The American Job Quality Study

Survey Methods

The study results are based on self-administered web and mail surveys conducted Jan. 13-Feb. 25, 2025, with a random sample of 18,429 U.S. adults, aged 18 to 75, who worked for pay in the prior seven days.

For results based on the sample of U.S. workers, the estimated margin of error is ±1 percentage point at the 95% confidence level.

In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of public opinion polls.

The sample was drawn from two sources — the Gallup Panel™ and a separate address-based sample (ABS) of the U.S. Gallup uses probability-based, random sampling methods to recruit its panel members.

Gallup Panel interviews were collected by web and mail according to panel members' preferred mode of survey contact. ABS respondents were mailed a questionnaire and had the option of completing it by web or returning the completed mail survey.

The breakdown of completes by sample source is as follows:

Gallup Panel, web	14,321
Gallup Panel, mail	482
ABS, web	1,309
ABS, mail	2,317

The number of completed cases specified are limited to completed surveys among those eligible for the study (ages 18 to 75 and working for pay in the past seven days). All ineligible respondents (non-working, under age 18 or over age 75) are excluded. Additionally, Gallup excluded respondents for data quality issues (insufficiently completed surveys, missing data on key analytic variables, unreasonably short time to complete the survey, evidence of careless responding). In total, 3,040 cases were removed for ineligibility or other reasons.

Response Rate

The computed response rate for the Gallup Panel sample was 51% using the AAPOR-Response Rate III computation. This response rate does not include the response rate for the initial recruitment into the Gallup Panel, which can be estimated to be 8%.

The computed response rate for the ABS portion of the survey is 11% using AAPOR-Response Rate III.

Sampling

Gallup panel members were sampled using stratification based on age, race/ethnicity and educational attainment. Members who were over age 75 were excluded from the sample given their ineligibility for the study. Members aged 18 to 75 who indicated they were working were eligible for selection. A share of members who were missing employment information and a share who said they were not employed were added to supplement the sample.

Gallup divided the panel into 37 strata before sampling.

Stratum 1: Indigenous population i.e., those who identify themselves as American Indian or Native Hawaiian.

The remaining 36 strata will be created based on the following 3 stratification variables:

Age group: 18-29, 30-44, 45-64, and 65-75.

Race/ethnicity: Blacks, Non-Black Hispanics, and All Others.

Education Level: High School or Less, Some College, College Grad/post-graduate.

By crossing 4 levels of age, 3 levels of race/ethnicity and 3 levels of education, a total of 36 (=4X3X3) strata were created. These 36 strata consisted of non-Indigenous respondents only so that all 37 strata were mutually exclusive. Sample allocation across these strata were finalized taking into account the sample size requirements for the various subgroups to ensure proportional representation of the various subgroups. For each of the 37 strata, sample size was determined based on the targeted number of completes and the expected response rates (40% for web and 25% for mail). Once sample sizes were allocated to all 37 strata, sample selection involved drawing separate independent random samples of specified size from each stratum. Gallup fielded a total of 31,588 records (27,862 web and 3,726 mail) from the Panel.

ABS sample was also stratified by age and race/ethnicity based on sample information to create 15 strata groups using the 12 age and race/ethnicity subgroups used in the Panel sample plus three additional strata for records with unknown age. The ABS sample records had flags assigned to household addresses to indicate the likelihood of having household members belonging to specific age and race/ethnicity groups and education levels. Although these flags may not be 100 percent accurate, they can be effectively used to form strata based on these variables. The ABS sample for this study consisted of 60,000 records, of which 36,000 (60%) were expected to be eligible for the study (ages 18-75 and worked for pay in the past seven days).

ABS sample was provided by Marketing Systems Group, using USPS' Computerized Delivery Sequence File (CDS). The CDS is a computerized database containing all delivery point addresses, except for general delivery where carrier route or P.O. Box delivery is unavailable. Mail is held at the main post office for claims by recipients. The ABS database is completely rebuilt each month using the USPS CDS file as the primary source for the address data. The CDS file provides near-complete coverage of the entire U.S.

Weighting

The obtained sample data, after removing ineligible and incomplete cases, was weighted to minimize bias in survey-based estimates. Both the panel and the ABS samples were first weighted separately and then the two sets of weights were combined to generate the final weights.

For the Panel samples, a panel base weight was calculated to account for the selection probability of recruiting a member to be member of Gallup Panel. The project-specific selection probabilities were derived within each stratum as the ratio of the (number of completed surveys from that stratum) and (total number of members in the database in that stratum). The base weight assigned to each completed case is the product of panel base weight and the inverse of project-specific selection probability.

For the ABS samples, household selection probabilities were derived within each stratum as the ratio of the (number of completed surveys from that stratum) and (total number of members in the database in that stratum). Within household selection probabilities were derived within each stratum as the ratio of the (number of completed surveys from that stratum, which is always 1) and (total number of eligible members in that selected household as measured by Q53). The base weight assigned to each completed case is the inverse of the product of household and within household selection probabilities.

The next step was post-stratification weighting where the sample was projected to the target population (working US population in the age-group 18-75) using demographic

variables including age, gender, race/ethnicity, education, and geographic region as weighting variables and the respective base weight as the input weight. Post-stratification weighting was carried out using a raking procedure that iteratively adjusts the weight for each case until the sample distribution aligns with the target population distribution for those variables. Target data for post-stratification weighting was derived from the 2023 ACS (American Community Survey) five-year survey. For each sample, trimming of weights was done to avoid extreme weights and thereby minimize their impact on variance of estimators.

Once each sample is weighted separately, the two sets of weights were combined using composite weighting procedures. The general approach for combining the weights of two samples is as follows. Let n_1 and n_2 denote the samples sizes of two samples (Panel and ABS) to be combined and u_i(i=1, 2, 3,...,n_1) and v_j(j=1, 2, 3, ..., n_2) be the weights assigned to i^{th} and j^{th} respondents in the two samples respectively based on the weighting steps described above. Also, suppose d_1 and d_2 be the estimated design effects associated with the two samples respectively. Let $n_1^* = (n_1/d_1)$ and $n_2^* = (n_2/d_2)$ are the corresponding effective sample sizes. Then, for the combined sample containing the Panel and the ABS Samples, the updated weight u_i^* assigned to the ith individual in Panel sample will be $u_i^* = (n_1^*/(n_1^* + n_2^*))^*(u_i)$ and the updated weight v_j^* assigned to the jth respondent in ABS sample will be $v_j^* = (n_2^*/(n_1^* + n_2^*))^*(vj)$.