Occupation, Earnings, and Job Characteristics

Current Population Reports

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INTRODUCTION

Work is a critical component of our lives and provides a way to obtain material and nonmonetary benefits like employer-provided health insurance. Scholars suggest that our identities are also tied to the notion of "what we do" (Christiansen, 1999), and that who we are is determined partly by our occupational identity (Skorikov and Vondracek, 2011). However, work is time consuming—the American Time Use Survey shows that in 2017 workers spent an average 8.21 hours each day engaged in work and work-related activities (Bureau of Labor Statistics, 2018). Given the overarching centrality of work in daily life, researchers and policymakers have increasingly turned their attention to examining job quality.

Though it is not easily defined, job quality can broadly be described as the features of employment affecting an individual's well-being (OECD, 2014). Job quality is a multidimensional concept, with considerable disagreement regarding how to best measure it (Burchell et al., 2014; Findlay, Kalleberg, and Warhurst, 2013; Muñoz de Bustillo et al., 2011). Studies examining job quality have focused on a wide range of indicators including nonwage benefits, employment security, and individual control over job schedule and autonomy (Howell and Kalleberg, 2019). Scholars also note that job quality—and more broadly work quality—may depend on workers' assessment of their own individual circumstances, values, and employment conditions (Cooke, Donaghey, and Zeytinoglu, 2013).

To further understand how some features of job quality vary across the labor market, the current report describes objective characteristics that are associated with individuals' employment and notes how these features differ by occupation. Moreover, this report evaluates the relationship between occupation and each objective characteristic separately. Because individuals may assign different value or meaning to similar jobs based on their own personal preferences, this report does not assess overall job quality or desirability.[1]

Using data from two surveys administered by the U.S. Census Bureau, this report highlights common features of employment among the U.S. population, including their occupations, work schedules, earnings, and other job characteristics.[2] The data mainly come from the 2018 Survey of Income and Program Participation (SIPP)—a survey that is administered annually and asks respondents about their living situation and employment during the preceding calendar year.[3] Select figures also use data from the 2018 American Community Survey (ACS) 1-year estimates to identify jobs with especially high or low earnings, and to highlight the earnings variation that exists within more broadly aggregated occupation categories.

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[1] The overall job quality associated with an occupation likely depends on the joint relationship between occupation and all objective characteristics. This report does not attempt such an analysis.

[2] The U.S. Census Bureau reviewed this data product for unauthorized disclosure of confidential information and approved the disclosure avoidance practices applied to this release. CBDRB-FY21-POP001-0225.

[3] For technical documentation and more information about SIPP data quality, please visit the SIPP website's Technical Documentation page at <www.census.gov/programs-surveys/sipp/tech-documentation.html>.

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ABOUT THE DATA

The Survey of Income and Program Participation

The Survey of Income and Program Participation (SIPP) is a nationally representative, longitudinal survey administered by the U.S. Census Bureau that provides comprehensive information on the dynamics of income, employment, household composition, and government program participation. In addition, the SIPP collects information on workers' full employment history during the year. If respondents hold more than one job, or change jobs during the year, the SIPP asks about each job they worked. In total, the SIPP collects detailed information on up to seven jobs worked during the year and summary characteristics on all additional jobs beyond the first seven. Because employment data are available at a weekly level, workers can also indicate whether they were unemployed or away from a specified job at any point during the year. The 2018 SIPP data used in this report reference the 2017 calendar year. For more information, visit the SIPP website at <www.census.gov/sipp>. Additional information about how the SIPP collects summary characteristics is available online at <www.census.gov/programs-surveys/sipp/tech-documentation/user-notes/2018-usernotes/2018-other-jobs-section.html>.

The American Community Survey

The American Community Survey (ACS) is an annual survey administered to over 3.5 million addresses across the United States (including Puerto Rico) that collects information on the nation's demographics, housing, and employment. In contrast with the SIPP, the ACS only asks workers about their current or most recent job. If ACS workers hold two or more jobs concurrently, they are asked only to describe the job at which they work the most hours. If respondents did not have a job in the last week, the ACS instead asks them to describe the job at which they most recently worked within the past 5 years. Although the 2018 ACS 1-year estimates reference the 2018 calendar year, they are used in this report to supplement selected findings from the SIPP since both surveys use the 2018 Census Occupation Code List. For information on the ACS sample design and other topics, visit <www.census.gov/programs-surveys/acs/>. For more information about the 2018 Census Occupation Code List, refer to <www.census.gov/topics/employment/industry-occupation/guidance/code-lists.html>.

Report Universe

The universe for the SIPP and ACS estimates in this report consists of employed, civilian, noninstitutionalized workers 16 years or older. People living outside the United States or in Puerto Rico, as well as unpaid family workers, are excluded from all estimates. Given the longitudinal nature of the SIPP, this report focuses exclusively on the first job listed chronologically for December 2017 to identify how individuals' employment characteristics are associated with a specified job. For people holding multiple jobs in December 2017, the first job listed is the one held longest. In some cases, a person's first job listed in December 2017 may not correspond with the job in which they worked the most hours during the year (for example, if the worker switched jobs in November). Workers who reported zero hours worked in December are excluded, as are workers who only reported summary characteristics about their job. Additionally, to avoid making comparisons with the unemployed or people who were not in the labor force, this report focuses only on those individuals in the ACS who reported they were employed during 2018.

HIGHLIGHTS

- Over 30 percent of workers were employed in just three occupation groups: management (11.3 percent), office and administrative support (10.2 percent), and sales and related (9.5 percent).
- A standard, daytime schedule was the most common schedule arrangement for all workers. More workers (86.5 percent) reported their type of work schedule as a requirement of the job over any other reason, such as better child care arrangements.
- In the 2018 SIPP, the median monthly earnings for legal, architecture and engineering, and computer and mathematical occupations were higher than all other occupation groups, but not significantly different from each other. Among detailed occupations in the 2018 ACS, those with the highest annual earnings mainly comprised jobs within the broader group of health practitioners and technical occupations.
- Over 91 percent of all workers were paid a wage or salary. Workers can also receive commission, tips, overtime, and/or bonus pay, either to supplement their wage or salary or as stand-alone earnings.
- A majority of workers with private health insurance coverage (approximately 86 percent) were covered by an employer-provided health insurance plan. Among workers receiving this type of coverage, about 73 percent in the private sector, 82 percent in government jobs, and 37 percent of the self-employed were policyholders.

TERMS AND DEFINITIONS

Occupation: The kind of work performed by people in their jobs. Occupations are classified into 570 specific occupational categories and arranged into 23 major occupational groups according to the 2018 Census Occupation Code List.

Class of worker: The ownership type of a worker's employer. Categories include private (for-profit or not-for-profit), government (federal, state, or local), and self-employed (incorporated or unincorporated).

Earnings: All monetary compensation from a work arrangement. This includes wages and salaries, commissions, tips, overtime, and bonus pay, as well as any profits or losses reported by self-employed workers.

Employer-provided health insurance: A health insurance plan obtained through an employer.

WORKERS' DEMOGRAPHIC AND EMPLOYMENT CHARACTERISTICS

In the SIPP, work arrangements are classified in three ways: (1) employer-paid workers employed on a continuing basis, (2) self-employed workers who work for profit or fees in their own business, and (3) workers with other work arrangements, such as freelancers, consultants, or contractors, whose work may include informal, limited-time agreements.

According to the 2018 SIPP, in December 2017, 61.4 percent of the civilian, noninstitutionalized population 16 years or older had at least one job for a minimum of 1 week. Tables 1 and 2 present the demographic and employment characteristics of these workers.[4] These tables highlight general features of the labor force and provide a baseline for understanding how certain jobs align with demographic characteristics like sex and race/ethnicity.

As shown in Table 1, the median age of workers was 41, and 81.1 percent of the employed population was between the ages of 25 and 64.

Males held a slightly larger share of jobs: 52.7 percent of the employed population was male, and 47.3 percent of the employed population was female.

About 63 percent of workers were White, non-Hispanic; 11.7 percent were Black, non-Hispanic; 5.9 percent were Asian, non-Hispanic; and 17.0 percent were Hispanic.

Approximately 92 percent of workers had at least a high school diploma, and 67.2 percent of workers had at least some college.

Table 2 lists selected employment characteristics of the employed population.[5] About 93 percent of workers held only one job in

[4] All comparisons made in this report have undergone statistical testing and are significant at the 90 percent confidence level, unless otherwise noted.

[5] If respondents held two or more jobs concurrently, then part- or full-time employment and class of worker were determined by the first job listed.

Table 1.

Demographic Characteristics of Employed Workers: 2017

(Employed, civilian, noninstitutionalized population, 16 years and older)

Characteristic	Number	Margin of error[1] (±)	Percent	Margin of error[1] (±)
TOTAL[2]	**154,100,000**	**897,100**	**100.0**	**X**
Age				
16 to 24	19,430,000	334,300	12.6	0.2
25 to 34	34,680,000	368,000	22.5	0.2
35 to 44	32,280,000	291,700	21.0	0.2
45 to 54	32,270,000	331,900	20.9	0.2
55 to 64	25,790,000	395,400	16.7	0.2
65 and over	9,639,000	335,700	6.3	0.2
Median age (in years)	41	0.2	X	X
Sex				
Male	81,160,000	555,500	52.7	0.3
Female	72,930,000	677,500	47.3	0.3
Race and Hispanic Origin				
White alone, non-Hispanic	96,900,000	765,500	62.9	0.3
Black alone, non-Hispanic	18,050,000	369,500	11.7	0.2
Asian alone, non-Hispanic	9,069,000	309,100	5.9	0.2
All other race groups and combinations, non-Hispanic	3,916,000	232,200	2.5	0.1
Hispanic (any race)	26,150,000	392,500	17.0	0.2
Educational Attainment				
Less than a high school diploma	12,150,000	423,200	7.9	0.3
High school graduate	38,490,000	710,100	25.0	0.5
Some college, associate's degree	43,840,000	860,600	28.5	0.5
Bachelor's degree or more	59,610,000	947,200	38.7	0.6

X Not applicable.

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

[2] The total employed make up 61.4 (±0.3) percent of the broader civilian, noninstitutionalized population 16 years and older.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

Table 2.

Employment Characteristics of Employed Workers: 2017

(Employed, civilian, noninstitutionalized population, 16 years and older)

Characteristic	Number	Margin of error[1] (±)	Percent	Margin of error[1] (±)
Multiple Job Holders				
One job	142,900,000	912,700	92.8	0.3
At least two simultaneously held jobs	11,150,000	404,800	7.2	0.3
Part- or Full-Time Employment[2]				
Part-time	36,110,000	726,100	23.4	0.5
Full-time	118,000,000	991,700	76.6	0.5
Class of Worker[2]				
Private sector workers	115,300,000	853,300	74.8	0.4
Government workers	21,590,000	521,500	14.0	0.3
Self-employed workers	17,170,000	437,800	11.1	0.3
Incorporated[3]	6,757,000	283,000	39.3	1.5
Unincorporated sole proprietorship[3]	8,813,000	348,500	51.3	1.4
Unincorporated partnership[3]	1,603,000	162,900	9.3	0.9

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

[2] Indicates the selected characteristic corresponds with respondent's first job if they held two or more jobs concurrently.

[3] Denotes a percentage among only self-employed workers.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

a given week in December 2017; 7.2 percent held at least two overlapping jobs for more than 1 week.[6] Additionally, 76.6 percent of workers worked full-time, or a minimum of 35 hours per week, at their first-listed job.[7]

Workers in the private sector (across both for-profit and not-for-profit employers) made up the largest share of workers, about 75 percent. Government workers comprised 14.0 percent, and 11.1 percent were self-employed workers.

About 39 percent of the businesses owned by self-employed workers were incorporated. Of the 60.6 percent of self-employed workers whose businesses were unincorporated, 84.6 percent were sole proprietorships.

Workers' Occupations

Occupation broadly refers to the kind of work a person does on a job. Generally, occupations vary in observable characteristics that may correspond to overall job quality, such as their employment criteria, work conditions, and offers of employee benefits or rewards. To this end, Williams, Zhou, and Zou (2020) noted how jobs in different socioeconomic classes (largely grouped by occupation) will generally correspond with broad differences in job quality. Yet it is also possible that jobs may vary within these wider categories due to the individual indicators composing job quality.

In surveys administered by the Census Bureau, occupations are categorized by individuals' reported duties and activities while at work. In both the SIPP and the ACS, a person's occupation is determined through two open-ended questions. The first question asks people about the kind of work they perform in their job, while the second question asks about their usual activities completed at work. Responses to both questions are recorded verbatim and assigned a 4-digit numeric occupation code from the 2018 Census Occupation Code List.[8] Excluding military-specific occupations, there are 570 possible occupations split among 23 major occupation groups.

Figure 1 shows the distribution of occupations in the SIPP. Overall, management (11.3 percent), office and administrative support (10.2 percent), and sales and related (9.5 percent) were among the largest groups of jobs in 2017. In contrast, legal (1.2 percent); life, physical, and social science (1.2 percent); and farming, fishing, and forestry (0.5 percent) were among the smallest groups.[9]

Type of Work Schedule

Schedule arrangements are another important factor related to job quality. Specifically, "good jobs" are often typified as those that offer workers steady employment and a favorable work/life balance (Howell and Kalleberg, 2019). To this end, the SIPP asks workers about their type of schedule for each job reported. Survey questions ask about the days each week that individuals work, the time their work usually begins and ends, and the reason for the reported schedule. For this report, type of work schedule was measured using three broad categories: (1) a standard, daytime work schedule; (2) a nonstandard, but predictable, work schedule; and (3) a nonstandard and unpredictable work schedule.[10, 11]

Table 3 presents the share of workers in each of the three work schedule categories by occupation. Overall, about 75 percent of workers in the SIPP reported a standard, daytime schedule for their job. This type of work schedule was also the most common arrangement across the 23 occupation groups examined.[12] Further, an especially high percentage of workers (about 90 percent) held a standard, daytime schedule among four occupation groups: business and financial operations, computer and mathematical, architecture and engineering, and legal occupations.[13]

About one-quarter of workers in the SIPP were not employed

[6] For more information on the patterns and extent of multiple jobholding, refer to "Multiple Jobholders in the United States: 2013" at <www.census.gov/library/publications/2019/demo/p70br-163.html>.

[7] "Hours worked per week" is defined as the total number of hours worked in December for a respondent's first job listed chronologically divided by the number of weeks worked in December at that job. Unpaid leave from a job and time away without pay are not included in calculations for average hours worked per week.

[8] For more information, refer to <www.census.gov/topics/employment/industry-occupation/guidance/code-lists.html>.

[9] The percentage of workers in life, physical, and social science occupations was not significantly different from the percentage of workers in legal occupations.

[10] The measure used in this report for type of work schedule is consistent with that of Lozano, Hamplova, and Le Bourdais (2016).

[11] For this report, a nonstandard, predictable work schedule is defined as a regular evening or night shift, rotating shift, or split shift. A nonstandard, unpredictable work schedule is defined as any other kind of irregular work schedule.

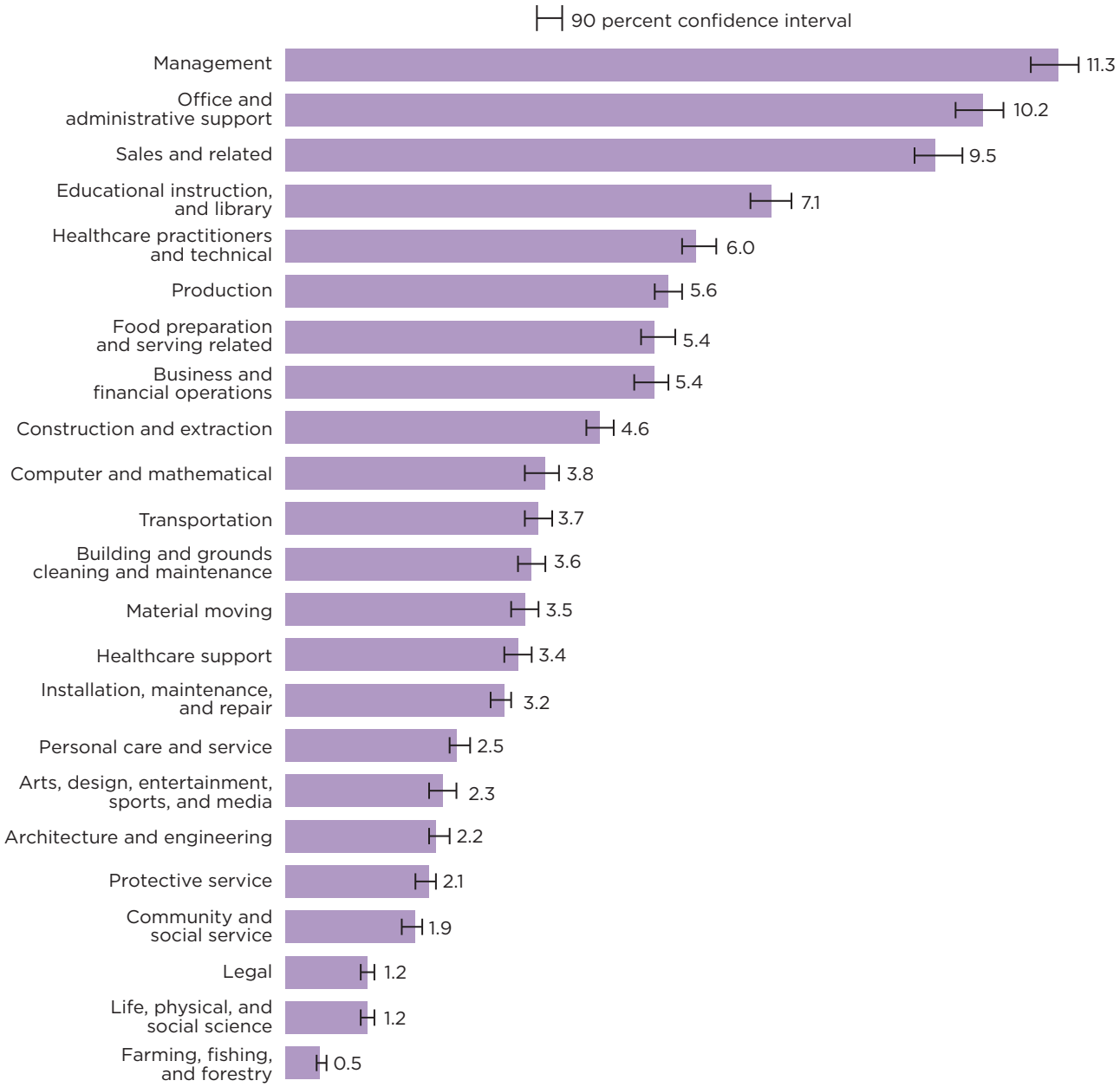
[12] Only in food preparation and serving related occupations were nonstandard schedules (either predictable or unpredictable) more common relative to standard schedules. Protective service occupations had no statistically significant difference between the share of workers reporting a nonstandard or standard schedule.

[13] There was no statistically significant difference between the share of workers holding a standard, daytime schedule for business and financial operations, computer and mathematical, architecture and engineering, and legal occupations.

Figure 1.

Percentage of Employed Workers by Occupation Group

(Employed, civilian, noninstitutionalized population, 16 years and older)



Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

Table 3.

Schedule Arrangements of Employed Workers Within Occupation Group

(Employed, civilian, noninstitutionalized population, 16 years and older)

Occupation group	Type of schedule					
	Standard		Nonstandard, predictable		Nonstandard, unpredictable	
	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)
TOTAL						
Estimate	**113,500,000**	**1,063,000**	**21,360,000**	**578,500**	**17,270,000**	**512,600**
Percent	**74.6**	**0.5**	**14.0**	**0.4**	**11.4**	**0.3**
Management	83.2	1.2	5.6	0.7	11.3	1.0
Office and administrative support	84.2	1.2	9.7	0.9	6.1	0.8
Sales and related	61.5	1.4	18.3	1.2	20.2	1.3
Educational instruction, and library	86.5	1.3	5.6	1.0	8.0	1.1
Healthcare practitioners and technical	70.0	2.2	17.9	1.8	12.1	1.5
Production	71.9	1.8	23.2	1.7	4.9	0.9
Food preparation and serving related	47.0	2.1	39.8	2.2	13.3	1.6
Business and financial operations	89.5	1.5	N	N	N	N
Construction and extraction	85.8	1.6	5.7	1.2	8.5	1.3
Computer and mathematical	90.3	1.6	N	N	N	N
Transportation	55.8	2.4	21.3	2.1	23.0	2.3
Building and grounds cleaning and maintenance	72.6	2.3	16.9	2.1	10.5	1.6
Material moving	62.0	3.0	30.4	2.8	7.6	1.5
Healthcare support	65.8	2.6	22.3	2.3	11.9	2.0
Installation, maintenance, and repair	82.2	2.0	10.1	1.7	7.7	1.4
Personal care and service	65.9	2.6	14.7	2.2	19.4	2.3
Arts, design, entertainment, sports, and media	63.9	3.4	9.7	1.8	26.4	2.9
Architecture and engineering	91.0	1.9	N	N	N	N
Protective service	52.0	3.6	36.0	3.4	12.0	2.2
Community and social service	74.2	3.3	N	N	N	N
Legal	90.5	3.0	N	N	N	N
Life, physical, and social science	84.1	3.8	N	N	N	N
Farming, fishing, and forestry	75.4	6.1	N	N	N	N

N Not available.

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Note: A standard schedule is defined as a regular daytime schedule. A nonstandard, predictable schedule is defined as a regular evening or night shift, rotating shift, or split shift. A nonstandard, unpredictable work schedule refers to any other kind of irregular work schedule.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

in a standard, daytime schedule arrangement. Among those working a nonstandard schedule, more workers had a predictable work schedule (14.0 percent) as opposed to an unpredictable schedule (11.4 percent). Predictable schedule arrangements also were more prevalent among select occupation groups. For instance, over one-quarter of people in material moving (30.4 percent), protective service (36.0 percent), and food preparation and serving related (39.8 percent) occupations reported working nonstandard, but predictable, schedules.[14] Two occupation groups had about 25 percent of workers reporting a nonstandard and unpredictable work schedule: arts, design, entertainment, sports, and media; and transportation.[15]

One factor that may also affect the relationship between work schedule arrangements and job quality is whether individuals had control over their reported schedule. Alongside type of work schedule, SIPP workers are asked

[14] There was no statistically significant difference between the share of workers holding a nonstandard, but predictable, schedule for protective service and food preparation and serving related occupations.

[15] There was no statistically significant difference between the share of workers holding a nonstandard, and unpredictable, schedule for arts, design, entertainment, sports, and media, and transportation occupations.

about the main reason for their reported schedule. They select that reason from a list of involuntary or voluntary reasons, such as a requirement of the job or better child care arrangements.

Overall, most workers (86.5 percent) indicated their schedule was a "requirement of the job." However, workers' reasons for reported schedule differed by sex and race (Table 4). Compared with men, women less often indicated their schedule was a work requirement (88.5 percent and 84.1 percent, respectively). More women than men also indicated improved caregiving arrangements—either better child care arrangements, or better arrangements for the care of other family members—as a main reason for their reported work schedule. Concerning differences by ethnicity and race, Hispanic and White, non-Hispanic workers also cited job requirements as the main reason for their schedule arrangement (87.2 and 86.9 percent, respectively) more often than Black (84.5 percent), Asian (84.5 percent), and workers of other races (83.2 percent).[16]

Figure 2 shows how workers' reasons for their schedule differed across occupations. By occupation, the share of workers citing "requirement of the job" as the reason for their work schedule varied between 75 and 93 percent. Occupations in which more workers had standard schedule arrangements also had a larger share of workers whose schedule was a requirement for their job. Conversely, workers in nonstandard schedule arrangements less frequently reported their schedule was a job requirement. For example, only about 75 percent of people in arts, design, entertainment, sports, and media occupations—which are among those occupations with the largest share reporting a nonstandard and unpredictable work schedule—reported their schedule arrangement as a job requirement.[17] Similarly, about 80 percent (or fewer) of workers indicated that their job schedule was a job requirement in personal care and service (78.5 percent), food preparation and serving related (78.6 percent), and healthcare support (80.1 percent) occupations.[18] Workers in food preparation and serving related and healthcare support occupations were also more likely to report a nonstandard, predictable schedule than the average worker.

Work schedule can also be quantified using hours worked per week. Table 5 lists the percentage of workers employed in each occupation group by part-time and full-time status in December 2017. Across all occupations, 23.4 percent of workers worked part-time at their first-listed job, and 76.6 percent of workers worked full-time. Among those who worked full-time, 22.3 percent worked over 50 hours per week.

But, as Table 5 illustrates, there is large variation in hours worked per week across occupations. Computer and mathematical occupations were among those with the lowest rates of part-time work only—8.7 percent of workers in these occupations worked part-time.[19] Management occupations were among those with the highest rates of working at least 50 hours per week (33.6 percent); as shown in Figure 2, about 91 percent reported their schedule was a requirement of the job.

Food preparation and serving related and personal care and service occupations were among those with the highest rates of part-time work (49.1 and 52.6 percent, respectively).[20] Food preparation and serving related occupations also were among those with the lowest rates of working 50 hours or more per week (6.1 percent).[21] However, it should be noted that this analysis focuses only on respondents' employment in one job and does not show whether a person worked 50 hours or more across multiple jobs in the same occupation group.

Work From Home

In addition to work schedule, job flexibility can be characterized by the ability to work from home. For some workers, working from home can give them more freedom to determine their own work schedule, allowing them to plan work around other nonwork

[16] Among workers reporting their schedule as a requirement for their job, the percentages were not significantly different between Hispanic and White, non-Hispanic workers. Similarly, the percentages were not significantly different between Black, Asian, and workers of other races.

[17] There was no statistically significant difference between the share of workers reporting their schedule arrangement as a "requirement of the job" for arts, design, entertainment, sports, and media; food preparation and serving related; and personal care and service occupations.

[18] There was no statistically significant difference between the share of workers reporting their schedule arrangement as a "requirement of the job" for personal care and service, food preparation and serving related, and healthcare support occupations.

[19] The percentage of part-time workers was not statistically different between the following occupation groups: computer and mathematical; production; and installation, maintenance, and repair.

[20] The percentage of part-time workers in food preparation and serving related occupations was not significantly different from the percentage in personal care and service.

[21] The percentage of full-time workers reporting 50 hours or more per week was not significantly different between office and administrative support, healthcare support, and food preparation and serving related occupations.

Table 4.

Reason for Work Schedule by Sex, Race, and Hispanic Origin

(Employed, civilian, noninstitutionalized population, 16 years and older)

Characteristic	Total		Men		Women		Hispanic or Latino (any race)		Not Hispanic or Latino							
									White alone		Black alone		Asian alone		All other race groups and combinations	
	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)
Involuntary Reason																
Requirement of the job	86.5	0.4	88.5	0.5	84.1	0.6	87.2	0.8	86.9	0.5	84.5	1.1	84.5	1.7	83.2	2.3
Could not get any other job	0.3	0.1	0.3	0.1	0.3	0.1	0.4	0.2	0.2	0.1	0.5	0.2	0.4	0.4	0.2	0.3
Other involuntary reasons	1.3	0.1	1.4	0.1	1.3	0.2	1.3	0.3	1.4	0.1	1.1	0.3	1.2	0.4	1.9	1.0
Voluntary Reason																
Better pay	0.9	0.1	1.1	0.1	0.7	0.1	1.0	0.2	0.8	0.1	1.1	0.3	0.7	0.3	1.2	0.7
Better child care arrangements	2.2	0.2	0.9	0.1	3.7	0.3	2.7	0.5	1.9	0.2	2.9	0.5	2.8	0.7	2.0	0.8
Better arrangements for care of other family members	1.3	0.1	0.9	0.1	1.8	0.2	1.3	0.2	1.1	0.1	1.3	0.4	2.6	0.8	2.3	1.1
Allows time for school	2.5	0.2	2.2	0.2	2.9	0.3	2.9	0.4	2.2	0.2	2.8	0.4	2.5	0.7	4.4	1.3
Other voluntary reasons	5.0	0.2	4.7	0.3	5.3	0.3	3.2	0.5	5.3	0.3	5.7	0.7	5.4	0.9	4.8	1.2

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

commitments like child care. Working from home also reduces the time spent commuting. For some, this time can instead be devoted to leisure activities or responsibilities outside of work. For others, this time may translate into working additional hours, which can contribute to overwork since the boundaries between work and leisure can become less defined when working from home. Another disadvantage of working from home is that it reduces opportunities to engage with coworkers or clients in person (UNECE, 2015).

For each job reported in the SIPP, workers are asked to report the days of the week worked (Monday through Sunday). They are also asked whether any days are worked entirely at home, and if so, which days. Therefore, the SIPP can be used to estimate the prevalence of working from home. Table 6 presents the share of workers who worked any days entirely from home; among those who worked from home, it lists the mean number of days worked from home and the mean share of the workweek spent working from home (defined as the number of days worked from home divided by the number of days worked in a week).

Prior to 2020, working from home was not a common option. Only 13.6 percent of all workers worked at least 1 day per week from home in December 2017.[22, 23] Those who worked from home did so 4.1 days on average, or 77.4 percent of the workweek.

To better understand the type of workers who were more likely to work from home, estimates in Table 6 are separated by class of worker. About 42 percent of self-employed workers worked from home, compared to 10.4 percent of private sector workers and 8.3 percent of government employees. Among those who worked from home, government and private workers worked fewer days per week at home than did self-employed workers (3.5 and 3.8 days, respectively, relative to 4.8 days).

Moreover, within class of worker, there is variation in the share of individuals working from home and the average number of days worked from home. Among government workers, federal employees were more likely than state or local employees to

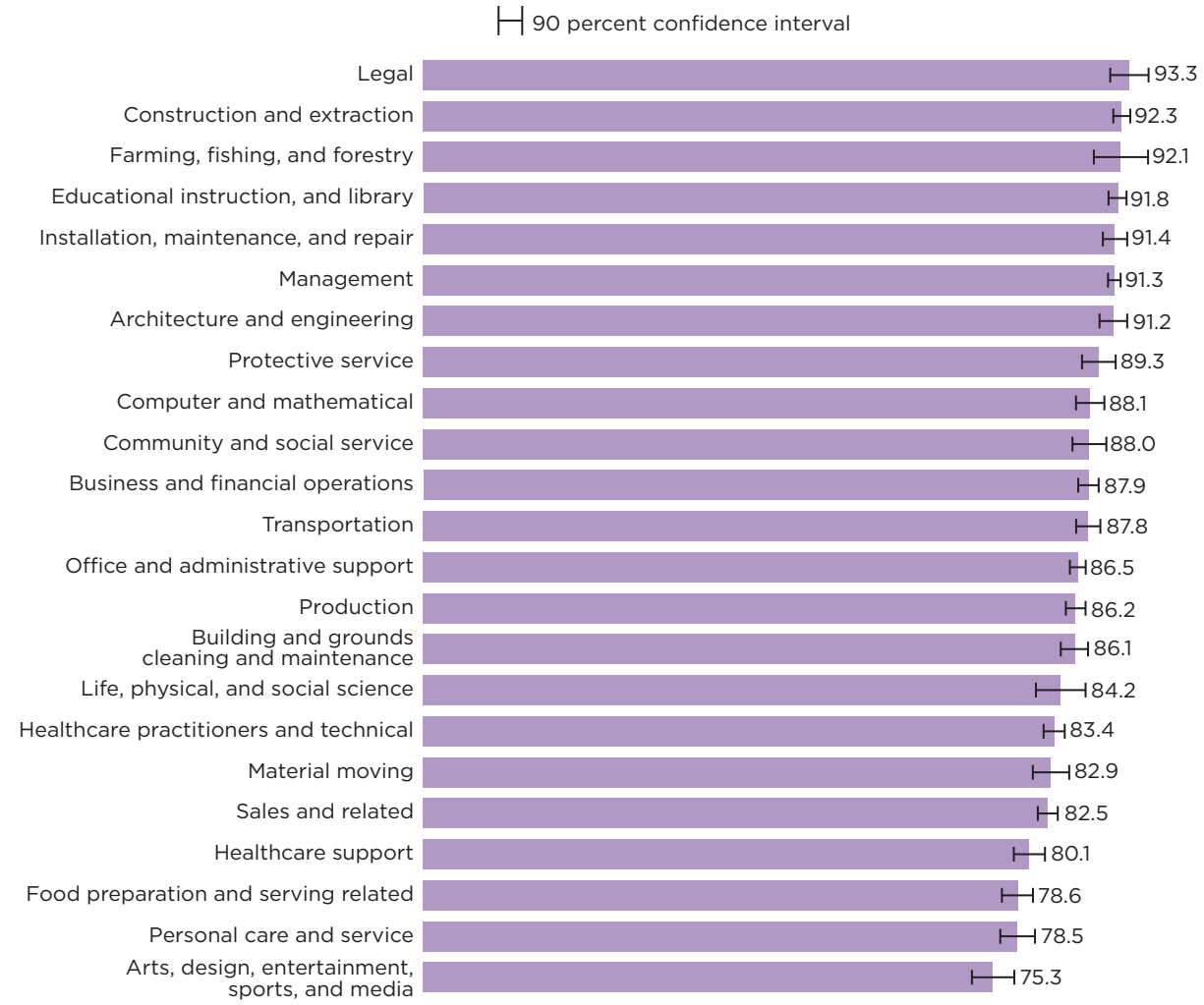
[22] Because the 2018 SIPP data were collected before the COVID-19 pandemic, work-from-home trends described in this report may not reflect current estimates. In fact, Bloom (2020) finds that in May of 2020, about 62 percent of the individuals in a survey of 2,500 U.S. residents aged 20 to 64 were working from home.

[23] For more information about how work-from-home trends changed during the COVID-19 pandemic, refer to <www.census.gov/library/stories/2021/03/working-from-home-during-the-pandemic.html>.

Figure 2.

Percentage of Workers Reporting the Work Schedule Was a "Requirement of the Job"

(Employed, civilian, noninstitutionalized population, 16 years and older)



Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

work from home (15.9 percent relative to 9.4 and 3.9 percent, respectively). However, among those who worked from home, federal employees only worked an average of 2.5 days per week from home, while state and local workers worked about 4 days per week from home.[24] Self-employed workers who owned incorporated businesses were slightly less likely than those owning unincorporated businesses to work from home (39.3 percent relative to 43.5 percent), and they spent a smaller share of their workweek working from home (81.9 percent relative to 88.1 percent).

EARNINGS AND EMPLOYEE BENEFITS

Monetary compensation is another important factor related to job quality, given the link between workers' earnings and their standard of living. Earnings, as collected in the SIPP, refer to all monetary compensation from a work arrangement and include wages and salaries,[25]

[24] There was no statistically significant difference in the average number of days worked from home between state and local employees.

[25] Workers earning wages or salaries can report their income in several ways. For example, workers can report their pay per week (weekly or biweekly) or per month (monthly or twice per month). Workers also have the option of reporting their pay as an hourly rate, annual rate, or actual gross amount earned in the year. These amounts are then converted to a monthly amount for this report.

Table 5.

Percentage of Workers by Hours Worked per Week Within Occupation Group

(Employed, civilian, noninstitutionalized population, 16 years and older)

Occupation group	Part-time		Full-time, 35 to 50 hours per week		Full-time, 50 or more hours per week	
	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)
TOTAL	**23.4**	**0.5**	**59.5**	**0.5**	**17.1**	**0.4**
Management	11.8	0.9	54.6	1.6	33.6	1.4
Office and administrative support	23.9	1.4	69.0	1.5	7.1	0.8
Sales and related	33.6	1.7	48.5	1.6	17.8	1.2
Educational instruction, and library	29.9	1.8	54.0	2.2	16.1	1.5
Healthcare practitioners and technical	22.8	1.6	64.3	2.0	12.9	1.1
Production	9.4	1.3	73.7	1.9	17.0	1.7
Food preparation and serving related	49.1	2.5	44.7	2.3	6.1	1.0
Business and financial operations	13.1	1.3	67.0	2.1	19.9	1.7
Construction and extraction	11.9	1.7	66.3	2.4	21.8	2.0
Computer and mathematical	8.7	1.7	77.1	2.7	14.2	2.2
Transportation	25.0	2.4	45.4	2.6	29.6	2.2
Building and grounds cleaning and maintenance	32.5	2.3	58.4	2.4	9.0	1.5
Material moving	25.3	2.5	65.2	2.6	9.5	1.6
Healthcare support	38.6	2.6	54.3	2.9	7.1	1.5
Installation, maintenance, and repair	10.0	1.7	70.7	2.7	19.3	2.3
Personal care and service	52.6	3.2	36.6	3.1	10.9	2.0
Arts, design, entertainment, sports, and media	37.3	3.5	47.5	3.2	15.1	2.7
Architecture and engineering	N	N	71.3	2.9	N	N
Protective service	14.9	2.7	63.9	3.6	21.1	3.1
Community and social service	26.2	3.5	59.8	4.0	14.0	2.7
Legal	N	N	58.4	4.8	N	N
Life, physical, and social science	N	N	68.6	4.3	N	N
Farming, fishing, and forestry	N	N	52.9	7.3	N	N

N Not available.

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Note: Part-time is defined as working fewer than 35 hours per week.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

Table 6.

Work From Home Estimates by Class of Worker Group

(Employed, civilian, noninstitutionalized population, 16 years and older)

Class of worker	All workers		Worked from home at least 1 day per week			
	Percent worked from home	Margin of error[1] (±)	Mean share of workweek worked from home	Margin of error[1] (±)	Mean number of days worked from home	Margin of error[1] (±)
TOTAL	**13.6**	**0.3**	**77.4**	**1.0**	**4.1**	**0.1**
Private Sector	**10.4**	**0.3**	**74.0**	**1.3**	**3.8**	**0.1**
For-profit	10.2	0.4	74.6	1.4	3.9	0.1
Not-for-profit	12.6	1.4	70.8	3.6	3.6	0.2
Government	**8.3**	**0.7**	**66.3**	**3.3**	**3.5**	**0.2**
Local	3.9	0.7	75.5	8.0	4.0	0.5
State	9.4	1.2	72.9	5.1	3.9	0.3
Federal	15.9	1.9	51.5	4.6	2.5	0.3
Self-Employed	**41.9**	**1.4**	**85.8**	**1.2**	**4.8**	**0.1**
Incorporated	39.3	2.5	81.9	2.3	4.6	0.2
Not incorporated	43.5	1.8	88.1	1.5	5.0	0.1

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

commissions,[26] tips, overtime, and bonus pay.[27] The SIPP also asks self-employed workers to report profits and losses from their businesses, which for this report are included in earnings calculations.[28] We report earnings from the first-listed job in the SIPP at the month level.

While earnings are reported separately for each job in the SIPP, the ACS collects information for the preceding 12 months on wages, salary, commissions, bonuses, or tips from all jobs and self-employment income. We report earnings from the ACS at the annual level.

Median Earnings by Occupation

Table 7 shows median monthly earnings by type of work conducted using the SIPP. Notably, there was a difference of almost $5,600 between occupation groups with the highest and lowest median monthly earnings, which translates to a difference of $67,200 over the year. Among the occupation groups with the highest median monthly earnings were legal ($6,995), architecture and engineering ($6,958), and computer and mathematical ($6,622).[29] Conversely, personal care and service, food preparation and serving related, and building and grounds cleaning and maintenance occupations were among the groups with the lowest median monthly earnings ($1,396, $1,590, and $1,946, respectively).[30]

Relative to the SIPP, the ACS has an especially large sample and is useful for examining earnings among detailed occupations. As a result, this report uses the 2018 ACS 1-year estimates to supplement the SIPP findings and show workers' median earnings for select occupations. Figure 3 highlights median annual earnings among ten high-paying occupations in the 2018 ACS.[31] Among jobs with especially high earnings, over half were in occupations within the broader health practitioners and technical group. Median earnings for the two highest-paying occupations (radiologists and surgeons) were over $250,000. However, earnings varied such that other jobs included in the same occupation group were much lower. For example, several occupations had median annual earnings of about $30,000 or less: dietetic technicians and ophthalmic medical technicians; healthcare diagnosing or treating practitioners, all other; pharmacy technicians; psychiatric technicians; and veterinary technologists and technicians. In contrast with high-paying occupations like radiologists and surgeons, the median annual earnings amongst lower-paying jobs in the health practitioners and technical group were closer to the median for the total civilian employed population aged 16 and older ($37,820). These results show that earnings patterns may be obscured when jobs are only examined at an aggregate level.[32]

Figure 4 shows jobs with especially low median annual earnings in the 2018 ACS. Particularly striking, earnings among the ten lowest-paying occupations fell below the 2018 poverty threshold for a one-person household ($12,784).[33] The detailed occupations with the lowest annual earnings in the ACS were consistent with the broader groups specified in the SIPP. For instance, four out of the ten jobs with the lowest earnings (hosts and hostesses, restaurant, lounge, and coffee shop; fast food and counter workers; dishwashers; and dining room and cafeteria attendants and bartender helpers) were among food preparation and serving related occupations. Similarly, three out of ten jobs were in personal care and service occupations: ushers, lobby attendants, and ticket takers; residential advisors; and other entertainment attendants and related workers. Remarkably, the single occupation with the lowest earnings—umpires, referees, and other sports officials —did not belong to the groups with the lowest median earnings in the SIPP,

[26] Commissions are a form of payment based on the amount of services the employee performs, and it can include piece-rates—a broader form of pay for unit of service. Commission can be in lieu of wage and salary payments (straight commission) or in addition to these payments.

[27] A bonus is extra pay for good performance; these payments supplement wages and salaries.

[28] To create month-level estimates of earnings, we converted annual profits and losses into a monthly average.

[29] There was no statistically significant difference between median monthly earnings for legal, architecture and engineering, and computer and mathematical occupations.

[30] The median monthly earnings for building and grounds cleaning and maintenance occupations were not statistically different from healthcare support and farming, fishing, and forestry occupations.

[31] Unlike the SIPP estimates, which are restricted to earnings from only a single job, the ACS estimates can include earnings from multiple jobs since respondents are asked to report their earnings from all jobs held in the past 12 months.

[32] The 2018 Current Population Survey Personal Income tables present similar evidence of earnings differences within the healthcare practitioners and technical occupation group. Specifically, income was higher among doctors in comparison with nurses and all other health and technical occupations. Refer to <www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-06.2018.html> for more information.

[33] For more information regarding poverty thresholds, refer to <www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>.

Table 7.
Median Monthly Earnings of Employed Workers by Occupation Group
(Employed, civilian, noninstitutionalized population, 16 years and older)

Occupation group	Median earnings (in 2017 dollars)	Margin of error[1] (±)
Personal care and service	1,396	131
Food preparation and serving related	1,590	76
Building and grounds cleaning and maintenance	1,946	93
Healthcare support	1,990	76
Farming, fishing, and forestry	2,159	235
Material moving	2,210	69
Sales and related	2,272	104
Office and administrative support	2,820	59
Arts, design, entertainment, sports, and media	2,956	210
Transportation	2,999	206
Production	3,002	86
Construction and extraction	3,301	107
Community and social service	3,399	191
Educational instruction, and library	3,407	132
Protective service	3,581	232
Installation, maintenance, and repair	3,666	158
Healthcare practitioners and technical	4,861	150
Business and financial operations	5,166	229
Life, physical, and social science	5,437	512
Management	5,541	224
Computer and mathematical	6,622	306
Architecture and engineering	6,958	310
Legal	6,995	842

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Note: Median monthly earnings correspond with respondent's first job if they held two or more jobs concurrently.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

since it is part of the broader arts, entertainment, sports, and media occupation group.

Wages and Salaries and Extra Earnings

Both the SIPP and the ACS collect information on earnings from commissions, tips, and bonus pay. While the ACS asks about wages and salary and extra earnings across all jobs in a single question, the SIPP asks workers to report separate amounts for each type of payment and for each work arrangement. It also collects information on overtime. As a result, the SIPP can be used to identify how earnings types vary across occupations.

Table 8 lists the percentage of workers who receive each type of compensation by occupation and highlights how the types of pay arrangements differ across five major occupation groups. Note that these earnings categories are not mutually exclusive because respondents can report multiple earnings types in the SIPP. For example, waiters may report earning both a wage and tips, so they would be included in the share of workers who earned a wage or salary and in the share of workers who earned tips.

While the 23 major occupation groups shown in Table 7 are condensed into five aggregate groups in Table 8 due to sample size limitations, select occupations are highlighted within each broader group to illustrate how the share of workers receiving a specific earnings type can vary within the broader categorization.[34]

As shown in Table 8, across all occupations, wage and salary was the most common type of pay arrangement. Over 91 percent of all workers were paid a wage or salary.[35]

Among management, business, science, and arts occupations, bonus pay is the next most common pay arrangement (8.9 percent). Yet, there is variation in the

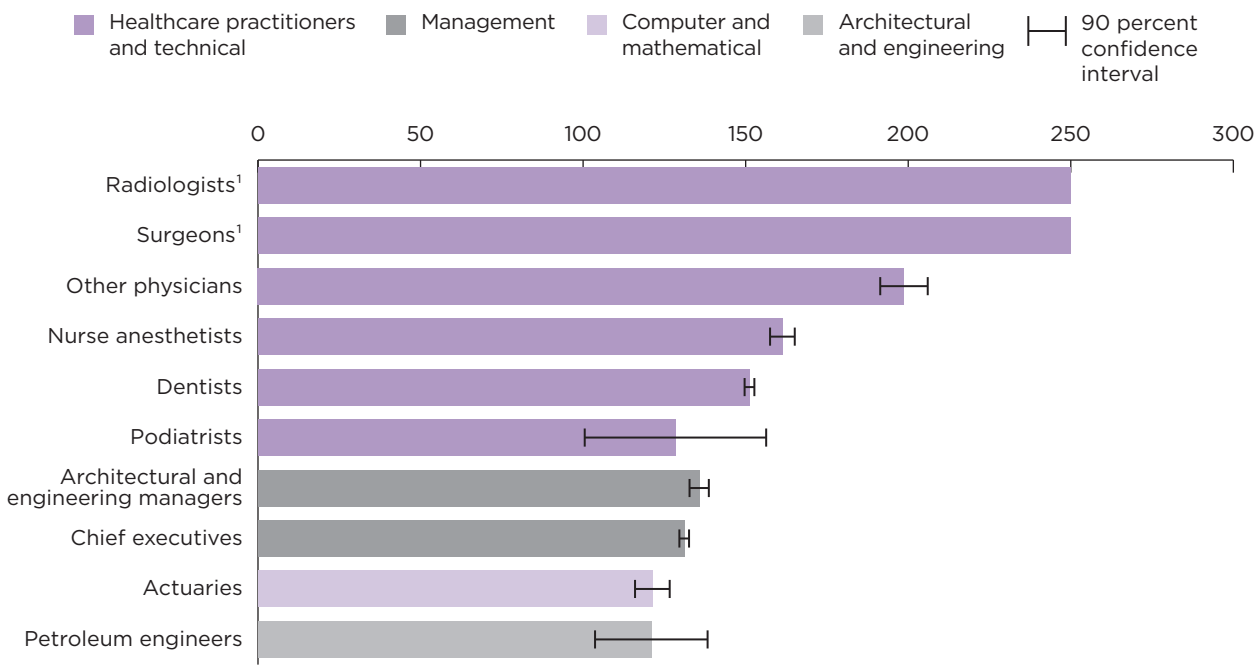
[34] The five occupation groups used in Table 8 correspond with the high-level aggregation of Standard Occupational Classification (SOC) codes suggested by the Bureau of Labor Statistics. For more information, please refer to "Standard Occupational Classification and Coding Structure, 2018 SOC," available at <www.bls.gov/soc/2018/soc_2018_class_and_coding_structure.pdf>.

[35] Chenevert and Hoffman (2017) also find that wages and salaries were the most common type of pay arrangement for a job in 2013.

Figure 3.

Selected Detailed Occupations With the Highest Median Annual Earnings

(Employed, civilian, noninstitutionalized population, 16 years and older. In thousands of 2018 inflation-adjusted dollars)



[1] The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.

Source: U.S. Census Bureau, 2018 American Community Survey, 1-year estimates.

share of workers receiving bonus pay when comparing detailed occupations. For example, a larger share of workers in management occupations and architecture and engineering occupations received bonus pay than did all workers in the broader occupation category (12.9 and 16.0 percent, respectively, versus 8.9 percent).

Outside of wages and salary, the next most common pay arrangement for service occupations was earnings from tips (8.9 percent). In total, 20.7 percent of workers in food preparation and serving related occupations received tips, about a 12-percentage-point difference compared to all workers within service occupations.

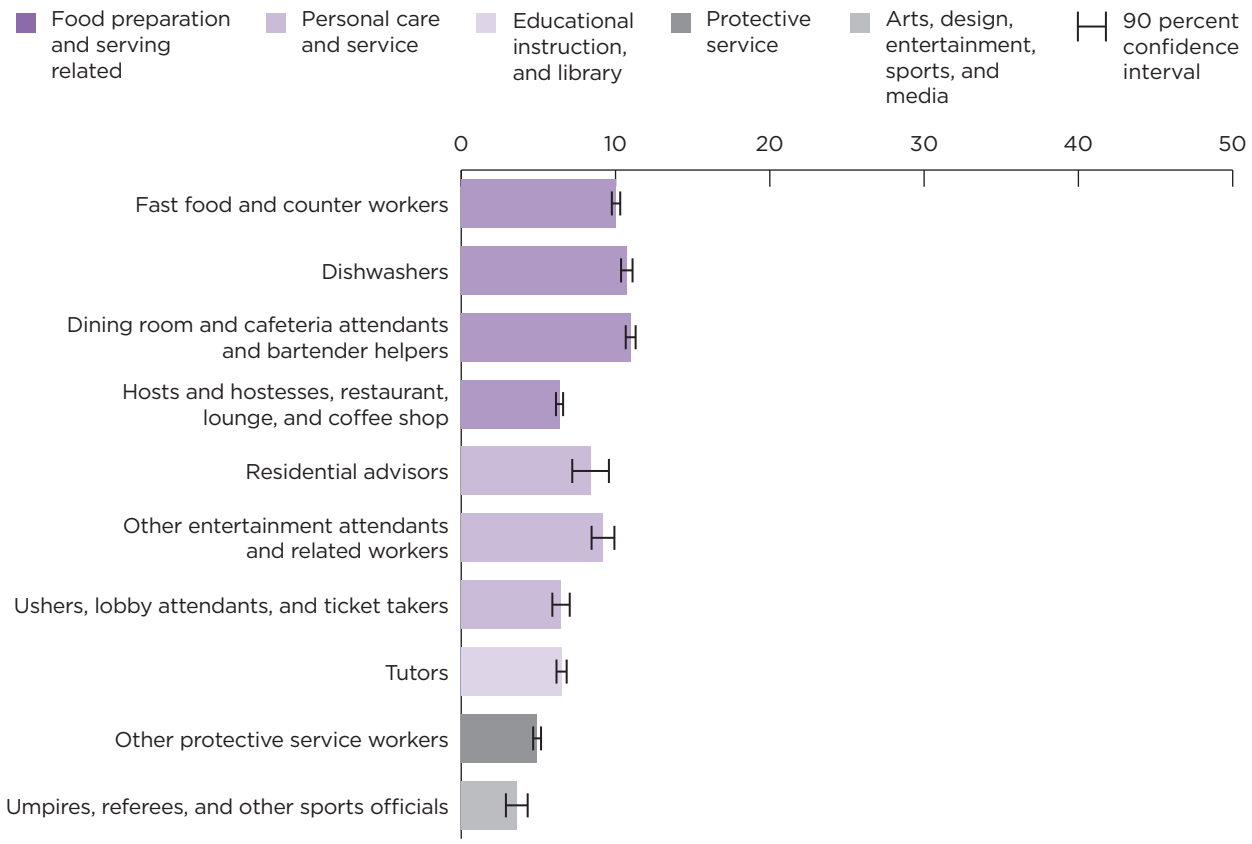
For workers employed in sales and office occupations, the most common earnings type outside of wages and salary was commission earnings (10.2 percent). Yet, there exists substantial variation between more detailed sales and office occupations. For example, 18.6 percent of workers in sales and related occupations received commissions, compared with only 2.3 percent of workers in office and administrative support occupations.

About 9 percent of workers in natural resources, construction, and maintenance occupations and 11 percent of workers in production, transportation, and material moving occupations received earnings from overtime. In production occupations, 13.5 percent of workers received overtime, while 7.9 and 8.0 percent of workers in transportation occupations

Figure 4.

Selected Detailed Occupations With the Lowest Median Annual Earnings

(Employed, civilian, noninstitutionalized population, 16 years and older. In thousands of 2018 inflation-adjusted dollars)



Source: U.S. Census Bureau, 2018 American Community Survey, 1-year estimates.

and construction and extraction occupations received overtime pay, respectively.[36]

These differences across occupations exemplify both how features of dissimilar occupations can contribute to differences in job quality and how there can be contradictory aspects of job quality within an occupation. First, consider food preparation and serving related occupations and computer and mathematical occupations. Relatively high rates of part-time work in food preparation and serving related occupations likely contribute to lower estimates of median monthly income. Additionally, 20.7 percent of workers in these occupations received tips, which may be a more unpredictable income source. Therefore, due to these income factors, combined with higher rates of nonstandard, but predictable, schedules, job quality may be lower relative to computer and mathematical occupations, which have higher rates of full-time, standard schedules and a significantly higher median monthly income.

Next, consider management occupations, which are also among those with high median monthly incomes ($5,541). These occupations have among the highest rates of working at least 50 hours per week, often a requirement of the job, which may in turn reduce job quality. However, in some cases, longer working hours may be compensated through bonuses. Thus, positive job characteristics can be used to balance negative characteristics, but the contrasting features of an occupation have an ambiguous net impact on overall job quality.

[36] There was no statistically significant difference between the share of workers receiving earnings from overtime for transportation occupations and construction and extraction occupations.

Table 8.

Percentage of Employed Workers Within Occupation Group by Earnings Arrangement

(Employed, civilian, noninstitutionalized population, 16 years and older)

Occupation group	Earnings arrangement									
	Wage and salary		Commission		Tips		Overtime		Bonus	
	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)
TOTAL	**91.5**	**0.3**	**4.9**	**0.2**	**1.9**	**0.2**	**5.4**	**0.3**	**6.6**	**0.3**
Production, Transportation, and Material Moving	**93.2**	**0.8**	**4.4**	**0.6**	**1.7**	**0.4**	**10.6**	**1.1**	**5.9**	**0.7**
Production	95.7	0.9	N	N	N	N	13.5	1.6	7.6	1.2
Transportation	85.6	1.8	11.0	1.6	5.0	1.1	7.9	1.5	4.5	1.1
Management, Business, Science, and Arts	**92.2**	**0.5**	**3.6**	**0.3**	**N**	**N**	**3.6**	**0.3**	**8.9**	**0.4**
Architecture and engineering	96.3	1.2	N	N	N	N	N	N	16.0	2.8
Management	90.3	0.9	5.4	0.7	N	N	2.3	0.5	12.9	1.0
Service	**91.1**	**0.6**	**2.8**	**0.4**	**8.9**	**0.8**	**4.5**	**0.6**	**2.1**	**0.4**
Food preparation and serving related	97.3	0.6	N	N	20.7	2.0	N	N	N	N
Personal care and service	74.3	2.5	11.3	1.9	10.7	1.5	N	N	N	N
Sales and Office	**90.6**	**0.6**	**10.2**	**0.6**	**N**	**N**	**5.2**	**0.5**	**6.6**	**0.5**
Office and administrative support	97.0	0.6	2.3	0.5	N	N	7.1	0.9	6.5	0.8
Sales and related	83.9	1.2	18.6	1.2	N	N	3.1	0.6	6.8	0.8
Natural Resources, Construction, and Maintenance	**89.1**	**1.1**	**3.8**	**0.7**	**N**	**N**	**8.7**	**1.0**	**5.1**	**0.8**
Installation, maintenance, and repair	92.0	1.4	5.7	1.2	N	N	10.7	1.7	6.5	1.3
Construction and extraction	86.8	1.6	N	N	N	N	8.0	1.3	4.5	1.2

N Not available.

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Note: Earnings arrangements are not mutually exclusive.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

Employer-Provided Health Insurance Coverage

Earnings paid to employees are only one component of a worker's total compensation. In addition to wages and salaries, which represent over 60 percent of employers' costs for employee compensation (Bureau of Labor Statistics, 2018), employers may confer nonwage benefits to employees like paid leave, retirement and savings plans, and health insurance. According to the Bureau of Labor Statistics (2018), health insurance made up 8.3 percent of employers' costs for the total compensation awarded to civilian workers in December 2017.

Given the overall cost of health insurance for employers, and the importance of health insurance to workers, this report explores workers' private health insurance as well as their source of coverage. In contrast with other surveys, the SIPP collects detailed information on individuals' health insurance at a monthly level. For each month, the SIPP collects data on individuals' type of health insurance, such as private health coverage, Medicaid, or Medicare; identifies the policyholder or the person who owns the insurance policy; and identifies who in the household is covered by the plan. Additionally, the SIPP can capture up to two simultaneous sources of private health insurance. Individuals reporting private health insurance are also asked about the source of their coverage, or whether the insurance plan was obtained through an employer, former employer, school, union/association, or was purchased directly. This means the SIPP can be used to identify individuals who receive

employer-provided health insurance, albeit imperfectly.[37]

Tables 9 and 10 show workers' private health insurance in combination with select employment characteristics. Each table divides workers into two groups: those with employer-provided health insurance and those covered by other kinds of private health insurance. Estimates are provided separately depending on whether workers were the policyholder or were covered by another person's health insurance plan. The universe for the two tables is the same, consisting of only those workers with private health insurance coverage. Since Tables 9 and 10 both focus on workers with private health insurance, they exclude workers who did not have private health insurance.[38]

Overall, Table 9 indicates that most workers with private health insurance (about 86 percent) received health insurance through an employer. Furthermore, 72.4 percent of workers with employer-provided health insurance identified themselves as the policyholder. These findings suggest a majority of workers obtain health insurance coverage through their place of work.

In order to explore how workers' health insurance coverage relates to their job characteristics, Table 9 presents estimates for workers' source of private health insurance by their class of worker category. Results indicate that significantly more workers were covered by an employer-provided plan in government jobs (92.2 percent) than in the private sector (88.2 percent) or in self-employed businesses (56.7 percent).

Among those with employer-provided health insurance, workers in the private sector and the government were more likely to be the policyholder than were self-employed workers. About 73 percent of workers covered by employer-provided health insurance in the private sector were policyholders, and 81.6 percent of covered government workers were policyholders. However, only 37.4 percent of self-employed workers covered by an employer-provided plan were identified as the policyholder.[39]

Within class of worker categories, the percentage of workers with employer-provided health insurance varied only for the self-employed. Specifically, self-employed workers who owned an incorporated business were more likely to have employer-provided health insurance than those who owned an unincorporated business (59.7 versus 54.3 percent, respectively). Conversely, the percentage of workers with employer-provided health insurance coverage did not vary significantly across government by level (local or state) or across the private sector by for-profit/not-for-profit status.

Additionally, although self-employed workers with employer-provided health insurance were more likely to be covered through someone else, there is variation by incorporation status. Among those covered by employer-provided health insurance, 47.1 percent of self-employed workers who owned an incorporated business were policyholders, while 29.0 percent of self-employed workers who owned an unincorporated business were identified as the policyholder.

As a result, many self-employed workers—particularly those who owned an unincorporated business—either obtained other private health insurance or received employer-provided coverage through someone else. This tying of health insurance coverage to an employer has been found to be a barrier to entrepreneurship and self-employment (Fairlie, Kapur, and Gates; 2011), and is likely to be a feature of self-employment negatively associated with job quality.

Table 10 highlights the share of workers with employer-provided health insurance among 23 occupation groups. Like the preceding table, Table 10 shows that most workers received health insurance coverage through an employer. Yet the results also highlight significant variation in workers' take-up rates by the kind of work performed. For instance,

[37] We identify individuals as having health insurance through their own employer when they report being the policyholder of an employer-provided plan. Respondents are not asked to specify which employer provided the health insurance. For workers who were the policyholder and had only one job throughout 2017, it is reasonable to assume that their employer as of December 2017 was the provider of such a plan. However, for workers who switched employers at some point during the year or who held multiple jobs simultaneously, it is not possible to identify which employer provided the health insurance coverage.

[38] Workers who did not have private health insurance may still receive coverage through other sources like Medicaid or the military.

[39] Self-employed workers can only be the policyholder of an employer-provided health insurance plan in certain cases. If a self-employed worker has a business that takes in income but does not have employees, they do not qualify for employer-provided health insurance. Instead, these workers can purchase health coverage through association health plans or use the individual Health Insurance Marketplace. However, if the business has at least one employee, business owners can, and may be required to, obtain health insurance coverage for themselves and their employee(s). For more information, refer to <www.healthcare.gov/self-employed/coverage/>.

Table 9.

Percentage of Employed Workers With Private Health Insurance Coverage Within Class of Worker Group by Type of Health Insurance Plan and Policyholder Status

(Employed, civilian, noninstitutionalized population, 16 years and older)

Class of worker	Workers covered by private health insurance											
	Covered by employer-provided health insurance						Covered by other private health insurance					
			Policyholder[1]		Not the policyholder[1]				Policyholder[1]		Not the policyholder[1]	
	Percent	Margin of error[2] (±)	Percent	Margin of error[2] (±)	Percent	Margin of error[2] (±)	Percent	Margin of error[2] (±)	Percent	Margin of error[2] (±)	Percent	Margin of error[2] (±)
TOTAL	**85.9**	**0.5**	**72.4**	**0.5**	**27.6**	**0.5**	**14.1**	**0.5**	**73.4**	**1.4**	**26.6**	**1.4**
Private Sector	**88.2**	**0.5**	**73.2**	**0.6**	**26.8**	**0.6**	**11.8**	**0.5**	**72.1**	**1.9**	**27.9**	**1.9**
For-profit	88.2	0.5	73.1	0.7	26.9	0.7	11.8	0.5	72.3	2.0	27.7	2.0
Not-for-profit	88.2	1.3	73.4	1.7	26.6	1.7	11.8	1.3	70.6	5.4	29.4	5.4
Government	**92.2**	**0.8**	**81.6**	**1.1**	**18.4**	**1.1**	**7.8**	**0.8**	**76.4**	**4.3**	**23.6**	**4.3**
Local	91.9	1.2	80.1	1.8	19.9	1.8	8.1	1.2	N	N	N	N
State	91.7	1.2	81.0	1.6	19.0	1.6	8.3	1.2	N	N	N	N
Federal	N	N	86.8	2.4	13.2	2.4	N	N	N	N	N	N
Self-Employed	**56.7**	**2.0**	**37.4**	**2.1**	**62.6**	**2.1**	**43.3**	**2.0**	**75.3**	**2.2**	**24.7**	**2.2**
Incorporated	59.7	3.0	47.1	3.3	52.9	3.3	40.3	3.0	74.6	3.7	25.4	3.7
Not incorporated	54.3	2.7	29.0	2.8	71.0	2.8	45.7	2.7	75.9	2.9	24.1	2.9

N Not available.

[1] Denotes a percentage among total workers with the specified type of insurance.

[2] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

the percentage of workers with employer-provided health insurance coverage varied between 70 and 94 percent depending on their reported occupation. In addition, selected occupations had especially high rates of coverage through another person. Food preparation and serving related; personal care and service; and arts, design, entertainment, sports, and media occupations were among those with the highest rates of workers who did not identify as the policyholder of their employer-provided health insurance plans (45.9, 42.3, and 34.2 percent, respectively).[40]

Occupations with an especially high percentage of employer-provided health insurance policyholders could indicate that some jobs are attractive to workers given their associated nonwage benefits. For example, select occupations with high take-up rates for employer-provided health insurance plans (and high levels of coverage overall) may signal how these jobs are more likely to offer generous benefits relative to the other options available to an individual or household. Consequently, job quality may be determined by the offer or receipt of nonwage benefits in addition to other employment factors such as earnings and schedule arrangements.

It's worthwhile to note that computer and mathematical occupations, as well as architecture and engineering occupations, are among those with the highest estimates of median monthly income and the highest rates of policyholders of health insurance plans provided by their employer.[41, 42] On the other hand, personal care and service occupations, which are among those with the lowest rates of policyholders and any employer-provided health insurance, are among the occupations with the lowest estimates of median income. The differences in take-up or availability of nonwage compensation, in the form of employer-provided health

[40] The percentage of workers who were not the policyholder for an employer-provided health insurance plan was not significantly different between food preparation and serving related occupations and personal care and service occupations. Similarly, the percentage did not significantly differ between arts, design, entertainment, sports and media occupations, and sales and related occupations.

[41] There was no statistically significant difference between median monthly earnings for architecture and engineering occupations and computer and mathematical occupations.

[42] There was no statistically significant difference between the share of policyholders of employer-provided health insurance plans for architecture and engineering occupations and computer and mathematical occupations.

Table 10.

Employer-Provided Health Insurance Coverage Rates Among Employed Workers With Private Health Insurance Within Occupation Group

(Employed, civilian, noninstitutionalized population, 16 years and older)

Occupation group	Workers covered by private health insurance					
	Covered by employer-provided health insurance				Covered by other private health insurance	
	Policyholder		Not the policyholder			
	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)	Percent	Margin of error[1] (±)
Management	65.9	1.6	19.4	1.3	14.7	1.3
Office and administrative support	62.9	1.7	24.3	1.5	12.9	1.3
Sales and related	51.8	1.8	31.1	1.7	17.0	1.5
Educational instruction, and library	60.1	2.1	27.1	1.8	12.8	1.4
Healthcare practitioners and technical	65.6	1.9	23.4	2.0	11.0	1.4
Production	74.8	2.2	15.1	2.1	10.1	1.3
Food preparation and serving related	35.8	2.6	45.9	3.0	18.3	2.5
Business and financial operations	70.3	2.3	18.8	1.9	10.9	1.4
Construction and extraction	55.6	2.9	21.2	2.4	23.3	2.6
Computer and mathematical	79.8	2.4	14.1	2.3	6.1	1.2
Transportation	61.7	3.0	19.2	2.5	19.2	2.3
Building and grounds cleaning and maintenance	59.1	4.0	23.0	3.1	17.9	2.7
Material moving	62.4	3.1	27.2	3.2	10.4	1.9
Healthcare support	55.3	3.6	28.0	3.0	16.6	2.5
Installation, maintenance, and repair	72.1	2.9	17.7	2.6	10.3	2.1
Personal care and service	27.9	3.6	42.3	3.6	29.8	3.5
Arts, design, entertainment, sports, and media	46.1	3.3	34.2	3.1	19.7	3.2
Architecture and engineering	79.3	3.1	11.7	2.4	9.0	2.0
Protective service	72.4	3.9	16.3	3.0	11.3	2.7
Community and social service	63.7	4.1	23.2	3.4	13.2	2.8
Legal	62.1	5.5	N	N	N	N
Life, physical, and social science	69.1	4.5	N	N	N	N
Farming, fishing, and forestry	N	N	N	N	N	N

N Not available.

[1] A margin of error (MOE) is a measure of an estimate's variability. The larger the MOE in relation to the size of the estimate, the less reliable the estimate. This number, when added to and subtracted from the estimate, forms the 90 percent confidence interval.

Source: U.S. Census Bureau, 2018 Survey of Income and Program Participation.

insurance, can exacerbate the differences in monetary compensation and widen the gap in overall compensation. This illustrates how various forms of compensation can work together to drive differences in job quality between occupations.

SUMMARY

This report uses the 2018 SIPP and the 2018 ACS 1-year estimates to highlight common features of employment among the U.S. population. It offers a description of characteristics that are typically associated with individuals' employment conditions, like work schedule and hours worked per week, monthly earnings and earnings arrangements, and take-up rates of employer-provided health insurance.

The report finds that over 30 percent of workers were employed among just three occupation groups: management (11.3 percent), office and administrative support (10.2 percent), and sales and related (9.5 percent).

Over 91 percent of all workers were paid a wage or salary. Workers could also receive commission, tips, overtime, and/or bonus pay, either to supplement their wage or salary or as stand-alone earnings.

A standard, daytime schedule was the most common schedule arrangement reported among all workers, and 86.5 percent of workers reported their type of work schedule as a requirement of their job.

Additionally, there is a strong association between the type of work schedule, the reason for that schedule, and median monthly earnings. Overall, the groups that had among the highest median monthly earnings in the 2018 SIPP were architecture and engineering occupations and computer

and mathematical occupations.[43] Relative to all workers, workers in these occupations were more likely to work standard, predictable schedules and had higher rates of working 35 to 50 hours per week.[44] Workers in architecture and engineering occupations were more likely to report their work schedule to be a requirement of the job than were all workers. There was no statistically significant difference between the share of workers indicating their schedule was a work requirement for workers in computer and mathematical occupations and all workers. Workers in architecture and engineering occupations and computer and mathematical occupations were also more likely to be policyholders of employer-provided health insurance compared to all workers.[45]

On the other hand, workers in food preparation and serving related occupations and personal care and service occupations were among those with the lowest monthly median earnings. They were more likely to work nonstandard schedules when compared to all workers. Workers in food preparation and serving related occupations were more likely to work nonstandard but predictable schedules, and workers in personal care and service occupations were more likely to work nonstandard and unpredictable schedules. Relative to all workers, workers in these occupations had significantly higher rates of part-time work and were less likely to report their work schedule to be a requirement of the job.[46, 47] They were also less likely to be policyholders of employer-provided health insurance.

[43] There was no statistically significant difference between median monthly earnings for architecture and engineering occupations and computer and mathematical occupations.

[44] There was no statistically significant difference between the share of workers holding a standard, predictable schedule for architecture and engineering occupations and computer and mathematical occupations.

[45] There was no statistically significant difference between the share of policyholders of employer-provided health insurance plans for architecture and engineering occupations and computer and mathematical occupations.

[46] There was no statistically significant difference between the share of workers working part-time for personal care and service occupations and food preparation and serving related occupations.

[47] There was no statistically significant difference between the share of workers reporting their schedule arrangement as a "requirement of the job" for personal care and service occupations and food preparation and serving related occupations.

SOURCE AND ACCURACY

Statistics from surveys are subject to sampling and nonsampling error. All comparisons presented in this report have taken sampling error into account and are significant at the 90 percent confidence level, unless otherwise noted. This means the 90 percent confidence interval for the difference between the estimates being compared does not include zero. Nonsampling errors in surveys may be attributed to a variety of sources, such as how the survey was designed, how respondents interpret questions, how able and willing respondents are to provide correct answers, and how accurately the answers are coded and classified. To minimize these errors, the Census Bureau employs quality control procedures throughout the production process, including the overall design of surveys, wording of questions, review of the work of interviewers and coders, and the statistical review of reports.

For the SIPP, additional information can be found on the main SIPP website at <www.census.gov/sipp/>, SIPP Users' Guide: <www.census.gov/programs-surveys/sipp/guidance/users-guide.html>, and SIPP Source and Accuracy Statements: <www.census.gov/programs-surveys/sipp/tech-documentation/source-accuracy-statements.html>.

The 2018 ACS 1-year Accuracy of the Data document is located at <www.census.gov/programs-surveys/acs/technical-documentation/code-lists.html>.

CONTACTS

For more information on the SIPP, including data and methodology, please contact the SIPP Coordination and Outreach staff at <census.sipp@census.gov> or 1-888-245-3076. For further information on the content of this report, contact Clayton Gumber of the Census Bureau's Social, Economic, and Housing Statistics Division at <Clayton.M.Gumber@Census.gov>.

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