

## Wave IV Section 11: Labor Market

Number of observations: 15,701

**Next, I'd like to know more about your work experience.\***

<b>H4LM1</b>		Num	1. Have you ever worked full time at least 35 hours a week at a paying job while you were not primarily a student? Do not include summer work.
Frequency	Percent	Value	Label
858	5.46%	0	no
14841	94.52%	1	yes
2	0.01%	6	refused

***If Q.1=0,6, ask Q.2, else skip to Q.3***

<b>H4LM2</b>		Num	2. Have you ever worked for 9 weeks or more at a paying job that was at least 10 hours a week? Do not include military service.
Frequency	Percent	Value	Label
304	1.94%	0	no
554	3.53%	1	yes
2	0.01%	6	refused
14841	94.52%	7	legitimate skip

***If Q.2=1, ask Q.3, else skip to Q.11***

<b>H4LM3</b>		Num	3. Thinking back over the period from 2001 to the previous year how many total jobs have you had? Include only paying jobs that lasted 9 weeks or more and were at least 10 hours a week. NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
205	1.31%	0	0 jobs
2794	17.80%	1	1 job
3546	22.58%	2	2 jobs

3376	21.50%	3	3 jobs
2147	13.67%	4	4 jobs
3302	21.03%	5-44	NOTE: Range of values omitted from display
1	0.01%	49	49 jobs
12	0.08%	50	50 or more jobs
3	0.02%	96	refused
306	1.95%	97	legitimate skip
9	0.06%	98	don't know

***If Q.3 > 0 or Q3=96,98, ask Q.4,  
If Q.3=0 and Q.1=1 skip to Q.5,  
If Q.3=0 and Q.1=0,6 skip to Q.11***

<b>H4LM4</b>		Num	4. Thinking back over the period from 2001 to the previous year, how many times have you been fired, let go or laid off from a job? NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
10411	66.31%	0	0 times
3237	20.62%	1	1 time
940	5.99%	2	2 times
295	1.88%	3	3 times
110	0.70%	4	4 times
185	1.18%	5-42	NOTE: Range of values omitted from display
1	0.01%	45	45 times
6	0.04%	50	50 or more times
1	0.01%	96	refused
511	3.25%	97	legitimate skip
4	0.03%	98	don't know

***If Q.1=1, ask Q.5, else skip to Q.11***

<b>H4LM5</b>		Num	5. How old were you when you first began working full time (at least 35
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			hours a week) at a paying job while you were not primarily a student? NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
1	0.01%	5	5 years
1	0.01%	7	7 years
3	0.02%	8	8 years
7	0.04%	10	10 years
5	0.03%	11	11 years
14749	93.94%	12-28	NOTE: Range of values omitted from display
28	0.18%	29	29 years
14	0.09%	30	30 years
4	0.03%	31	31 years
860	5.48%	97	legitimate skip
29	0.18%	98	don't know

***If active duty military\* or PRISON4=1 skip to Q.7, else ask Q.6***

<b>H4LM6</b>		Num	6. Are you still at your first full-time job at least 10 hours per week?
Frequency	Percent	Value	Label
12275	78.18%	0	no
2375	15.13%	1	yes
1	0.01%	6	refused
1050	6.69%	7	legitimate skip

***If Q.6=0,6, ask Q.7, else skip to Q.12***

<b>H4LM7</b>		Num	7. Since you left your first full-time job, have you had another paying job that was at least 10 hours per week? Do not include military service.
Frequency	Percent	Value	Label
650	4.14%	0	no

11815	75.25%	1	yes
1	0.01%	6	refused
3235	20.60%	7	legitimate skip

***If Q.7=1, ask Q.8, else skip to Q.11***

<b>H4LM8</b>		Char	8. Next I'd like to record a description of your first full-time job. When you see the list of categories, please tell me which best describes what you did at your first full time job.* NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
3	0.02%	11-1011	11-1011
3	0.02%	11-1021	11-1021
19	0.12%	11-2011	11-2011
22	0.14%	11-2021	11-2021
50	0.32%	11-2022	11-2022
11693	74.47%	Values omitted	NOTE: Range of values omitted from display
13	0.08%	55-3019	55-3019
5	0.03%	9999995	pretest vague answers
2	0.01%	9999996	refused
3886	24.75%	9999997	legitimate skip
5	0.03%	9999998	don't know

<b>H4LM9M</b>		Num	9M. How long did you work at your first full time job? [months]
Frequency	Percent	Value	Label
2714	17.29%	0	0 months
3266	20.80%	1	1 month
2238	14.25%	2	2 months
1314	8.37%	3	3 months
782	4.98%	4	4 months

552	3.52%	5	5 months
308	1.96%	6	6 months
241	1.53%	7	7 months
144	0.92%	8	8 months
74	0.47%	9	9 months
90	0.57%	10	10 months
21	0.13%	11	11 months
18	0.11%	12	12 months
7	0.04%	13	13 months
1	0.01%	14	14 months
2	0.01%	15	15 months
1	0.01%	96	refused
3886	24.75%	97	legitimate skip
42	0.27%	98	don't know

<b>H4LM9Y</b>		<b>Num</b>	<b>9Y. How long did you work at your first full time job? [years]</b>
Frequency	Percent	Value	Label
5252	33.45%	0	0 years
289	1.84%	1	1 year
599	3.82%	2	2 years
835	5.32%	3	3 years
535	3.41%	4	4 years
293	1.87%	5	5 years
2307	14.69%	6	6 years
270	1.72%	7	7 years
454	2.89%	8	8 years
454	2.89%	9	9 years

273	1.74%	10	10 years
157	1.00%	11	11 years
1	0.01%	96	refused
3886	24.75%	97	legitimate skip
96	0.61%	98	don't know

<b>H4LM10</b>		Num	10. Which of the following best describes your first full time job?
Frequency	Percent	Value	Label
1799	11.46%	1	it was part of my long-term career or work goals at that time
1882	11.99%	2	it was preparation for my long-term career or work goals at that time
4715	30.03%	3	it was not related to my long-term career or work goals at that time
3415	21.75%	4	I did not have a long-term career or work goals at that time
3886	24.75%	7	legitimate skip
4	0.03%	8	don't know

***If Q.2=0,6 and active duty military\* skip to Q.28,  
if Q2=0,6 and PRISON4=1 skip to Q.28,  
if Q.2=1 and active duty military\* skip to Q.15,  
if Q.2=1 and PRISON4=1 skip to Q.15,  
else ask Q.11***

<b>H4LM11</b>		Num	11. Are you currently working for pay at least 10 hours a week?
Frequency	Percent	Value	Label
2825	17.99%	0	no
10191	64.91%	1	yes
1	0.01%	5	pretest case, logic changed
3	0.02%	6	refused
2678	17.06%	7	legitimate skip
3	0.02%	.	missing

***If Q.11=1, ask Q.12, else skip to Q.14***

<b>H4LM12</b>		Num	12. On how many jobs are you currently working for pay at least 10 hours a week?
Frequency	Percent	Value	Label
11509	73.30%	1	1 job
975	6.21%	2	2 jobs
60	0.38%	3	3 jobs
6	0.04%	4	4 jobs
4	0.03%	5	5 jobs
1	0.01%	6	6 jobs
1	0.01%	7	7 jobs
2	0.01%	11	11 jobs
3	0.02%	12	12 jobs
1	0.01%	15	15 or more jobs
1	0.01%	95	pretest case, logic changed
3131	19.94%	97	legitimate skip
4	0.03%	98	don't know
3	0.02%	.	missing

***If Q.12 > 1 or Q12=98, ask Q.13, else if Q.12=1 skip to Q.15.***

<b>H4LM13</b>		Num	13. How many total hours a week do you usually spend at these jobs?*
			NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
5	0.03%	10	10 hours
1	0.01%	11	11 hours
6	0.04%	12	12 hours
1	0.01%	13	13 hours
2	0.01%	14	14 hours
1040	6.62%	15-112	NOTE: Range of values omitted from display

1	0.01%	120	120 hours
1	0.01%	995	pretest case, logic changed
14640	93.24%	997	legitimate skip
1	0.01%	998	don't know
3	0.02%	.	missing

**Skip to Q.15**

<b>H4LM14</b>		Num	14. Which one of the following categories best describes what you're doing now?
Frequency	Percent	Value	Label
180	1.15%	1	only temporarily laid off
109	0.69%	2	on sick leave or temporarily disabled
100	0.64%	3	on maternity/paternity leave
165	1.05%	4	permanently disabled
722	4.60%	5	unemployed and looking for work
100	0.64%	6	unemployed and not looking for work
453	2.89%	7	student
789	5.03%	8	keeping house
3	0.02%	9	retired
203	1.29%	10	other
2	0.01%	95	pretest case, logic changed
3	0.02%	96	refused
12869	81.96%	97	legitimate skip
3	0.02%	.	missing

**If Q.2=0,6 and Q.11=0,6 skip to Q.28 , else ask Q.15**

**The following questions relate to your (current job/most recent paying job that was at least 10 hours per week), (not counting military service). If you (have/had) more than one job, tell me about your primary job, the one where you (work/worked) the most hours in a typical week.**



<b>H4LM15M</b>		Num	15M. In what month and year did you begin your (current/most recent) primary job? [month]
Frequency	Percent	Value	Label
1537	9.79%	1	January
1188	7.57%	2	February
1291	8.22%	3	March
1147	7.31%	4	April
1197	7.62%	5	May
1413	9.00%	6	June
1156	7.36%	7	July
1868	11.90%	8	August
1378	8.78%	9	September
1285	8.18%	10	October
1023	6.52%	11	November
779	4.96%	12	December
1	0.01%	95	pretest case, logic changed
8	0.05%	96	refused
241	1.53%	97	legitimate skip
186	1.18%	98	don't know
3	0.02%	.	missing

<b>H4LM15Y</b>		Num	15Y. In what month and year did you begin your (current/most recent) primary job? [year] NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
1	0.01%	1986	1986
3	0.02%	1988	1988
1	0.01%	1990	1990
3	0.02%	1991	1991

4	0.03%	1992	1992
15367	97.87%	1993-2009	NOTE: Range of values omitted from display
1	0.01%	9995	pretest case, logic changed
9	0.06%	9996	refused
241	1.53%	9997	legitimate skip
68	0.43%	9998	don't know
3	0.02%	.	missing

***If active duty military\* or PRISON4=1 or Q.11=0,6, ask Q.16, else skip to Q.18.***

<b>H4LM16M</b>		Num	16M. In what month and year did you last work at this job? [month]
Frequency	Percent	Value	Label
270	1.72%	1	January
245	1.56%	2	February
236	1.50%	3	March
226	1.44%	4	April
253	1.61%	5	May
259	1.65%	6	June
212	1.35%	7	July
259	1.65%	8	August
192	1.22%	9	September
166	1.06%	10	October
203	1.29%	11	November
273	1.74%	12	December
1	0.01%	95	pretest case, logic changed
10	0.06%	96	refused
12807	81.57%	97	legitimate skip
86	0.55%	98	don't know

3	0.02%	.	missing
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<b>H4LM16Y</b>		Num	16Y. In what month and year did you last work at this job? [year]
Frequency	Percent	Value	Label
4	0.03%	1995	1995
13	0.08%	1996	1996
22	0.14%	1997	1997
28	0.18%	1998	1998
37	0.24%	1999	1999
62	0.39%	2000	2000
83	0.53%	2001	2001
100	0.64%	2002	2002
115	0.73%	2003	2003
133	0.85%	2004	2004
219	1.39%	2005	2005
316	2.01%	2006	2006
820	5.22%	2007	2007
888	5.66%	2008	2008
4	0.03%	2009	2009
1	0.01%	9995	pretest case, logic changed
8	0.05%	9996	refused
12807	81.57%	9997	legitimate skip
38	0.24%	9998	don't know
3	0.02%	.	missing

***If active duty military\* or PRISON4=1 or Q.14=4,5,6,7,8,9, ask Q.17, else skip to Q.18***

<b>H4LM17</b>		Num	17. What is the main reason you left your most recent job?
Frequency	Percent	Value	Label

230	1.46%	1	layoff
35	0.22%	2	plant closed
112	0.71%	3	end of temporary or seasonal job
141	0.90%	4	discharged or fired
38	0.24%	5	program ended
136	0.87%	6	health problems
519	3.31%	7	pregnancy or family reasons
278	1.77%	8	return to school
154	0.98%	9	quit to look for another job
38	0.24%	10	quit to take another job
3	0.02%	11	retired
142	0.90%	12	military service
45	0.29%	13	incarceration
456	2.90%	14	other
1	0.01%	95	pretest case, logic changed
3	0.02%	96	refused
13363	85.11%	97	legitimate skip
2	0.01%	98	don't know
5	0.03%	.	missing

<b>H4LM18</b>		Char	18. Now I'd like to record a description of your (current/most recent) job. When you see the list of categories, please tell me which best describes what you (do/did) at your (current/most recent) job.* NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
101	0.64%		missing
36	0.23%	11-1011	11-1011
50	0.32%	11-1021	11-1021
25	0.16%	11-2011	11-2011

62	0.39%	11-2021	11-2021
15153	96.51%	Values omitted	NOTE: Range of values omitted from display
5	0.03%	55-3019	55-3019
12	0.08%	9999995	pretest vague answers
7	0.04%	9999996	refused
241	1.53%	9999997	legitimate skip
9	0.06%	9999998	don't know

<b>H4LM19</b>		Num	19. How many hours a week (do/did) you usually work at this job?*
			NOTE: Smallest 5 and largest 5 values are displayed.
Frequency	Percent	Value	Label
181	1.15%	10	10 hours
7	0.04%	11	11 hours
62	0.39%	12	12 hours
6	0.04%	13	13 hours
14	0.09%	14	14 hours
15173	96.64%	15-168	NOTE: Range of values omitted from display
1	0.01%	995	pretest case, logic changed
4	0.03%	996	refused
241	1.53%	997	legitimate skip
9	0.06%	998	don't know
3	0.02%	.	missing

<b>H4LM20</b>		Num	20. Which one of these categories best describes the hours you (work/worked) at this job?
Frequency	Percent	Value	Label
10327	65.77%	1	regular day shift
1023	6.52%	2	regular evening shift

854	5.44%	3	regular night shift
1423	9.06%	4	shift rotates that is, it (changes/changed) periodically from day to evening or night
213	1.36%	5	split shift that is, it (consists/consisted) of two distinct periods each day
1451	9.24%	6	irregular schedule or hours
160	1.02%	7	other
1	0.01%	95	pretest case, logic changed
5	0.03%	96	refused
241	1.53%	97	legitimate skip
3	0.02%	.	missing

21. (Does/Did) your employer make the following available to you:

<b>H4LM21A</b>		Num	21A. health insurance?
Frequency	Percent	Value	Label
4119	26.23%	0	no
11302	71.98%	1	yes
1	0.01%	5	pretest case, logic changed
3	0.02%	6	refused
241	1.53%	7	legitimate skip
32	0.20%	8	don't know
3	0.02%	.	missing

<b>H4LM21B</b>		Num	21B. retirement benefits (such as 401k, 403b, or a company pension plan)?
Frequency	Percent	Value	Label
5218	33.23%	0	no
10136	64.56%	1	yes
1	0.01%	5	pretest case, logic changed
3	0.02%	6	refused

241	1.53%	7	legitimate skip
99	0.63%	8	don't know
3	0.02%	.	missing

<b>H4LM21C</b>		Num	21C. paid vacation or sick leave?
Frequency	Percent	Value	Label
4066	25.90%	0	no
11351	72.29%	1	yes
1	0.01%	5	pretest case, logic changed
3	0.02%	6	refused
241	1.53%	7	legitimate skip
36	0.23%	8	don't know
3	0.02%	.	missing

***If active duty military\* or PRISON4=1 or Q.11=0,6 skip to Q.23, else ask Q.22***

<b>H4LM22</b>		Num	22. In your current primary job, do you spend most of your time
Frequency	Percent	Value	Label
1677	10.68%	1	standing, doing hard physical work, for example, doing construction work
2773	17.66%	2	standing, doing moderate physical work, for example, nursing or being a mechanic
2893	18.43%	3	standing, doing light physical work, for example, standing at a counter, teaching, or working at a conveyer belt, or
5196	33.09%	4	seated, for example, using a computer or driving
19	0.12%	5	mixed answers*
2	0.01%	95	pretest case, logic changed
2	0.01%	96	refused
3131	19.94%	97	legitimate skip
5	0.03%	98	don't know

3	0.02%	.	missing
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<b>H4LM23</b>		Num	23. Overall, how often (do/did) you have the freedom to make important decisions about what you (do/did) at work and how you (do/did) it?
Frequency	Percent	Value	Label
1399	8.91%	0	none or almost none of the time
3946	25.13%	1	some of the time
5273	33.58%	2	most of the time
4822	30.71%	3	all or almost all of the time
1	0.01%	5	pretest case, logic changed
8	0.05%	6	refused
241	1.53%	7	legitimate skip
8	0.05%	8	don't know
3	0.02%	.	missing

<b>H4LM24</b>		Num	24. How much of the time (do/did) you do the same things repeatedly, that is over and over?
Frequency	Percent	Value	Label
951	6.06%	0	none or almost none of the time
4428	28.20%	1	some of the time
5069	32.28%	2	most of the time
4997	31.83%	3	all or almost all of the time
1	0.01%	5	pretest case, logic changed
5	0.03%	6	refused
241	1.53%	7	legitimate skip
6	0.04%	8	don't know
3	0.02%	.	missing

<b>H4LM25</b>		Num	25. Thinking about your official job duties, which of the following
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			statements best describes your supervisory responsibilities at your (current/most recent) primary job?
Frequency	Percent	Value	Label
4063	25.88%	1	I (supervise/supervised) other employees
1552	9.88%	2	I (supervise/supervised)other employees, some of whom (supervise/supervised) others
9832	62.62%	3	I (do/did) not supervise anyone
1	0.01%	5	pretest case, logic changed
5	0.03%	6	refused
241	1.53%	7	legitimate skip
4	0.03%	8	don't know
3	0.02%	.	missing

<b>H4LM26</b>		Num	26. How satisfied (are/were) you with this job, as a whole?
Frequency	Percent	Value	Label
3679	23.43%	1	extremely satisfied
7643	48.68%	2	satisfied
2704	17.22%	3	neither satisfied nor dissatisfied
999	6.36%	4	dissatisfied
418	2.66%	5	extremely dissatisfied
1	0.01%	95	pretest case, logic changed
4	0.03%	96	refused
241	1.53%	97	legitimate skip
9	0.06%	98	don't know
3	0.02%	.	missing

<b>H4LM27</b>		Num	27. Which one of the following best describes your (current/most recent) primary job?
Frequency	Percent	Value	Label

6011	38.28%	1	it is part of my long-term career or work goals
4038	25.72%	2	it is preparation for my long-term career or work goals
4181	26.63%	3	it is not related to my long-term career or work goals
1207	7.69%	4	I do not have a long-term career or work goals
1	0.01%	5	pretest case, logic changed
4	0.03%	6	refused
241	1.53%	7	legitimate skip
15	0.10%	8	don't know
3	0.02%	.	missing

<b>H4LM28</b>		Num	28. Indicate how much you would agree or disagree with this statement: Family responsibilities have interfered with my ability to work.
Frequency	Percent	Value	Label
893	5.69%	1	strongly agree
1659	10.57%	2	agree
1694	10.79%	3	neither agree nor disagree
5964	37.98%	4	disagree
5465	34.81%	5	strongly disagree
1	0.01%	95	pretest case, logic changed
6	0.04%	96	refused
16	0.10%	98	don't know
3	0.02%	.	missing

***If Q.2=0,6 and Q.11=0,6 skip to Section 12,  
if Q.2=0,6 and active duty military\* skip to Section 12,  
if Q.2=0,6 and PRISON4=1 skip to Section 12,  
else ask Q.29***

<b>H4LM29</b>		Num	29. (In the past 12 months/Since you started your current job/In the last year of your most recent job), how often on your primary job (have you had/have you had/did you have) to cut back your hours or turn down overtime because of your family responsibilities?
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Frequency	Percent	Value	Label
638	4.06%	1	frequently
1983	12.63%	2	sometimes
2695	17.16%	3	rarely
10128	64.51%	4	never
1	0.01%	5	pretest case, logic changed
3	0.02%	6	refused
241	1.53%	7	legitimate skip
9	0.06%	8	don't know
3	0.02%	.	missing

<b>H4LM30</b>		Num	30. (In the past 12 months/Since you started your current job/In the last year of your most recent job), how often on your primary job (have you spent/have you spent/did you spend) less time with your family than you wanted to because of work responsibilities?
Frequency	Percent	Value	Label
2239	14.26%	1	frequently
4354	27.73%	2	sometimes
2671	17.01%	3	rarely
6183	39.38%	4	never
1	0.01%	5	pretest case, logic changed
3	0.02%	6	refused
241	1.53%	7	legitimate skip
6	0.04%	8	don't know
3	0.02%	.	missing

**\*H4LM1**

For respondents that have been in the military, when asked about work experience they are told to exclude military service as a job.

**\*H4LM6**

Active duty military defined as Section 10 Q3=currently in military and (Section 10 Q6=only active duty or Section 10 Q7=active duty).

**\*H4LM8**

See SOC codes in Wave IV Data Documentation file.

**\*H4LM13**

H4LM13 had a soft check that asked the respondent to confirm the number of hours reported if over 80 hours.

**\*H4LM18**

See SOC codes in Wave IV Data Documentation file.

**\*H4LM19**

H4LM19 had a soft check that asked the respondent to confirm the number of hours reported if over 80 hours.

**\*H4LM22**

H4LM22 was asked differently in the pretest and the respondents could select more than one answer. Most respondents gave one answer but some gave multiple answers. These multiple answers are coded as mixed answers.

**MISSING DATA**

Programming errors and field interviewer errors resulted in missing data to the following variables- H4LM11-H4LM30.