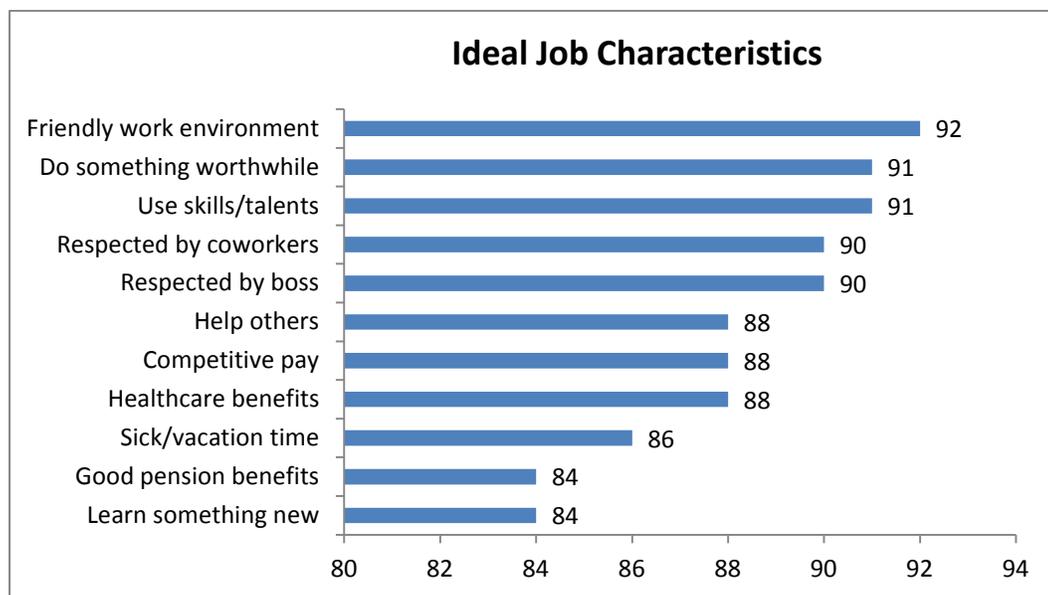


Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study Snapshot of Hispanic Experiences in the Workplace – Ages 45-74¹

- **Recent job loss is a reality for almost three in ten Hispanics.** While 14 percent of Hispanics are currently looking for a job, 30 percent have experienced job loss within the past five years.
- **Financial need is the most commonly cited reason for working among older Hispanics.** The need for money is a major or minor factor in the decision to work for 94 percent of Hispanics, followed by enjoying the job (90%), “makes me feel useful” (89%), and saving more for retirement (89%).
- **The top ten ideal job characteristics relate to personal fulfillment, interpersonal satisfaction, pay, and benefits.** Older Hispanic workers report the top ten essential elements of their ideal job to be: a friendly work environment (92%), the chance to do something worthwhile (91%), the chance to use their skills and talents (91%), feeling respected by coworkers (90%), feeling respected by the boss (90%), work allowing them to help others (88%), competitive pay (88%), healthcare benefits or insurance (88%), adequate paid sick or vacation time (86%), good pension benefits (84%), and the opportunity to learn something new (84%).



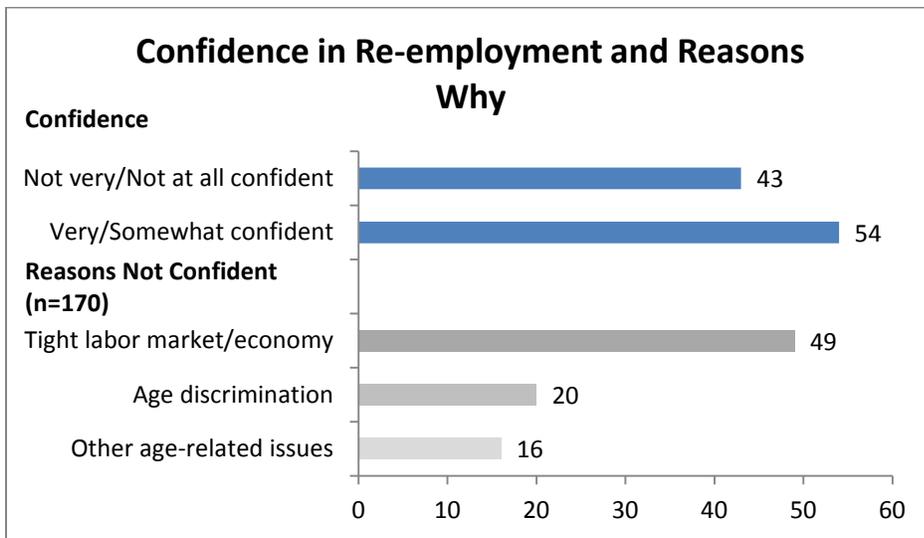
*In percent; Sample: Hispanics (n=410); “Now I’d like you to think about your ideal job...For you personally, which of the following things, if any, are absolutely essential parts of your ideal job?”

- **While older Hispanic workers most commonly say their job is an important part of who they are, almost as many say they only work because they need the money.** When gauging agreement with

¹ Unless otherwise noted, Hispanic findings include 410 Hispanics ages 45-74 that are employed or looking for work.

statements related to how they view themselves in relation to their jobs, 84 percent of older Hispanic workers say their job is an important part of who they are and 81 percent report they are continuing to grow in their work. The following statements also resonated with over three quarters of Hispanics: “There is a lot I still plan to accomplish in my work” (78%), “The only reason I continue to work is because I need the money” (77%), and “I am looking for ways to better balance work with my personal life” (75%).

- **About half of Hispanics have held their current job for over five years.** Over half (57%) of Hispanics have been at their current job for more than 5 years, with an average of 11 years. By far, the most commonly cited reason for why Hispanics have not changed jobs recently was “I like/enjoy my job” (45%), followed distantly by “my current job pays me well” (17%), and “it’s difficult to find another job” (15%).
- **Nearly 3 in 10 Hispanics feel they might lose their job within the next year.** Twenty-nine percent of Hispanics say it is very or somewhat likely that they will lose their job within the next year.
- **More than 4 in 10 (43%) Hispanics are not confident that they would be able to find another job soon without having to move or take a cut in pay.** This includes 4 in 10 (41%) Hispanics who are currently employed and more than half (57%) of Hispanics who are currently unemployed and looking for work. Reasons for this lack of confidence include the tight labor market or economy (49%), age discrimination (20%), and personal age limitations (16%).



*In percent. Sample = Hispanics (n=410). “If your job were eliminated tomorrow, how confident are you that you could get another job right away without having to move or take a cut in pay?” (Base= Currently employed) /

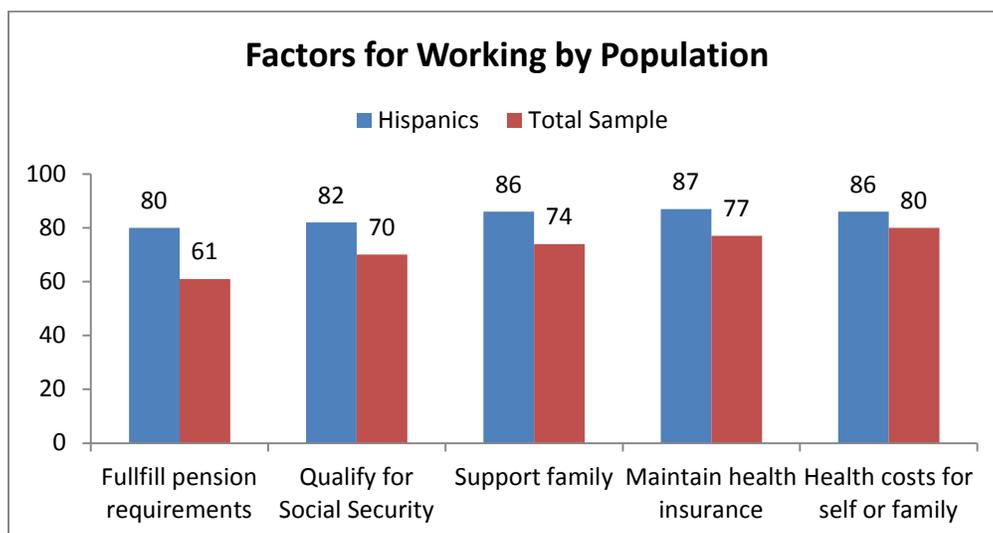
”How confident are you that you will get another job soon without having to move or take a cut in pay?” (Base= Looking for work)

”What are the main reasons why you are not confident...?” (Base= Not very/not at all confident)

- Most Hispanics believe neither their age nor their race/ethnicity is a factor that leads to different treatment by employers.** When considering characteristics that could lead to discrimination, the majority of Hispanics say that they are treated no differently than other employees based on their age, race, education, gender, religion, or sexual orientation. More than a quarter (26%) say their educational level leads to them being treated *better* than their peers and 17 percent say their age and 14 percent say their race or ethnicity leads to poorer treatment by the employer.
- Hispanics' jobs are affected by caregiving duties.** One in five Hispanics (20%) have had to take leave from their job to care for an adult family member in the past five years. Hispanics are currently most likely to be caring for a spouse or partner (52% of those married), a child (42%), or a parent (21%).
- In looking toward retirement, most Hispanics say they will continue to work, but reasons why vary.** The overwhelming majority (86%) say they will work in retirement. Three in ten (31%) indicate they will work part-time mainly for the needed income, 22 percent will work part-time for enjoyment, and nearly one in five will start their own business or work for themselves (18%). Common reasons why they plan to work in retirement include: for extra money (18%), to support themselves (17%), because they enjoy working (17%), and to support their family (17%).

Differences between Hispanics and the Total Sample

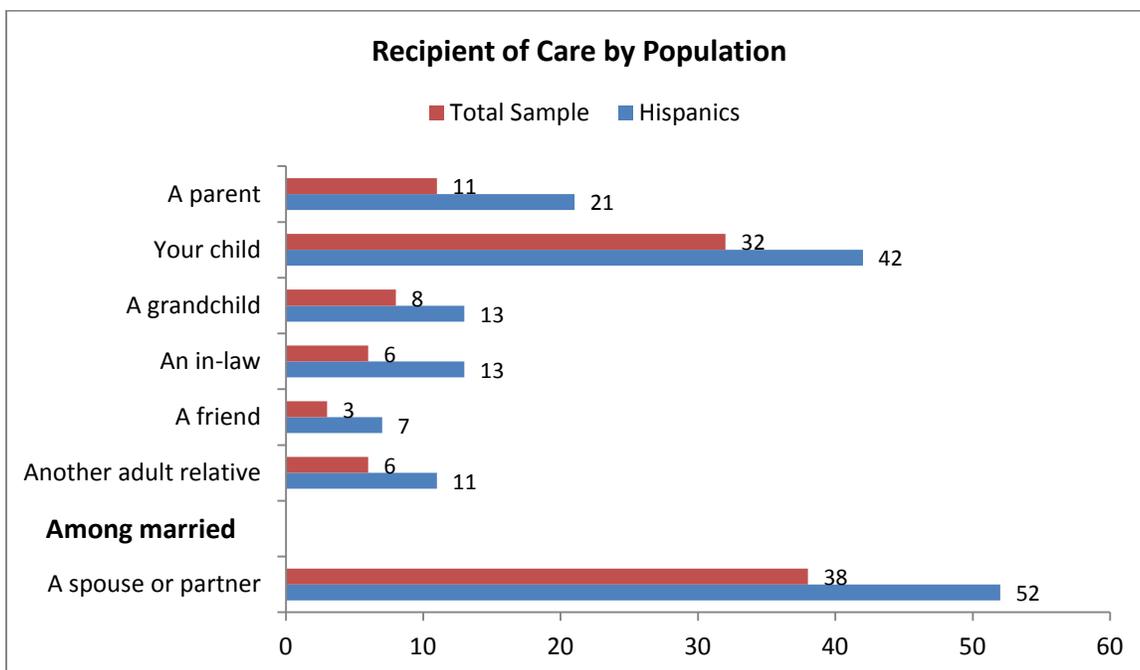
- Hispanics are more likely to work for reasons related to finances.** Compared to the total population, Hispanics are more likely to identify reasons for working such as fulfilling pension requirements (80% vs. 61%), the need to support other family members (86% vs. 74%), to qualify for Social Security (82% vs. 70%), the need to maintain health insurance (87% vs. 77%), and the need to pay for health costs for themselves or their family (86% vs. 80%).



*Percent indicating each item is a major or minor factor for working; Samples = Hispanics (n=410), Total population (n=1,502); "First, I'd like you to rate each of the following things in terms of their importance in your decision to be working/looking for work right now. For each item, please tell me if it is a major factor, a minor factor, or no factor at all in your decision to be working."

Further, Hispanics are more likely than the total population to agree with the statement that they continue to work only because they need the money (77% vs. 60%) and that they are looking for ways to better balance their work and personal lives (75% vs. 62%).

- Relative to the total population, Hispanics appear less certain about their job security.** Almost three quarters of the employed total population (74%) say it is not very or not at all likely that their job could be eliminated in the next year while fewer Hispanics say the same (64%). Moreover, fewer Hispanics are confident that they could or would get another job soon without having to move or take a cut in pay (54% vs. 61%).
- Hispanics are more likely than the total population to say that certain individual characteristics, such as race/ethnicity, religion, and sexual orientation affect how employers treat them.** Race/ethnicity, religion, and sexual orientation are characteristics that Hispanics perceive lead to better workplace treatment than peers, relative to the total population. Hispanics are also more likely than the total population to say that race/ethnicity, religion and sexual orientation lead to worse treatment by employers.
- Hispanics provide care for both family members and non-family members at greater rates than the total population.** Married Hispanics are more likely than married members of the total population to care for a spouse (52% vs. 38%). Additionally, Hispanics are more likely than the total population to care for a child (42% vs. 32%), a parent (21% vs. 11%), a grandchild (13% vs. 8%), an in-law (13% vs. 6%), another adult relative (11% vs. 6%), or a friend (7% vs. 3%).



*In Percent; Samples = Hispanics (n=410), Total population (n=1,502); "Are you responsible for caring for any of the following?"

- **Working in retirement is expected by Hispanics more than the total population.** More Hispanics than the total population are likely to report that they will work in retirement (86% vs. 72%). They are also less likely than the total population to report that working in retirement would be for enjoyment (17% vs. 31%), to have something interesting to do (11% vs. 21%), or for *extra* money (18% vs. 30%). Conversely, they more often than the total population say they will work to support themselves (17% vs. 10%) or to support their family (17% vs. 7%).

This telephone survey was fielded in November 2012 and December 2012 with a national sample of 1,502 adults ages 45-74 who were working full-time or part-time, self-employed, or looking for work. Oversamples were also collected in order to yield a total of 402 African Americans and 410 Hispanics. This fact sheet focuses on total sample results (n=1,502) and Hispanic results (n=410) and is part of a series of fact sheets that will be released throughout 2013. A full report of all results, including results for the national sample, African Americans, and Hispanics, inclusive of data from waves in 2002, 2007, and 2012 is now available. All fact sheets and full reports are available from www.aarp.org/StayingAheadoftheCurve2013.

For any questions about this fact sheet or the Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study, please contact AARP Media Relations (202-434-2560 or media@aarp.org) or Rebecca Perron (rperron@aarp.org).

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