

Determining the Underemployment and Unemployment in the Savannah Laborshed

**Prepared for:
Savannah Economic Development Authority**

**As Prepared by:
The Bureau of Business Research and Economic Development**

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Introduction

As part of a comprehensive workforce development needs assessment the Bureau of Business Research and Economic Development (BBRED) was asked to estimate the potential level of underemployment in the Savannah SMA Laborshed.¹ At the time the assessment was undertaken the unemployment rate in the area was approximately 2%. The very low unemployment rate was viewed by local economic developers as a deterrent to companies which might be considering locating in the region. The following report contains the results of an analysis of underemployment.

BBRED wishes at the outset to acknowledge that much background research for this study was provided by work carried out by Alfie Meek and Robert B. Lann from the Center for Economic Development Institute at Georgia Institute of Technology. BBRED modified the questionnaire and worked with a professional survey analysis firm MACRO International to develop a survey designed to Bureau of Census standards.

The unemployment rate has always been considered a key barometer of the overall health of the economy. The process of estimating and calculating the unemployment rate have remained virtually unchanged for fifty years. Its measurement depends on the ability to strictly categorize individuals as being in the labor force, not working, but actively seeking work. However, economists have always acknowledged that there are components of the population which behave in ways which mean that the unemployment rate underestimates a portion of the population that is available for work. For example, some individuals may be working part-time, but would prefer full-time employment if it

¹ A map of the Savannah Laborshed is in Appendix A.

were available under the right circumstances. There are perhaps even individuals who are working full-time, but would like to work more hours and desire a second job. Finally, there are those who are willing to work under the right conditions, e.g if childcare is available, but who are not actively seeking employment by the definition used to define actively seeking employment. This study sheds light on these dimensions of the labor force.

The portion of the workforce, which is unemployed, is similar to the inventory that a business carries. The extra parts or goods that a business keeps in its inventory allow the business to respond to daily changes in the pattern of demand for those goods. The unemployed workers in a economy provide this cushion that allows firms to fill new openings or replace lost workers with competent, qualified workers with a minimum search time and cost. Economic theory hypothesizes that there is some minimum rate of unemployment which is the lowest rate at which businesses can efficiently find the workers they need. At rates of unemployment below that minimum point, business can no longer find qualified workers unless they bid them away from competitor firms by offering higher wages or by hiring workers less qualified than preferred. If the unemployment rate is higher than the optimal level, then workers have to search longer to find the jobs for which they are most qualified. The optimal level of unemployment is sometimes referred to as the natural rate of unemployment.

The Natural Rate

The economist credited with first fully developing the concept of the natural rate of unemployment is Milton Friedman (1968). He defined natural rate of unemployment as a point in which the economy is at full employment due to frictional forces. The frictional forces are considered normal adjustments such as the time between an individual's transition from one job to the next. Some degree of friction always exists and is a normal part of the process of getting the right worker into the right position. At any given time a portion of the population will always be in the process of transition, therefore, the "natural" rate of unemployment. At one time, the natural rate of unemployment was regarded as to be as high as 6%. More recently, the natural rate of unemployment is estimated at around 4%.

At the peak of the 1992 to 2001 boom, the unemployment rate in the greater Savannah area was 2%. The recession that began in 2001 and continues in to 2002, as of the date of this report, has raised the unemployment rate in Georgia to 4.1%. The unemployment rate is approximately 3% in the nine counties of Service Delivery Region 12 with a range of 2.4% to 4.9%. Hence, the recession has reduced the area's unemployment rate to what is considered the natural rate of unemployment.

The shift from an estimated natural unemployment rate of 6% to the lower rate of 4% is the result of several factors. First, in the 1970's the rate was placed at the higher 6% because the baby boom generation was entering the labor force in its greatest numbers. The economy was not creating enough jobs to employ this unusually large surge in

qualified workers. Additionally, the era of the 1970's was a period in which there was a significant shift in the workforce behavior of women, resulting a larger percent of women than at anytime in history entering and remaining permanently attached to the workforce. Third, the 1970's was an era in which there were significant efforts to include in the mainstream labor market a range of opportunities for minorities who historically were more likely to be employed in something of an underground labor market which often hid their unemployment.

By the 1990's, the largest single demographic group in the workforce, the baby boom generation, was beginning to retire in large numbers. This trend will accelerate each decade with the percent of the population older than 65 years of age increasing by 1% until 2020. Second, while the labor force participation rate for women continues to increase, it is growing at a much slower rate. The labor force participation of ethnic minorities continues to expand and is similar to the participation of women at a slower rate. Because of these factors, economists have reduced the natural rate of unemployment to 4%.

Measuring Labor Force, Employment and Unemployment

The United States Bureau of the Census for the Bureau of Labor Statistics has a monthly survey that estimates labor force, employment, unemployment, and persons not in the labor force.² The overall survey design is complex; however, it does not identify all of alternative work force dynamics. For example, the survey asks if the respondent was

² The Current Population Survey (CPS) definitions are in Appendix B.

employed during a specified week. If the individual answered ‘yes’, then they would be counted as part of the labor force and employed. What the survey does not ask, but could be valuable information for employers, are the number of hours they are currently working compared to the number of additional hours that they are able to work. Imagine if 10% of the workforce was currently working 30 hours a week, but they would rather and can work 40 hours a week. Multiplying these individuals by 10 extra hours could add up to a sizable increase in the amount of available labor. In other terms, that individual was underemployed.

While consistency of measurement in the unemployment rate is essential for providing a guidepost for the overall management of the economy, understanding the extent of underemployment is a more valuable tool for economic developers. This is especially true when a company is making a decision about locating in a certain region and comparing it to other regions. The survey that was conducted by the Bureau of Business Research and Economic Development first estimated labor force, employment, unemployment, and persons not in the labor force by the Census standards, then identified those that are underemployed by a new definition.³ The new definition takes into account such items as working more hours, entering or re-entering the labor force because of incentives e.g. higher wages, and entering re-entering the labor force because special needs are supported, e.g. accommodating the need for childcare. Appendix C contains the questionnaire.

³ “A Method for Estimating Underemployment in Your Community.”, Alfie Meek and Robert B. Lann, Center for Economic Development Institute, Georgia Institute of Technology, May 2000.

The survey was made up of 45 questions and was designed so that not every question would be asked of every individual. Rather, it categorized them into groups like ‘employed’, ‘potential underemployed’, and ‘potential unemployed’. The results from the survey are broken down into 3 sections: household characteristics, job characteristics, and estimating unemployment with a new definition.

Survey Results: Household Characteristics

There were 14 questions outlining the typical household. The questions varied from type of gender to income range. The following tables show the general make-up of the typical household in the Savannah Area. For more tables on household characteristics, please refer to Appendix C.

TABLE 1
Household Characteristics

	<u>Average</u>
People per household	2.67
Dependents (Under 16) per household	1.20

Table 1 shows that the average number of people per household was 2.67. The average number of dependents that were under the age of 16 was 1.2.

TABLE 2
Income Range and Average

Under \$10,000	13%
\$10,000-\$14,999	6%
\$15,000-\$19,999	10%
\$20,000-\$24,999	12%
\$25,000-\$49,999	30%
\$50,000-\$99,999	21%
\$100,000-\$150,000	5%
Over \$150,000	3%
Average	\$44,594

Table 2 shows the percent responding to each income range and the total average. This income range only takes into account those who have a job; therefore, it is higher than what one would normally expect. The average income was \$44,594 because 30% of the sample was in the \$25,000 to \$49,999 range.

TABLE 3
Education

Grade school or less	1%
Some high school	7%
High school graduate	30%
Some college or trade school	29%
College graduate	25%
Post-graduate work	8%

The educational attainment shown in Table 3 represents almost an even distribution. The highest category, not surprisingly, was High School Graduate with 30%. Some college or trade school and college graduate are both close to 30% with 29% and 25%, respectfully. For many employers the amount of educated workforce shows the potential pool of skilled laborers.

TABLE 4

Race	
American Indian or Alaska Native	0.4%
Asian Indian	0.0%
Black/African American	22.9%
Chinese	0.2%
Filipino	0.4%
Guamanian or Chamorro	0.2%
Japanese	0.0%
Korean	0.2%
Mexican, Mexican Am., Chicano	3.3%
Native Hawaiian	0.0%
Other Asian	0.6%
Other Pacific Islander	0.2%
Samoan	0.0%
Some Other Race	2.3%
Vietnamese	0.0%
White	69.4%

Table 4 shows the breakdown of the Savannah Area by race. The two largest categories were white and black/African American with 69.4% and 22.9, respectfully. The third largest category was Mexican, Mexican American, Chicano with 3.3%. Interestingly enough, the Census estimate of Mexicans are 2.3% and it shows that potential growth in the next few years may be rather high. Workforce training targeting this group may be needed to keep the Savannah Area workforce on the leading edge.

Survey Results: Job Characteristics

The job characteristics section had 13 questions. Some questions were as follows: number of jobs, length of time with employer, and satisfaction with their current job, all of which help indicate the current work environment. For more tables on job characteristics, please refer to Appendix C.

TABLE 5

Type of Employer	
Government organization	27%
Private, for profit company	57%
Non-profit organization	9%
Family business or farm	7%

Table 5 shows the percentage of the workforce for each type of employer. Private, for profit companies are often considered the engine of the economy and in the Savannah Area comprise 57%. Government organizations, which includes Armed Forces, represents 27% making it the second largest employer. Interestingly, non-profit organizations, which include tax exempt and charitable organizations, were third with 9%.

TABLE 6

Type of Occupation	
Executive, Administrative, and Managerial Occupations	24%
Professional and Technical Occupations	28%
Marketing and Sales Occupations	8%
Administrative Support Occupations, Including Clerical	11%
Service Occupations	9%
Mechanics, installers, and Repairers	1%
Construction trades occupations	3%
Production Occupations	3%
Transportation and Material Moving Occupations	3%
Handlers, Equipment Cleaners, Helpers, and laborers	3%
Student	0%
Retired	1%
Other	5%

Table 6 shows the amount of workforce by type of occupation. Professional and Technical occupations such as Accountants, Engineers, Lawyers, and Dentists was the largest category with 28%. The Executive, Administrative, and Managerial Occupations was the second highest category with 24%. The third highest, Administrative Support

Occupations, Including Clerical, was 11% of the workforce and represents such jobs as a secretary, receptionist, bookkeeper, and bank teller. Surprisingly, this survey had 0% of the workforce, indicating student as the primary occupation.

TABLE 7

Length of Time with Current Employer	
Less than 1 yr	15%
1-5 years	42%
6-10 years	16%
11-20 years	18%
21-30 years	7%
Over 30 years	2%
Average number of years	7.9

In table 7, the largest category was 1 to 5 years with 42% of the population. The weighted average was slightly higher at 7.9 years because the second and third highest categories were 6 to 10 years and 11 to 20 years at 16% and 18%, respectfully.

TABLE 8

Satisfaction with Current Job	
Very satisfied	48%
Satisfied	35%
Somewhat satisfied	13%
Not Satisfied at all	4%

One question in the survey that directly examines the satisfaction with workforce and their employer can be found in Table 8. Surprisingly, 48% of the respondents in Savannah Laborshed were very satisfied with their current job and 35% were satisfied.

TABLE 9

Reasons for Staying, Ranked 1 to 8

Income	1
Job security	2
Location	3
Loyalty	4
Benefits	5
Retirement benefits	6
Other	7
Childcare	8

Table 9 indicates why there was a high satisfaction rate within the workforce. This table shows the reason for staying with their current employer. The table is ranked from highest to lowest with the highest being income and the lowest childcare. Although childcare was the least important reason for staying, it does not mean that it is not effective when trying to get more employees during a tight labor market.

Survey Results: Estimates of Underemployment

The underemployment and unemployment questions are not presented below because they were only qualifying questions to determine the total workforce, unemployment, underemployment, and those not in the labor force. The analysis and estimated data on the workforce characteristics will be shown below.

TABLE 10
Workforce Characteristics

	Census	New Estimate
Total Workforce	270,111	298,184
Population under 18	127,974	127,974
Not in Labor force	113,811	91,807

Total Population 511,896 *511,896

*Will not add up due to estimating full-time equivalents

As indicated earlier, the survey was designed to estimate the workforce characteristics in the same way as the Census. In addition, it also examined the workforce environment under a new definition. This was intended to validate the accuracy of the survey to the actual Census numbers. Table 10 shows the workforce characteristics from the survey measured by both the Census standards and the new definition. One can see that both total population and population under 18 are the same; however, the calculation of not in the labor force and total workforce differ. The reason why the numbers are different is because the new estimate takes into consideration the following: a broaden definition of not in the labor force and those individuals who are willing to work more hours (full-time equivalents).⁴ Thus, the total workforce increased by 10 % to 298,184 people. Likewise, the number of people not in the labor force decreases between the two definitions. The total number of people not in the labor force under the new estimate was 91,807 down from 113,811.

TABLE 11
Employment

	Census	New Estimate
Employed	261,765	261,765
Unemployed	8,346	30,350
Underemployed		6,070
Total Workforce	270,111	298,184
Unemployment Rate	3.1%	12.2%

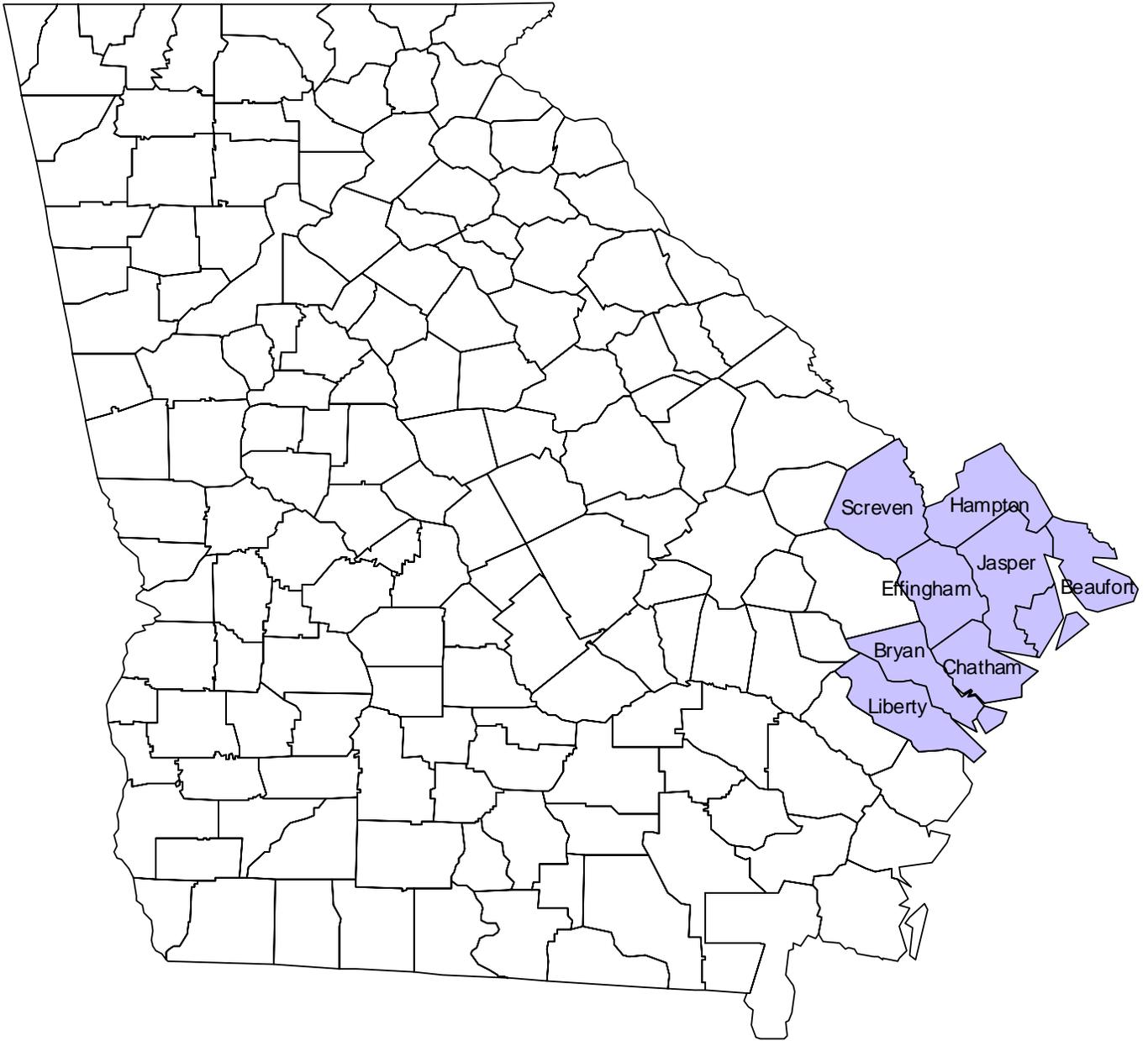
Table 11 shows in more detail how the total workforce numbers are calculated between the two definitions. It is shown in the table that those not employed has increased by 22,003 people. Again, the reason is because the new estimate has a broader definition, taking into consideration people who would reenter the workforce if special needs were

⁴ The Census counts people that are not actively seeking employment or those that have not actively sought employment for a period of time as not in the labor force, where as the new estimate does.

met. Notice that the new estimate increased by 6,070 equivalents to represent those individuals in the workforce that can and want to work more hours. In a way this makes the unemployment rate look too high, but keep in mind that employers want to know if there is an available workforce for them to use if they choose to expand. Considering the new estimate, the Savannah Laborshed has a larger labor pool than previously expected and could accommodate expansion.

As the labor force tightens and the economy expands, it becomes more difficult for many employers, economic developers, and city and county administrators to plan for future development. This is not due to actual forces, but the stigma of not being able to supply more workers. As shown in this study, the Savannah Laborshed has a pool of labor that has not been utilized up to this point. This does not mean that all that employers have to do is post a sign. Rather, employers will need to provide incentives for some individuals and work around schedules for others. In the long run, the economy does have room to expand and it is not at full employment.

APPENDIX A
Savannah Laborshed



APPENDIX B Census Definitions

Labor force

The labor force includes all persons classified as employed or unemployed in accordance with the definitions contained in this glossary

Unemployed persons

Persons 16 years and over who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Employed persons. All persons who, during the reference week, (a) did any work at all (at least 1 hour) as paid employees, worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs.

Each employed person is counted only once, even if he or she holds more than one job. For purposes of occupation and industry classification, multiple jobholders are counted in the job at which they worked the greatest number of hours during the reference week.

Included in the total are employed citizens of foreign countries who are temporarily in the United States but not living on the premises of an embassy. Excluded are persons whose only activity consisted of work around their own house (painting, repairing, or own home housework) or volunteer work for religious, charitable, and other organizations.

Unemployed persons. All persons who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Not in the labor force. Included in this group are all persons in the civilian noninstitutional population who are neither employed nor unemployed. Information is collected on their desire for and availability to take a job at the time of the CPS interview, job search activity in the prior year, and reason for not looking in the 4-week period prior to the survey week. This group includes discouraged workers, defined as persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but who are not currently looking because they believe there are no jobs available or there are none for which they would qualify.

Persons classified as not in the labor force who are in the sample for either their fourth or eighth month are asked additional questions relating to job history and workseeking intentions. These latter data are available on a quarterly basis.

[Http://stats.bls.gov/cps/cps_htgm.htm](http://stats.bls.gov/cps/cps_htgm.htm) information about unemployment

<http://stats.bls.gov/cps/cpstn1.htm#Concepts> definitions*

APPENDIX C

Intro

Hello, I'm calling on behalf of the Georgia Southern University Bureau of Business Research and Economic Development. My name is [____ name ____]. We're gathering demographic information on the employment status of **{insert State from sample}** residents. Your phone number has been chosen randomly, and I'd like to ask you some questions about your employment status.

Is this **{insert phone number}**?

If "no"

Thank you very much, but I seem to have dialed the wrong number. It's possible that your number maybe called at a later time.

Terminate

Number of Adults

I need to randomly select one adult who lives in your household to be interview. How many members of your household, including yourself, are 18 years of age or older?

_____ Record Number of Adults

If "1" Are you the adult?

If "yes" Then you are the person I need to speak with. **Enter 1 man or 1 woman below. (ask gender if necessary). Go to ES1.**

If "no" Is the adult a man or a woman? **Enter 1 man or 1 woman below.**

May I speak with {fill in him/her from the previous question?} Go to **Correct Respondent.**

How many of these adults are men and how many are women?

_____ Number of men

_____ Number of women

The person in your household that I need to speak with is _____.
If "you" go to ES1

Correct Respondent

HELLO, I'm _____ calling on behalf of the Georgia Southern University Bureau of Business Research and Economic Development. We are gathering demographic information on employment in {insert ST name from phone file}. You have been chosen randomly to be interviewed, and I'd like to ask some questions about your employment status.

DEM: Demographics Section

DEM1. In which primary State do you currently reside?

[Interviewer: Read responses 1 and 2]

- 01 Georgia
- 02 South Carolina
- 88 Other Go to terminate
- 77 Don't Know Go to terminate
- 99 Refused Go to terminate

DEM2. In which county do you reside?

[Interviewer: read responses 1-8]

- 01 Bryan County
- 02 Effingham County
- 03 Chatham County
- 04 Liberty County
- 05 Screven County
- 06 Beaufort County
- 07 Jasper County
- 08 Hampton County
- 88 Other Go to terminate
- 77 Don't Know Go to terminate
- 99 Refused Go to terminate

DEM3. In which State do you work?

[Interviewer: Read responses 1-3]

- | | | |
|----|---------------------------------|-----------------|
| 01 | Georgia | |
| 02 | South Carolina | |
| 03 | Both Georgia and South Carolina | |
| 04 | Do not work | Go to DEM5 |
| 88 | Other | Go to DEM5 |
| 77 | Don't Know | Go to terminate |
| 99 | Refused | Go to terminate |

{ASK ES4 IF ES3 <> 04}

DEM4. In which county or counties do you primarily work in? {MUL=09}

- | | | |
|----|------------------|------------|
| 01 | Bryan County | |
| 02 | Effingham County | |
| 03 | Chatham County | |
| 04 | Liberty County | |
| 05 | Screven County | |
| 06 | Beaufort County | |
| 07 | Jasper County | |
| 08 | Hampton County | |
| 88 | Other | Go to DEM5 |
| 77 | Don't Know | |
| 99 | Refused | |

DEM5. How many people live in your household including yourself?

- | | |
|----|------------|
| 01 | 1 |
| 02 | 2 |
| 03 | 3 |
| 04 | 4 |
| 05 | 5 or more |
| 77 | Don't Know |
| 99 | Refused |

{ASK DEM6 IF DEM5 <>01}

DEM6a. How many dependent children live in your house?

[INTERVIEWER: A DEPENDENT CHILD IS ANYONE UNDER THE AGE OF 18]

01	0	{IF DEM5=1, DEM6=0}
02	1	
03	2	
04	3	
05	4	
06	5 or more	
77	Don't Know	
99	Refused	

{ASK DEM6b IF DEM6 <> 0}

DEM6b. How many children are under the age of 16?

01	0
02	1
03	2
04	3
05	4
06	5 or more

DEM7. What year were you born?

___ ___ ___ ___ [1983 or earlier]

7777	Don't Know
9999	Refused

DEM8a. Are you Spanish/Hispanic/Latino?

01	No, not Spanish/Hispanic/Latino
02	Yes, Mexican, Mexican Am., Chicano
03	Yes, Puerto Rican
04	Yes, Cuban
88	Yes, Other Spanish/Hispanic/Latino (please specify)
77	Don't Know
99	Refused

DEM8b. Which one or more of the following would you say is your race? {MUL=14}

- 01 White
- 02 Black/African Am. or Negro
- 03 American Indian or Alaska Native
- 04 Asian Indian
- 05 Chinese
- 06 Filipino
- 07 Japanese
- 08 Korean
- 09 Vietnamese
- 10 Native Hawaiian
- 11 Guamanian or Chamorro
- 12 Samoan
- 13 Other Asian
- 14 Other Pacific Islander
- 88 Some Other Race (specify _____)
- 77 Don't Know
- 99 Refused

DEM9. What is the highest level of education that you have completed?

- 01 Grade school or less
- 02 Some high school
- 03 High school graduate
- 04 Some college or trade school
- 05 College graduate
- 06 Post-graduate work

DEM10. What is your marital status?

- 01 Married
- 02 Single
- 03 Widowed
- 04 Divorced
- 05 Separated
- 06 Living with a partner
- 77 Don't Know
- 99 Refused

DEM11. Please stop me when I reach the amount that represents your income range.

- 01 Under \$10,000
- 02 \$10,000-\$14,999
- 03 \$15,000-\$19,999
- 04 \$20,000-\$24,999
- 05 \$25,000-\$49,999
- 06 \$50,000-\$99,999
- 07 \$100,000-\$150,000
- 08 Over \$150,000
- 77 Don't Know
- 99 Refused

{DO NOT ASK SECTION JD IF DEM3=04}

JD: Job Demographics

JD1. Do you work from home or from another location?

- 01 From home
- 02 From another location
- 03 Both
- 77 Don't Know
- 99 Refused

{If JD1=02 or 03, ask JD6}

JD6. How many times a week do you commute to work per week?

- _____ Enter number from 01-07
- 77 Don't Know
 - 99 Refuse

JD2. How many jobs do you currently have?

- 01 None
- 02 1 job
- 03 2 jobs
- 04 3 or more jobs

JD3. Which describes your current job status?

[Interviewer: Please read]

- 01 Full-time
- 02 Full-time and part-time
- 03 Part-time
- 04 More than one part-time

If you have more than one job, please answer the following questions about the job you consider to be your primary source of income.

{ Ask JD4 if JD1<>01 }

JD4. How far away do you live from your place of work?

- 01 Less than a mile
- 02 1-5 miles
- 03 6-10 miles
- 04 11-15 miles
- 05 16-30 miles
- 06 31-60 miles
- 07 more than 60 miles
- 77 Don't Know
- 99 Refused

Deleted: 1

JD5. How do you travel to work?

- 01 On foot or bike
- 02 Car
- 03 Train
- 04 Bus
- 05 Carpool
- 06 Airplane
- 88 Other
- 77 Don't Know
- 99 Refused

JD7. How long have you been at your current job?

- 01 Less than 1 yr
- 02 1-5 years
- 03 6-10 years
- 04 11-20 years
- 05 21-30 years
- 06 Over 30 years
- 77 Don't Know
- 99 Refused

JD8. How long do you intend to stay at your current job?
[Interviewer: Do not read responses. Please categorize respondents answers, based on the list below]

- 01 Temporarily (less than a year)
- 02 Short-term (1-5 years)
- 03 Long-term (more than 5 years)
- 77 Don't Know
- 99 Refused

JD9. Which of the following best describes the type of organization that you work for?
[Interviewer: Please read]

- 01 A government organization (includes Armed Forces)
- 02 A private, for profit company
- 03 A non-profit organization (includes tax exempt and charitable organizations)
- 04 A family business or farm
- 77 Don't Know
- 99 Refused

{ Ask JD10 if JD9=04 }

JD10. Are you paid for your work in the family business or farm?

- 01 Yes
- 02 No
- 77 Don't Know/Not Sure
- 99 Refused

JD11. Which of the following categories best describes you?
[Interviewer: Please read]

- 01 Executive, Administrative, and Managerial Occupations
- 02 Professional and Technical Occupations
- 03 Marketing and Sales Occupations
- 04 Administrative Support Occupations, Including Clerical
- 05 Service Occupations
- 06 Mechanics, installers, and Repairers
- 07 Construction trades occupations
- 08 Production Occupations
- 09 Transportation and Material Moving Occupations
- 10 Handlers, Equipment Cleaners, Helpers, and laborers
- 11 Student
- 12 Retired
- 88 Other
- 77 Don't Know
- 99 Refused

JD12. How satisfied are you with your current job?

[Interviewers: Please read responses]

- 01 Very satisfied
- 02 Satisfied
- 03 Somewhat satisfied
- 04 Not Satisfied at all
- 77 Don't Know
- 99 Refused

{Rotate responses 01-07}

JD13. Please rank from 1 to 3 your main reasons for staying at your job? {MUL=3}
[Select 3 responses in rank order]

[Interviewer: Please read responses 1-7]

{Begin Rotate}

- 01 Benefits
- 02 Childcare
- 03 Income
- 04 Job security
- 05 Location
- 06 Loyalty
- 07 Retirement benefits

{End Rotate}

- 88 Other
- 77 Don't Know
- 99 Refused

{Do not ask Section ES IF DEM3=04}

ES: Employment Status

ES1. Did you work for pay, profit, or family gain last week?

- 01 Yes GO TO UD1
- 02 No
- 77 Don't Know/Not Sure
- 99 Refused

ES2. Were you engaged in any economic activity during the last week? (i.e unpaid family work, apprenticeship, internship or other unpaid work?)

- 01 Yes GO TO UD1
- 02 No
- 77 Don't Know/Not Sure
- 99 Refused

ES3. Did you have a job from which you were temporarily absent during the last week?

- 01 Yes
- 02 No GO TO UN1
- 77 Don't Know/Not Sure
- 99 Refused

UD: Underemployment

UD1. How many hours a week do you work on average? This may be different than the actual number of hours you worked last week.

_____ Record Number [Range 1-140]

- GO TO UD3
- 777 Don't Know
- 999 Refused

{IF UD1 < 35 hours, ask UD2a}

UD2a. Did you want to work less than 35 hours?

- 01 Yes
- 02 No GO TO UD3
- 77 Don't Know/Not Sure GO TO UD3
- 99 Refused GO TO UD3

UD2b. What was the primary reason you wanted to work less than 35 hours?

[Interviewer: Please read responses]

- 01 Family or personal responsibilities
- 02 You have another job
- 03 Leisure time is more important
- 04 Another reason

- 77 Don't know/Not sure
- 99 Refused

UD3. What were the actual number of hours you worked last week?

_____	Record Number	{record # 1-140}
777	Don't Know	
999	Refused	

{IF # IN UD3 IS > THAN # in UD1, then ask UD4a}

UD4a. Were the actual hours you worked **MORE** than your usual hours because ...

[Interviewer: read responses]

01	you needed more money	GO TO TERMINATE
02	the job required it	GO TO TERMINATE
03	you like the job	GO TO TERMINATE
04	or another reason	GO TO TERMINATE
77	Don't Know	
99	Refused	

{IF # in UD3 is < than # in UD1, then ask UD4b}

UD4b. Were the actual hours you worked **LESS** than your usual hours because ...

[Interviewer: Please read responses]

01	Temporarily unable to work because of an injury	Go to UD6
02	Temporarily unable to work because of an illness	Go to UD6
03	Unable to work because of chronic health condition or disability	Go to UD7
04	Retired	Go to UD7
05	Pregnancy/Childbirth	Go to UD6
06	Taking care of children/other person	Go to UD7
07	Going to school	Go to UD7
08	Unable to find work	
09	On layoff (temporary or indefinite)	
10	Not interested in working a job at this time	Go to UN1
11	You didn't need the money	Go to TERMINATE
12	Holiday	Go to TERMINATE
13	Vacation	Go to TERMINATE
88	Other	
77	Don't Know	
99	Refused	

UD5a. Did you seek additional work in the last week?

- 01 Yes
- 02 No
- 77 Don't Know/Not Sure
- 99 Refused

UD5b. Are you available for additional work?

- 01 Yes GO TO TERMINATE
- 02 No GO TO TERMINATE
- 77 Don't Know/Not Sure GO TO TERMINATE
- 99 Refused GO TO TERMINATE

{ASK UD6 IF UD4b=01, 02, or 05}

UD6. Do you expect to return to work within the next 6 months?

- 01 Yes
- 02 No
- 03 Don't Know/Not Sure
- 04 Refused

{ASK UD7 IF UD4b=03, 04, 06, 07}

UD7. If an employer could accommodate your needs, for example, with a special schedule or other reasonable provision for access, would you be willing to work?

- 01 Yes
- 02 No
- 03 Don't Know/Not Sure
- 04 Refused

UN: Unemployment

UN1. Did you want to work during the last week?

- 01 Yes
- 02 No GO TO UN4
- 77 Don't Know/Not Sure
- 99 Refused

UN2. Are you currently available for work?

- 1 Yes
- 2 No GO TO UN4
- 7 Don't Know/Not Sure
- 9 Refused

UN3. What steps did you take during the last week to find work? {mul=6}
[Interviewer: Please read]

- 01 contact an employer, an employment agency,
school, or state employment center
- 02 send out resumes or fill out applications
- 03 place or answer advertisements in the
newspaper or online
- 04 check union or professional registers
- 88 some other means of active job search **GO TO TERMINATE**
- 05 none
- 77 Don't Know
- 99 Not sure

UN4. Which of the following reasons is why you currently do not want to work?

- 01 unable to work because of an injury
- 02 unable to work because of an illness
- 03 Unable to work because of chronic health condition or disability
- 04 Retired
- 05 Pregnancy/Childbirth
- 06 Taking care of children/other person
- 07 Going to school
- 08 Unable to find work **Go to TERMINATE**
- 09 On layoff (temporary or indefinite) **Go to TERMINATE**
- 10 Not interested in working a job at this time **Go to TERMINATE**
- 11 You didn't need the money **Go to TERMINATE**

- 88 Other
- 77 Don't Know
- 99 Refused

UN5. If an employer could accommodate your needs, for example, with a special schedule or other reasonable provision for access, would you be willing to work?

- 01 Yes
- 02 No
- 77 Don't Know/Not Sure
- 99 Refused

TERMINATE

That is all of the questions that I have for you. Thank you for your time.

APPENDIX D

Household Characteristics

TABLE 1
Marital Status

Married	56%
Single	19%
Widowed	11%
Divorced	10%
Separated	2%
Living with a partner	2%

TABLE 2
County of Residence

Bryan County	5%
Effingham County	8%
Chatham County	36%
Liberty County	13%
Screven County	3%
Beaufort County	26%
Jasper County	3%
Hampton County	4%
Other	2%

TABLE 3

Employment % by County

Bryan County	2%
Effingham County	5%
Chatham County	40%
Liberty County	13%
Screven County	2%
Beaufort County	30%
Jasper County	3%
Hampton County	2%
Other	4%

TABLE 4

Employment % by State

Georgia	62%
South Carolina	34%
Both Georgia and South Carolina	1%
Other	3%

Job Characteristics

TABLE 5
Job Status

Full-time	85%
Full-time and part-time	12%
Part-time	1%
More than one part-time	2%

TABLE 6

Length of Time with Current Employer

Temporary	6%
Short-term	25%
Long-term	69%

TABLE 7
Number of Jobs

1 job	78.6%
2 jobs	19.8%
3 or more jobs	1.6%
Number of Jobs per person	1.12

TABLE 9
Mode of Transportation

On foot or bike	2%
Car	92%
Train	0%
Bus	1%
Carpool	1%
Airplane	0%
Other	4%

TABLE 8
Commuting patterns

Office	91%
From home	7%
Both	2%

TABLE 10

Distance to Work	
Less than a mile	6%
1-5 miles	27%
6-10 miles	25%
11-15 miles	12%
16-30 miles	19%
31-60 miles	9%
more than 60 miles	1%
Average Number of Miles	14