

**The Value of Experience: AARP Work and Jobs Multicultural Study
Annotated Questionnaire**

Fielded by GfK KnowledgePanel



Reading Notes:

Weighted data shown. Unless otherwise specified, unweighted bases are as follows:

- Total n= 3,900
- Non-Hispanic (NH) Whites n= 1,841
- NH African-American/Black (AA) n= 903
- Hispanics/Latinos n= 1,036
- Lesbian, Gay, Bisexual, Transgender (LGBT) n= 520

Other notes:

- * <.5
- -- if 0
- All % as whole numbers
- Include base N when not entire sample

Q1

Which of the following best describes your **current employment status**? If you work more than one job, please select the appropriate response based on the total hours you work.

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	--	--	--	--	--
Working for 35 hours per week or more for pay	73%	74%	73%	74%	76%
Working for less than 35 hours per week for pay	21%	22%	19%	18%	19%
Not working for pay but looking for work	5%	4%	7%	7%	5%
Not working for pay and not looking for work	--	--	--	--	--

Q2

How long have you been unemployed?

Base: Unemployed	Total (n=291)	NH Whites (n=89)	NH AA (n=92)	Hispanic (n=102)	LGBT (n=41)
Refused	2%	Insufficient base	Insufficient base	2%	Insufficient base
Less than 3 months	18%	Insufficient base	Insufficient base	24%	Insufficient base
At least 3 months but less than 6 months	12%	Insufficient base	Insufficient base	4%	Insufficient base
At least 6 months but less than 1 year	12%	Insufficient base	Insufficient base	12%	Insufficient base
At least 1 year but less than 2 years	12%	Insufficient base	Insufficient base	20%	Insufficient base
At least 2 years but less than 3 years	12%	Insufficient base	Insufficient base	3%	Insufficient base
3 years or more	32%	Insufficient base	Insufficient base	35%	Insufficient base

Q3

Are you working at more than 1 job?

Base: Employed	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
Refused	*	*	*	1%	1%
Yes	12%	12%	15%	13%	16%
No	88%	88%	85%	86%	83%

Q4_1 (Q4A/B COMBINED)

Q4A: Do you work for yourself or for someone else?

Q4B: In your main job, do you work for yourself or for someone else? Your “main job” refers to the job or way in which you make the most money.

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	*	*	1%	*	1%
Work only for myself (self-employed or have my own business)	16%	17%	11%	13%	17%
Work only for someone else (as an employee)	83%	83%	88%	87%	82%

Q4C

In thinking about your second job, do you work for yourself or for someone else?

Base: Employed in more than 1 job	Total (n=537)	NH Whites (n=231)	NH AA (n=139)	Hispanic (n=155)	LGBT (n=97)
Refused	3%	4%	1%	1%	Insufficient base
Work for myself (self-employed or have my own business)	39%	41%	37%	34%	Insufficient base
Work for someone else (as an employee)	58%	55%	63%	65%	Insufficient base

Q5 (Q5A/B COMBINED)

Q5A: Is your current job a temporary job or a permanent job?

A5B: Is your main job a temporary job or a permanent job?

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	*	*	*	*	--
Temporary	6%	5%	9%	10%	6%
Permanent	93%	95%	91%	89%	94%

Q5C

Would you prefer a permanent job?

	Total (n=300)	NH Whites (n=94)	NH AA (n=82)	Hispanic (n=114)	LGBT (n=36)
Refused	1%	Insufficient base	Insufficient base	1%	Insufficient base
Yes	48%	Insufficient base	Insufficient base	65%	Insufficient base
No	51%	Insufficient base	Insufficient base	34%	Insufficient base

Q6 (Q6A/B COMBINED)

How would you describe your current work situation?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	2%	2%
Retired	13%	14%	16%	9%	12%
Never been retired	86%	86%	83%	90%	86%

Q6A

How would you describe your current work situation?

Base: Employed	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
Refused	1%	1%	1%	1%	2%
Retired, but currently working	13%	13%	14%	8%	11%
Never been retired and working	87%	86%	85%	90%	87%

Q6B

How would you describe your current work situation?

Base: Unemployed	Total (n=291)	NH Whites (n=89)	NH AA (n=92)	Hispanic (n=102)	LGBT (n=41)
Refused	2%	Insufficient base	Insufficient base	11%	Insufficient base
Retired, but looking for work	28%	Insufficient base	Insufficient base	11%	Insufficient base
Never been retired, but looking for work	70%	Insufficient base	Insufficient base	78%	Insufficient base

Q7

Are you currently receiving payments from any of the following types of pension plans or retirement plans based on your own work history?

Yes					
	Total	NH Whites	NH AA	Hispanic	LGBT
Pension payments for veterans provided by the U.S. government	2%	2%	2%	1%	2%
Payments from an individual retirement account, or IRA	4%	4%	3%	2%	3%
Payments from a 401(k) or 403(b) retirement account	3%	3%	3%	3%	1%
Pension payments provided by a former or current employer (excluding 401(k)s or 403(b)s)	8%	8%	9%	5%	6%
Retirement benefits from Social Security	13%	13%	14%	9%	10%
Payments from another kind of retirement plan	3%	3%	2%	3%	3%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
Pension payments for veterans provided by the U.S. government	95%	95%	93%	97%	97%
Payments from an individual retirement account, or IRA	94%	93%	93%	96%	95%
Payments from a 401(k) or 403(b) retirement account	95%	95%	93%	95%	96%
Pension payments provided by a former or current employer (excluding 401(k)s or 403(b)s)	90%	90%	89%	93%	93%
Retirement benefits from Social Security	87%	86%	85%	90%	89%
Payments from another kind of retirement plan	95%	95%	93%	95%	96%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
Pension payments for veterans provided by the U.S. government	3%	3%	5%	2%	1%
Payments from an individual retirement account, or IRA	3%	3%	5%	2%	1%
Payments from a 401(k) or 403(b) retirement account	3%	3%	4%	2%	2%
Pension payments provided by a former or current employer (excluding 401(k)s or 403(b)s)	2%	2%	2%	2%	1%
Retirement benefits from Social Security	1%	1%	2%	1%	1%
Payments from another kind of retirement plan	3%	3%	4%	2%	2%

Q8_Net (Q8A/B COMBINED)

In total across all jobs, how many hours per week do you usually work?

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	*	1%	*	*	--
1-9 hours a week	3%	3%	3%	1%	2%
10-19 hours a week	5%	6%	4%	5%	5%
20-29 hours a week	9%	9%	7%	9%	8%
30-39 hours a week	14%	14%	16%	13%	16%
40 hours a week	34%	32%	38%	41%	36%
41-49 hours a week	15%	17%	12%	13%	16%
50+ hours a week	19%	20%	18%	19%	17%

Q9

Would you prefer to be working 35 hours per week or more on a regular basis?

Base: Work fewer than 35 hours per week	Total (n=924)	NH Whites (n=440)	NH AA (n=207)	Hispanic (n=246)	LGBT (n=138)
Refused	*	*	--	--	--
Yes	24%	17%	40%	52%	34%
No	76%	83%	60%	48%	66%

Q10

Have you lost a job at any point in the past five years?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	1%	*
Yes	13%	11%	15%	21%	16%
No	86%	89%	84%	79%	83%

Q11 (Q11A/B COMBINED)

Q11A: Please rate each of the following items in terms of their importance in your decision to be working right now.

Q11B: Please rate each of the following items in terms of their importance in your decision to be looking for work right now.

Very important					
	Total	NH Whites	NH AA	Hispanic	LGBT
Need the money	63%	60%	77%	76%	65%
To become eligible for payment from a pension or other retirement plan, such as a 401(k)	37%	33%	51%	46%	37%
To work long enough to qualify for Social Security	38%	34%	47%	51%	35%
Enjoy the job or enjoy working	45%	43%	53%	57%	42%
Need to support other family members	41%	39%	46%	56%	37%
It makes me feel useful	38%	33%	43%	56%	37%
Need to maintain or get health insurance coverage through a job	47%	45%	55%	52%	50%
To save more for retirement	56%	54%	67%	62%	59%
To be able to interact with people	27%	25%	37%	32%	27%
Gives me something to do, keeps me busy	31%	27%	40%	44%	32%

Somewhat important

	Total	NH Whites	NH AA	Hispanic	LGBT
Need the money	24%	26%	15%	16%	22%
To become eligible for payment from a pension or other retirement plan, such as a 401(k)	24%	25%	16%	25%	21%
To work long enough to qualify for Social Security	27%	27%	22%	25%	28%
Enjoy the job or enjoy working	38%	40%	34%	29%	40%
Need to support other family members	23%	23%	19%	19%	18%
It makes me feel useful	40%	43%	33%	29%	42%
Need to maintain or get health insurance coverage through a job	20%	19%	17%	22%	19%
To save more for retirement	28%	30%	18%	25%	25%
To be able to interact with people	40%	42%	33%	35%	41%
Gives me something to do, keeps me busy	38%	40%	33%	33%	35%

Not very important

	Total	NH Whites	NH AA	Hispanic	LGBT
Need the money	8%	9%	5%	6%	7%
To become eligible for payment from a pension or other retirement plan, such as a 401(k)	16%	17%	14%	16%	13%
To work long enough to qualify for Social Security	15%	16%	14%	12%	13%
Enjoy the job or enjoy working	11%	11%	7%	11%	14%
Need to support other family members	16%	16%	15%	14%	17%
It makes me feel useful	15%	16%	13%	11%	14%
Need to maintain or get health insurance coverage through a job	12%	12%	11%	13%	10%
To save more for retirement	8%	9%	8%	7%	8%
To be able to interact with people	21%	22%	19%	23%	20%
Gives me something to do, keeps me busy	20%	21%	17%	15%	19%

Not at all important

	Total	NH Whites	NH AA	Hispanic	LGBT
Need the money	3%	4%	2%	2%	6%
To become eligible for payment from a pension or other retirement plan, such as a 401(k)	23%	25%	18%	12%	29%
To work long enough to qualify for Social Security	19%	22%	15%	11%	23%
Enjoy the job or enjoy working	5%	6%	5%	2%	4%
Need to support other family members	19%	21%	19%	10%	28%
It makes me feel useful	7%	7%	9%	4%	7%
Need to maintain or get health insurance coverage through a job	20%	23%	16%	11%	20%
To save more for retirement	7%	7%	6%	5%	7%
To be able to interact with people	11%	10%	10%	8%	11%
Gives me something to do, keeps me busy	10%	11%	10%	7%	13%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
Need the money	1%	1%	1%	1%	*
To become eligible for payment from a pension or other retirement plan, such as a 401(k)	1%	1%	1%	2%	*
To work long enough to qualify for Social Security	1%	1%	1%	1%	*
Enjoy the job or enjoy working	1%	1%	1%	1%	*
Need to support other family members	1%	1%	1%	1%	*
It makes me feel useful	1%	1%	2%	1%	*
Need to maintain or get health insurance coverage through a job	1%	1%	1%	1%	--
To save more for retirement	1%	1%	1%	1%	1%
To be able to interact with people	1%	1%	1%	1%	*
Gives me something to do, keeps me busy	1%	1%	1%	1%	1%

Q11AB (Q11AA/BB COMBINED)

Q11AA: Which of the reasons is the MOST IMPORTANT FACTOR in your decision to be working right now?

Q11BB: Which of the reasons is the MOST IMPORTANT FACTOR in your decision to be looking for work right now?

Base: At least one reason selected as very or somewhat important in 11A/B.	Total (n=3871)	NH Whites (n=1832)	NH AA (n=893)	Hispanic (n=1028)	LGBT (n=516)
Refused	*	*	1%	*	*
Need the money	42%	42%	46%	37%	42%
To become eligible for payment from a pension or other retirement plan, such as a 401(k)	4%	3%	6%	4%	10%
To work long enough to qualify for Social Security	4%	3%	4%	5%	3%
Enjoy the job or enjoy working	10%	11%	10%	8%	10%
Need to support other family members	12%	10%	12%	19%	11%
It makes me feel useful	4%	4%	2%	6%	4%
Need to maintain or get health insurance coverage through a job	9%	9%	6%	7%	6%
To save more for retirement	10%	11%	8%	9%	10%
To be able to interact with people	2%	2%	1%	1%	1%
Gives me something to do, keeps me busy	6%	5%	5%	4%	3%

Q12 (Q12A/B COMBINED)

A12A: Which of the following *job characteristics*, if any, would you require before accepting a new job?

Q12B: Which of the following *job characteristics*, if any, would you require before accepting a job?

Yes					
	Total	NH Whites	NH AA	Hispanic	LGBT
A flexible schedule	66%	66%	69%	70%	65%
The ability to work from home	37%	36%	45%	40%	39%
An easy commute	75%	75%	77%	75%	73%
On the job training	49%	45%	61%	61%	48%
Pension benefits	54%	49%	69%	72%	47%
Job is part time	27%	28%	27%	23%	19%
Job is full time	61%	58%	66%	74%	63%
401(k) retirement plan	60%	57%	69%	69%	57%
Paid time off such as sick leave or vacation leave	74%	73%	76%	78%	78%
Healthcare benefits or insurance	69%	67%	76%	77%	71%
Competitive pay	83%	83%	80%	80%	84%
Opportunity to gradually phase into retirement by reducing work hours over time	42%	40%	45%	49%	39%
Opportunity for promotion	46%	41%	61%	64%	45%
Chance to use my skills and talents	78%	78%	75%	82%	79%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
A flexible schedule	29%	30%	22%	24%	32%
The ability to work from home	57%	59%	47%	52%	57%
An easy commute	20%	21%	15%	16%	23%
On the job training	45%	49%	29%	32%	48%
Pension benefits	41%	46%	24%	22%	49%
Job is part time	66%	66%	62%	68%	75%
Job is full time	35%	39%	27%	21%	34%
401(k) retirement plan	35%	38%	24%	25%	40%
Paid time off such as sick leave or vacation leave	22%	23%	17%	15%	19%
Healthcare benefits or insurance	27%	30%	19%	18%	27%
Competitive pay	14%	13%	12%	16%	15%
Opportunity to gradually phase into retirement by reducing work hours over time	52%	55%	45%	43%	57%
Opportunity for promotion	48%	54%	30%	30%	51%
Chance to use my skills and talents	18%	18%	16%	12%	18%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
A flexible schedule	5%	4%	9%	6%	3%
The ability to work from home	6%	5%	8%	8%	3%
An easy commute	5%	4%	7%	8%	4%
On the job training	6%	6%	10%	7%	4%
Pension benefits	5%	5%	7%	6%	4%
Job is part time	7%	7%	11%	9%	6%
Job is full time	4%	3%	7%	5%	3%
401(k) retirement plan	5%	5%	7%	6%	3%
Paid time off such as sick leave or vacation leave	4%	4%	7%	7%	3%
Healthcare benefits or insurance	4%	3%	5%	5%	3%
Competitive pay	4%	3%	8%	4%	2%
Opportunity to gradually phase into retirement by reducing work hours over time	6%	5%	10%	8%	4%
Opportunity for promotion	6%	5%	8%	6%	4%
Chance to use my skills and talents	5%	4%	9%	6%	3%

Q13 (Q13A/B COMBINED)

Q13A: And which of the following *workplace culture characteristics* would you require before accepting a new job?

Q13B: And which of the following *workplace culture characteristics* would you require before accepting a job?

Yes					
	Total	NH Whites	NH AA	Hispanic	LGBT
A work environment that embraces diversity and values workers regardless of race, ethnicity, national origin, religion, sexual orientation, age, disability status, and veteran’s status.	73%	69%	88%	86%	85%
A friendly work environment	91%	91%	89%	93%	92%
A boss that treats you with respect	93%	93%	93%	94%	93%
Coworkers that treat you with respect	90%	89%	89%	92%	91%
Work that is meaningful	83%	81%	85%	88%	82%
The opportunity to learn something new	68%	63%	79%	84%	68%
A workplace free from discrimination	83%	80%	88%	90%	89%
A workplace that values different perspectives and opinions	79%	77%	85%	85%	85%
The opportunity to work with people of different generations	52%	46%	67%	71%	58%
An organization with good values and mission	85%	85%	88%	89%	84%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
A work environment that embraces diversity and values workers regardless of race, ethnicity, national origin, religion, sexual orientation, age, disability status, and veteran's status.	23%	28%	7%	12%	14%
A friendly work environment	6%	7%	6%	4%	5%
A boss that treats you with respect	5%	5%	4%	4%	5%
Coworkers that treat you with respect	7%	8%	6%	5%	6%
Work that is meaningful	14%	16%	10%	8%	16%
The opportunity to learn something new	28%	34%	16%	11%	30%
A workplace free from discrimination	14%	16%	6%	7%	8%
A workplace that values different perspectives and opinions	17%	19%	10%	11%	12%
The opportunity to work with people of different generations	45%	51%	28%	25%	39%
An organization with good values and mission	11%	12%	6%	7%	14%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
A work environment that embraces diversity and values workers regardless of race, ethnicity, national origin, religion, sexual orientation, age, disability status, and veteran's status.	3%	3%	5%	2%	1%
A friendly work environment	3%	2%	5%	3%	2%
A boss that treats you with respect	3%	2%	4%	3%	3%
Coworkers that treat you with respect	3%	3%	5%	3%	3%
Work that is meaningful	3%	3%	5%	4%	3%
The opportunity to learn something new	4%	3%	5%	4%	3%
A workplace free from discrimination	3%	3%	5%	3%	3%
A workplace that values different perspectives and opinions	4%	4%	5%	4%	3%
The opportunity to work with people of different generations	4%	4%	5%	4%	3%
An organization with good values and mission	3%	3%	6%	4%	3%

Q14 (Q14A/B COMBINED)

Q14A: Which of the *job characteristics* or *workplace culture characteristics* selected in the two previous questions is the MOST IMPORTANT characteristic to you when considering accepting a NEW job?

Q14B: Which of the *job characteristics* or *workplace culture characteristics* selected in the two previous questions is the MOST IMPORTANT characteristic to you when considering accepting a job?

Base: At least one reason selected as required in 12AB or 13AB.	Total (n=3842)	NH Whites (n=1811)	NH AA (n=890)	Hispanic (n=1022)	LGBT (n=511)
Refused	*	*	*	*	*
On the job training	*	*	1%	*	1%
Pension benefits	2%	2%	4%	4%	6%
Job is part time	4%	5%	6%	3%	5%
Job is full time	7%	7%	7%	12%	6%
401(k) retirement plan	3%	3%	4%	3%	2%
Paid time off such as sick leave or vacation leave	3%	3%	2%	5%	1%
Healthcare benefits or insurance	17%	18%	15%	15%	14%
Competitive pay	24%	25%	23%	18%	25%
Opportunity to gradually phase into retirement by reducing work hours over time	2%	2%	3%	2%	1%
Opportunity for promotion	1%	1%	2%	3%	*
Chance to use my skills and talents	7%	7%	5%	7%	6%
A work environment that embraces diversity and values workers regardless of race, ethnicity, national origin, religion, sexual orientation, age, disability status, and veteran's status.	4%	2%	8%	8%	8%
A friendly work environment	5%	5%	1%	3%	2%
A boss that treats you with respect	5%	6%	4%	4%	7%
Coworkers that treat you with respect	1%	2%	1%	1%	2%
Work that is meaningful	7%	8%	3%	4%	8%
The opportunity to learn something new	1%	1%	1%	1%	1%
A workplace free from discrimination	1%	*	4%	2%	1%
A workplace that values different perspectives and opinions	1%	1%	1%	1%	1%
The opportunity to work with people of different generations	*	*	*	1%	*
An organization with good values and mission	4%	4%	2%	3%	4%

Q15

In the past five years, have you had to do any of the following in order to care for an adult family member?

Yes

	Total	NH Whites	NH AA	Hispanic	LGBT
Use all of your accrued sick and/or vacation leave	10%	9%	11%	15%	9%
Reduce the number of hours worked at your job(s)	9%	8%	12%	15%	9%
Take a temporary leave from your job	7%	5%	8%	12%	7%
Quit your job	3%	2%	2%	5%	3%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
Use all of your accrued sick and/or vacation leave	89%	91%	87%	83%	90%
Reduce the number of hours worked at your job(s)	90%	91%	87%	84%	91%
Take a temporary leave from your job	92%	94%	91%	86%	93%
Quit your job	96%	97%	95%	92%	97%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
Use all of your accrued sick and/or vacation leave	1%	1%	2%	2%	*
Reduce the number of hours worked at your job(s)	1%	1%	2%	2%	*
Take a temporary leave from your job	1%	1%	1%	2%	*
Quit your job	2%	1%	3%	3%	*

Q16A

You indicated that you quit your job or took temporary leave from your job within the past five years to care for an adult family member. How long were you not working?

Base: Took leave or quit a job for caregiving	Total (n=390)	NH Whites (n=128)	NH AA (n=80)	Hispanic (n=165)	LGBT (n=51)
Refused	1%	3%	Insufficient base	*	Insufficient base
Less than 6 months	68%	71%	Insufficient base	75%	Insufficient base
At least 6 months but less than one year	11%	15%	Insufficient base	4%	Insufficient base
At least one year but less than 2 years	6%	4%	Insufficient base	10%	Insufficient base
At least 2 years but less than 3 years	5%	1%	Insufficient base	7%	Insufficient base
3 years or more	8%	7%	Insufficient base	4%	Insufficient base

Q16B

You indicated that you had to reduce your hours worked within the past five years to care for an adult family member. For how long did you work reduced hours?

Base: Had to reduce hours worked for caregiving	Total (n=437)	NH Whites (n=167)	NH AA (n=101)	Hispanic (n=153)	LGBT (n=70)
Refused	4%	3%	3%	3%	Insufficient base
Less than 6 months	58%	59%	61%	64%	Insufficient base
At least 6 months but less than one year	13%	13%	17%	7%	Insufficient base
At least one year but less than 2 years	11%	11%	5%	15%	Insufficient base
At least 2 years but less than 3 years	4%	3%	5%	6%	Insufficient base
3 years or more	10%	10%	10%	5%	Insufficient base

Q16C

How easy or difficult was it for you to find a job or return to work after caregiving?

Base: Took leave or quit a job for caregiving	Total (n=390)	NH Whites (n=128)	NH AA (n=80)	Hispanic (n=165)	LGBT (n=51)
Refused	1%	1%	Insufficient base	*	Insufficient base
Very easy	43%	53%	Insufficient base	35%	Insufficient base
Somewhat easy	19%	16%	Insufficient base	23%	Insufficient base
Somewhat difficult	24%	20%	Insufficient base	26%	Insufficient base
Very difficult	13%	10%	Insufficient base	15%	Insufficient base

Q17

Over the next 5 years, do you anticipate that you may need to take temporary leave or quit your job to care for an adult family member?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	*	*	1%	*	*
Yes	11%	11%	8%	11%	10%
No	89%	89%	91%	89%	90%

Q18

After you retired, how easy or difficult was it for you to find a job?

Base: Retired	Total (n=651)	NH Whites (n=307)	NH AA (n=196)	Hispanic (n=130)	LGBT (n=101)
Refused	1%	*	1%	2%	*
Very easy	45%	47%	38%	38%	34%
Somewhat easy	31%	30%	34%	30%	39%
Somewhat difficult	14%	16%	14%	10%	12%
Very difficult	9%	7%	13%	20%	14%

Q19

Now, we would like you to think about where you are in your work life. For each statement, indicate if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree.

Strongly agree

Base: Employed	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
I am continuing to grow in my work	25%	23%	37%	31%	29%
There is a lot I still plan to accomplish in my work	22%	19%	34%	34%	24%
I am planning to retire from my current job in the next few years	23%	23%	25%	26%	23%
I plan to stay at my current job until I am ready to fully retire from working	48%	49%	51%	49%	51%
I have accomplished most of my work or career goals	21%	21%	23%	21%	19%
I have difficulty keeping up with all the new technology required to do my job	4%	3%	5%	7%	5%
I seek opportunities to learn new skills	29%	24%	48%	41%	27%
My job is an important part of who I am	30%	28%	35%	45%	35%

Somewhat agree

	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
I am continuing to grow in my work	49%	51%	38%	44%	45%
There is a lot I still plan to accomplish in my work	39%	39%	35%	40%	41%
I am planning to retire from my current job in the next few years	24%	24%	17%	24%	25%
I plan to stay at my current job until I am ready to fully retire from working	33%	33%	26%	30%	25%
I have accomplished most of my work or career goals	46%	48%	37%	42%	45%
I have difficulty keeping up with all the new technology required to do my job	16%	16%	14%	18%	16%
I seek opportunities to learn new skills	46%	49%	34%	39%	51%
My job is an important part of who I am	41%	43%	37%	34%	37%

Somewhat disagree

	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
I am continuing to grow in my work	19%	19%	17%	16%	17%
There is a lot I still plan to accomplish in my work	27%	30%	22%	19%	26%
I am planning to retire from my current job in the next few years	25%	26%	22%	22%	26%
I plan to stay at my current job until I am ready to fully retire from working	12%	12%	12%	14%	16%
I have accomplished most of my work or career goals	25%	24%	26%	26%	25%
I have difficulty keeping up with all the new technology required to do my job	38%	40%	31%	34%	31%
I seek opportunities to learn new skills	19%	20%	13%	13%	16%
My job is an important part of who I am	19%	19%	18%	15%	17%

Strongly disagree

	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
I am continuing to grow in my work	7%	6%	7%	7%	8%
There is a lot I still plan to accomplish in my work	11%	11%	8%	7%	10%
I am planning to retire from my current job in the next few years	27%	27%	35%	27%	25%
I plan to stay at my current job until I am ready to fully retire from working	6%	5%	10%	6%	6%
I have accomplished most of my work or career goals	7%	6%	14%	10%	10%
I have difficulty keeping up with all the new technology required to do my job	41%	40%	50%	41%	48%
I seek opportunities to learn new skills	6%	5%	4%	6%	6%
My job is an important part of who I am	8%	9%	10%	5%	10%

Refused

	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
I am continuing to grow in my work	1%	1%	1%	1%	1%
There is a lot I still plan to accomplish in my work	1%	1%	1%	1%	*
I am planning to retire from my current job in the next few years	1%	1%	1%	1%	1%
I plan to stay at my current job until I am ready to fully retire from working	1%	1%	1%	1%	1%
I have accomplished most of my work or career goals	1%	1%	1%	1%	*
I have difficulty keeping up with all the new technology required to do my job	1%	1%	1%	1%	*
I seek opportunities to learn new skills	1%	1%	1%	1%	*
My job is an important part of who I am	1%	1%	1%	1%	1%

Q20 (Q20A/B COMBINED)

Q20A: How much does your current job allow you to use your skills and talents?

Q20B: How much does your main job allow you to use your skills and talents?

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	1%	*	1%	*	1%
A lot	54%	56%	54%	48%	51%
Somewhat	34%	34%	31%	35%	36%
Only a little	9%	7%	10%	13%	10%
Not at all	2%	2%	5%	3%	3%

Q21 (Q21A/B COMBINED)

Q21A: Overall, how satisfied are you in your current job(s)?

Q21B: Overall, how satisfied were you in your most recent job?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	1%	*
Very satisfied	42%	43%	38%	46%	43%
Somewhat satisfied	44%	43%	48%	42%	40%
Not very satisfied	10%	11%	9%	9%	12%
Not at all satisfied	3%	3%	5%	2%	4%

Q21A

Overall, how satisfied are you in your current job(s)?

Base: Employed	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
Refused	1%	1%	1%	1%	*
Very satisfied	43%	44%	39%	48%	44%
Somewhat satisfied	44%	43%	48%	41%	41%
Not very satisfied	10%	10%	8%	8%	11%
Not at all satisfied	2%	2%	4%	2%	4%

Q21B

Overall, how satisfied were you in your most recent job?

Base: Unemployed	Total (n=291)	NH Whites (n=89)	NH AA (n=92)	Hispanic (n=102)	LGBT (n=41)
Refused	3%	Insufficient base	Insufficient base	--	Insufficient base
Very satisfied	26%	Insufficient base	Insufficient base	28%	Insufficient base
Somewhat satisfied	42%	Insufficient base	Insufficient base	46%	Insufficient base
Not very satisfied	19%	Insufficient base	Insufficient base	17%	Insufficient base
Not at all satisfied	10%	Insufficient base	Insufficient base	9%	Insufficient base

Q22 (Q22A/B COMBINED)

Q22A: How many years have you been at your current job? Your best guess is fine.

Q22B: How many years have you been at your main job? Your best guess is fine.

Base: Employed by an employer	Total (n=3011)	NH Whites (n=1430)	NH AA (n=709)	Hispanic (n=787)	LGBT (n=379)
Refused	*	*	1%	*	*
Less than 2 years	17%	16%	23%	20%	20%
3-5 years	16%	16%	18%	13%	15%
6-10 years	16%	16%	12%	19%	19%
11-15 years	14%	15%	11%	15%	18%
16 years or more	36%	36%	34%	33%	28%

Q22C

How many years have you been working for yourself? Your best guess is fine.

Base: Self employed	Total (n=575)	NH Whites (n=312)	NH AA (n=96)	Hispanic (n=140)	LGBT (n=96)
Refused	*	--	Insufficient base	--	Insufficient base
Less than 2 years	32%	29%	Insufficient base	44%	Insufficient base
3-5 years	34%	34%	Insufficient base	38%	Insufficient base
6-10 years	17%	18%	Insufficient base	10%	Insufficient base
11-15 years	12%	11%	Insufficient base	8%	Insufficient base
16 years or more	6%	8%	Insufficient base	--	Insufficient base

Q23

For each of the following reasons, please indicate if it is a major reason, a minor reason, or not a reason at all why you haven't changed jobs recently.

Major reason					
Base: At current job for 6 or more years	Total (n=2364)	NH Whites (n=1226)	NH AA (n=479)	Hispanic (n=581)	LGBT (n=316)
It is hard to find a job	28%	24%	38%	41%	37%
I enjoy my job	60%	58%	54%	72%	60%
[IF Q4A/Q4B=2] I like my company	51%	49%	48%	64%	52%
My career is going well	45%	44%	42%	52%	49%
My current job pays me well	56%	56%	53%	61%	53%
I have flexible hours or flexible shifts	46%	44%	48%	52%	43%
I have the ability to telecommute	16%	14%	17%	17%	16%
I am comfortable in my current job	71%	70%	66%	79%	73%
I need the benefits (health insurance, retirement plan, other)	53%	51%	59%	59%	53%
Other: specify	3%	3%	3%	6%	5%

Minor reason

	Total (n=2364)	NH Whites (n=1226)	NH AA (n=479)	Hispanic (n=581)	LGBT (n=316)
It is hard to find a job	29%	30%	27%	24%	26%
I enjoy my job	26%	27%	29%	19%	25%
[IF Q4A/Q4B=2] I like my company	31%	32%	31%	25%	32%
My career is going well	31%	31%	38%	28%	29%
My current job pays me well	27%	27%	28%	23%	32%
I have flexible hours or flexible shifts	20%	21%	17%	16%	22%
I have the ability to telecommute	15%	14%	20%	17%	16%
I am comfortable in my current job	22%	22%	23%	14%	19%
I need the benefits (health insurance, retirement plan, other)	14%	14%	17%	14%	14%
Other: specify	2%	1%	4%	1%	2%

Not a reason

	Total (n=2364)	NH Whites (n=1226)	NH AA (n=479)	Hispanic (n=581)	LGBT (n=316)
It is hard to find a job	42%	45%	33%	35%	37%
I enjoy my job	13%	14%	16%	7%	14%
[IF Q4A/Q4B=2] I like my company	17%	18%	20%	10%	16%
My career is going well	23%	25%	19%	18%	21%
My current job pays me well	16%	16%	17%	16%	15%
I have flexible hours or flexible shifts	33%	34%	33%	31%	36%
I have the ability to telecommute	68%	71%	61%	64%	68%
I am comfortable in my current job	7%	7%	9%	6%	7%
I need the benefits (health insurance, retirement plan, other)	33%	35%	24%	26%	33%
Other: specify	39%	41%	29%	36%	39%

Refused

	Total (n=2364)	NH Whites (n=1226)	NH AA (n=479)	Hispanic (n=581)	LGBT (n=316)
It is hard to find a job	1%	1%	2%	*	*
I enjoy my job	1%	1%	1%	1%	1%
[IF Q4A/Q4B=2] I like my company	1%	1%	1%	1%	1%
My career is going well	1%	1%	2%	1%	*
My current job pays me well	1%	1%	2%	*	--
I have flexible hours or flexible shifts	1%	1%	2%	*	--
I have the ability to telecommute	1%	1%	2%	2%	*
I am comfortable in my current job	1%	1%	1%	*	*
I need the benefits (health insurance, retirement plan, other)	1%	*	1%	1%	*
Other: specify	56%	55%	63%	57%	54%

Q24 (Q24A/B/C COMBINED)

Q24A: How likely is it that you could lose your job or your job could be eliminated within the next year?

Q24B: How likely is it that you could lose your main job or your main job could be eliminated within the next year?

Q24C: How likely is it that you will have to give up working for yourself within the next year?

Base: Employed	Total (n=3586)	NH Whites (n=1742)	NH AA (n=805)	Hispanic (n=927)	LGBT (n=475)
Refused	*	*	*	*	*
Very likely	4%	3%	7%	4%	4%
Somewhat likely	14%	13%	17%	15%	14%
Not very likely	42%	43%	37%	41%	38%
Not at all likely	40%	40%	39%	40%	44%

Q25 (Q25A/B/C COMBINED)

Q25A: For each of the following reasons, please indicate if it is a major reason, a minor reason, or not a reason why you believe that you could lose your job or that your job is likely to be eliminated in the next year?

Q25B: For each of the following reasons, please indicate if it is a major reason, a minor reason, or not a reason why you believe that you could lose your 'main' job or that your main job is likely to be eliminated in the next year

Q25C: For each of the following reasons, please indicate if it is a major reason, a minor reason, or not a reason why you believe that you will have to give up working for yourself in the next year?

Major reason					
Base: Very or somewhat likely they could lose job in next year	Total (n=696)	NH Whites (n=292)	NH AA (n=180)	Hispanic (n=195)	LGBT (n=96)
The weak economy	22%	21%	21%	28%	Insufficient base
My job is being replaced by automation or technology	8%	7%	10%	10%	Insufficient base
Business or factory is closing	11%	12%	9%	9%	Insufficient base
Merger or consolidation/business bought by another company	20%	18%	21%	21%	Insufficient base
The company is cutting costs	39%	40%	43%	31%	Insufficient base
My salary is high relative to other employees	18%	17%	16%	19%	Insufficient base
There is no longer a need for the type of work I do	7%	9%	5%	5%	Insufficient base
Discrimination due to my age	11%	11%	5%	14%	Insufficient base
Other type of discrimination (Please specify)	2%	2%	2%	6%	Insufficient base
Other (Please specify)	11%	13%	9%	7%	Insufficient base

Minor reason

	Total (n=696)	NH Whites (n=292)	NH AA (n=180)	Hispanic (n=195)	LGBT (n=96)
The weak economy	29%	29%	30%	29%	Insufficient base
My job is being replaced by automation or technology	14%	12%	18%	17%	Insufficient base
Business or factory is closing	13%	12%	7%	19%	Insufficient base
Merger or consolidation/business bought by another company	16%	17%	16%	12%	Insufficient base
The company is cutting costs	24%	24%	17%	24%	Insufficient base
My salary is high relative to other employees	21%	22%	18%	26%	Insufficient base
There is no longer a need for the type of work I do	19%	18%	25%	21%	Insufficient base
Discrimination due to my age	23%	22%	24%	20%	Insufficient base
Other type of discrimination (Please specify)	4%	2%	10%	5%	Insufficient base
Other (Please specify)	1%	*	1%	8%	Insufficient base

Not a reason

	Total (n=696)	NH Whites (n=292)	NH AA (n=180)	Hispanic (n=195)	LGBT (n=96)
The weak economy	48%	50%	46%	42%	Insufficient base
My job is being replaced by automation or technology	77%	80%	70%	71%	Insufficient base
Business or factory is closing	75%	75%	83%	70%	Insufficient base
Merger or consolidation/business bought by another company	63%	64%	61%	67%	Insufficient base
The company is cutting costs	36%	35%	38%	44%	Insufficient base
My salary is high relative to other employees	59%	60%	66%	55%	Insufficient base
There is no longer a need for the type of work I do	72%	72%	69%	73%	Insufficient base
Discrimination due to my age	65%	65%	70%	64%	Insufficient base
Other type of discrimination (Please specify)	77%	79%	73%	74%	Insufficient base
Other (Please specify)	51%	55%	46%	45%	Insufficient base

Refused

	Total (n=696)	NH Whites (n=292)	NH AA (n=180)	Hispanic (n=195)	LGBT (n=96)
The weak economy	1%	1%	3%	*	Insufficient base
My job is being replaced by automation or technology	1%	1%	1%	1%	Insufficient base
Business or factory is closing	1%	1%	1%	1%	Insufficient base
Merger or consolidation/business bought by another company	1%	1%	2%	*	Insufficient base
The company is cutting costs	1%	1%	1%	1%	Insufficient base
My salary is high relative to other employees	1%	1%	1%	1%	Insufficient base
There is no longer a need for the type of work I do	1%	1%	1%	1%	Insufficient base
Discrimination due to my age	1%	1%	1%	1%	Insufficient base
Other type of discrimination (Please specify)	16%	16%	15%	16%	Insufficient base
Other (Please specify)	37%	32%	44%	41%	Insufficient base

Q26 (Q26A/B/C COMBINED)

Q26A: If you lost your job or your job were eliminated tomorrow, how confident are you that you could get another job within three months without having to move or take a cut in pay?

Q26B: If you lost your main job or your main job were eliminated tomorrow, how confident are you that you could get another job within three months without having to move or take a cut in pay?

Q26C: How confident are you that you will get another job within the next three months without having to move or take a cut in pay?

	Total (n=3892)	NH Whites (n=1837)	NH AA (n=902)	Hispanic (n=1033)	LGBT (n=518)
Refused	1%	1%	*	*	*
Very confident	25%	22%	35%	30%	21%
Somewhat confident	37%	37%	37%	39%	35%
Not very confident	26%	27%	17%	24%	28%
Not at all confident	12%	12%	11%	7%	16%

Q27 (Q27A/B COMBINED)

Q27A: Why are you not confident that you would be able to get another job within three months?

Q27B: Why are you not confident that you will be able to get another job within the next three months? Please indicate whether each of the following is a major reason, a minor reason, or not a reason?

Major reason					
Base: Confident they could/will get another job within 3 months.	Total (n=1425)	NH Whites (n=771)	NH AA (n=254)	Hispanic (n=341)	LGBT (n=234)
Unfavorable job market/economy	30%	29%	38%	42%	39%
Age discrimination	45%	45%	39%	46%	44%
Lack of computer skills	9%	9%	14%	19%	10%
Discrimination based on race or ethnicity	5%	3%	19%	13%	5%
I do not have enough education or training	15%	14%	21%	27%	13%
Have highly specialized skills/am overqualified	19%	18%	20%	17%	34%
Employers do not want to pay a salary appropriate for my experience or expertise	45%	43%	53%	42%	47%
Discrimination based on being unemployed	9%	8%	14%	19%	10%
Discrimination based on my gender	3%	3%	4%	7%	6%
Discrimination based on my disability	3%	3%	2%	5%	9%
Discrimination based on my sexual orientation	1%	1%	2%	3%	5%
Other (Please specify)	5%	6%	3%	7%	8%

Minor reason

	Total (n=1425)	NH Whites (n=771)	NH AA (n=254)	Hispanic (n=341)	LGBT (n=234)
Unfavorable job market/economy	40%	40%	32%	29%	31%
Age discrimination	31%	32%	33%	34%	35%
Lack of computer skills	24%	23%	23%	30%	16%
Discrimination based on race or ethnicity	11%	5%	35%	23%	7%
I do not have enough education or training	26%	27%	23%	27%	30%
Have highly specialized skills/am overqualified	28%	28%	19%	28%	23%
Employers do not want to pay a salary appropriate for my experience or expertise	29%	31%	27%	25%	23%
Discrimination based on being unemployed	24%	23%	24%	22%	26%
Discrimination based on my gender	13%	11%	22%	14%	13%
Discrimination based on my disability	7%	5%	14%	10%	6%
Discrimination based on my sexual orientation	5%	4%	11%	8%	18%
Other (Please specify)	2%	2%	3%	3%	*

Not a reason

	Total (n=1425)	NH Whites (n=771)	NH AA (n=254)	Hispanic (n=341)	LGBT (n=234)
Unfavorable job market/economy	29%	30%	28%	26%	29%
Age discrimination	22%	22%	27%	19%	21%
Lack of computer skills	65%	68%	61%	47%	74%
Discrimination based on race or ethnicity	83%	91%	43%	61%	88%
I do not have enough education or training	57%	58%	53%	45%	57%
Have highly specialized skills/am overqualified	52%	53%	57%	50%	40%
Employers do not want to pay a salary appropriate for my experience or expertise	25%	25%	18%	30%	30%
Discrimination based on being unemployed	66%	68%	59%	58%	64%
Discrimination based on my gender	82%	84%	73%	76%	81%
Discrimination based on my disability	89%	91%	80%	81%	85%
Discrimination based on my sexual orientation	92%	94%	84%	86%	76%
Other (Please specify)	47%	49%	40%	46%	42%

Refused

	Total (n=1425)	NH Whites (n=771)	NH AA (n=254)	Hispanic (n=341)	LGBT (n=234)
Unfavorable job market/economy	1%	1%	1%	4%	1%
Age discrimination	1%	1%	1%	1%	--
Lack of computer skills	2%	1%	3%	3%	1%
Discrimination based on race or ethnicity	1%	1%	3%	3%	1%
I do not have enough education or training	1%	1%	4	1%	--
Have highly specialized skills/am overqualified	2%	1%	4	4%	3%
Employers do not want to pay a salary appropriate for my experience or expertise	1%	1%	2%	2%	--
Discrimination based on being unemployed	1%	1%	3%	2%	1%
Discrimination based on my gender	2%	1%	1%	2%	1%
Discrimination based on my disability	2%	1%	3%	4%	1%
Discrimination based on my sexual orientation	2%	1%	4%	3%	1%
Other (Please specify)	47%	43%	55%	45%	50%

Q28

In the past two years, have you taken any of the following job or career steps?

Yes

	Total	NH Whites	NH AA	Hispanic	LGBT
Updated your resume	34%	32%	51%	31%	43%
Posted your resume to an online job website	18%	16%	31%	17%	19%
Taken a training course	30%	30%	31%	27%	30%
Applied for a job	28%	25%	43%	29%	32%
Gone on a job interview	21%	20%	30%	22%	28%
Created a profile on LinkedIn	19%	18%	23%	16%	16%
Met with a headhunter	6%	6%	6%	5%	7%
Attended a job fair	6%	4%	12%	11%	8%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
Updated your resume	65%	67%	48%	68%	57%
Posted your resume to an online job website	81%	83%	68%	82%	81%
Taken a training course	69%	68%	68%	73%	70%
Applied for a job	71%	74%	56%	70%	68%
Gone on a job interview	78%	79%	69%	77%	72%
Created a profile on LinkedIn	80%	81%	76%	83%	83%
Met with a headhunter	93%	93%	93%	93%	93%
Attended a job fair	93%	95%	88%	88%	92%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
Updated your resume	1%	1%	1%	1%	*
Posted your resume to an online job website	1%	1%	1%	1%	*
Taken a training course	1%	1%	1%	1%	*
Applied for a job	1%	1%	2%	1%	*
Gone on a job interview	1%	1%	1%	1%	*
Created a profile on LinkedIn	1%	1%	1%	1%	*
Met with a headhunter	1%	1%	1%	2%	*
Attended a job fair	1%	1%	1%	1%	*

Q28a

When you posted your resume online, which site(s) did you use?

Base: Posted resume to an online job website	Total (n=864)	NH Whites (n=293)	NH AA (n=298)	Hispanic (n=248)	LGBT (n=96)
Refused	2%	2%	1%	1%	Insufficient base
Craigslist	8%	8%	4%	12%	Insufficient base
LinkedIn	39%	41%	34%	41%	Insufficient base
Monster/Career builder	43%	42%	53%	35%	Insufficient base
Indeed	55%	53%	65%	53%	Insufficient base
Social media sites like Facebook or Twitter	4%	3%	3%	10%	Insufficient base
Other (Please specify)	20%	22%	13%	14%	Insufficient base

Q28b

What type of training have you taken in the past 2 years?

Base: Have taken training in the past 2 years	Total (n=1245)	NH Whites (n=553)	NH AA (n=341)	Hispanic (n=321)	LGBT (n=163)
Refused	1%	1%	--	1%	--
Computer skills	30%	27%	34%	31%	22%
Skills related to your current or most recent job	81%	83%	76%	71%	88%
Skills to get a different job	8%	7%	13%	16%	7%
Skills to manage your job search, such as resume help, understanding jobs resources, etc.	8%	7%	16%	10%	5%
Other type of training	17%	15%	21%	24%	24%

Q28c

Who paid for this training?

Base: Have taken training in the past 2 years	Total (n=1245)	NH Whites (n=553)	NH AA (n=341)	Hispanic (n=321)	LGBT (n=163)
Refused	1%	1%	--	3%	*
You	34%	34%	30%	35%	37%
Your employer	63%	65%	63%	55%	67%
Government program	6%	4%	8%	11%	12%
Other (Please specify)	4%	4%	7%	5%	1%

Q29_Emp (Q29A/B COMBINED)Q29A: In your current job, are you an independent contractor, an independent consultant, or a **freelancer**?Q29B: In your main job, are you an independent contractor, an independent consultant, or a **freelancer**?

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	1%	1%	1%	1%	*
Yes	16%	15%	14%	16%	16%
No	84%	84%	85%	83%	84%

Q29CIn your most recent job, were you an independent contractor, an independent consultant, or a **freelancer**?

Base: Unemployed	Total (n=291)	NH Whites (n=89)	NH AA (n=92)	Hispanic (n=102)	LGBT (n=41)
Refused	3%	Insufficient base	Insufficient base	--	Insufficient base
Yes	21%	Insufficient base	Insufficient base	35%	Insufficient base
No	77%	Insufficient base	Insufficient base	65%	Insufficient base

Q29D

For any of your jobs, are you an independent contractor, an independent consultant, or a **freelancer**?

Base: Multiple jobs and main job is not independent	Total (n=384)	NH Whites (n=162)	NH AA (n=105)	Hispanic (n=112)	LGBT (n=71)
Refused	*	--	*	3%	Insufficient base
Yes	29%	30%	25%	24%	Insufficient base
No	71%	70%	74%	73%	Insufficient base

Q30_Emp (Q30A/B COMBINED)

Q30A: Do you work through a temporary help agency that pays you?

Q30B: In your main job do you work through a temporary help agency that pays you?

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	1%	1%	*	*	*
Yes	2%	1%	2%	5%	1%
No	98%	99%	97%	95%	99%

Q30C

In your most recent job, did you work through a temporary help agency that paid you?

Base: Unemployed	Total (n=291)	NH Whites (n=89)	NH AA (n=92)	Hispanic (n=102)	LGBT (n=41)
Refused	4%	Insufficient base	Insufficient base	--	Insufficient base
Yes	8%	Insufficient base	Insufficient base	21%	Insufficient base
No	89%	Insufficient base	Insufficient base	79%	Insufficient base

Q31_Emp (Q31A/B COMBINED)

Q31A: Is your current job as an on-call worker? **On-call workers** are asked to work ONLY when they are needed, although they can be scheduled to work for several days or weeks in a row

Q31B: Is your main job as an on-call worker? **On-call workers** are asked to work ONLY when they are needed, although they can be scheduled to work for several days or weeks in a row.

Base: Employed	Total (n=3601)	NH Whites (n=1748)	NH AA (n=810)	Hispanic (n=931)	LGBT (n=477)
Refused	1%	1%	1%	*	1%
Yes	5%	4%	5%	10%	7%
No	94%	95%	94%	90%	92%

Q31C

Was your most recent job as an **on-call worker**? On-call workers are asked to work ONLY when they are needed, although they can be scheduled to work for several days or weeks in a row.

Base: Unemployed	Total (n=291)	NH Whites (n=89)	NH AA (n=92)	Hispanic (n=102)	LGBT (n=41)
Refused	3%	Insufficient base	Insufficient base	--	Insufficient base
Yes	19%	Insufficient base	Insufficient base	43%	Insufficient base
No	78%	Insufficient base	Insufficient base	57%	Insufficient base

Q32

Please check the box beside each of the ways that you independently earn money on a regular basis. **Independent** means that you find work to do on your own and may receive a 1099 form to file taxes.

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	59%	62%	52%	46%	55%
Driving people in your own car	2%	1%	6%	3%	2%
Providing pet care	1%	1%	*	2%	2%
Renting your home or a room in your home	2%	2%	2%	5%	4%
Making or growing things you sell	3%	4%	2%	2%	3%
Teaching others	5%	5%	6%	5%	8%
Doing freelance or contract work	10%	10%	9%	12%	13%
Providing home services, such as housecleaning or cooking	3%	2%	4%	6%	3%
Doing home repair, such as handyman, lawn care, or snow removal	4%	3%	5%	5%	3%
Shopping for others, including grocery and clothes shopping	1%	1%	2%	2%	1%
Making deliveries	2%	1%	3%	3%	5%
Renting your car	*	*	*	1%	1%
Making direct sales on the phone, by computer, or in someone's home – such as jewelry or cosmetics	2%	2%	2%	4%	2%
Providing child care	2%	1%	3%	6%	2%
Doing something else:	16%	16%	20%	17%	18%

Q32a

Do you get work or connect with customers through a smart phone application (“app”) or website?

Base: Yes to any items in Q32.	Total (n=1824)	NH Whites (n=735)	NH AA (n=464)	Hispanic (n=566)	LGBT (n=262)
Refused	*	*	--	*	2%
Yes	18%	17%	20%	18%	18%
No	82%	83%	80%	82%	81%

Q32b

How important was each of the following reasons in your decision to work independently?

Very important					
Base: Independent, freelancer, contractor, on-call, or temporary worker (Y to any of Q29-Q32)	Total (n=1997)	NH Whites (n=822)	NH AA (n=505)	Hispanic (n=607)	LGBT (n=284)
Can't find a job with an employer	8%	5%	15%	12%	7%
Can't earn enough through one job or a main job	19%	15%	28%	31%	23%
Enjoy the social interaction	25%	21%	32%	31%	23%
Flexibility of when and how much I work	43%	42%	51%	42%	44%
Keeps me active	36%	32%	46%	43%	37%
Ability to balance family responsibilities with work	32%	29%	43%	37%	32%
It's easy	25%	19%	36%	34%	26%
To make extra money	44%	40%	58%	53%	52%
[IF Q6A/B=1 or any in Q7=1] Need more money than what I get in retirement income	31%	27%	50%	33%	38%
Other (Specify)	4%	4%	5%	7%	7%

Somewhat important

	Total (n=1997)	NH Whites (n=822)	NH AA (n=505)	Hispanic (n=607)	LGBT (n=284)
Can't find a job with an employer	17%	14%	19%	25%	12%
Can't earn enough through one job or a main job	21%	20%	24%	21%	22%
Enjoy the social interaction	31%	31%	31%	27%	31%
Flexibility of when and how much I work	29%	30%	24%	26%	25%
Keeps me active	32%	35%	24%	26%	32%
Ability to balance family responsibilities with work	24%	24%	20%	26%	15%
It's easy	30%	31%	27%	27%	32%
To make extra money	27%	28%	19%	23%	20%
[IF Q6A/B=1 or any in Q7=1] Need more money than what I get in retirement income	19%	19%	20%	27%	14%
Other (Specify)	4%	2%	7%	8%	2%

Not very important

	Total (n=1997)	NH Whites (n=822)	NH AA (n=505)	Hispanic (n=607)	LGBT (n=284)
Can't find a job with an employer	19%	20%	22%	15%	23%
Can't earn enough through one job or a main job	17%	19%	14%	12%	16%
Enjoy the social interaction	18%	19%	15%	15%	14%
Flexibility of when and how much I work	7%	7%	8%	8%	11%
Keeps me active	9%	9%	12%	8%	10%
Ability to balance family responsibilities with work	14%	15%	12%	10%	13%
It's easy	20%	23%	16%	13%	21%
To make extra money	8%	9%	9%	6%	8%
[IF Q6A/B=1 or any in Q7=1] Need more money than what I get in retirement income	16%	18%	6%	12%	12%
Other (Specify)	4%	3%	5%	5%	4%

Not at all important

	Total (n=1997)	NH Whites (n=822)	NH AA (n=505)	Hispanic (n=607)	LGBT (n=284)
Can't find a job with an employer	50%	54%	37%	39%	54%
Can't earn enough through one job or a main job	37%	41%	26%	28%	35%
Enjoy the social interaction	20%	22%	14%	17%	25%
Flexibility of when and how much I work	15%	16%	9%	15%	17%
Keeps me active	16%	18%	11%	14%	17%
Ability to balance family responsibilities with work	23%	26%	17%	18%	36%
It's easy	19%	21%	12%	17%	16%
To make extra money	15%	17%	7%	11%	17%
[IF Q6A/B=1 or any in Q7=1] Need more money than what I get in retirement income	28%	31%	11%	19%	35%
Other (Specify)	33%	35%	26%	30%	36%

Refused

	Total (n=1997)	NH Whites (n=822)	NH AA (n=505)	Hispanic (n=607)	LGBT (n=284)
Can't find a job with an employer	7%	6%	7%	9%	5%
Can't earn enough through one job or a main job	6%	6%	8%	8%	4%
Enjoy the social interaction	6%	6%	8%	9%	6%
Flexibility of when and how much I work	6%	5%	7%	9%	4%
Keeps me active	6%	6%	6%	9%	4%
Ability to balance family responsibilities with work	6%	6%	8%	10%	4%
It's easy	7%	6%	9%	9%	5%
To make extra money	6%	5%	6%	8%	4%
[IF Q6A/B=1 or any in Q7=1] Need more money than what I get in retirement income	5%	5%	13%	8%	2%
Other (Specify)	55%	56%	57%	50%	50%

D5 (D5A/B/C COMBINED)

D5A: How many employees in total work for [IF Q4A=2: your current employer; IF Q4A=1: your company] in all locations in the United States?

D5B: For your main job, how many employees in total work for [IF Q4B=2: your current employer; IF Q4B=1: your company] in all locations in the United States?

D5C: How many employees in total worked for your most recent employer in all locations in the United States? Please exclude nonpermanent workers, such as temporary or contract workers. Your best estimate is fine.

	Total (n=3877)	NH Whites (n=1831)	NH AA (n=897)	Hispanic (n=1029)	LGBT (n=516)
Refused	1%	1%	1%	*	*
I am the only employee	9%	9%	5%	8%	12%
2-9	12%	13%	9%	12%	8%
10-19	4%	4%	3%	6%	5%
20-49	6%	6%	7%	7%	6%
50-99	7%	8%	4%	8%	5%
100-499	14%	15%	11%	13%	10%
500-999	7%	7%	9%	7%	8%
1,000-9,999	16%	17%	17%	12%	19%
10,000 or more	15%	15%	18%	11%	20%
Don't know	8%	6%	16%	15%	8%

Q33 (Q33A/B/C COMBINED)

Q33A: Is your boss or immediate supervisor...

Q33B: Is your boss or immediate supervisor at your main job...

Q33C: In your most recent job, was your boss or immediate supervisor...

Base: Not only employee in current or former job	Total (n=3247)	NH Whites (n=1500)	NH AA (n=788)	Hispanic (n=870)	LGBT (n=409)
Refused	*	*	1%	*	*
A lot older than you	4%	3%	6%	10%	3%
A bit older than you	21%	21%	21%	23%	25%
Around your age	28%	28%	27%	29%	26%
A bit younger than you	32%	34%	30%	25%	32%
A lot younger than you	14%	14%	15%	14%	14%

Q34 (Q34A/B/C)

Q34A: Thinking about the people you work with, how many of your colleagues are:

Q34B: Thinking about the people you work with, how many of your colleagues at your main job are:

Q34C: In your most recent job, thinking about the people you worked with, how many of your colleagues were:

None

Base: Not sole employee in current or most recent job	Total (n=3510)	NH Whites (n=1637)	NH AA (n=840)	Hispanic (n=934)	LGBT (n=441)
Younger than you	3%	3%	4%	5%	4%
Around your age	10%	10%	7%	10%	8%
Older than you	19%	21%	15%	13%	16%

Some

	Total (n=3510)	NH Whites (n=1637)	NH AA (n=840)	Hispanic (n=934)	LGBT (n=441)
Younger than you	33%	31%	32%	40%	30%
Around your age	58%	60%	54%	51%	60%
Older than you	64%	65%	59%	64%	70%

About half

	Total (n=3510)	NH Whites (n=1637)	NH AA (n=840)	Hispanic (n=934)	LGBT (n=441)
Younger than you	19%	18%	24%	23%	25%
Around your age	17%	15%	21%	21%	15%
Older than you	7%	5%	8%	10%	7%

Most

	Total (n=3510)	NH Whites (n=1637)	NH AA (n=840)	Hispanic (n=934)	LGBT (n=441)
Younger than you	34%	37%	26%	23%	30%
Around your age	10%	9%	10%	11%	13%
Older than you	4%	4%	6%	6%	3%

All

	Total (n=3510)	NH Whites (n=1637)	NH AA (n=840)	Hispanic (n=934)	LGBT (n=441)
Younger than you	10%	10%	10%	8%	10%
Around your age	1%	1%	1%	2%	1%
Older than you	1%	1%	3%	2%	1%

Refused

	Total (n=3510)	NH Whites (n=1637)	NH AA (n=840)	Hispanic (n=934)	LGBT (n=441)
Younger than you	2%	1%	4%	2%	2%
Around your age	4%	3%	8%	5%	4%
Older than you	5%	4%	8%	6%	4%

Q35

Which of the following, if any, best represents what you plan to do during your retirement?

Base: Not retired	Total (n=3217)	NH Whites (n=1525)	NH AA (n=703)	Hispanic (n=888)	LGBT (n=416)
Refused	1%	1%	1%	1%	2%
Work full-time for pay	12%	12%	9%	12%	8%
Work part-time for pay	46%	45%	50%	46%	38%
Not work for pay at all	30%	32%	29%	19%	39%
I do not plan to retire	11%	10%	11%	22%	14%

Q36 (Q36A/B COMBINED)

Q36A: Please rate each of the following items in terms of their importance in your plan to work during retirement.

Q36B: Please rate each of the following in terms of their importance in your decision to work during retirement.

Very important					
Base: Plan to or are working during retirement	Total (n=2519)	NH Whites (n=1186)	NH AA (n=610)	Hispanic (n=650)	LGBT (n=329)
I want to work/enjoy working	41%	40%	48%	50%	42%
To financially support myself or my family	48%	46%	59%	59%	43%
For medical benefits or costs for myself or my family	42%	39%	50%	57%	45%
For extra money to buy the things I want, such as travel, a new car, etc.	46%	44%	60%	55%	47%
To start my own business	8%	5%	17%	15%	9%
To stay physically active	39%	33%	55%	60%	34%
To stay mentally active	49%	45%	64%	66%	45%
To have something interesting to do	40%	36%	52%	53%	34%
To avoid draining my retirement accounts too quickly	43%	41%	50%	57%	41%
Other [Anchor][0]	2%	2%	3%	4%	3%

Somewhat important

	Total (n=2519)	NH Whites (n=1186)	NH AA (n=610)	Hispanic (n=650)	LGBT (n=329)
I want to work/I enjoy working	42%	43%	35%	37%	45%
To financially support myself or my family	32%	34%	22%	26%	38%
For medical benefits or costs for myself or my family	28%	28%	24%	26%	23%
For extra money to buy the things I want, such as travel, a new car, etc.	41%	43%	31%	31%	36%
To start my own business	14%	12%	14%	23%	15%
To stay physically active	42%	46%	33%	33%	44%
To stay mentally active	41%	44%	30%	28%	44%
To have something interesting to do	42%	45%	34%	37%	50%
To avoid draining my retirement accounts too quickly	36%	38%	29%	28%	33%
Other [Anchor][0]	3%	2%	4%	4%	3%

Not very important

	Total (n=2519)	NH Whites (n=1186)	NH AA (n=610)	Hispanic (n=650)	LGBT (n=329)
I want to work/I enjoy working	11%	11%	11%	7%	10%
To financially support myself or my family	12%	13%	11%	8%	10%
For medical benefits or costs for myself or my family	13%	14%	9%	7%	10%
For extra money to buy the things I want, such as travel, a new car, etc.	8%	9%	5%	8%	8%
To start my own business	23%	24%	23%	24%	21%
To stay physically active	10%	12%	7%	4%	14%
To stay mentally active	5%	6%	3%	2%	6%
To have something interesting to do	9%	10%	6%	4%	9%
To avoid draining my retirement accounts too quickly	10%	10%	8%	8%	11%
Other [Anchor][0]	2%	2%	2%	4%	1%

Not at all important

	Total (n=2519)	NH Whites (n=1186)	NH AA (n=610)	Hispanic (n=650)	LGBT (n=329)
I want to work/I enjoy working	6%	6%	4%	3%	2%
To financially support myself or my family	7%	7%	6%	6%	8%
For medical benefits or costs for myself or my family	17%	18%	15%	8%	18%
For extra money to buy the things I want, such as travel, a new car, etc.	4%	4%	3%	5%	7%
To start my own business	52%	57%	44%	37%	53%
To stay physically active	7%	8%	5%	2%	5%
To stay mentally active	4%	4%	3%	2%	3%
To have something interesting to do	7%	8%	5%	3%	6%
To avoid draining my retirement accounts too quickly	10%	11%	11%	5%	14%
Other [Anchor][0]	27%	28%	22%	19%	24%

Refused

	Total (n=2519)	NH Whites (n=1186)	NH AA (n=610)	Hispanic (n=650)	LGBT (n=329)
I want to work/I enjoy working	1%	1%	2%	2%	1%
To financially support myself or my family	1%	1%	1%	2%	1%
For medical benefits or costs for myself or my family	1%	1%	2%	2%	3%
For extra money to buy the things I want, such as travel, a new car, etc.	1%	1%	1%	1%	1%
To start my own business	2%	2%	3%	2%	2%
To stay physically active	1%	1%	1%	2%	2%
To stay mentally active	1%	1%	1%	1%	2%
To have something interesting to do	2%	1%	3%	3%	1%
To avoid draining my retirement accounts too quickly	1%	1%	2%	2%	*
Other [Anchor][0]	66%	66%	69%	69%	69%

Q37

After you retire, do you plan to do either of the following?

Yes

Base: If plan to retire	Total (n=2743)	NH Whites (n=1353)	NH AA (n=609)	Hispanic (n=695)	LGBT (n=347)
Volunteer	64%	64%	65%	60%	58%
Start a business or earn money independently	27%	23%	39%	40%	34%

No

	Total (n=2743)	NH Whites (n=1353)	NH AA (n=609)	Hispanic (n=695)	LGBT (n=347)
Volunteer	36%	35%	32%	39%	40%
Start a business or earn money independently	70%	76%	57%	58%	64%

Refused

	Total (n=2743)	NH Whites (n=1353)	NH AA (n=609)	Hispanic (n=695)	LGBT (n=347)
Volunteer	1%	1%	3%	1%	2%
Start a business or earn money independently	1%	1%	3%	1%	2%

Q37A

Since you retired, have you done either of the following or do you plan to do either of the following?

Have done

Base: Retired	Total (n=651)	NH Whites (n=307)	NH AA (n=196)	Hispanic (n=130)	LGBT (n=101)
Volunteer	42%	43%	40%	36%	42%
Start a business or earn money independently	23%	21%	27%	16%	23%

Plan to do

	Total (n=651)	NH Whites (n=307)	NH AA (n=196)	Hispanic (n=130)	LGBT (n=101)
Volunteer	12%	12%	15%	17%	21%
Start a business or earn money independently	8%	7%	13%	13%	2%

Neither

	Total (n=651)	NH Whites (n=307)	NH AA (n=196)	Hispanic (n=130)	LGBT (n=101)
Volunteer	45%	44%	43%	45%	35%
Start a business or earn money independently	69%	72%	59%	69%	71%

Refused

	Total (n=651)	NH Whites (n=307)	NH AA (n=196)	Hispanic (n=130)	LGBT (n=101)
Volunteer	1%	1%	2%	1%	1%
Start a business or earn money independently	1%	*	2%	2%	4%

Q38

Based on what you have seen or experienced, do you think workers face discrimination in the workplace today based on race or ethnicity?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	*	*
Yes	44%	36%	82%	57%	57%
No	55%	63%	17%	43%	43%

Q39

Based on what you have seen or experienced, do you think older workers face discrimination in the workplace today based on age?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	*	1%
Yes	61%	59%	77%	61%	71%
No	37%	40%	21%	38%	28%

Q39a

At what age do you think older workers begin to face age discrimination?

Base: Seen or experienced age discrimination	Total (n=2627)	NH Whites (n=1182)	NH AA (n=702)	Hispanic (n=657)	LGBT (n=400)
Refused	*	*	--	--	--
40s	11%	10%	16%	13%	12%
50s	54%	57%	38%	45%	55%
60s	28%	28%	32%	33%	23%
70s or older	4%	3%	4%	6%	6%
Don't know	3%	2%	9%	3%	3%

Q39b

And, how common, do you think, age discrimination against older workers is in the workplace today?

Base: Seen or experienced age discrimination	Total (n=2627)	NH Whites (n=1182)	NH AA (n=702)	Hispanic (n=657)	LGBT (n=400)
Refused	*	*	--	1%	*
Very common	38%	37%	44%	43%	47%
Somewhat common	53%	55%	46%	45%	49%
Not too common	6%	6%	5%	6%	4%
Don't know	3%	1%	5%	4%	*

Q40

Please tell me whether any of the following has happened to you at work since turning 40.

Yes

	Total	NH Whites	NH AA	Hispanic	LGBT
Passed up for a promotion or a chance to get ahead because of your age.	12%	11%	17%	13%	15%
Laid off, fired, or forced out of a job because of your age.	7%	6%	10%	8%	6%
Not getting hired for a job you applied for because of your age.	16%	15%	19%	18%	18%
Denied access to training or professional development opportunities because of your age.	7%	6%	9%	10%	7%
Heard negative remarks related to your older age from a supervisor.	9%	8%	11%	15%	11%
Heard negative remarks related to your older age from a colleague.	15%	14%	19%	21%	15%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
Passed up for a promotion or a chance to get ahead because of your age.	87%	88%	82%	85%	85%
Laid off, fired, or forced out of a job because of your age.	92%	93%	89%	90%	94%
Not getting hired for a job you applied for because of your age.	82%	83%	79%	79%	82%
Denied access to training or professional development opportunities because of your age.	92%	93%	89%	89%	93%
Heard negative remarks related to your older age from a supervisor.	89%	91%	87%	83%	89%
Heard negative remarks related to your older age from a colleague.	83%	85%	80%	78%	84%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
Passed up for a promotion or a chance to get ahead because of your age.	1%	1%	2%	2%	*
Laid off, fired, or forced out of a job because of your age.	1%	1%	2%	2%	*
Not getting hired for a job you applied for because of your age.	2%	1%	1%	3%	*
Denied access to training or professional development opportunities because of your age.	1%	1%	2%	2%	*
Heard negative remarks related to your older age from a supervisor.	1%	1%	2%	2%	*
Heard negative remarks related to your older age from a colleague.	1%	1%	2%	2%	1%

Q41

Have you ever made a complaint to a supervisor, Human Resources representative, another organization or government agency about age discrimination that you have seen or experienced in the workplace?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	*	*
Yes	3%	2%	6%	4%	2%
No	96%	97%	94%	96%	98%

Q42

In the past two years, have you been asked to provide your birth date, graduation date(s), or any other age-related information during the application or interview process?

Base: Applied for a job in the past 2 years	Total (n=1363)	NH Whites (n=502)	NH AA (n=414)	Hispanic (n=403)	LGBT (n=173)
Refused	1%	1%	1%	1%	*
Yes	44%	42%	47%	51%	44%
No	55%	57%	52%	47%	56%

Q43 (Q43A/B)

Q43A: Thinking about how you are personally treated in the workplace, would you say the following generally cause YOUR EMPLOYER to treat you better, worse, or no differently than other workers?

Q43B: Thinking about how you were treated in the workplace at your most recent job, would you say the following generally caused YOUR EMPLOYER to treat you better, worse, or no differently than other workers?

Better

	Total (n=3349)	NH Whites (n=1540)	NH AA (n=811)	Hispanic (n=903)	LGBT (n=428)
Your age	5%	5%	7%	6%	4%
Your race or ethnicity	4%	4%	4%	4%	3%
Your veteran status	5%	5%	7%	5%	4%
Your gender	5%	4%	7%	8%	3%
Your disability status	2%	2%	3%	3%	2%
Your religion	3%	2%	5%	4%	3%
Your sexual orientation	2%	2%	3%	4%	3%

Worse

	Total (n=3349)	NH Whites (n=1540)	NH AA (n=811)	Hispanic (n=903)	LGBT (n=428)
Your age	13%	12%	16%	14%	18%
Your race or ethnicity	7%	3%	25%	14%	9%
Your veteran status	1%	1%	2%	1%	1%
Your gender	6%	6%	8%	5%	9%
Your disability status	4%	3%	6%	5%	5%
Your religion	2%	2%	3%	3%	4%
Your sexual orientation	2%	2%	3%	3%	10%

No different

	Total (n=3349)	NH Whites (n=1540)	NH AA (n=811)	Hispanic (n=903)	LGBT (n=428)
Your age	81%	82%	76%	79%	77%
Your race or ethnicity	88%	92%	70%	81%	88%
Your veteran status	92%	92%	89%	92%	93%
Your gender	88%	89%	84%	86%	87%
Your disability status	93%	94%	90%	89%	93%
Your religion	94%	94%	91%	91%	93%
Your sexual orientation	94%	94%	93%	92%	87%

Refused

	Total (n=3349)	NH Whites (n=1540)	NH AA (n=811)	Hispanic (n=903)	LGBT (n=428)
Your age	1%	1%	1%	1%	1%
Your race or ethnicity	1%	1%	1%	1%	*
Your veteran status	2%	1%	3%	3%	1%
Your gender	1%	1%	1%	2%	*
Your disability status	2%	1%	2%	2%	*
Your religion	1%	1%	1%	1%	*
Your sexual orientation	1%	1%	1%	2%	*

Q44

The Supreme Court recently changed our nation's age discrimination law and made it harder to prove age discrimination than to prove other types of discrimination, for instance based on race or gender.

How strongly do you agree or disagree with the following statement: Older Americans should be protected from age discrimination just like they are protected from discrimination on the basis of race, sex, national origin, or religion.

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	1%	*
Strongly agree	65%	62%	73%	78%	70%
Somewhat agree	27%	29%	19%	16%	21%
Somewhat disagree	5%	6%	2%	4%	8%
Strongly disagree	2%	2%	5%	1%	1%

Q45

How strongly would you support or oppose efforts to strengthen the nation's age discrimination laws?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	2%	1%	1%
Strongly support	59%	56%	74%	75%	71%
Slightly support	32%	36%	21%	19%	21%
Slightly oppose	5%	6%	2%	4%	4%
Strongly oppose	2%	2%	2%	1%	3%

D1

Are you or is any member of your household a member of AARP?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	*	*
Yes	32%	32%	41%	24%	36%
No	65%	66%	55%	70%	60%
Don't know	2%	1%	2%	6%	4%

D2

Are you a parent?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	*	*	*
Yes	78%	78%	79%	85%	49%
No	21%	22%	21%	15%	51%

D2a

Do you have any children currently living with you who are:

Yes

	Total	NH Whites	NH AA	Hispanic	LGBT
Under the age of 18	23%	21%	25%	27%	15%
Ages 18-21	14%	13%	13%	21%	4%
Age 22 or older	22%	20%	27%	30%	13%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
Under the age of 18	72%	74%	69%	60%	81%
Ages 18-21	78%	80%	77%	63%	90%
Age 22 or older	71%	74%	67%	57%	84%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
Under the age of 18	6%	5%	6%	13%	4%
Ages 18-21	9%	7%	10%	16%	7%
Age 22 or older	7%	6%	6%	13%	3%

D3

Are you responsible for caring for any of the following...?

Yes

	Total	NH Whites	NH AA	Hispanic	LGBT
A parent	7%	5%	12%	13%	6%
[if ppmarit=1, 6] A spouse or partner	24%	21%	28%	35%	21%
Your child	29%	28%	29%	39%	19%
Your grandchild	4%	3%	9%	7%	4%
Another child	3%	2%	4%	6%	3%
An In-Law	2%	2%	2%	6%	4%
A friend	1%	1%	3%	1%	3%
Another adult relative	2%	2%	6%	4%	2%

No

	Total	NH Whites	NH AA	Hispanic	LGBT
A parent	90%	93%	85%	83%	91%
[if married/partner] A spouse or partner	74%	77%	69%	61%	74%
Your child	69%	71%	68%	59%	79%
Your grandchild	94%	95%	89%	87%	92%
Another child	95%	96%	92%	88%	94%
An In-Law	95%	96%	95%	89%	94%
A friend	96%	97%	94%	93%	93%
Another adult relative	95%	96%	91%	90%	95%

Refused

	Total	NH Whites	NH AA	Hispanic	LGBT
A parent	2%	2%	3%	4%	4%
[if married/partner] A spouse or partner	2%	2%	4%	4%	5%
Your child	2%	1%	2%	2%	3%
Your grandchild	3%	2%	3%	6%	4%
Another child	3%	2%	4%	6%	4%
An In-Law	3%	2%	3%	5%	3%
A friend	3%	2%	3%	6%	4%
Another adult relative	3%	2%	3%	6%	3%

D4

Do you work most of the time from your home or at a location outside of your home?

	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
Refused	1%	1%	2%	1%	*
Mostly from home	13%	13%	10%	12%	10%
Mostly at a location outside of my home	81%	80%	83%	82%	85%
Both, equally	6%	6%	6%	5%	6%

D6

How many more years do you expect to work in general before you retire and stop working completely? Your best guess is fine.

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	2%	1%	1%	1%
Less than 5 years	24%	25%	25%	17%	19%
6-10 years	21%	21%	18%	19%	24%
11-20 years	22%	22%	24%	22%	25%
More than 20 years	4%	4%	5%	4%	5%
I do not ever expect to retire and stop working completely	27%	26%	27%	37%	27%

D7

Do you expect to ...

	Total (n=2609)	NH Whites (n=1303)	NH AA (n=575)	Hispanic (n=648)	LGBT (n=328)
Refused	1%	1%	1%	--	--
Continue working for your current employer until you stop working for pay completely, or	58%	59%	55%	51%	58%
Change employers before you stop working for pay completely	16%	17%	18%	14%	16%
Something else	5%	5%	4%	7%	8%
Don't know	20%	18%	22%	28%	19%

D8

Do you currently have any health problems that might prevent you from working as long as you want or need to work?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	*	*
Yes	15%	15%	14%	15%	15%
No	85%	84%	85%	85%	84%

D9

Were you born in the United States?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	*	*	1%
Yes	85%	94%	92%	39%	81%
No	15%	5%	7%	60%	17%
Don't know	*	--	*	1%	1%

D10

Which of the following categories best describes the combined annual income of ALL Family MEMBERS in your household, before taxes, including wages or salary, pensions, and all other sources?

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	1%	*
Under \$20,000	4%	3%	6%	7%	6%
\$20,000 to just under \$30,000	5%	4%	9%	9%	5%
\$30,000 to just under \$40,000	6%	5%	9%	11%	5%
\$40,000 to just under \$50,000	7%	7%	8%	8%	7%
\$50,000 to just under \$60,000	7%	6%	10%	10%	7%
\$60,000 to just under \$70,000	7%	6%	8%	9%	8%
\$70,000 to just under \$80,000	7%	7%	6%	6%	5%
\$80,000 to just under \$100,000	10%	11%	9%	11%	10%
\$100,000 to just under \$150,000	19%	21%	16%	13%	22%
\$150,000 or more	20%	22%	10%	11%	20%
Don't know	6%	5%	7%	4%	5%

D11

Now please tell me which of the following categories best describes your before-tax INDIVIDUAL annual income FROM WORKING, excluding pensions and any other sources of income?

	Total (n=3609)	NH Whites (n=1752)	NH AA (n=811)	Hispanic (n=934)	LGBT (n=479)
Refused	1%	1%	1%	1%	*
Under \$20,000	12%	12%	11%	15%	12%
\$20,000 to just under \$30,000	9%	9%	10%	13%	10%
\$30,000 to just under \$40,000	9%	8%	12%	16%	11%
\$40,000 to just under \$50,000	10%	10%	11%	10%	8%
\$50,000 to just under \$60,000	9%	8%	11%	13%	7%
\$60,000 to just under \$70,000	7%	7%	8%	6%	8%
\$70,000 to just under \$80,000	6%	7%	5%	4%	7%
\$80,000 to just under \$100,000	9%	9%	8%	5%	10%
\$100,000 to just under \$150,000	11%	13%	6%	7%	12%
\$150,000 or more	9%	10%	7%	5%	9%
Don't know	7%	7%	10%	7%	7%

D12

The client for this survey sometimes receives phone calls from reporters who want to interview people for news stories. Would you be willing to speak with a reporter by phone about some of the things addressed in this survey? You may be contacted by the client, either by phone or email, prior to being referred to the reporter. This would not be a sales call.

If you choose to speak to a reporter, we will also be providing your first name, telephone number, email, gender, the census region in which you live, age group, and up to 4 additional responses you gave to this survey. Some of that information may be shared with the reporter as background for the interview. These questions/responses will be related to the main objectives of the survey itself.

Would you be willing to speak with a reporter? We cannot guarantee that a reporter will contact you, but we will be sure to make a note of your interest in being interviewed.

	Total	NH Whites	NH AA	Hispanic	LGBT
Refused	1%	1%	1%	*	*
Yes	23%	22%	29%	26%	30%
No	76%	77%	70%	74%	70%

The following are variables collected from administrative panel data:

Primary Language	Total	NH Whites	NH AA	Hispanic	60+
English Proficient	3%	--	--	21%	5%
Bilingual	6%	--	--	53%	6%
Spanish Proficient	3%	--	--	26%	5%
Non-Hispanics, not asked	88%	100%	100%	--	83%

Age	Total	NH Whites	NH AA	Hispanic	LGBT
45-54	47%	44%	53%	59%	51%
55-64	40%	41%	36%	33%	38%
65-74	11%	12%	11%	8%	10%
75+	2%	2%	1%	*	1%

Education (Highest Degree Received)	Total	NH Whites	NH AA	Hispanic	LGBT
No formal education	*	--	--	1%	--
1st, 2nd, 3rd, or 4th grade	*	--	--	2%	--
5th or 6th grade	*	--	--	3%	1%
7th or 8th grade	*	--	--	2%	--
9th grade	1%	*	1%	3%	--
10th grade	1%	1%	1%	2%	1%
11th grade	1%	1%	1%	2%	*
12th grade NO DIPLOMA	1%	1%	2%	6%	1%
HIGH SCHOOL GRADUATE	29%	28%	33%	36%	25%
Some college, no degree	18%	18%	21%	16%	19%
Associate degree	9%	10%	11%	8%	8%
Bachelor's degree	20%	21%	15%	12%	16%
Master's degree	13%	14%	12%	5%	20%
Professional or Doctorate degree	6%	6%	3%	3%	9%

Education (Categorical)	Total	NH Whites	NH AA	Hispanic	LGBT
Less than high school	5%	2%	5%	21%	3%
High school	29%	28%	33%	36%	25%
Some college	28%	28%	32%	23%	27%
Bachelor's degree or higher	39%	41%	31%	21%	45%

Race / Ethnicity	Total	NH Whites	NH AA	Hispanic	LGBT
White, Non-Hispanic	71%	100%	--	--	66%
Black, Non-Hispanic	10%	--	100%	--	10%
Other, Non-Hispanic	5%	--	--	--	7%
Hispanic	12%	--	--	100%	17%
2+ Races, Non-Hispanic	1%	--	--	--	1%

Gender	Total	NH Whites	NH AA	Hispanic	LGBT
Male	53%	53%	45%	56%	60%
Female	47%	47%	55%	44%	40%

Household Head	Total	NH Whites	NH AA	Hispanic	LGBT
No	9%	7%	14%	17%	11%
Yes	91%	93%	86%	83%	89%

Household Size	Total	NH Whites	NH AA	Hispanic	LGBT
1	19%	19%	25%	15%	32%
2	40%	43%	33%	27%	43%
3	19%	18%	19%	24%	11%
4	13%	13%	11%	16%	8%
5	6%	6%	7%	9%	3%
6	2%	1%	2%	4%	2%
7	1%	1%	1%	2%	*
8	--	--	*	*	*
9	*	*	--	2%	*
10	*	*	1%	--	--
12	--	--	*	--	--

Housing Type	Total	NH Whites	NH AA	Hispanic	LGBT
A one-family house detached from any other house	79%	83%	64%	69%	66%
A one-family house attached to one or more houses	9%	7%	11%	13%	14%
A building with 2 or more apartments	11%	8%	22%	16%	18%
A mobile home	2%	2%	3%	2%	1%
Boat, RV, van, etc.	--	--	--	--	--

Marital Status	Total	NH Whites	NH AA	Hispanic	LGBT
Married	71%	74%	53%	73%	42%
Widowed	3%	3%	4%	2%	2%
Divorced	12%	12%	18%	12%	14%
Separated	2%	1%	3%	4%	2%
Never married	9%	8%	18%	5%	24%
Living with partner	3%	3%	3%	3%	16%
NOT MARRIED (NET)	29%	26%	47%	27%	58%
Married/Living with Partner (NET)	74%	77%	57%	77%	58%
Separated/Divorced/Widowed (NET)	17%	16%	25%	18%	18%

MSA Status	Total	NH Whites	NH AA	Hispanic	LGBT
Non-Metro	14%	17%	8%	6%	11%
Metro	86%	83%	92%	94%	89%

Region - Based on State of Residence	Total	NH Whites	NH AA	Hispanic	LGBT
Northeast	19%	20%	16%	13%	17%
Midwest	22%	26%	16%	9%	15%
South	37%	34%	60%	40%	38%
West	23%	19%	8%	39%	30%

Region - Based on State of Residence	Total	NH Whites	NH AA	Hispanic	LGBT
New England	5%	6%	4%	2%	6%
Mid-Atlantic	13%	14%	12%	11%	11%
East-North Central	15%	17%	13%	6%	10%
West-North Central	7%	9%	3%	2%	6%
South Atlantic	20%	20%	33%	16%	22%
East-South Central	6%	6%	12%	2%	3%
West-South Central	11%	9%	15%	22%	13%
Mountain	6%	7%	1%	8%	6%
Pacific	17%	12%	8%	32%	24%

Ownership Status of Living Quarters	Total	NH Whites	NH AA	Hispanic	LGBT
Owned or being bought by you or someone in your household	82%	86%	66%	75%	78%
Rented for cash	17%	12%	33%	23%	22%
Occupied without payment of cash rent	1%	1%	1%	1%	--