

A Cross-national Comparison on Attitudes towards Work  
by Age and Labor Force Status

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## Introduction

This report examines attitudes towards work across countries by age group and labor force status. The focus is on how attitudes change as people near and reach retirement age and how attitudes differ across labor force statuses in general and in particular how the employed and retired differ. While attention is given to attitudes across all age groups and labor force statuses, the emphasis is on older adults and the retired.

There are two blocks of indicators. The first are asked of everyone regardless of employment status. They naturally can be examined for all age groups and labor force statuses. The second are asked only of the currently employed. In most countries there are too few employed people 65 and older to examine this age group and since retired and other people out of the labor force were not asked these questions no breakdowns by labor force status are presented. Among the general population questions examined are 1) a five-part question on how one would prefer to spend ones time, 2) three items on the importance and intrinsic/extrinsic value of work, 3) an eight-part question on the importance of various aspects of a job (e.g. job security, helping others), 4) preferred employment level, and 5) ease of finding work. The employed-only questions consist of items on 1) job satisfaction, 2) job pride, 3) desire to change jobs, 4) likelihood of finding another job, 5) work effort, 6) balancing desires for money and free time, and 7) worrying about losing ones job.

The data are drawn from the International Social Survey Program (ISSP) 1997 Work Orientation Study. Representative national samples of adults were conducted in eight of the nine countries on which the Organisation for Economic Co-operation and Development is focusing in its report (Germany, Great Britain, the United States, Italy, the Netherlands, Sweden, Canada, and Japan). For more information of the ISSP see Appendix 1.

### General Adult Population

#### Preferred Reallocation of Time

People were asked if they wanted to spend more, less, or the same amount of time as they now did in five activities: in a paid job, doing household work, with family, with friends, and leisure activities. In all countries interest in spending more time at work declined with age and was lowest among those 65+ (Table 1). The declines were quite pronounced in most countries. Comparing the percent wanting more time for work among those under 30 to those 65+ showed drops of over 20 percentage points in Sweden (-20.3), Italy (-25.9), the United States (-27.5), the Netherlands (-36.9), and Canada (-38.5). Interest in working more hours also declined by -13.1 points in Germany and -7.5 points in Japan. Among those 65+ few wanted to spend more time at work, ranging from 3% in Great Britain, the Netherlands, and Japan to 21% in Italy.

Regarding housework, desire for more time weakly decreases

with age. It is lowest among those 65+ in most countries and usually highest among the younger age groups. For the family those 65+ have the lowest desire for more time and those 30-39 or 40-49 most want more time. Similarly, for friends those 65+ again feel the least need for more time while those under 50 and especially those under 30 want time with friends expanded the most. Likewise, regarding leisure time those 65+ are least likely to seek more time while age groups under 50 are the most likely to want more leisure time. In part the lower desire for more time among those 65+ is because they are more content with their present time allocation. Across the five activities those 65+ are the most likely to say they want to make no change in how they spend their time in Japan, Canada, Sweden, Italy, the United States, and the Netherlands (but tied with those 50-64 and 30-39).

In almost all countries the unemployed were the most interested in having more time at work (Table 2). Those with full-time jobs and the retired were the least desirous of having additional hours of work. Across countries only 3-19% of those with full-time jobs wanted more time for work and among the retired it was between 3% and 11% except for Italy where 22% of retirees wanted more time for work. Those with full-time jobs generally were most likely to want more time for housework with the retired and those keeping house the least interested. Among retirees wanting more time for housework ranged from 1% in Japan to 19% in the United States. Regarding the family, in all countries those with full-time jobs were most likely to wish for more time and the

retired were usually the least desirous. There was considerable variation across countries in the proportion of retirees wanting more time with family, going from 16% in the Netherlands to 58% in the United States. A similar pattern emerges for friends. Those with full-time jobs were almost always most likely to want more time and the retired or unemployed saw the least need for this. Among retirees wanting more time for friends went from 29% in Japan to 51% in Canada. Likewise, the same pattern exists for leisure time (i.e. the full-time employed most wanting more time and the retired the least concerned). In this case the cross-national differences among retirees are modest with a low of 35% in Japan wanting more time for leisure and a high of 47% in Sweden.

#### The Meaning of Work

There are three measures of the importance and intrinsic/extrinsic meaning of work. People were asked in they agreed or disagreed that "A job is just a way of earning money - no more," "I would enjoy having a paying job even if I did not need that money," and "Work is a person's most important activity." The idea that jobs are just a source of money generally rises with age in Germany, Great Britain, Italy, the Netherlands, Sweden, and Japan, but varied little by age in Canada and the United States (Table 3a). Of those 65+ 23-24% saw work as just a way to earn money in the United States, Canada, and Sweden, while 40-42% did so in Germany, Great Britain, and Japan.

Except for Japan, those 65+ are the least likely to say they would enjoy working if they did not need the money (Table 3b). The age differences were largest in Italy (-19.5), Canada (-25.1), the United States (-26.0), and the Netherlands (-37.1). Among those 65+ enjoying working if the wages were not needed varied considerably from a low 21% in the Netherlands to a high of 67% in Japan.

In all countries belief that work is a person's most important activity rose with age and was highest for those 65+ (Table 3c). In most countries the increase across the age groups was 20+ percentage points (ranging from +18.6 in Canada to +51.6 in Germany). Among those 65+ belief that work is most important went from 38% in Canada to 87% in Japan.

Overall those 65+ see work as very important, but for the extrinsic reason of producing income, rather than for intrinsic reasons such as enjoyment.

Comparisons across labor force statuses indicate that in most countries those with part-time jobs are least likely to say a job is just a way of earning money and those not employed (the retired, those keeping house, and the unemployed) are most likely to agree that a job is just a source of money. The exact pattern of labor force status differences varies across countries. In Sweden, Canada, and the United States 19-22% of the retired think this, but 42-44% agree in Japan and the Germany (Table 4a). Agreement with the idea that a job would be enjoyable even if the money was not needed is highest among either the unemployed or part-time workers and usually least among the retired or those keeping house. Among

retirees agreement runs from 25% in the Netherlands to 73% in Japan (Table 4b). Work is seen as a person's most important activity most often by the retired in seven of eight countries and usually least seen as such by the part-time employed and those in other circumstances. The differences between the views of the retired and those with full-time jobs are moderate-to-large in all countries ranging from 14.6 percentage points in Canada to 36.3 percentage points in Sweden (Table 4c). Among the retirees cross-national differences are also large, ranging from 39% in Canada to 88% in Japan.

#### Importance of Various Aspects of a Job

People were asked to evaluate the importance of eight aspects of a job: job security, high income, good opportunities for advancement, an interesting job, a job that allows someone to work independently, a job that allows someone to help others, a job that is useful to society, and a job with flexible working hours. Overall, there were only small and irregular differences in favoring different aspects of work across age groups (Table 5). Ratings of job security, independent work, helping others, and being useful to society were not consistently related to age and varied little across age groups. Desire for high income also varied little by age, but those under 40 rated it more highly than those 50 and older. Likewise, wanting opportunities for advancement varied little across age groups, except for it being most important



to those under 30 in all countries except Japan. Ratings of the importance of having an interesting job did differ considerably by age. This was much more wanted by the young and least important to those 65+. Except for Great Britain where the drop-off across age groups was only -3.6 percentage points, declines were in the 15-25 percentage point range.

Among those 65+ cross-national differences are small (less than 15.0 percentage point between the highest and lowest) for helping others and being useful to society, moderate (15-25 percentage points) for flexible hours and high income, and large (25+ percentage points) for advancement (26.0), independent work (30.0), interesting work (37.4), and job security (42.7). Germany is distinctive in being at the top on job security and independent work and at the bottom on usefulness to society. Canada was at or near the top for high income, advancement, interesting work, and usefulness to society and near the bottom on job security. Japan was at or close to the bottom on job security, advancement, interesting work, independent work, and flexible hours.

Across labor force status, most differences are small and usually irregular (Table 6). The best established pattern is that the retired rated flexible hours as less important, but even in this case the consistent differences are mostly small. Among the retired most cross-national comparisons are also small (high income, advancement, helping others, useful to society, and flexible hours). The importance of job security and independent work are both rated the highest in Germany and lowest in Japan. For

interesting work Great Britain and Canada are the highest and Japan again the lowest.

### Preferred Working Situation

All people, whether or not currently employed, were asked if they would prefer to have a full-time job, a part-time job, a job for less than 10 hours a week, or no paid work. Interest in a full-time job drops across age groups in all countries and those 65+ have the least interest in having a paid job (Table 7). However, in all countries a substantial majority of those 65+ prefer some level of employment. This ranges from 62% wanting a job in Great Britain to 90% in Sweden. In Germany 57% of those 65+ wanted a full-time job and in other countries interest in a full-time position went from 21% in Canada to 45% in Sweden.

People's preferred working situation largely reflects their current labor force status. Thus, in all countries those with full-time jobs are most likely to prefer this status, in six of eight countries part-time workers are the group mostly likely to want part-time jobs (the two exceptions are Italy and Canada where those keeping house are even more interested in part-time employment than those currently in such jobs), and in all countries the retired are most likely to want no paid work (Table 8). However, most retirees want some level of employment ranging from 62-64% in Great Britain and the United States to 86-87% in Sweden and Italy. There is considerable variation across countries in how much employment

retirees want. Wanting full-time jobs runs from 19% in Canada to 56% in Germany, part-time jobs from 13% in the Netherlands to 38% in Italy, and jobs involving less than 10 hours a week from 3-4% in Great Britain, the Netherlands, and Italy to 15-16% in Canada, Japan, and the United States.

#### Ease of Finding Work

Both the currently employed and those not in the labor force were asked how easy it would be to find an "acceptable job." Judgment that such a job search would be very or fairly easy declined with age with optimism being lowest in the 65+ age group in six countries and in the 50-64 group in two countries (Table 9). The decline across age groups went from less than 10 percentage in Germany, Italy, and Japan (because few in any age group saw this as an easy task) to 15-25 percentage points in Canada, Sweden, and Great Britain, to about 30 percentage points or more in the United States and the Netherlands. With the exception of the United States few of those 65+ thought they could find suitable employment. 29% in the United States and only 2-14% in other countries were optimistic. Similarly, among those 50-64, 45% in the United States and 6-26% in other countries were optimistic about finding a job.

With the exception of Japan those with jobs are the most optimistic about being able to find an acceptable job (Table 10). Those not currently employed (the retired, those keeping house, and the unemployed) see the greatest difficulties. The differences

between the full-time employed and the retired are less than 10 percentage points in Japan, Germany, and Italy, between 10-20 percentage in Canada and Sweden, and over 20 percentage points in Great Britain (+21.4), the Netherlands (+26.7), and the United States (+35.7). Among the retired job-finding prospects are seen quite differently across countries. In Japan, Germany, Italy, and Great Britain less than 10% think it would be very or fairly easy, in the Sweden and the Netherlands 11-16% believe so, as does 24% in Canada and 33% in the United States.

#### Currently Employed

##### Job Satisfaction

Job satisfaction generally increases with age (Table 11). It is highest in the 50-64 age group in seven of the eight countries. The increases are all small-to-moderate, between 5 and 15 percentage points. Among those approaching retirement age, job satisfaction is highest in the United States (54% completely or very satisfied) and lowest in Japan (32%).

##### Job Pride

Pride in ones work generally increases with age (Table 12). In seven of the eight countries it is highest among those 50-64. Differences in pride by age, range from 7-8 percentage points in

Canada and Sweden to 25-27 percentage points in Italy and Great Britain. Among those approaching retirement age, job pride is high in all countries, starting at 68-69% in Japan, Sweden, and Germany and reaching 83% in the United States.

### Changing Jobs

Interest in changing jobs generally declines with age (Table 13). Those under 30 express the greatest inclination to switch jobs in seven of the eight countries and those 50+ are the least interested in five countries. The declining interest in changing jobs across age groups is especially strong in the United States (-17.4 percentage points), the Netherlands (-20.8), Japan (-25.4), and Italy (-27.4). Among those 50+ only 19-20% in Japan and the Netherlands are inclined to switch jobs compared to 35% in Great Britain and Canada.

### Likelihood of Trying to Find Another Job

Intentions of looking for a new job within the next 12 months strongly decline with age (Table 14). In all countries it is highest among those under 30 and in seven of eight countries it is lowest among those 50+. The drop-off is 15-20 percentage points in Great Britain and Japan, 20-30 percentage points in Germany and the United States, and over 30 percentage points in the Netherlands, Canada, Sweden, and Italy. Among those approaching retirement age

intentions to look for a new job are held by less than 10% in Italy, Sweden, Japan, Germany, and the Netherlands and by 15-20% in Canada, the United States, and Great Britain.

#### Work Effort

In all countries those under 30 are the least likely to endorse working to the point of sometimes interfering with the rest of ones life (Table 15). There is much less consistency as to which age group is most committed to hard work. It is highest among those 30-39 in Italy, 40-49 in the Netherlands, Great Britain, Canada, and Japan, and 50+ in Germany, the United States, and Sweden. Because of the somewhat irregular relationship with age, the magnitude of the rise in commitment to hard work from those under 30 to those over 50 varies across countries: Italy (+9.4), Japan (+11.8), the Netherlands (+14.0), Canada (+16.7), the United States (+17.1), Sweden (+19.2), Germany (+22.0), and Great Britain (+23.1). Among those 50+ there is considerable variation across countries in dedication to hard work, ranging from 21% in Japan to 73% in Sweden.

#### The Trade-off of Time and Money

Workers were asked if they wanted a) longer hours and more money, b) the same hours and the same money, or c) fewer hours and less money. In seven of eight countries those under 30 were the

most likely to opt for more hours and more money and in six countries those 50+ were the least interested in this option (Table 16). The drop-off in wanting more hours and more money across age groups was trivial in Great Britain (-0.9), Japan (-1.7), and Italy (-5.9), moderate in Sweden (-11.2), Germany (-12.1), the United States (-16.4), and Canada (-18.1), and largest in the Netherlands (-21.6). No age group has many people favoring the opposite option of fewer hours and less money. This choice is most often selected by those 50+ in six of the eight countries. However, interest in this choice among those 50+ only ranges from 6-7% in Italy and Great Britain to 18-21% in Japan, Sweden, and Canada.

#### Worry about Losing Job

Concern about losing ones job shows no regular relationship with age and varies little across age groups (Table 17). By small margins those 30-39 or 40-49 have the most worry. Among those approaching retirement age worry is highest in Germany (37% worrying a great deal or to some extent) and Great Britain (28%), moderate in Sweden (19%), Italy (17%), the United States (16%), Japan (14%), and the Netherlands (13%), and low in Canada (6%).

#### Summary and Conclusion

There is considerable interest in work even among those past traditional retirement age. Across countries from 62% to 88% of

those 65+ would prefer some level of employment and from 21% to 57% are interested in full-time jobs. Likewise, from 21% to 67% would enjoy working even if the money was not needed. However, few of those 65+ think it would be easy to actually find a job, ranging from 2% to 29%. This same pattern also exists for the currently retired with from 62% to 87% preferring some employment and 25% to 73% saying they would enjoy working even if they did not need the money. Likewise, only 3-33% think it would be easy to find employment. Across measures no strong cross-national pattern emerges regarding level of interest in work among those 65+.

The nature and meaning of work also varies by age. Older adults are more likely to see work as being important, but less likely to emphasize intrinsic factors like enjoyment and are the least likely to mention having an interesting job as being important (the only job attribute with large and consistent age differences). Likewise, the retired tend to rate work as important, but on utilitarian rather than intrinsic and expressive grounds.

Among those still employed there is no evidence that commitment to work declines with age in general, or as traditional retirement age is neared. First, positive evaluations of work is generally higher among those approaching retirement age. Job satisfaction and pride in ones work generally increase with age. Second, dedication to work and level-of-effort remains strong. Those 50+ generally are the most likely to say that they do the best work they can even if otherwise interferes with their lives. Third, those 50+ are less likely to want to work more hours in



order to earn more money, but few want to work less and earn less (6-21% across countries). Overall, there is no sign of disattachment from employment as one ages.

People do become more fixed in their employment situation as they age. In six countries those 50+ are the least likely to say they would like to change their job (19-35%) and the least likely to plan on switching employers during the next 12 months (1-19%).

Table 1

Preferred Reallocation of Time by Age  
 (% Wanting to spending More Time Doing)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
A. Time in a Paid Job								
Under 30	22.4	21.6	38.6	47.3	39.5	28.6	44.0	10.1
30-39	15.2	20.6	25.5	33.8	25.2	11.2	25.5	9.1
40-49	19.5	9.8	15.5	22.4	23.8	12.6	20.8	11.9
50-64	15.7	9.8	21.1	31.9	12.7	8.8	16.5	6.0
65+	9.3	3.0	11.1	21.4	2.6	8.3	5.5	2.6
	1598	1032	1146	1017	2143	1288	907	1180
B. Time for Doing Household Work								
Under 30	14.7	21.1	31.4	16.4	23.7	19.1	22.6	13.6
30-39	18.3	19.2	26.4	15.3	15.8	18.9	15.4	13.9
40-49	14.7	20.0	24.0	14.1	18.9	24.3	10.2	13.8
50-64	14.7	11.1	19.7	14.0	18.4	18.5	9.2	12.1
65+	9.1	10.0	19.8	12.9	12.2	12.7	9.7	1.7
	1581	1035	1182	1017	2132	1302	910	1177
C. Time with Your Family								
Under 30	54.4	60.4	75.8	48.1	36.1	59.4	55.1	35.4
30-39	69.3	72.6	84.1	63.7	54.8	77.1	67.8	55.6
40-49	68.8	76.7	86.4	63.5	51.1	74.0	66.9	46.9
50-64	61.0	57.3	78.0	43.5	32.5	63.3	56.6	35.7
65+	38.9	49.7	64.9	35.9	13.5	47.4	35.8	15.4
	1611	1045	1189	1017	2138	1302	913	1207
D. Time with Your Friends								
Under 30	69.8	65.8	67.9	60.5	67.6	72.2	72.3	66.7
30-39	65.7	63.9	68.2	62.2	59.4	75.7	62.5	58.9
40-49	58.0	63.4	69.9	55.9	61.8	69.1	73.8	53.1
50-64	45.5	49.3	63.6	47.2	53.1	55.0	63.5	40.9
65+	26.3	41.5	50.0	39.4	30.4	43.5	45.9	26.1
	1584	1033	1184	1017	2142	1306	911	1219

Table 1 (continued)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
E. Time in Leisure Activities								
Under 30	76.0	75.2	71.2	71.5	70.3	76.4	81.7	67.8
30-39	67.6	84.2	79.7	77.3	69.6	81.5	81.0	71.1
40-49	67.9	78.3	82.9	78.3	66.5	77.7	85.5	64.9
50-64	61.9	61.6	70.0	55.6	58.0	72.3	70.2	50.0
65+	37.3	40.2	47.2	43.2	37.3	49.0	33.4	26.4
	1602	1050	1188	1017	2155	1316	914	1219

Source: 1997 ISSP

Wording: Suppose you could change the way you spend your time, spending more or some things and less on others. Which of these things on the following list would you like to spend more time on, which would you like to spend less time on, and which would you like to spend the same amount of time as now?

Table 2

## Preferred Reallocation of Time by Labor Force Status

(% Wanting to Spend More Time Doing)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
A. Time in a Paid Job								
Full-time Job	8.0	3.0	18.9	15.0	9.8	3.6	11.0	5.1
Part-time Job	16.1	21.5	31.5	35.1	30.5	22.3	49.3	12.5
Unemployed	46.6	46.2	57.9	91.3	51.7	45.7	50.7	----
Retired	10.4	3.6	11.4	22.2	2.9	8.7	8.2	2.7
Keeping House	32.5	24.8	30.0	45.0	24.8	----	31.6	12.0
Other	36.1	36.5	41.5	61.1	44.6	28.7	59.1	8.6
	1593	1032	1147	1017	2128	1275	860	1109
B. Time for Doing Household Work								
Full-time Job	19.2	19.5	25.0	19.8	25.0	23.1	16.0	14.7
Part-time Job	14.6	21.0	30.4	18.6	18.8	18.2	17.8	13.5
Unemployed	4.8	20.5	31.6	3.2	10.2	11.1	4.8	----
Retired	8.3	9.5	19.0	16.5	13.3	11.0	5.9	1.4
Keeping House	9.4	7.3	18.7	7.1	11.4	----	4.4	4.7
Other	13.1	19.8	26.8	9.1	17.8	17.5	18.7	9.8
	1575	1035	1183	1017	2117	1289	861	1105
C. Time with Your Family								
Full-time Job	70.7	74.6	85.3	65.8	60.6	75.8	69.4	46.0
Part-time Job	61.3	68.7	80.5	49.8	45.4	65.1	58.4	34.8
Unemployed	46.5	52.3	73.7	45.8	35.6	48.7	55.4	----
Retired	42.1	46.8	58.3	37.5	15.6	47.4	40.8	20.5
Keeping House	53.9	53.2	70.4	35.3	25.2	----	55.3	32.2
Other	48.7	57.8	72.7	47.3	23.1	57.0	49.0	28.2
	1604	1045	1190	1017	2123	1290	865	1135
D. Time with Your Friends								
Full-time Job	63.0	68.7	70.7	61.2	67.4	69.8	68.1	53.7
Part-time Job	50.8	55.4	61.2	54.6	67.1	71.0	66.7	52.2
Unemployed	38.7	49.1	47.4	37.2	50.0	52.9	65.7	----
Retired	30.7	42.1	47.7	38.7	34.8	41.8	50.5	29.1
Keeping House	55.3	51.2	65.7	49.3	41.6	----	55.1	42.1
Other	58.5	48.2	51.9	66.6	52.8	61.5	62.7	51.9
	1579	1033	1185	1017	2127	1292	861	1145

Table 2 (continued)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
E. Time in Leisure Activities								
Full-time Job	73.5	84.5	80.9	78.5	79.3	82.1	82.9	66.0
Part-time Job	61.9	67.8	75.4	72.9	68.4	72.0	74.4	46.9
Unemployed	53.2	62.7	52.6	47.4	44.1	60.3	67.7	45.5
Retired	40.0	41.6	46.3	42.0	40.4	47.4	41.0	35.4
Keeping House	61.7	62.9	61.5	59.5	48.4	----	75.2	43.3
Other	59.5	57.6	50.9	73.8	54.5	71.3	79.5	53.1
	1597	1050	1189	1017	2140	1301	867	1145

Source: 1997 ISSP

Wording: Suppose you could change the way you spend your time, spending more or some things and less on others. Which of these things on the following list would you like to spend more time on, which would you like to spend less time on, and which would you like to spend the same amount of time as now?

Table 3

## Attitudes Towards Meaning of Work by Age

(% Agreeing)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
A. A job is just a way of earning money - no more.								
Under 30	24.5	29.0	24.6	18.7	16.3	16.2	21.0	28.8
30-39	24.2	29.8	24.0	24.1	17.6	16.4	20.4	37.9
40-49	32.0	38.0	26.3	28.9	22.0	15.7	18.1	34.2
50-64	39.0	34.5	20.7	28.9	24.7	18.1	19.8	44.5
65+	41.3	40.1	22.7	34.5	31.5	23.5	23.9	41.5
	1633	1033	1190	1017	2145	1316	903	1221
B. I would enjoy having a paying job even if I did not need that money.								
Under 30	66.2	54.6	64.9	61.9	58.1	72.8	55.9	59.8
30-39	72.8	55.1	59.1	52.2	55.2	69.5	54.4	58.9
40-49	70.3	55.3	63.8	53.7	53.9	74.8	55.6	73.2
50-64	60.6	49.3	59.7	47.9	45.6	73.1	53.8	76.5
65+	56.3	42.0	38.9	42.4	21.0	63.4	30.8	66.7
	1627	1031	1195	1017	2133	1312	903	1244
C. Work is a person's most important activity.								
Under 30	25.5	26.7	31.8	40.4	23.6	30.6	20.3	50.2
30-39	36.2	15.9	22.5	39.5	26.7	20.3	18.9	50.5
40-49	40.2	28.0	26.2	39.9	28.7	45.9	24.4	73.8
50-64	56.2	34.4	29.5	59.6	46.5	55.3	36.1	78.7
65+	77.1	48.8	42.9	77.3	56.5	75.9	37.5	87.1
	1662	1036	1199	1017	2151	1316	911	1225

Source: 1997 ISSP

Wording: Thinking of work in general, please circle one number for each statement below to show how much you agree or disagree with each.

Table 4

## Attitudes Towards Meaning of Work by Age

(% Agreeing)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
A. A job is just a way of earning money - no more.								
Full-time Job	29.8	34.3	22.7	23.9	20.7	16.5	17.6	40.5
Part-time Job	19.6	32.3	19.6	20.6	13.5	15.3	23.9	33.6
Unemployed	40.8	27.6	40.0	30.1	20.3	26.1	45.9	----
Retired	43.5	37.2	21.6	33.1	28.0	19.2	20.7	41.8
Keeping House	31.2	38.5	34.6	29.0	27.7	----	43.6	30.6
Other	29.9	28.1	24.6	21.9	24.0	16.5	15.9	39.4
	1622	1033	1191	1017	2130	1302	856	1148
B. I would enjoy having a paying job even if I did not need that money.								
Full-time Job	70.4	56.7	64.1	52.6	56.2	74.2	53.6	70.8
Part-time Job	76.2	58.6	66.7	50.6	62.6	74.2	58.1	82.3
Unemployed	55.8	53.2	68.4	68.2	62.7	62.1	43.1	----
Retired	59.0	41.8	36.2	40.8	24.6	62.4	35.7	72.8
Keeping House	53.6	47.8	43.4	51.5	29.5	----	56.8	55.4
Other	62.6	39.8	51.8	63.3	53.2	72.8	58.6	67.5
	1619	1031	1196	1017	2118	1297	856	1150
C. Work is a person's most important activity.								
Full-time Job	40.8	24.8	26.2	44.7	32.8	41.1	24.6	70.3
Part-time Job	31.2	21.9	23.8	48.1	26.1	38.3	19.0	75.2
Unemployed	58.1	26.8	45.0	54.6	36.7	46.2	26.2	----
Retired	73.8	46.2	42.8	75.1	54.2	77.4	39.2	87.5
Keeping House	40.9	27.9	31.4	48.1	38.7	----	17.4	66.1
Other	37.2	42.4	42.9	37.1	31.9	32.5	25.6	62.7
	1652	1036	1200	1017	2136	1300	864	1151

Source: 1997 ISSP

Wording: Thinking of work in general, please circle one number for each statement below to show how much you agree or disagree with each.

Table 5  
Importance of Various Aspects of a Job  
(% Very Important)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
<b>A. Job Security</b>								
Under 30	73.2	59.8	56.8	64.0	38.1	49.7	42.4	29.7
30-39	65.6	60.8	60.1	65.4	32.7	50.5	47.7	25.8
40-49	60.7	65.6	54.2	62.5	41.0	53.5	48.7	32.3
50-64	71.4	63.4	59.8	73.2	39.7	59.0	45.7	31.5
65+	74.7	67.4	55.0	66.9	40.9	66.9	37.9	32.0
	1675	1063	1183	1017	2155	1319	918	1222
<b>B. High Income</b>								
Under 30	17.3	17.6	25.8	31.5	13.9	14.7	18.5	20.1
30-39	15.0	20.2	27.3	32.1	6.8	13.9	19.1	20.0
40-49	13.6	16.0	25.5	30.1	6.9	14.9	17.2	21.4
50-64	12.2	11.2	16.9	22.4	10.6	11.0	14.8	21.1
65+	11.2	12.4	16.1	25.0	6.9	7.4	20.5	18.5
	1644	1050	1181	1017	2144	1313	915	1224
<b>C. Good Opportunities for Advancement</b>								
Under 30	18.5	27.2	49.5	38.3	27.4	19.3	36.7	4.8
30-39	12.0	24.6	36.0	23.6	16.8	9.1	35.4	1.6
40-49	13.5	20.0	35.3	18.0	17.2	8.9	30.3	4.8
50-64	16.4	20.7	30.7	27.7	21.6	6.9	27.6	2.1
65+	16.5	25.5	28.2	29.0	17.1	6.3	32.3	7.7
	1632	1051	1177	1017	2145	1310	920	1220
<b>D. An Interesting Job</b>								
Under 30	64.5	56.1	63.3	60.8	47.9	62.7	68.1	38.0
30-39	50.6	46.8	48.1	52.6	38.8	45.9	67.8	24.2
40-49	49.5	48.2	49.2	50.5	37.0	56.6	65.3	18.8
50-64	46.5	47.2	51.1	46.6	33.3	44.5	60.8	16.2
65+	45.9	52.5	39.6	41.7	29.1	39.7	53.5	16.1
	1645	1053	1181	1017	2131	1313	922	1223



Table 5 (continued)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
E. A Job that Allows Someone to Work Independently								
Under 30	38.3	16.8	28.8	30.0	28.4	25.5	22.0	4.4
30-39	44.6	19.2	25.3	38.4	31.7	31.5	33.9	5.8
40-49	40.9	24.4	33.3	29.9	35.2	34.9	34.1	6.6
50-64	36.7	15.9	26.9	27.3	30.6	30.8	33.3	6.7
65+	36.5	17.2	27.6	17.1	19.9	29.3	20.6	6.5
	1651	1052	1182	1017	2156	1317	916	1220
F. A Job that Allows Someone to Help Other People								
Under 30	19.0	15.4	27.5	19.5	21.4	22.1	29.8	17.0
30-39	12.8	17.5	28.7	23.6	21.4	17.4	28.2	8.4
40-49	14.7	19.8	33.5	23.3	25.0	21.8	24.2	7.0
50-64	15.6	21.6	32.1	29.1	26.3	16.2	32.1	16.9
65+	22.0	24.8	24.0	22.5	23.8	22.4	25.1	15.4
	1645	1052	1179	1017	2156	1312	920	1220
G. A Job that is Useful to Society								
Under 30	15.2	18.4	31.5	18.0	14.8	14.6	30.0	17.0
30-39	10.7	17.5	30.3	21.9	16.0	11.8	34.4	13.7
40-49	12.4	21.1	32.1	26.5	18.8	15.7	35.1	12.7
50-64	13.1	18.2	33.9	22.6	21.7	13.7	38.5	20.6
65+	16.3	22.0	24.5	25.1	20.7	20.5	29.0	20.2
	1641	1055	1181	1017	2149	1317	920	1221
H. A Job with Flexible Working Hours								
Under 30	8.6	8.5	17.1	29.7	12.8	19.3	10.9	14.4
30-39	14.8	12.9	16.8	38.5	24.0	21.3	27.3	10.0
40-49	14.1	13.3	22.2	33.2	22.6	20.7	20.7	7.9
50-64	8.2	9.0	13.2	23.4	15.0	14.5	17.7	11.0
65+	11.8	5.2	12.5	22.5	9.9	10.4	10.6	7.7
	1645	1054	1183	1017	2148	1316	920	1220

Source: ISSP 1997

Wording: On the following list there are various aspects of jobs.

Table 5 (continued)

Please circle one number to show how important you personally consider it is in a job.

Table 6

## Importance of Various Aspects of a Job

(% Very Important)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
A. Job Security								
Full-time Job	67.5	65.5	61.5	65.4	37.3	50.9	46.2	31.4
Part-time Job	62.7	58.7	47.7	54.6	36.1	60.8	44.8	28.3
Unemployed	77.3	59.6	66.7	75.2	32.8	63.3	72.5	----
Retired	75.5	69.5	52.7	69.9	44.1	67.6	38.0	31.3
Keeping House	64.4	60.8	57.5	65.4	38.5	----	57.8	28.3
Other	68.3	52.0	45.6	67.8	42.1	49.8	42.2	32.1
	1665	1063	1184	1017	2140	1306	868	1150
B. High Income								
Full-time Job	15.0	15.7	25.1	31.3	7.8	13.3	19.4	21.9
Part-time Job	5.4	18.5	17.5	24.4	7.6	11.0	14.0	15.0
Unemployed	18.9	22.1	35.0	22.6	23.0	12.5	38.3	----
Retired	10.3	11.5	14.2	26.1	9.0	5.6	13.6	25.9
Keeping House	10.0	16.4	26.1	23.1	7.2	----	28.6	15.5
Other	18.1	14.0	25.0	35.2	16.5	15.3	19.4	23.5
	1636	1050	1182	1017	2129	1299	865	1152
C. Good Opportunities for Advancement								
Full-time Job	12.9	23.5	36.6	22.7	20.2	10.3	37.3	3.1
Part-time Job	9.4	19.5	36.5	26.7	17.8	6.4	28.2	0.9
Unemployed	14.9	26.9	38.1	36.2	26.2	10.6	57.7	----
Retired	15.8	26.1	30.6	29.3	19.5	4.3	30.1	10.0
Keeping House	20.5	23.6	35.3	26.3	18.7	----	30.0	3.0
Other	22.6	22.7	47.4	46.4	27.3	17.2	32.9	8.5
	1626	1051	1178	1017	2131	1296	870	1148
D. An Interesting Job								
Full-time Job	53.0	49.9	51.1	53.7	41.1	51.4	64.4	22.8
Part-time Job	44.9	43.3	56.7	52.7	39.6	46.5	67.6	23.0
Unemployed	49.2	52.6	45.0	60.9	43.3	51.5	59.0	----
Retired	44.6	58.1	39.5	44.9	31.1	37.1	57.8	15.0
Keeping House	48.5	45.6	47.4	42.9	27.6	----	63.6	14.6
Other	59.0	50.0	61.4	59.1	49.4	62.5	70.4	37.3
	1639	1053	1182	1017	2116	1299	873	1151

Table 6 (continued)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
E. A Job that Allows Someone to Work Independently								
Full-time Job	44.9	21.9	28.4	35.9	38.8	34.4	31.4	7.0
Part-time Job	28.0	14.2	34.1	30.5	31.7	27.3	27.6	7.1
Unemployed	30.2	14.3	28.6	18.5	29.5	25.4	37.4	----
Retired	37.9	17.7	23.0	22.7	22.9	26.7	26.0	3.8
Keeping House	28.1	18.3	27.8	21.7	18.4	20.7	27.8	4.3
Other	37.5	14.5	24.6	28.7	30.2	25.6	25.8	5.4
	1643	1052	1183	1017	2141	1304	866	1148
F. A Job that Allows Someone to Help Other People								
Full-time Job	15.5	18.6	29.0	22.4	18.5	15.9	26.6	13.0
Part-time Job	20.0	16.3	33.3	26.3	28.3	29.6	35.2	15.0
Unemployed	13.8	17.6	45.0	10.8	27.9	21.6	31.2	----
Retired	20.4	23.5	23.8	25.2	22.2	21.8	22.2	13.8
Keeping House	12.7	24.3	29.9	26.9	23.3	----	25.2	9.9
Other	17.9	16.3	28.1	25.1	27.2	18.7	27.6	17.1
	1638	1052	1180	1017	2141	1298	870	1148
G. A Job that is Useful to Society								
Full-time Job	13.3	18.9	30.1	21.3	14.2	12.1	31.8	18.8
Part-time Job	12.5	16.3	37.4	24.4	19.6	19.7	35.2	15.9
Unemployed	14.8	22.2	38.1	5.9	19.7	14.5	36.2	----
Retired	16.7	22.6	23.0	24.9	15.2	19.6	26.9	18.8
Keeping House	5.4	18.9	31.6	29.2	20.4	----	35.3	12.9
Other	15.6	18.5	31.6	18.3	24.7	14.6	34.8	18.2
	1634	1055	1182	1017	2134	1303	870	1149

Table 6 (continued)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
H. A Job with Flexible Working Hours								
Full-time Job	11.9	8.9	17.1	31.1	14.6	19.9	18.5	8.6
Part-time Job	14.5	12.0	18.7	20.7	22.7	18.5	18.7	15.9
Unemployed	3.9	14.3	14.3	35.9	23.0	16.7	21.9	18.2
Retired	9.2	6.4	11.6	20.4	9.5	9.6	12.7	7.5
Keeping House	11.6	15.2	18.7	35.6	19.4	----	24.1	12.0
Other	13.3	8.2	14.0	27.0	15.9	14.6	15.8	9.1
	1638	1054	1184	1017	2133	1303	870	1148

Source: ISSP 1997

Wording: On the following list there are various aspects of jobs. Please circle one number to show how important you personally consider it is in a job.

Table 7

## Preferred Working Situation

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30								
A full-time job	66.0%	61.4%	71.6%	54.9%	58.0%	67.2%	53.9%	69.2%
A part-time job	26.9	32.7	20.4	41.9	28.3	26.8	36.1	18.9
A job less than 10 hours a week	5.5	4.0	4.4	1.1	6.0	2.9	7.3	10.6
No paid job	1.6	1.9	3.6	1.3	1.1	3.1	2.8	1.3
30-39								
A full-time job	54.6	44.5	63.9	49.7	47.2	50.4	60.3	64.4
A part-time job	37.5	46.7	26.7	48.4	41.7	46.5	34.3	22.9
A job less than 10 hours a week	5.3	5.1	4.4	1.4	5.9	1.5	3.7	10.6
No paid job	2.6	3.6	5.1	0.5	3.5	1.5	1.7	2.1
40-49								
A full-time job	60.5	57.3	63.1	50.3	42.6	46.1	62.1	67.0
A part-time job	34.8	35.4	29.4	45.7	42.4	52.4	31.0	20.3
A job less than 10 hours a week	2.7	3.7	2.4	2.2	6.6	0.7	2.9	11.9
No paid job	2.1	3.6	5.1	0.0	5.4	0.7	4.0	0.9
50-64								
A full-time job	53.5	44.0	51.4	47.0	43.8	54.6	54.0	55.8
A part-time job	35.7	37.4	33.2	39.3	27.1	40.1	28.5	24.9
A job less than 10 hours a week	2.9	5.4	5.5	6.0	8.1	3.0	8.0	12.5
No paid job	7.9	13.2	10.0	5.7	11.7	2.2	9.6	6.9
65+								
A full-time job	57.0	31.5	24.9	36.5	32.3	45.0	20.5	39.2
A part-time job	19.1	21.9	27.5	46.6	13.9	33.7	30.0	16.9
A job less than 10 hours a week	5.3	8.3	14.8	2.7	3.5	9.0	12.7	14.8
No paid job	18.5	38.3	32.8	10.4	31.3	12.4	36.8	29.1
	1676	1061	1185	1017	2164	1343	919	1200

Source: ISSP 1997

Wording: Suppose you could decide on your work situation at present. Which of the following would you prefer?  
Can't Choose responses not shown.

Table 8

## Preferred Working Situation

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Full-time Job								
A full-time job	73.3%	71.6%	72.7%	67.2%	81.1%	62.4%	72.4%	84.3%
A part-time job	24.0	25.7	22.5	30.8	17.6	35.7	23.6	7.0
A job less than 10 hours a week	0.8	0.9	2.0	0.9	0.3	0.6	2.6	6.9
No paid job	2.0	1.8	2.9	0.5	0.6	1.3	1.4	1.9
Part-time Job								
A full-time job	8.5	14.8	39.2	36.5	28.8	26.0	39.6	25.9
A part-time job	83.9	71.6	50.9	61.6	60.1	69.6	49.5	52.7
A job less than 10 hours a week	5.4	11.8	6.4	1.9	9.0	3.0	8.5	18.8
No paid job	2.2	1.7	3.5	0.0	0.2	1.5	2.4	2.7
Unemployed								
A full-time job	68.3	56.4	----	62.0	49.2	58.8	58.5	----
A part-time job	29.1	40.0	----	36.2	37.7	41.2	29.8	----
A job less than 10 hours a week	2.0	2.7	----	0.0	4.9	0.0	3.0	----
No paid job	0.6	0.9	----	0.0	4.9	0.0	8.6	----
Retired								
A full-time job	55.9	33.1	24.1	40.3	42.4	43.6	19.4	41.3
A part-time job	24.1	21.4	24.1	38.1	12.8	32.2	29.8	16.3
A job less than 10 hours a week	2.9	7.8	15.9	4.1	3.2	10.2	15.0	15.0
No paid job	17.2	37.7	35.9	13.3	26.8	14.0	35.9	27.5
Keeping House								
A full-time job	9.2	15.0	32.8	13.7	14.3	----	13.3	21.1
A part-time job	59.0	49.6	30.6	75.6	32.2	----	57.3	41.2
A job less than 10 hours a week	15.4	11.5	9.7	6.1	13.8	----	6.1	20.2
No paid job	16.5	24.0	26.9	2.6	23.7	----	23.3	17.5
Other								
A full-time job	53.4	49.4	50.0	50.9	49.8	55.7	49.0	58.9
A part-time job	30.4	36.6	22.2	43.3	24.9	31.9	35.0	20.3
A job less than 10 hours a week	12.3	5.8	14.8	2.3	5.2	7.2	11.4	13.3
No paid job	3.9	8.1	13.0	2.5	7.3	5.1	4.5	7.6
	1664	1061	1186	1017	2150	1328	868	1129

Table 8 (continued)

Source: ISSP 1997

Wording: Suppose you could decide on your work situation at present. Which of the following would you prefer?  
Can't Choose responses not shown.



Table 9

Ease of Finding Work

(% Very + Fairly Easy)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30	15.7	31.8	59.0	15.0	49.7	31.9	30.0	4.4
30-39	15.6	27.8	59.7	18.2	37.7	33.3	40.0	5.8
40-49	10.3	23.1	51.8	12.3	22.3	21.5	26.1	7.5
50-64	6.0	15.7	44.7	10.0	12.6	17.5	25.8	5.8
65+	7.0	9.5	29.3	9.3	14.3	12.4	12.9	1.6
	1681	1061	1190	1017	2163	1342	924	1215

Source: ISSP 1997

Wording: If you were looking actively, how easy or difficult do you think it would be for you to find an acceptable job?

Table 10

Ease of Finding Work

(% very + fairly easy)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Full-time Job	13.1	31.1	58.4	16.6	42.8	29.0	35.9	7.3
Part-time Job	15.2	27.3	58.7	12.3	30.6	24.1	25.8	3.6
Unemployed	2.6	9.3	15.0	8.0	16.4	9.0	24.8	10.0
Retired	7.8	9.7	32.7	9.0	16.1	10.8	23.9	2.5
Keeping House	6.7	11.4	31.6	10.2	11.7	----	34.5	2.2
Other	11.3	18.0	32.1	15.0	31.8	23.5	24.9	3.1
	1669	1061	1191	1017	2151	1327	873	1142

Source: ISSP 1997

Wording: If you were looking actively, how easy or difficult do you think it would be for you to find an acceptable job?

Table 11

Job Satisfaction

(% Completely+ Very Satisfied)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30	36.7	34.8	42.9	31.1	42.5	39.0	35.4	26.8
30-39	35.6	36.0	46.4	34.7	43.3	37.1	36.1	24.6
40-49	34.6	32.7	49.3	29.8	50.2	36.0	40.8	28.2
50-64	42.5	40.0	54.2	46.3	46.0	45.7	48.5	32.4
65+	-----	-----	-----	-----	-----	-----	-----	54.3
	1018	616	827	451	1262	883	635	770

Source: ISSP 1997

Wording: Asked of Currently Employed Only: How satisfied are you in your job?

Table 12

Job Pride

(% Agreeing)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30	58.3	47.4	65.2	55.7	58.6	60.6	65.7	46.8
30-39	57.6	57.7	78.4	68.4	70.7	66.6	78.3	52.0
40-49	59.1	69.0	81.0	66.7	70.8	64.4	87.2	60.7
50-64	68.9	74.1	83.0	80.9	76.7	68.4	73.1	67.8
65+	-----	-----	-----	-----	-----	-----	-----	72.9
	1023	612	824	454	1172	875	639	774

Source: ISSP 1997

Wording: Asked of Currently Employed Only: To what extent do you agree or disagree with each of the following statements?

I am proud of the type of work I do.

Table 13

## Change Job

(% Agreeing)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30	33.2	31.4	48.2	48.5	40.5	34.2	42.6	44.7
30-39	28.4	43.2	39.3	38.6	33.0	33.9	41.8	44.6
40-49	28.0	31.7	41.3	47.0	30.6	33.8	30.2	36.9
50-64	29.3	34.5	30.8	21.1	19.7	25.8	34.5	19.3
65+	----	----	----	----	----	----	----	0.0
	1019	608	820	454	1176	869	636	776

Source: ISSP 1997

Wording: Asked of Currently Employed Only: To what extent do you agree or disagree with each of the following statements?  
 Given the chance, I would change my present type of work for something different.

Table 14

## Likelihood of Trying to Find Another Job

(% Very Likely or Likely)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30	28.3	35.1	47.0	39.4	37.8	39.5	49.8	24.2
30-39	16.8	27.0	27.5	18.7	20.4	20.0	25.4	13.6
40-49	11.7	21.7	31.1	11.0	11.7	14.1	16.2	4.6
50-64	5.9	19.1	18.2	1.0	6.9	5.5	16.6	5.6
65+	-----	-----	-----	-----	-----	-----	-----	0.0
	1027	622	829	454	1181	882	610	774

Source: ISSP 1997

Wording: Asked of Currently Employed Only: All in all, how likely is it that you will try to find a job with another firm or organization within the next 12 months?

Table 15

## Work Effort

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30								
I work only as hard as I have to	9.5	18.9	14.2	17.1	9.3	10.2	17.3	36.9
I work hard, but not so as to interfere with the rest of my life	45.9	56.5	39.1	46.8	70.4	35.1	44.0	51.1
I make a point of doing the best work I can, even if it sometimes interferes with the rest of my life	38.8	24.0	45.6	36.1	16.5	54.0	34.3	9.2
Can't Choose	5.9	0.7	1.2	0.0	3.8	0.8	4.4	2.8
30-39								
I work only as hard as I have to	5.8	11.9	9.4	10.5	7.0	7.5	8.2	23.0
I work hard, but not so as to interfere with the rest of my life	37.7	46.4	41.2	41.3	59.8	28.2	45.5	57.4
I make a point of doing the best work I can, even if it sometimes interferes with the rest of my life	54.9	39.2	47.8	47.6	30.6	63.4	46.1	18.2
Can't Choose	1.6	2.5	1.6	0.6	2.7	1.7	0.2	1.4

Table 15 (continued)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
40-49								
I work only as hard as I have to	4.8	6.8	5.5	7.1	4.8	5.3	3.2	19.9
I work hard, but not so as to interfere with the rest of my life	32.3	32.2	33.2	50.4	61.4	24.6	34.4	56.6
I make a point of doing the best work I can, even if it sometimes interferes with the rest of my life	60.6	60.4	59.1	42.5	33.2	68.4	60.8	22.4
Can't Choose	2.3	0.6	2.1	0.0	0.6	1.7	1.6	1.0
50-64								
I work only as hard as I have to	9.7	4.9	3.8	3.1	4.6	3.8	9.7	27.0
I work hard, but not so as to interfere with the rest of my life	27.4	38.0	32.3	48.9	64.4	22.4	37.9	51.5
I make a point of doing the best work I can, even if it sometimes interferes with the rest of my life	60.8	57.1	62.7	45.5	30.5	73.2	51.0	21.0
Can't Choose	2.0	0.0	1.3	2.4	0.6	0.7	1.5	0.4
65+								
I work only as hard as I have to	----	----	----	----	----	----	----	37.3
I work hard, but not so as to interfere with the rest of my life	----	----	----	----	----	----	----	42.4
I make a point of doing the best work I can, even if it sometimes interferes with the rest of my life	----	----	----	----	----	----	----	20.3
Can't Choose	----	----	----	----	----	----	----	0.0
	1023	617	836	454	1181	882	647	777



Table 15 (continued)

Source: ISSP 1997

Wording: Asked of Currently Employed Only: Which of the following statements best describes your feelings about the job?

I work only as hard as I have to

I work hard, but not so as to interfere with the rest of my life

I make a point of doing the best work I can, even if it sometimes interferes with the rest of my life

Can't Choose

Table 16

## Time/Money Trade-Off

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30								
Work More/Earn More	26.9	24.8	41.1	35.3	30.3	25.1	37.8	22.7
Work Same/Earn Same	61.1	67.1	47.0	57.4	58.6	59.8	43.9	57.4
Work Less/Earn Less	2.8	3.4	4.2	2.7	7.6	5.2	7.6	12.1
Can't Choose	9.2	4.7	7.7	4.7	3.4	9.9	10.6	7.8
30-39								
Work More/Earn More	22.2	17.5	28.4	33.9	16.1	15.2	22.8	24.5
Work Same/Earn Same	60.2	67.1	52.7	52.9	68.3	62.1	60.9	51.7
Work Less/Earn Less	9.1	3.2	10.7	8.5	12.4	16.6	7.0	19.7
Can't Choose	8.6	12.3	8.2	4.8	3.2	6.1	9.4	4.1
40-49								
Work More/Earn More	17.0	20.2	27.4	27.8	16.2	15.4	20.0	25.5
Work Same/Earn Same	67.3	64.9	51.7	59.6	69.5	63.2	59.7	57.9
Work Less/Earn Less	10.3	6.5	9.4	8.9	10.8	17.7	9.9	12.3
Can't Choose	5.5	8.3	11.5	3.7	3.6	3.8	10.5	4.1
50-64								
Work More/Earn More	14.8	23.9	24.7	29.4	8.7	13.9	19.7	21.0
Work Same/Earn Same	67.0	66.7	56.3	59.6	77.4	62.6	42.5	57.9
Work Less/Earn Less	13.1	7.0	12.0	6.0	14.5	19.2	20.6	18.0
Can't Choose	5.0	2.5	7.0	5.0	2.3	4.3	17.2	3.0
65+								
Work More/Earn More	----	----	----	----	----	----	----	13.8
Work Same/Earn Same	----	----	----	----	----	----	----	70.7
Work Less/Earn Less	----	----	----	----	----	----	----	12.1
Can't Choose	----	----	----	----	----	----	----	3.4
	1017	615	831	454	1177	878	645	774

Table 16 (continued)

Source: ISSP 1997

Wording: Asked of Currently Employed Only: Think of the number of hours you work and the money you earn in your main job, including regular overtime. If you had only one of these three choices, which of the following would you prefer?

Work longer hours and earn more money

Work the same number of hours and earn the same money

Work fewer hours and earn less money

Can't Choose

Table 17

Worry about Losing Job

(% Worrying a Great Deal or to Some Extent)

	GER	GB	USA	ITL	NL	SWE	CAN	JPN
Under 30	36.4	22.1	17.5	27.9	13.4	21.4	18.2	14.3
30-39	31.7	28.1	14.0	33.5	11.5	18.2	20.2	20.4
40-49	37.8	33.7	18.9	26.0	12.3	28.6	23.5	16.9
50-64	37.4	28.3	16.3	17.0	13.2	18.6	6.3	14.3
65+	----	----	----	----	----	----	----	3.5
	1023	624	831	437	1180	879	616	772

Source: ISSP 1997

Wording: Asked of Currently Employed Only: To what extent, if at all, do you worry about the possibility of losing your job?

- I worry a great deal
- I worry to some extent
- I worry a little
- I don't worry at all

## Appendix 1: International Social Survey Program

The International Social Survey Program (ISSP) is a continuing, annual program of crossnational collaboration. It brings together pre-existing, social science projects and coordinates research goals, thereby adding a crossnational perspective to the individual, national studies.

ISSP evolved from a bilateral collaboration between the Allgemeinen Bevölkerungsumfragen der Socialwissenschaften (ALLBUS) of the Zentrum fuer Umfragen, Methoden, und Analysen (ZUMA) in Mannheim, West Germany and the General Social Survey (GSS) of the National Opinion Research Center (NORC), University of Chicago. Both the ALLBUS and the GSS are replicating, time series studies. The ALLBUS has been conducted biennially since 1980 and the GSS nearly annually since 1972. In 1982 ZUMA and the NORC devoted a small segment of the ALLBUS and GSS to a common set of questions on job values, important areas of life, abortion, and feminism. (A merged data set is available from the Interuniversity Consortium for Political and Social Research (ICPSR), University of Michigan.) Again in 1984 collaboration was carried out, this time on class differences, equality, and the welfare state.

Meanwhile, in late 1983 the National Centre for Social Research (NCSR) (then known as Social and Community Planning Research), London, which was starting a social indicators series called the British Social Attitudes Survey (BSA) similar to the ALLBUS and GSS, secured funds from the Nuffield Foundation to hold meetings to further international collaboration. Representatives from ZUMA, NORC, NCSR, and the Research School of Social Sciences, Australian National University organized ISSP in 1984 and agreed to 1) jointly develop topical modules dealing with important areas of social science, 2) field the modules as a fifteen-minute supplement to the regular national surveys (or a special survey if necessary), 3) include an extensive common core of background variables, and 4) make the data available to the social science community as soon as possible.

Each research organization funds all of its own costs. There are no central funds. The merging of the data into a crossnational data set is performed by the Zentralarchiv fuer Empirische Sozialforschung, University of Cologne in collaboration with the Analisis Sociologicos, Economicos y Politicos in Spain.

Since 1984, ISSP has grown to 37 nations, the founding four-- Germany, the United States, Great Britain, and Australia-- plus Austria, Italy, Ireland, Hungary, the Netherlands, Israel, Norway, the Philippines, New Zealand, Russia, Japan, Bulgaria, Canada, the Czech Republic, Slovenia, Poland, Sweden, Spain, Cyprus, France, Portugal, Slovakia, Latvia, Chile, Bangladesh, Denmark, South Africa, Switzerland, Venezuela, Brazil, Flanders, Finland, and Mexico. In addition, East Germany was added to the German sample upon reunification. The affiliated organizations are listed in Table 1. Other nations have replicated particular modules without being ISSP members (e.g. Poland, in 1987, and Switzerland, in 1987 and 1993).

The annual topics for ISSP are developed over several years by a sub-committee and pretested in various countries. The annual plenary meeting of ISSP then adopts the final questionnaire. The ISSP researchers especially concentrate on developing the questions that are 1) meaningful and relevant to all countries and 2) can be expressed in an equivalent manner in all relevant languages. The questionnaire is originally drafted in British English and then translated to other languages using standard back translation procedures.

The themes covered in the ISSP module and the nations collecting data are listed in Table 1. The first theme on the role of government covered attitudes towards a) civil liberties, b) education and parenting, c) welfare and social equality, and d) the economy. The second theme was on social networks and support system. It contained detailed behavioral reports on contacts with various friends and relatives and then a series of questions about where one would turn for help when faced with various situations such as financial need, minor illness, career advice, and emotional distress. The third module, on social equality, concerned beliefs about what factors effect one's chances for social mobility (e.g. parental status, education, contacts, race, etc.), explanations for inequality, assessments of social conflicts, and related questions. It also asked people to estimate the average earnings of various occupations (e.g. farm laborer and doctor) and what the average earnings of these occupations should be.

The fourth module covered the impact on the family of the changing labor force participation of women. It included attitudes on marriage and cohabitation, divorce, children, and child care and special demographics on labor force status, child care, and earnings of husband and wife. The fifth module on orientations towards work dealt with motivations to work, desired characteristics of a job, problems relating to unemployment, satisfaction with one's own job (if employed), and working conditions (if employed).

The sixth module in 1990 repeats the role of government theme. By replicating substantial parts of earlier modules (approximately two-thirds), ISSP not only has a crossnational perspective, but also an over time perspective. One is not only be able to compare nations and test whether similar social science models operate across societies, but is also able to see if there are similar international trends and whether parallel models of social change operate across nations.

The seventh module covers the impact of religious beliefs and behaviors on social, political, and moral attitudes. It includes questions on religious upbringing, current religious activities, traditional Christian beliefs, and existential beliefs. The non-religious items concern such topics as personal morality, sex roles, crime and punishment, and abortion. The eighth module in 1992 replicates and extends the 1987 social equality module. The ninth module in 1993 is on the environment. It includes an environmental knowledge scale along with attitudinal and behavioral measures.

The tenth module in 1994 repeats the 1988 module on gender, family, and work. It also adds items on household division of labor, sexual harassment, and public policy regarding the family. The 11th module in 1995 was on national identity. It assess nationalism and patriotism, localism and globalism, and diversity and immigration. The 12th module in 1996 was the second replication of role of government. The 13th module in 1997 was the first replication of the 1989 module on work orientations. The 14th module in 1998 was the first replication of the 1991 religion module. The 15th module in 1999 is the second replication of the social inequality module fielded in 1987 and 1992.

These will be followed in 2000 by the first replication of the 1993 environment module, in 2001 by the first replication of the 1986 social relations and social support module, in 2002 by the third replication of the gender, family, and work module, and in 2003 by the first replication of the 1995 national identity module.

ISSP marks several new departures in the area of crossnational research. First, the collaboration between organizations is not special or intermittent, but routine and continual. Second, while necessarily more circumscribed than collaboration dedicated solely to crossnational research on a single topic, ISSP makes crossnational research a basic part of the national research agenda of each participating country. Third, by combining a cross time with a crossnational perspective, two powerful research designs are being used to study societal processes.

Data from the first 14 modules on role of government, social networks and support systems, social equality, the family, work orientation, role of government II, religion, social equality II, the environment, the family II, national identity, role of government III, work orientation II, and religion II are presently available from the Zentralarchiv and various national archives such as Essex in Britain and ICPSR in the United States. The 1999 social inequality module will be available shortly and the other modules will be released periodically as soon as the data can be processed.

Publications based on the ISSP are listed in a bibliography available from the ISSP Secretariat (see below). It currently lists nearly 900 publications.

There are seven collections of ISSP research 1) Roger Jowell, Sharon Witherspoon, and Lindsay Brook, eds., British Social Attitudes: Special International Report. (Aldershot: Gower, 1989); 2) J.W. Becker, James A. Davis, Peter Ester, and Peter P. Mohler, eds., Attitudes to Inequality and the Role of Government. (Rijswijk, The Netherlands: Sociaal en Cultureel Planbureau, 1990); 3) Roger Jowell, Lindsay Brook, and Lizanne Dowds, eds., International Social Attitudes: The 10th BSA Report. Aldershot: Dartmouth Publishing, 1993; 4) Alan Frizzell and Jon H. Pammett, eds., Social Inequality in Canada. Ottawa: Carleton University Press, 1996; 5) Alan Frizzell and Jon H. Pammett, eds., Shades of Green. Ottawa: Carleton University Press, 1997; 6) Roger Jowell, John Curtice, Alison Park, Lindsay Brook, Katrina Thomson, and Caroline Bryson, eds., British - and European - Social Attitudes: The 15th Report. Aldershot: Ashgate, 1998; and 7) Niko Tos, Peter

Ph. Mohler, and Brina Malnar, eds., Modern Society and Values: A Comparative Analysis Based on ISSP Project. Ljubljana: University of Lubljana and ZUMA, 2000.

For further information there are two Web sites that one can contact:

1) Zentralarchiv fuer Empirische Sozialforschung, University of Cologne: <http://www.za.uni-koeln.de/en/issp/>

2) ISSP Secretariat: <http://www.issp.org/>

For further details contact the ISSP secretariat, Tom W. Smith, NORC 1155 East 60th St. Chicago, IL 60637. Phone: 773-256-6288 Fax: 773-753-7866 Email: [smitht@norcmail.uchicago.edu](mailto:smitht@norcmail.uchicago.edu)



Table 1: ISSP

ISSP Members	Countries	ISSP Modules									
		Role of Govt	Social Support	Social Equality	Family/Gender	Work	Role of Govt II	Religion	Social Equal. II	Environ-ment	Family/Gender II
RSSS	Australia	D86	D87	D88	D90	--	D90	D93	D93	D93	D94
IS	Austria	D86	D86	D88	D88	D89	--	D93	D93	D95	D95
BUP	Bangladesh	--	--	--	--	--	--	--	--	--	--
IUPERJ	Brazil	--	--	--	--	--	--	--	--	--	--
ASA	Bulgaria	--	--	--	--	--	--	--	D93	D94	D95
SC	Canada	--	--	--	--	--	--	--	D92	D93	D94
CES	Chile	--	--	--	--	--	--	--	--	--	--
CAR	Cyprus	--	--	--	--	--	--	--	--	--	--
ISCAS	Czech Republic <sup>a</sup>	--	--	--	--	--	--	--	D92	D93	D94
DEPPA	Denmark	--	--	--	--	--	--	--	--	--	--
FSD	Finland	--	--	--	--	--	--	--	--	--	--
CDA	Flanders	--	--	--	--	--	--	--	--	--	--
France-ISSP	France	--	--	--	--	--	--	--	--	--	--
ZUMA	Germany <sup>b</sup>	D85	D86	D87	D88	D89	D90	D91	D92	D93	D94
NCSR	Grt Britain <sup>c</sup>	D85	D86	D87	D88	D89	D90	D91	D92	D93	D94
Tarkai	Hungary	--	D86	D87	D88	D89	D90	D91	D92	D93	D94
SSRC	Ireland	--	D89	D89	D89	D89	D91	D91	--	D93	D94
TAU	Israel	--	--	--	--	D89	D91	D91	--	D93	D94
Eurisko	Italy	D85	D87	D87	D88	D89	D91	D91	D92	D93	D94
BCRI	Japan	--	--	--	--	--	--	--	--	D93	D94
LAS/LSRC	Latvia	--	--	--	--	--	--	--	--	--	--
CEO	Mexico	--	--	--	--	--	--	--	--	--	--
SCP	The Netherlands	--	--	D87	D89	D89	--	D91	--	D93	D94
MU	New Zealand	--	--	--	--	--	--	D91	D92	D93	D94
NSD	Norway	--	--	--	--	D89	D90	D91	D92	D93	D94
SWS	The Philippines	--	--	--	--	--	--	D91	D92	D93	D94
ISS	Poland	--	--	--	--	--	--	D91	D92	D93	D94
ICS	Portugal	--	--	--	--	--	--	--	--	--	--
VCIOM	Russia	--	--	--	--	--	--	D91	D92	D93	D94
IS-SAS	Slovakia	--	--	--	--	--	--	--	--	--	--
POMCRC	Slovenia <sup>d</sup>	--	--	--	--	--	--	D91	D92	D93	D93
CIS/ASEP	Spain	--	--	--	--	--	--	--	D93	D94	D94
UU	Sweden	--	--	--	--	--	--	--	D91	--	D94
SIDOS	Switzerland	--	--	D87	--	--	--	--	--	D93	--
NORC	United States	D85	D86	D87	D88	D89	D90	D91	D92	D93	D94
LACSO	Venezuela	--	--	--	--	--	--	--	--	--	--
Others:											
IFS	Poland	--	--	D87	--	--	--	--	--	--	--
BS	Lithuania	--	--	--	--	--	--	--	--	--	D94

D=Done

P=Planned

Table 1 (continued)

ISSP Members	Countries	National	Role	Work	Religion	Social	Environment
		Identity of	of Govern-	II	II	Equal. III	II
		III	ment III				
RSSS	Australia	D96	P98	P98	P98	P99	P00
IS	Austria	D95	--	--	P99	P99	P00
BUP	Bangladesh	--	P98	D98	--	P99	P00
IUPERJ	Brazil	--	--	--	--	--	P00
ASA	Bulgaria	D95	D96	D97	P99	P99	P00
SC	Canada	D95	D96	P99	P99	P99	P00
CEP	Chile	--	--	--	D98	P99	P00
CAR	Cyprus	--	D96	D97	P99	P99	P00
ISCAS	Czech Republic <sup>a</sup>	D95	D96	D97	P99	P99	P00
DEPPA	Denmark	--	--	--	P99	P99	P00
FSD	Finland	--	--	--	--	--	P00
CDA	Flanders	--	--	--	--	--	P00
FRANCE-ISSP	France	--	D97	D98	D98	P99	P00
ZUMA	Germany	D95	D96	D97	D98	P00	P00
NCSR	Grt Britain <sup>b</sup>	D95	D96	D97	D98	P99	P00
Tarkai	Hungary	D95	D96	D97	D99	P99	P00
SSRC	Ireland	D95	D96	--	D99	P99	P00
TAU	Israel	--	D96	D97	P99	P99	P00
Eurisko	Italy	D95	D96	D97	D99	P99	P00
BCRI	Japan	D95	D97	D97	D99	P00	P00
LAS/LSRC	Latvia	D95	D96	D97	P99	P99	P00
CEO	Mexico	--	--	--	--	--	P00
SCP	The Netherlands	D96	--	D98	D98	P99	P00
MU	New Zealand	D96	D97	D97	D98	P99	P00
NSD	Norway	D95	D96	D97	D98	P99	P00
SWS	The Philippines	D95	D96	D97	D98	P99	P00
ISS	Poland	D95	D97	D97	P99	P99	P00
ICS	Portugal	--	--	D97	D98	P99	P00
VCIOM	Russia	D96	D97	P98	P98	P99	P00
IS-SAS	Slovakia	D96	--	--	P98	P99	P00
POMCRC	Slovenia	D95	D96	D97	D98	D99	P00
CIS/ASEP	Spain	D95	D96	D97	D98	P99	P00
UU	Sweden	D95	D96	D97	D98	P99	P00
SIDOS	Switzerland	--	--	--	P99	P99	P00
NORC	United States	D96	D96	D98	D98	P00	D00
LACSO	Venezuela	--	--	--	--	P00	P00

<sup>a</sup>Includes Slovakia in 1992.

<sup>b</sup>Includes East Germany starting in 1990.

<sup>c</sup>Includes Northern Ireland 1989-1991, 1993, and 1994.

<sup>d</sup>Partial version of 1986 Social Support module.

Table 1 (continued)

ASA=Agency for Social Analyses (Sofia)  
 BCRI=Broadcasting Culture Research Institute, NHK (Tokyo)  
 BS=Baltic Surveys, Lithuania  
 BUP=Bangladesh Unnayan Parishad (Dhaka)  
 CAR=Center for Applied Research, Cyprus College (Nicosia)  
 CEO=Centro de Estudios Opinion, University of Guadalajara  
 CDA=Centrum voor Dataverzameling en -Analyse, Katholieke Universiteit Leuven  
 CES=Centro de Estudios Publicos (Santiago)  
 CIS/ASEP=Centro de Investigaciones Sociologicas and Analisis Sociologicos, Economicos y Politicos (Madrid)  
 Eurisko, in collaboration with the University of Milan (Milan)  
 FSD=Finnish Social Science Data Archive, University of Tampere  
 FRANCE-ISSP=consortium of Centre de Recherche en Economie et Statistique, Centre d' Informatisation des Donnees Socio-Politiques, Observatoire Francais des Conjonctures Economiques, and Laboratoire d' Analyse Secondaire et de Methodes Appliquees en Sociologie (Paris)  
 ICS=Instituto de Ciencias Sociais, University of Lisbon (Lisbon)  
 IFS=Instytut Fiozofuu i Socjologii, University of Warsaw (Warsaw)  
 IS=Institut fuer Soziologie, University of Graz (Graz)  
 ISCAS=Institute of Sociology, Czech Academy of Sciences (Prague)  
 ISS=Institute of Social Studies, University of Warsaw (Warsaw)  
 IS-SAS=Institute of Sociology, Slovak Academy of Sciences (Bratislava)  
 IUPERJ=Instituto Universitario de Pesquisas do Rio de Janerio  
 LACSO=Laboratorio de Ciencias Sociales (Caracas)  
 LAS/LSRC=Latvian Academy of Science and Latvia Social Research Centre (Riga)  
 NCSR=National Center for Social Research; formerly Social and Community Planning Research (London)  
 NORC=National Opinion Research Center, University of Chicago (Chicago)  
 NSD=Norsk Samfunnsvitemskapelig Datajeneste, University of Bergen (Bergen)  
 MU=Massey University (Palmerston)  
 POMCRC=Public Opinion and Mass Communication Research Center, University of Ljubljana (Ljubljana)  
 RSSS=Research School of the Social Sciences, Australian National University (Canberra)  
 SC=Survey Center, Carleton University (Ottawa)  
 SCP=Sociaal en Cultureel Planbureau (Rijkswijk)  
 SI=Soziologisches Institut, University of Zuerich (Zurich)  
 SIDOS=Swiss Information and Data Archive Service for the Social Sciences (Neuchatel)  
 SSRC=Social Science Research Center, University College (Dublin)  
 SWS=Social Weather Stations (Quezon City)  
 Tarki=Tarsadalomkutatasi Informatika Tarsula (Budapest)  
 TAU=Tel Aviv University (Tel Aviv)  
 UU=University of Umea (Umea)  
 VCIOM=Soviet Center for Public Opinion and Market Research (Moscow)  
 ZUMA=Zentrum fuer Umfragen Methoden und Analysen (Mannheim)