

Glossary for SCE Labor Market Survey

Throughout the charts, respondents' employment status is defined as follows: Respondents are "employed" if they say (in question Q10 of the monthly core SCE) that they are working full-time, working part-time, or on sick or other leave; "unemployed" if they say they are temporarily laid off or not working but would like to work; and "out of the labor force" if they say they are permanently disabled or unable to work, retired, a student, or a homemaker. Also, throughout the charts, employed respondents are classified as self-employed if they describe themselves as such in question Q12new of the core SCE.

EXPERIENCES

- **Earnings**
 - Question L3 asks employed respondents their annual earnings, before taxes and other deductions, at their current/main job. In this chart we include only those who say they are working full-time (in question Q10 of the monthly core SCE). We drop all responses less than \$3,000 and then trim the remaining data at the 3rd and 97th percentiles. "Dispersion" shows the area between the 25th and 75th percentiles of the trimmed sample.
- **Job Transitions**
 - This chart shows the changes in employment status of respondents who were employed four months ago. Question DSAME of the monthly core SCE asks individuals currently employed (excluding self-employment) whether they are working in the same job as when they submitted their last survey. If in the past four months they have answered that they now work for a different employer, they are classified as "With a new employer", and otherwise they are "With the same employer". Workers currently self-employed who were also self-employed four months ago are classified as "With the same employer", and otherwise as "With a new employer." Similarly, those who were self-employed four months ago but now work for someone else are classified as "With a new employer".
- **Job Search**
 - **Job Seekers**
 - Questions JS5 and JS6, respectively, ask employed and unemployed workers whether they did anything in the last 4 weeks to look for (new) work.
 - **Number of Job Offers**
 - Question NL1 asks respondents how many job offers they received in the last 4 months. They are reminded that a job offer is not necessarily one they accepted.
 - **Offer Wage**

- Question NL2a asks respondents the annual salary of the three best offers they received in the last 4 months, and whether they were full-time or part-time offers. The question specifies that the best offer is the offer they would be most likely to accept. For this chart, we drop all part-time offers and all offers with earnings less than \$3,000 a year. We take the average of the offered earnings for each individual. We then trim those averages at the 3rd and 97th percentiles. The chart shows the mean of these trimmed averages. “Dispersion” shows the area between the 25th and 75th percentiles of the trimmed averages.
- **Job Satisfaction**
 - **Wage**
 - Question LMsat1 asks employed respondents who work for someone else how satisfied they are with their level of compensation at their current/main job. They choose from the options of being “Very dissatisfied”, “Somewhat dissatisfied”, “Neither satisfied nor dissatisfied”, “Somewhat satisfied”, and “Very satisfied”. The chart shows the percent who answer “Somewhat satisfied” or “Very satisfied”.
 - **Nonwage Benefits**
 - Question LMsat2 asks employed respondents who work for someone else how satisfied they are with other aspects of their current/main job, such as benefits, maternity/paternity leaves, flexibility in work hours, etc. They choose from the options of being “Very dissatisfied”, “Somewhat dissatisfied”, “Neither satisfied nor dissatisfied”, “Somewhat satisfied”, and “Very satisfied”. The chart shows the percent who answer “Somewhat satisfied” or “Very satisfied”.
 - **Promotion Opportunities**
 - Question LMsat3 asks employed respondents who work for someone else to rate the opportunities for a promotion or other career progression at their current/main job. They choose a number between 1 (Very poor opportunities) to 7 (Very good opportunities). The chart shows the percent who answer 4 or more.

EXPECTATIONS

- **Expected Job Transitions**
 - Question OO1 asks employed workers the percent chance they will be employed and working for the same employer; employed and working for a different employer; self-employed; unemployed and looking for work; and unemployed and NOT looking for work, over the next four months. For non-self-employed workers, we calculate “to a new employer” by adding the percent chance that they will be employed and working for a different employer and the chance they will be self-employed. For self-employed workers, we calculate “Stay with same employer” by adding the percent chance that they will be employed and working for the same employer and the chance they will be self-employed.

- **Job Search**
 - **Job Offer Arrival Expectations**
 - Questions OO2u and OO2e ask unemployed and employed respondents respectively the percent chance that within the coming four months they will receive at least one job offer (from another employer for employed workers).
 - **Job Offer Expectations**
 - Question OO2new asks those respondents who report a non-zero percent chance of receiving at least one job offer about the number of job offers they expect to receive over the next four months. For this chart, respondents are assigned the value zero if they said there was a zero percent chance they would receive at least one offer.
 - **Job Offer Wage Expectations**
 - Question OO2a asks respondents reporting a non-zero percent chance of receiving a job offer about the average salary of the offers they may receive within the coming four months. We drop all responses less than \$3,000 and then trim the remaining data at the 3rd and 97th percentiles. “Dispersion” shows the area between the 25th and 75th percentiles of the trimmed sample.
 - **Reservation Wage**
 - Questions RW2a and RW2b ask respondents about the lowest wage or salary they would accept (before taxes and other deductions) if they were offered a job today in their line of work that they would consider. The answer can be given as an hourly, weekly, or yearly salary. We calculate the implied annual salary by assuming respondents work 52 weeks a year, 12 months a year, and 40 hours a week. We drop all such derived responses that are less than \$3,000 and then trim the remaining data at the 3rd and 97th percentiles. “Dispersion” shows the area between the 25th and 75th percentiles of the trimmed sample.
 - **Counteroffer Expectations**
 - Question OO2f asks employed respondents the percent chance that their current employer would match the salary, if they were to receive a job offer from another employer at a higher salary.
- **Retirement**
 - Question Q113 asks respondents the percent chance that they will be working full-time after they reach the age of 62. Question Q115 then asks the same question about working full-time after the age of 67. For this chart, we show the mean response for both questions of respondents younger than age 62.