987	74	25
1988	70	29
1989	71	27
1990	72	27
1991	66	33
1993	68	30
1994	65	34
1996	67	32
1998	69	30
2000	68	31

NOTE: Asked of those who were either working or temporarily not working at the time.

SOURCE: Surveys conducted by the National Opinion Research Center, latest that of February -April 1998, Center for Survey Research and Analysis, University of Connecticut, 2000.

TABLE L-2
RELATIONSHIP BETWEEN WORK AND LEISURE
(percent)

QUESTION: Which way do you tend to look at the relationship between work and leisure time: That work is the important thing—and the purpose of leisure time is to recharge people's batteries so they can do a better job *or the other way around* That leisure time is the important thing—and the purpose of work is to make it possible to have the leisure time to enjoy life and pursue one's interests?

	<i>Work Is Important Thing</i>	<i>Leisure Is Important Thing</i>	<i>Both about Equal (vol.)</i>
1975 RSW	48	36	13
1980 RSW	48	36	15
1985 RSW	46	33	17
1989 RSW	36	41	20
1991 RSW	30	36	24
1992 ^a RSW	38	40	17
1993 RSW	31	42	25
1995 RSW	37	36	25
1996 RSW	35	40	22
1997 <i>US News</i>	39	57	--
1998 RSW	34	40	24
2000 RSW	34	43	20

a. Roper for the National Rural Electric Cooperative Association.

NOTE: Question wording varied slightly. In 1980, when the *Los Angeles Times* survey asked "Which do you think is more important in life: working hard and doing what is expected of you or doing the things that give you personal pleasure," 59 percent of registered voters said working hard and 34 percent said doing things for pleasure. The question has been asked five times since then. In 1989, the responses (among a national adult sample) were 49 and 44 percent respectively. In 1990, the last iteration of the question, the responses were 46 and 46 percent respectively.

SOURCE: Surveys by Roper Starch Worldwide and *US News and World Report*.

In 1965, 13 percent of those surveyed by Harris said having to work too hard was a problem for them personally. (People were asked to evaluate some criticisms that had been made about American life.) In 2001, when ABC News asked a similar question, 26 percent said that working too hard was a problem for them, and 72 percent said it was not.

TABLE L-3
SATISFACTION WITH LEISURE/FREE TIME
(percent)

QUESTION: On the whole, would you say that you are satisfied or dissatisfied with the amount of leisure and free time that you get to yourself?

	<i>Organization</i>	<i>Satisfied</i>	<i>Dissatisfied</i>
1963	Gallup	76	22
1978	Cambridge Reports	62	32
1984	Gallup	80	17
May 1988	Times Mirror	70	28
Sept. 1988	Gallup	87	11
Oct. 1988	Gallup	87	13
1993	Gallup	68	32
1994	Times Mirror	73	26
1995	Times Mirror	72	27
1997	RSW	66	33
1998	Gallup	64	36
1999	Pew	80	15
2000	Hart/Teeter	66	33
2001	RSW	77	23

NOTE: Question wording varied. Some questions use the word "leisure." Others use the words "free time outside of work." A separate question from Hart/Teeter's April 2000 poll asked, "Comparing yourself with your parents when they were your age, do you think that you have more leisure time, less leisure time, or about the same amount of leisure time as your parents had?". Forty-six percent answered more leisure time, 27 percent less leisure time and 25 percent about the same amount.

SOURCE: Surveys by the Gallup Organization, Cambridge Reports/Research International, the Pew Research Center for the People and the Press (formerly the Times-Mirror Center), Roper Starch Worldwide, and Hart/Teeter Research.

TABLE L4
THE AMOUNT OF LEISURE TIME YOU HAVE
(percent)

QUESTION: Thinking of the amount of leisure time you have for the things that interest you personally, would you say you have more leisure time than you want or need, or about the right amount of leisure time, or not quite as much as you would like or not nearly as much leisure time as you would like?

	<i>More than Want or Need</i>	<i>About the Right Amount</i>	<i>Not Quite as Much as Would Like</i>	<i>Not Nearly as Much as Would Like</i>
Oct. 1975	14	46	22	16
Sept. 1985	14	42	27	16
Oct. 1989	12	35	29	21
Nov. 1991	15	43	25	15
Oct. 1993	12	35	28	24
Oct. 1995	13	42	27	15
Oct. 1996	12	36	28	22
Oct. 1997	12	37	27	22
Oct. 1998	14	38	26	20
Oct. 1999	12	32	30	24
Oct. 2000	14	37	27	22

SOURCE: Surveys by Roper Starch Worldwide, latest that of October 2000.

In 1991, Gallup asked employed people how well the term: “workaholic” described them. Twenty-four percent said it described them “very well,” 53 percent “somewhat well,” and 33 percent “not well.” The question has not been asked again.

TABLE L-5
NUMBER OF LEISURE HOURS PER WEEK
(hours)

QUESTION: And how about how many hours each week do you estimate you have available to relax, watch TV, take part in sports or hobbies, go swimming or skiing, go to the movies, theater, concerts, or other forms of entertainment, get together with friends, and so forth? (Harris)

QUESTION: About how many hours of leisure time would you say you have on a typical weekday –by that I mean hours when you’re free to do what you want to do? And how about on a typical Saturday? And finally, Sunday. How many hours of leisure time do you usually have? (RSW)

	<i>Harris</i> Median Hours	<i>RSW</i> Mean Hours ^a	<i>Robinson</i> Time Diary ^b
1965			34.8
1973	26.2		
1975	24.3		38.7
1980	19.2		
1984	18.1		
1985			39.6
1987	16.6		
1989	18.8	37.2	
1991		39.0	
1993	18.8	38.2	
1994	19.5		
1995	19.2		41.0 ^c
1996		36.6	
1997	19.5		
1998	19.4	35.5	
1999	19.8		

a. Total weekly hours derived by using the following calculation: (Average week day x 5) + (Saturday and Sunday).

b. Hours per week, for those aged 18-64.

c. The methodology for this survey was different from the 1965, 1975, and 1985 surveys.

SOURCE: Surveys by Louis Harris and Associates, Roper Starch Worldwide, and Americans' Use of Time Project (University of Maryland, John Robinson)

TABLE L-6
TIME VERSUS MONEY
(percent)

QUESTION: Which of the following statements comes closest to how you feel? I would rather earn more money, even if it requires more of my free time, OR I would rather have more free time even if it means making less money. (*US News*)

QUESTION: If you had a choice, would you prefer to have more money or more time? (Harris/Radcliffe)

QUESTION: If you had the choice between either an extra day off from work every two weeks or an extra day's wages or salary every two weeks, which would you prefer—the extra time or the extra money? (Hart-Teeter)

QUESTION: Which would you rather have—a salary increase, OR more free time out of work? (Penn, Schoen & Berland Associates)

	<i>Organization</i>	<i>Extra Time</i>	<i>Extra Money</i>
Dec. 1995	<i>US News</i>	51	35
Feb. 2000	Harris/Radcliffe	64	34
Mar. 2000	Penn-Schoen	30	63
Apr. 2000	Hart-Teeter	58	40
June 2000	Penn-Schoen	32	57

NOTE: In 1989, CBS News/*New York Times* asked: In thinking about work, what matter most to you—higher salary, more leisure time, or interesting work? Twenty-eight percent said a higher salary, 6 percent leisure time, and 57 percent said interesting work.

SOURCE: Surveys by KRC Communications/Research for *US News and World Report*, Louis Harris and Associates for Radcliffe Public Policy Center/FleetBoston Financial, Penn, Schoen and Berland and Hart-Teeter Research.