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Hamilton, Odessa S.; Jolles, Daniel; Lordan, Grace

Working Paper

Does the Tendency for 'Quiet Quitting' Differ across Generations? Evidence from the UK

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Odessa S. Hamilton
The Inclusion Initiative at London School of Economics

Daniel Jolles
The Inclusion Initiative at London School of Economics

Grace Lordan
The Inclusion Initiative at London School of Economics and IZA

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IZA – Institute of Labor Economics

Schaumburg-Lippe-Straße 5–9
53113 Bonn, Germany

Phone: +49-228-3894-0
Email: publications@iza.org

www.iza.org

ABSTRACT

Does the Tendency for 'Quiet Quitting' Differ across Generations? Evidence from the UK

The post-COVID-19 phenomenon of 'quiet quitting' could be problematic for UK economic growth because unpaid overtime has been a key contributor to business productivity since the 2008 global financial crisis. Here, we explore the extent to which this phenomenon exists in the UK, and whether the tendency for 'quiet quitting' differs across generations. We analysed data from the UK Quarterly Labour Force Survey (QLFS) between 2007-2022 to determine changes in hours worked. Quiet quitting was characterised by notable declines in hours worked between 2019-2022, benchmarked against 2007-2018 trajectories. Analyses were demarcated by four commonly defined generational cohorts (i.e., Generation Z [GenZs; 1997-2004], Generation Y [Millennials; 1981-1996], Generation X [GenXers; 1965-1980], and Baby Boomers [1952-1964]). Overall, we found that the UK workforce reduced hours by ~28 hours per year post-pandemic. Hours lost was most notable in 2022, with hours down by ~36 hours. However, in assessing generational differences, quiet quitting was most pronounced in the two younger cohorts. GenZs showed the steepest decline in hours worked, while Millennials worked the least number of hours overall, with no indication of recovery by the end of the study period. Hours declined for GenXers and Baby Boomers, but changes were more moderate, and Baby Boomers showed evidence of a possible rebound to pre-pandemic levels. Given the ~24,568 million UK full-time workers in 2022, our findings equate to over 55 million discretionary hours lost to the labour market per year between 2019-2022, 48.1% of which is accounted for by Millennials. Thus, we evidence that quiet quitting has interrupted the recovery of working hours in the UK to prepandemic levels, and lost hours are especially attributable to younger cohorts.

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Corresponding author:
Odessa S. Hamilton
The Inclusion Initiative
London School of Economics
Queens House
55/56 Lincoln's Inn Fields
London WC2A 3LJ
United Kingdom
E-mail: tii.director@lse.ac.uk

INTRODUCTION

"*Quiet quitting isn't just about quitting on a job, it's a step toward quitting on life.*" Arianna Huffington

The post-COVID-19 phenomenon of '*quiet quitting*' can be understood as employees of younger generations reducing their working efforts and hours worked rather than leaving a job (Masterson 2022). This is problematic for UK economic growth, given that unpaid overtime has been a key contributor to business productivity since the 2008 global financial crisis (Papagiannaki, Giraleas, and Thanassoulis 2021). Notwithstanding, most advanced economies have experienced poor productivity over this period (Samiri and Millard 2022), so the curtailment of working hours presents a further threat to productivity. Additionally, UK labour productivity has lagged far behind similarly advanced economies (Mason et al. 2018; Crafts and Mills 2020), including in the post-COVID-19 period (ONS 2023a; Milesi-Ferretti 2021). In this study we explore the extent to which *quiet quitting* exists in the UK.

Given the recency of the *quiet quitting* phenomenon, much of the current evidence related to this phenomenum is anecdotal (Serenko 2023). An exception is concurrent research in the US led by Lee, Park, and Shin (2023) who found that US workers reduced their discretionary annual hours worked by 18 hours per year between 2019 and 2022; a period capturing the impact and recovery from the COVID-19 pandemic. Though the contexts differ, the present study corresponds well to this US study. In pre-pandemic, post-pandemic terms, here, we see a significant drop in annual hours worked. We find that compared to the average hours worked in 2019, UK workers worked an average of 28 hours less each year in the post pandemic period between 2020 and 2022 (which was 29 hours less than the average annual hours worked in the post-financial crisis period of 2008-2019). This was most pronounced in 2022, where workers worked an average of 36 hours (4.5 days) less than they had prior to the pandemic in 2019. Here we provide evidence of *quiet quitting* among UK workers, especially those in younger generational cohorts.

For our work we draw on the UK Quarterly Labour Force Survey (QLFS; 2007-2022; ONS 2023), and investigate the total number of hours worked per week across four generations. With the present study, evidence of *quiet quitting* is defined by a consistent reduction in hours worked from 2019 (Q4) to the end of the study period (2022 Q4). Analyses are demarcated by generational cohort (i.e., Generation Z [*GenZs*; born 1997-2004], Generation Y [*Millennials*; born 1981-1996], Generation X [*GenXers*; born 1965-1980], and Baby Boomers [born 1952-1964]). We draw on these four commonly accepted categories (Appendix A; Table A1) that have shaped popular views about

generations (Dimock 2019), and for which differences have been proven across a variety of research methods (Lyons and Kuron 2014). Importantly, these generational categories have shaped discourse around *quiet quitting*; the voluntary reduction in hours worked by employees following the outbreak of COVID-19 (Lee, Park, and Shin 2023). This phenomenon was popularised by the social media platform TikTok (Masterson 2022), with it being largely attributed to GenZs (e.g., Bienasz 2022; Rieck 2022; Yang et al. 2020; Newport 2022).

Overall, our analysis reveals that actual hours worked, from the start of *quiet quitting* phenomenon declined in three of the four generational cohorts that were analysed (i.e., GenZs; Millennials; GenXers. The decline in working hours post-pandemic was not accompanied by a decline in wage. Specifically, all generations showed reductions in hours worked from the start of the pandemic, consistent with the perception of younger workers *quiet quitting*. GenZs showed the steepest reduction in working hours, down 48 hours per year in the period post-2019, while Millennials reduced their hours by 38 hours per year to work the least number of hours overall, with no indication of recovery by the end of the study period. GenXers and Baby Boomers also had reductions in working hours consistent with *quiet quitting*, but the changes were more moderate (24 hours and 14 hours per year respectively). Given the ~24,568 million UK full-time workers across 2022 (Statista 2023), this equates to an estimated 55,114.2 million discretionary hours lost to the labour market per year between 2020-2022, 48.1% of which is accounted for by Millennials. These results can be seen as part of a broader post-pandemic trend. Total working hours in the UK reduced following the outbreak of the COVID-19 pandemic (2019 Q4). Since then, there has been an overall decline in hours worked, driven primarily by younger generations (i.e., GenZs and Millennials). Taken together, these results show that *quiet quitting* is more pronounced among younger generational cohorts in the UK. Only the working hours of Baby Boomers have shown any potential rebound towards pre-pandemic levels (recovering 3 hours worked in the year between 2021-2022). In other words, *quiet quitting* has interrupted the recovery of working hours to pre-pandemic levels. These UK findings are consistent with US data showing a fall in annual hours worked from 2019-2022, that is especially pronounced in younger workers (Lee, Park, and Shin 2023).

Findings by generation were also explored more minutely; first by gender, followed by educational status, and industry. Reduction in hours worked since 2019 were steeper for men than women (-33 hours per year in the period for men, compared to -21 hours for women). By industry, the strongest evidence of *quiet quitting* can be found in Finance, Technology, and Professional Services

(-46 hours per year in the period compared to 2019), with reductions being the lowest in Manufacturing, Agriculture, Energy, and Construction (-7 hours). This is intuitive given that it is much harder to quietly lower your hours in sectors where face to face presenteeism is required to do the dominant tasks (e.g., assembly lines in manufacturing, and construction sites in constructions), as compared to sectors where tasks can be done in isolation or off-site (e.g. developer roles in technology firms, or back office support roles in finance). Equally, there were steeper declines in hours worked by those with a degree (-30 hours in the period compared to 2019, with a peak of -47 hours in 2022) than those without (-21 hours per year, with a peak of -23 hours in 2022). Again, this was more pronounced among younger generations, which points to *quiet quitting*. The larger decline in working hours among degree-educated workers, particularly younger men, is consistent with findings from the US (Lee, Park, and Shin 2023). This decline is likely influenced by two factors. First, the reduction of discretionary (versus paid) hours worked is stronger among those who can afford to do so. Second, *quiet quitting* accompanied the switch to remote work due to COVID-19, which was more likely for degree-educated roles. This remote working switch made *quiet quitting* easier by reducing employer scrutiny over employee hours (Serenko 2023).

This research contributes to a growing literature on generations and productivity. The role that economic factors play in creating meaningful generational differences is an area of economic, organisational, and popular interest (Levenson 2010). Economic conditions and formative events are important to shaping generational values, including work-values (Joshi et al. 2010). For example, data collected over a 30-year period in a U.S. population study showed GenXers and Millennials place a higher value on leisure time compared to their Baby Boomer predecessors at the same age (Twenge et al. 2010). The different generational patterns in hours worked post-COVID-19 suggest that the pandemic may have ignited behaviours that align with these values.

Our findings are also consistent with observed declines in work engagement and satisfaction among GenZs and younger Millennials working remotely (Harter 2022). An alternative explanation of generational value differences might view *quiet quitting* through a wellbeing lens. Working longer hours than desired can increase unhappiness and depression (Bell and Blanchflower 2019), especially if hours remain longer than desired for two years or more (Angrave and Charlwood 2015). Given that GenZs and Millennials were shown to place greater value on work-life balance before the COVID-19 pandemic (Sánchez-Hernández et al. 2019), the generational divergence in hours worked might equally be prompted by wellbeing values. Indeed, the relationship between

hours worked and productivity is not linear, especially when higher hours reduce wellbeing to the point of stress, illness, or error (Pencavel 2015).

Our work also contributes to the economic literature on unpaid overtime and hours worked. Unpaid overtime can be seen as an investment in future promotion and career prospects with an organisation (Anger 2008). The number of hours worked by an employee is a way in which they signal their value to the firm (Spence 1973). As *quiet quitting* violates this intent, by only working hours that are necessary or contracted, (that is, "*doing your job but nothing more*"; Jacobs 2022), reducing hours can be viewed as a proxy for a reduced investment in future career prospects with the organisation. At a macro level, 'total hours worked' is a valuable productivity measurement because it is more closely related to the quantity of productive services provided by workers than alternative measures, such as head count or wages (Schreyer and Pilat 2001). Importantly, if workers reduce their unpaid hours, the aggregate hours of an economy will fall unless there is increased labour force participation to make up for this fall (Blundell, Bozio, and Laroque 2011).

METHODS

Data

We draw on the Quarterly Labour Force Survey (QLFS; ONS 2023) the largest quarterly prospective cohort study of UK labour market measures used for macroeconomic monitoring, that began in 1992. The sample, measured by the Office for National Statistics (ONS), includes UK nationally representative men and women resident in private households. For each quarter, the sample consists of ~35,000 households in Great Britain (GB) and ~2,500 in Northern Ireland (NI), representing ~0.13% and ~0.30% of these respective UK populations. In the present study, we draw on quarterly data from 2007-Q1 through 2022-Q4.

Generations

Generations were demarcated on the basis of the Pew Research Center classifications (Dimock 2019). Across the 15 year period (2007-2022), '*Generation Y*' (Millennials) were 26-41, '*Generation X*' (GenXers) were 42-57, and '*Baby Boomers*' were aged 58-70. Upon labour market entry (2015-2022), '*Generation Z*' (GenZs) were 18-25 (Table A1).

Hours

The continuous measure of actual hours worked (in hours and minutes), accounted for core time worked and overtime throughout the week, across the 15 year period (2007-2022). Hours were restricted to fulltime employees who worked at least 35 hours per week, with no upper limit.

Wages

Continuous income was measured as gross annual wages across the 15 year period (2007-2022). To determine real-term wages, values were adjusted by the UK Consumer Price Index. CPI adjusted wages were then restricted to fulltime employees working at least 35 hours per week (with no upper limit). Values were reduced by earnings at or above the progressive UK National Minimum Wage rate. We consider the log of wages as an outcome in our regressions.

Control Variables

We include a number of control variables in our regressions. These were selected *a priori* and include: age (continuous: 18-70); gender (binary: female/male); ethnicity (binary: white/ethnic); educational status (binary: degree/no degree); marital status (categorical: single/married and partnered/separated and divorced/widowed); parental status (categorical: no children/1 child/2 children/≥3 children); occupational status (categorical: senior managers or executives/professionals/ administrators, salespersons or customer service agents/skilled traders or labourers/health or personal service workers/elementary workers); industry (categorical: manufacturing, agriculture, energy and construction /retail, transportation and hospitality /financial, technological and professional services /public services /other [a final miscellaneous group that combined more obscure industries that did not correspond to the other categories]).

Methodology

To investigate whether the tendency for quiet quitting varies across generations we estimate:

$$y_{\text{iat}} = \delta NW_{\text{iat}} + \gamma + X_{\text{iat}}\beta' + \mu_{\text{at}} + \varepsilon_{\text{iat}} \quad (1)$$

where y_{iat} is hours of individual i residing in area a in quarter t. X_{iat} is a vector of individual-level control variables, μ_{at} is a vector of area-quarter fixed-effect, and ε_{iat} is a random disturbance term. QLFS weights are applied to ensure that results were nationally representative. Standard errors are clustered at the quarter-region level.

To identify *quiet quitting,* we estimate equation (1) separately for each generation, and focus on comparing across these regression on the quarter-year coefficients to reveal changes in hours workered in each quarter from 2007-2022. We focus only on full time full year workers in our

regressions, and interpret any difference in hours worked amoung this group of workers across generation to be owed to *quiet quitting* after the period 2019 to the end of the study period (2022).

Given the inclusion of area-level intercepts and area-specific time trends, the effect of hours and wage rates is identified by within-area variation in relation to within-area variation around its trend. Results are presented as the regression coefficients and standard errors from equation (1). The coefficients represent the change from the mean summaries of actual hours worked per week including overtime, which is baseline (Table A2; e.g., a coefficient of -1.0 represents an average weekly reduction of 1hr from baseline). Any minutes reported are calculated from the regression by multiplying the decimal coefficient by 0.6; a derivative of 60 minutes to the hour (e.g., -0.5 is equivalent to 30mins). The coefficient value is multiplied by 52 to obtain the annual reduction. (e.g., a coefficient of -1.5 amounts to an annual reduction of 78 hours).

Descriptives

Sample characteristics can be found in Appendix B; Table B1. Before exclusions, there were 4,112,882 observations, pooled from individuals aged 18-70 years. The sample was reduced by 8.5% (*n*=355,892) to account for individual reports of gross income that was below the UK National Minimum Wage rate at age 18. The sample was further reduced by 52.8% (*n*=1,982,805) to include fulltime employees only. This left an analytical sample of 1,774,185. Of these, 558,136 had data on actual hours worked, including overtime and 305,965 had data on adjusted gross wages.[1]

The mean number of actual hours worked per week, including overtime, was 45.7 (± 8.7; $_{range}$35-97**Table B**; Figure B1). Over half of participants worked 35-45 hours, and approximately a quarter worked more than 50 hours (Table B1). Although the range did not differ, the mean number of hours worked, including overtime was 44.2 ±7.8 for GenZs; 45.6 ±8.5 for Millennials; 46.1 ±8.8 for GenXers; and 45.8 ±8.9 for Baby Boomers. GenZs were the most likely to work under 40 hours (42.1%) and least likely to work more than 50 hours (14.2%); as compared to Millennials (34.2/19.2%), GenXers (32.1/21.0%), and Baby Boomers (34.7/19.8%) respectively.

RESULTS

[1] As would be expected, there is a non-linear trend in real gross annual wages across the 15 year period (Figure B2), which is also reflected in the regression coefficients for the log of real gross annual wages (Table B2).

Figure 1 shows congruency in the hours worked between Baby Boomers, GenXers, and Millennials immediately after the financial crisis (2008-2011), but there is a substantial divergence for the trends of study interest, that indicate *quiet quitting* (2019-2022). That is, there is a noable decline in reported hours worked.

Table 1 documents the coefficents and standard errors that relate to Figure 1. More specifically, following the pandemic, GenZs had the steepest immediate decline in hours worked to -0.88 at the lowest point in 2020 (52.8mins per week below baseline; 45.22hrs total for the year). During the pandemic period, hours were congruent with pre-pandemic levels for Baby Boomers, but the other generations offered evidence of *quiet quitting*. Reductions in hours for GenZs and Millennials were significantly different from baseline between 2020-2022, and this was true for GenXers in 2022, but Baby Boomers did not significantly differ in hours from baseline. Across the 15 year period Millennials consistently worked the least number of hours. They were also the group to provide the strongest evidence of *quiet quitting*, from -0.11 (0.7mins per week below baseline; 5.72hrs in total) in 2019 to -1.08 (1hr 4.8mins per week below baseline; 56.16hrs in total) in 2022. Overall, the hours worked by UK workers reduced by an average of 27.69 hours per year, each year over the *quiet quitting period* (2020-2022) compared to 2019 (Appendix C; **Table C1**).

Generations | Gender

Appendix D; Table D1 documents estimates for regressions that consider men and women separately. Although mean baseline hours were higher for men (46.41 ±8.95) than for women (44.40 ±7.92)[2] when we consider fulltime full-year workers, the increase from baseline was less for men than it was for women over the 15 year period[3]. Moreover, throughout the pandemic, men showed a stronger inclination toward *quiet quitting*; -0.81 (48.6mins per week below baseline; 42.12hrs in total for the year) at their lowest point in 2022, compared to women at -0.34 (20.4mins per week below baseline; 17.68hrs in total).

Table 2 reflects generational differences in hours worked between men and women. Millennials showed a consistent pattern across the 15 year period. Post-pandemic, Millennials were the only

[2] Working hours are comparably similar between the genders when factoring dispersion.

[3] Although men have been purported to work longer hours than women, such reports typically consider all workers, including part-time and causal (e.g., Collins et al. 2021). This does not strictly correspond to our sample of exclusively fulltime, full-year workers that shows an equivalence between the genders. It has also been evidenced that recessions impact on the employment drifts of each gender differentially, with a greater impact on men (Hoynes, Miller, and Schaller 2012)f.

group to show an equivalent downward trend in hours worked irrespective of gender between 2019 and 2022. But this decline was moderately more pronounced for men from -0.20 in 2019 to -1.25 in 2022 (12mins to 1hr 15mins per week below baseline; 10.40hrs to 65.00hrs in total for the year), than it was for women at 0.05 to -0.85 (3mins per week above baseline to 51mins below baseline; 2.60hrs above to 44.20hrs below in total). Although hours worked by GenXers followed a similar trajectory between 2007-2019, they deviated from each other at the start of the pandemic, at which point men were more inclined toward *quiet quitting* than women; -0.08 in 2019 to -0.76 in 2022 (4.8mins to 45.6mins per week below baseline; 4.16hrs to 39.52hrs in total) compared to 0.48 to -0.23 (28.8mins per week above to 13.8mins below baseline; 24.96hrs above to 11.96hrs below in total). The number of hours worked by Baby Boomers and GenZs notably differed between the genders across the entire period. Baby Boomer women worked more hours on average than Baby Boomer men. Specifically, Baby Boomer men worked less in the post-pandemic period, from 0.08 in 2019 to -0.49 in 2021 (4.8mins per week above and 29.4mins below baseline respectively; 4.16hrs above and 25.48hrs below in total). This is as compared to females of the same generation, who increased their hours worked from 0.85 in 2019 to 1.28 in 2021 (51mins and 1hr 16.8mins per week above baseline respectively; 44.20hrs and 66.56hrs in total). GenZ men worked more hours on average than GenZ women, but showed a greater dropoff in hours during the quiet quitting period. Hours worked for men started at 0.75 in 2019 (45mins per week above baseline; 39.00hrs above in total) and ended at -0.28 in 2022 (16.8mins per week below baseline; 14.56hrs below in total). This is in contrast to hours worked by women, who started at a substantially lower point at -0.65 in 2019 (39mins per week below baseline; 33.80hrs in total) and finished at -1.24 in 2022 (1hr 14.4mins per week below baseline; 64.80hrs in total). Overall, *quiet quitting* was most prevalent among men, and more pronounced for the two younger generations (i.e., GenZs and Millennials).

Generations | Education

Table D2 documents estimates for regressions that consider educational groups independently. Overall, people with a degree worked slightly more hours than those without a degree after the 2008 financial crisis to 2011; at the highest point in 2010, 0.13 (7.8mins per week above baseline; 6.76hrs above in total for the year), as compared to -0.08 (4.8mins per week below baseline; 4.16hrs below in total) during the same period. But these differences were not significantly different from baseline. However, there is a trajectory shift between 2015-2017, after which there is a steeper decline in hours worked by those with a degree than those without that continued throughout the

quiet quitting period. Compared to 2019, those with a degree worked less in 2022, -0.26 to -1.16 (15.6mins to 1hr 9.6mins per week below baseline; 13.52hrs to 60.32hrs in total hours below for the year). This differed to those without a degree at 0.34 to -0.11 (20.4mins per week above to 6.6mins below baseline; 17.68hrs above to 5.72hrs below in total). The difference in trajectories during the quiet quitting period is marked by a significant reduction from baseline hours each year between 2020-2022 for degree educated workers, compared to those without a degree for whom hours in the period did not significantly vary.

Table 3 reflects generational differences in hours worked between educational groups. There is stronger evidence of *quiet quitting* throughout the pandemic in individuals who have a degree than in those who do not across the generations. Working hours for GenZs with a degree fell from -0.45 in 2019 to -1.84 in 2022 (27mins to 1hr 50.4mins per week below baseline; 23.40hrs to 95.68hrs in total for the year). This differed for those without a degree where working hours for GenZs showed moderate changes from 0.52 in 2019 to 0.13 in 2022 (31.2mins to 7.8mins per week above baseline; 27.04hrs to 6.76hrs in total). For the same period, hours fell significantly from baseline for the entire period for Millennials from -0.50 to -1.67 (30mins to 1hr 40.2mins per week below baseline; 26.00hrs to 86.84hrs in total). Again, this differed for those without a degree where working hours for Millennials had a more moderate decline at 0.21 to -0.40 (12.6mins per week above to 24mins below baseline; 10.92hrs to 20.80hrs in total). There were also declines in hours worked for GenZers and Baby Boomers with a degree, but these were more moderate than the younger generations; from 0.09 to -0.68 (5.4mins per week above to 40.8mins below baseline; 4.68hrs above to 35.36hrs below in total), and -0.43 to -0.64 respectively (25.8mins to 38.4mins per week below baseline; 22.36hrs to 33.28hrs in total).

Generations | Industry

Table D3 documents estimates for regressions that consider sectors separately. Here the sectors are defined as Manufacturing, Agriculture, Energy, & Construction; Retail, Transportation, & Hospitality; Financial, Technology, & Professional; and Public Services. Hours worked by those in Financial, Technology, & Professional and those in Retail, Transportation, & Hospitality had the steepest reduction in hours between 2019 and 2022; respectively from 0.07 to -1.15 (4.2mins per week above to 1hr 9mins below baseline; 3.64hrs above to 59.80hrs below in total for the year), and 0.10 to -0.75 (6mins per week above to 45mins below baseline; 5.20hrs above to 39.00hrs below in total). In contrast, across the same period, hours worked by those in Manufacturing,

Agriculture, Energy, & Construction and those in Public Services had the smallest reduction in hours; respectively from 0.05 to -0.07 (3mins per week above to 4.2mins below baseline; 2.60hrs above to 3.64hrs below in total), and 0.19 to -0.36 (11.4mins per week above to 21.6mins below baseline; 9.88hrs above to 18.72hrs below in total.

In looking at generational differences by industry (Tables D4-8), Millennials offered evidence of *quiet quitting* across all major industries from 2019-2022. But it was most pronounced in Financial, Technological, & Professional Services (Table D6) at -0.14 to -1.63 (8.4mins to 1hr 37.8mins per week below baseline; 7.28hrs to 84.76hrs in total), which was significantly different from baseline each year between 2020-2022. This evidence was also seen for Retail, Transportation, & Hospitality (Table D5) at 0.02 to -1.34 (1.2mins per week above to 1hr 20.4mins below baseline; 1.04hrs above to 69.68hrs below in total), but it was significantly different from baseline between 2021-2022. GenZs showed evidence of *quiet quitting* in Retail, Transportation, & Hospitality (Table D5) at -0.36 in 2019 to -1.10 in 2022 (21.6mins to 1hr 6mins per week below baseline; 18.72hrs above to 57.20hrs below in total), which was significantly different from baseline each year between 2020-2022. Evidence of *quiet quitting* was offered also in Public Services (Table D7) across the same period at -0.39 to -1.18 (23.4mins per week above to 1hr 10.8mins below baseline; 20.28hrs above to 61.36hrs below in total), but it was only significantly different from baseline in 2020 and 2022. GenXers indicated quiet quitting in Financial, Technological, & Professional Services only (Table D6), which was siginificantly different from baseline in each year between 2020-2022, but the decline in hours was more moderate than the younger generations; at 0.17 in 2019 to -1.05 in 2022 (10.2mins per week above to 1hr 3mins below baseline; 8.84hrs above to 54.60hrs below in total). Baby Boomers were the only generation whose working patterns did not indicate *quiet quitting* in any industry (Tables D4-8).

SENSITIVITY ANALYSES

As can be found in Appendix E, results from more detailed analyses that considered actual hours worked including overtime for each generation, across each industry, by gender (Tables E4-8), and then by educational status (Tables E11-15). We note that the overall conclusions drawn above are robust to these additional analyses.

CONCLUSIONS

We explored the extent to which *quiet quitting* was prevalent across generational cohorts in the period post-COVID-19 (2020-2022), as compared to the preceding period from 2007. Using data

from the UK Quarterly Labour Force Survey, we find that the total number of hours per week showed declines consistent with the *quiet quitting* phenomenon. Specifically, hours worked including overtime declined in three of the four generational cohorts, and this was more pronounced in younger generations (i.e., GenZs; Millennials). Baby Boomers were the only generation found to be working hours consistent with pre-pandemic levels. In addition, while *quiet quitting* trends were generally consistent across industries, there was stronger evidence for it in Retail, Transportation, & Hospitality and Financial, Technological, & Professional Services, while the public sector saw more modest reductions in working hours than any other sector. Degree educated workers showed stronger *quiet quitting* behaviours than non-degree educated workers, intuitively given that opportunity to reduce discretionary hours lie mainly with the so called 'laptop class' who are able to work from home. These results suggest different generational patterns in hours worked post-COVID-19 may have been driven by value-based behaviours, with younger workers prioritising leisure, work-life balance, and wellbeing. This decline in hours may also signal reduced investment in future career prospects with the respective organisations.

Our results suggest that *quiet quitting* in the UK has been even more pronounced than it is in the US, where there have been similar evidence of reductions in working hours post-COVID-19 (2020-2022) driven by degree-educated younger workers, especially younger men (Lee, Park, and Shin, 2023). That is the declines in the UK are larger in comparison (scale =1.5) Given that unpaid overtime has been a key contributor to business productivity in the UK since the 2008 global financial crisis (Papagiannaki, Giraleas, and Thanassoulis 2021), the reductions in hours worked found here can arguably signal a reduction in overall productivity. Taken together, these results suggest that *quiet quitting* may reference a pronounced reduction in working hours among younger generational cohorts in the UK, interrupting the recovery of working hours to pre-pandemic levels.

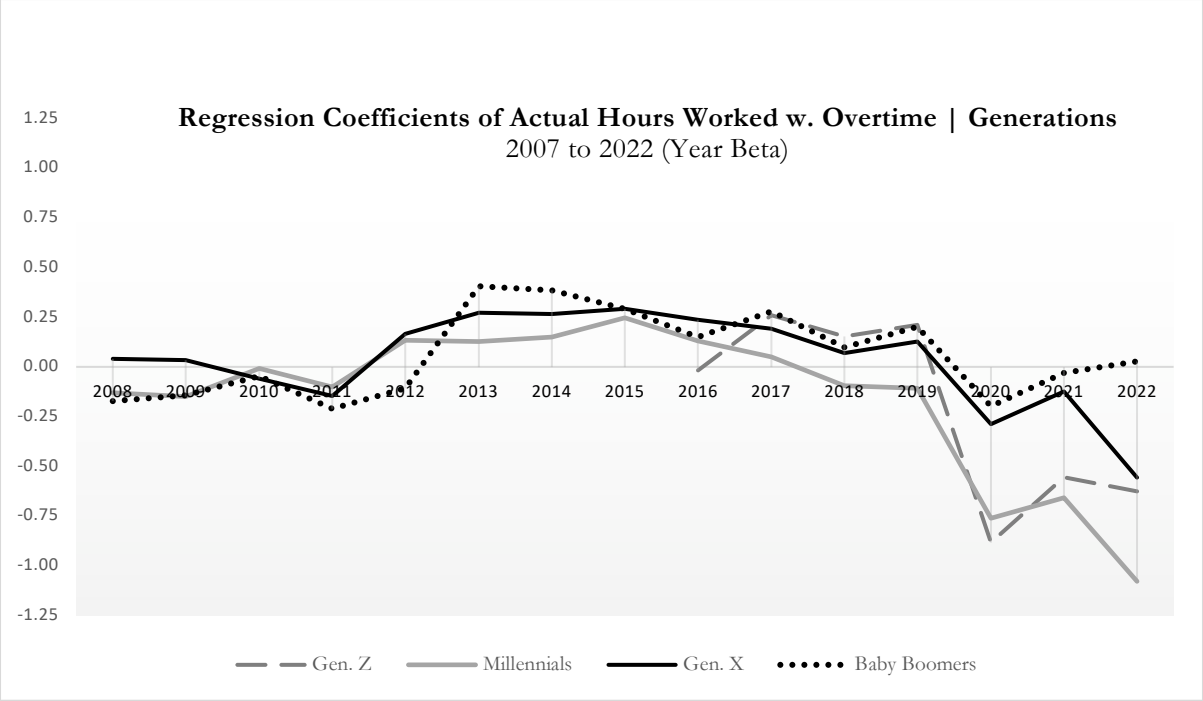

Figure 1. depicts an illustration of the coefficients from the regressions described in equation 1, for actual hours worked, including overtime.

Table 1. Regression models for actual hours worked, including overtime by generations (2007-2022)

	1	**2**	**3**	**4**
2008		-0.13**	0.04	-0.17
		(0.05)	(0.09)	(0.15)
2009		-0.15	0.03	-0.14
		(0.11)	(0.07)	(0.19)
2010		-0.01	-0.06	-0.05
		(0.06)	(0.08)	(0.22)
2011		-0.10	-0.15	-0.21
		(0.11)	(0.08)	(0.16)
2012		0.13*	0.17	-0.11
		(0.07)	(0.10)	(0.25)
2013		0.13*	0.27	0.41*
		(0.06)	(0.14)	(0.20)
2014		0.15*	0.27*	0.38*
		(0.07)	(0.11)	(0.15)
2015		0.25*	0.29**	0.29
		(0.10)	(0.09)	(0.17)
2016	-0.02	0.13	0.24	0.15
	(0.10)	(0.10)	(0.14)	(0.16)
2017	0.26	0.05	0.19*	0.28
	(0.16)	(0.09)	(0.09)	(0.16)
2018	0.15	-0.09	0.07	0.10
	(0.13)	(0.06)	(0.11)	(0.19)
2019	0.21	-0.11	0.13	0.20
	(0.13)	(0.07)	(0.10)	(0.18)
2020	-0.88***	-0.76***	-0.29	-0.20
	(0.13)	(0.18)	(0.15)	(0.27)
2021	-0.55**	-0.66***	-0.12	-0.03
	(0.16)	(0.06)	(0.10)	(0.16)
2022	-0.63*	-1.08***	-0.56***	0.03
	(0.24)	(0.10)	(0.09)	(0.22)
N	44,451	222,029	239,191	50,147

Notes: **1** = Gen. Z; **2** = Millennials; **3** = Gen. X; **4** = Baby Boomers. Values presented are coefficient estimates from the regressions described in equation 1. Standard errors are shown in parentheses. Asterix's denote significance: ***** $p \leq 0.05$; ****** $p \leq 0.01$; ******* $p \leq 0.001$. The baseline dummy variable (omitted) is 2007. N = sample size. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; occupation; and industry.

Table 2. Regression models for actual hours worked, including overtime by generations and gender (2007-2022)

	1	2	3	4	5	6	7	8
2008			-0.07 (0.14)	-0.14 (0.10)	0.18 (0.12)	-0.04 (0.13)	0.64* (0.26)	-0.39* (0.19)
2009			0.15 (0.14)	-0.28 (0.17)	0.50*** (0.13)	-0.19 (0.11)	1.04** (0.34)	-0.46 (0.26)
2010			0.15 (0.13)	-0.07 (0.10)	0.03 (0.17)	-0.09 (0.12)	0.71*** (0.19)	-0.25 (0.28)
2011			0.00 (0.17)	-0.15 (0.14)	-0.12 (0.11)	-0.15 (0.12)	0.24 (0.19)	-0.29 (0.18)
2012			0.22 (0.13)	0.10 (0.12)	0.29* (0.12)	0.10 (0.15)	0.92* (0.37)	-0.41 (0.24)
2013			0.40* (0.19)	-0.02 (0.12)	0.48*** (0.11)	0.15 (0.20)	1.06*** (0.26)	0.23 (0.22)
2014			0.34* (0.16)	0.05 (0.10)	0.36* (0.17)	0.19 (0.13)	0.68** (0.24)	0.38 (0.20)
2015			0.38 (0.19)	0.18 (0.11)	0.43** (0.14)	0.26** (0.10)	1.18*** (0.21)	0.04 (0.20)
2016	0.20 (0.29)	-0.18 (0.28)	0.16 (0.19)	0.13 (0.12)	0.59*** (0.12)	0.06 (0.19)	0.79*** (0.21)	0.03 (0.19)
2017	-0.39 (0.32)	0.67* 0.31)	0.24 (0.16)	-0.05 (0.12)	0.36* (0.17)	0.10 (0.12)	0.70 (0.44)	0.29 (0.21)
2018	-0.71* (0.33)	0.79** (0.29)	-0.13 (0.18)	-0.10 (0.10)	-0.02 (0.13)	0.10 (0.14)	0.39 (0.22)	0.16 (0.27)
2019	-0.65 (0.33)	0.75* (0.26)	0.05 (0.18)	-0.20 (0.11)	0.48*** (0.11)	-0.08 (0.15)	0.85*** (0.23)	0.08 (0.25)
2020	-1.66*** (0.29)	-0.39 (0.26)	-0.59* (0.24)	-0.93*** (0.19)	0.27 (0.20)	-0.61** (0.18)	0.80* (0.32)	-0.48 (0.29)
2021	-0.99** (0.35)	-0.33 (0.27)	-0.52*** (0.14)	-0.75*** (0.10)	0.38** (0.13)	-0.40** (0.14)	1.28** (0.20)	-0.49* (0.20)
2022	-1.24** (0.39)	-0.28 (0.37)	-0.85*** (0.14)	-1.25*** (0.15)	-0.23 (0.12)	-0.76*** (0.13)	0.89** (0.32)	-0.18 (0.25)
N	7,306	9,998	78,056	143,429	85,557	153,192	14,604	35,474

Notes: **1** = Gen. Z women; **2** = Gen. Z men; **3** = Millennials women; **4** = Millennials men; **5** = Gen. X women; **6** = Gen. X men; **7** = Baby Boomers women; **8** = Baby Boomers men. Values presented are coefficient estimates from the regressions described in equation 1. Standard errors are shown in parentheses. Asterix's denote significance: ***** $p \leq 0.05$; ****** $p \leq 0.01$; ******* $p \leq 0.001$. The baseline dummy variable (omitted) is 2007. N = sample size. Control variables include: age; ethnicity; educational status; marital status; parental status; occupation; and industry.

Table 3. Regression models for actual hours worked, including overtime by generations and education (2007-2022)

	1	2	3	4	5	6	7	8
2008			-0.21 (0.15)	-0.08 (0.08)	0.42 (0.22)	-0.12 (0.11)	-1.17** (0.42)	0.06 (0.19)
2009			-0.23 (0.19)	-0.07 (0.11)	0.68*** (0.16)	-0.24** (0.09)	-0.10 (0.39)	-0.15 (0.21)
2010			0.05 (0.18)	-0.04 (0.12)	0.31 (0.16)	-0.20 (0.10)	0.22 (0.35)	-0.15 (0.21)
2011			-0.11 (0.17)	-0.12 (0.12)	0.15 (0.22)	-0.26** (0.09)	-0.54 (0.37)	-0.14 (0.20)
2012			0.39* (0.16)	-0.12 (0.10)	0.75*** (0.16)	-0.08 (0.14)	-0.50 (0.29)	-0.01 (0.29)
2013			0.53*** (0.17)	-0.32** (0.12)	0.65** (0.20)	0.11 (0.15)	0.22 (0.30)	0.42* (0.21)
2014			0.15 (0.19)	0.10 (0.11)	0.83*** (0.17)	-0.02 (0.13)	0.11 (0.34)	0.44 (0.23)
2015			0.08 (0.26)	0.36* (0.15)	0.62** (0.20)	0.20 (0.11)	0.02 (0.31)	0.34 (0.19)
2016	0.11 (0.32)	-0.11 (0.17)	-0.15 (0.21)	0.36* (0.14)	0.64** (0.17)	0.08 (0.18)	0.15 (0.35)	0.04 (0.25)
2017	0.70* (0.30)	0.01 (0.23)	-0.23 (0.16)	0.25 (0.15)	0.60** (0.19)	0.02 (0.10)	-0.01 (0.37)	0.36* (0.18)
2018	-0.38 (0.34)	0.41** (0.14)	-0.50** (0.17)	0.23* (0.11)	-0.11 (0.22)	0.27 (0.15)	-0.11 (0.31)	0.13 (0.26)
2019	-0.45 (0.31)	0.52* (0.20)	-0.50** (0.15)	0.21* (0.10)	0.09 (0.16)	0.25 (0.14)	-0.43 (0.34)	0.40 (0.20)
2020	-1.43*** (0.34)	-0.59* (0.22)	-1.24*** (0.26)	-0.33* (0.16)	-0.26 (0.21)	-0.20 (0.20)	-1.00* (0.42)	0.10 (0.27)
2021	-0.62 (0.50)	-0.59** (0.20)	-1.01*** (0.15)	-0.33** (0.11)	-0.09 (0.18)	0.03 (0.15)	-0.72** (0.26)	0.21 (0.21)
2022	-1.84*** (0.45)	0.13 (0.27)	-1.67*** (0.16)	-0.40* (0.20)	-0.68*** (0.18)	-0.29 (0.15)	-0.64* (0.26)	0.26 (0.26)
N	5,942	11,438	106,630	115,399	87,406	151,785	13,722	36,425

Note: 1 = Gen. Z degree; **2** = Gen. Z no degree; **3** = Millennials degree; **4** = Millennials no degree; **5** = Gen. X degree; **6** = Gen. X no degree; **7** = Baby Boomers degree; **8** = Baby Boomers no degree. Values presented are coefficient estimates from the regressions described in equation 1. Standard errors are shown in parentheses. Asterix's denote significance: ***** $p \leq 0.05$; ****** $p \leq 0.01$; ******* $p \leq 0.001$. The baseline dummy variable (omitted) is 2007. N = sample size. Control variables include: age; gender; ethnicity; marital status; parental status; occupation; and industry.

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Appendix A

Table A1. Classification of Generations

Baby Boomers		Generation X (GenXers)		Generation Y (Millennials)		Generation Z (iGens)	
1946	76	1965	57	1981	41	1997	25
1947	75	1966	56	1982	40	1998	24
1948	74	1967	55	1983	39	1999	23
1949	73	1968	54	1984	38	2000	22
1950	72	1969	53	1985	37	2001	21
1951	71	1970	52	1986	36	2002	20
1952	70	1971	51	1987	35	2003	19
1953	69	1972	50	1988	34	2004	18
1954	68	1973	49	1989	33	2005	17
1955	67	1974	48	1990	32	2006	16
1956	66	1975	47	1991	31	2007	15
1957	65	1976	46	1992	30	2008	14
1958	64	1977	45	1993	29	2009	13
1959	63	1978	44	1994	28	2010	12
1960	62	1979	43	1995	27		
1961	61	1980	42	1996	26		
1962	60						
1963	59						
1964	58						

Notes: Years in black were included in analyses

Table A2. The mean summaries of actual hours worked with overtime per week

Year	Weekly Hours				
	General	Generation Z	Generation Y	Generation X	Baby Boomers
2007	45.58		46.63	45.92	45.66
2008	45.53		45.49	45.97	45.54
2009	45.56		45.48	45.97	45.54
2010	45.59		45.64	45.87	45.66
2011	45.53		45.58	45.80	45.54
2012	45.79		45.83	45.11	45.63
2013	45.92		45.82	46.24	46.12
2014	45.96		45.84	46.24	46.11
2015	46.01	44.50	45.96	46.34	46.03
2016	45.96	44.45	45.88	46.32	45.86
2017	45.93	44.73	45.80	46.27	45.92
2018	45.78	44.61	45.63	46.14	45.72
2019	45.83	44.66	45.63	46.20	45.85
2020	45.35	43.59	45.04	45.83	45.98
2021	45.47	43.87	45.05	45.94	45.67
2022	45.23	43.74	44.79	45.63	45.69

Notes: Mean = $\bar{x} = \Sigma fx/\Sigma f$, (where f = sum of terms; x = number of terms).

Appendix B

Table B1. Sample Characteristics

Variable		N	Before Exclusions (N=4,112,882)		N (8.50% Reduction)	Exclusions on Minimum Wage (N=3,756,990)		N (52.76% Reduction)	Full-time Only (N=1,774,185)	
			N / M (SD)	% / Range		N / M (SD)	% / Range		N / M (SD)	% / Range
Year		4,112,882	15	2007-2022	3,763,240	15	2007-2022	1,777,568	15	2007-2022
Quarters	1 - Jan., Feb., Mar.	4,112,882	1,046,737	25.45	3,763,240	957,243	25.44	1,777,568	451,271	25.39
	2 - Apr., May, Jun.		1,036,317	25.20		950,237	25.25		445,588	25.07
	3 - Jul., Aug., Sep.		1,017,619	24.74		929,595	24.7		441,528	24.84
	4 - Oct., Nov., Dec.		1,012,209	24.61		926,165	24.61		439,181	24.71
Age		4,112,882	45.15 (14.72)	18-70	3,763,240	45.42 (14.82)	18-70	1,777,568	42.19 (12.04)	18-70
	< M		1,875,914	45.61		1,693,171	44.99	1,777,568	934,838	52.59
	≥ M		2,236,968	54.39		2,070,069	55.01		842,730	47.41
Generations	Generation Z	4,112,882	491,766	11.96	3,763,240	445,661	11.84	1,777,568	174,827	9.84
	Generation Y		1,212,084	29.47		1,092,427	29.03		666,056	37.47
	Generation X		1,367,784	33.26		1,236,103	32.85		733,468	41.26
	Baby Boomers		1,041,248	25.32		989,049	26.28		203,217	11.43
Gender	Female	4,112,882	2,157,367	52.45	3,763,240	1,955,111	51.95	1,777,568	669,900	37.69
	Male		1,955,515	47.55		1,808,129	48.05		1,107,668	62.31
Ethnicity	White	4,109,599	3,697,876	89.98	3,760,080	3,378,596	89.85	1,776,687	1,607,171	90.46
	Ethnic		411,723	10.02		381,484	10.15		169,516	9.54
Marital Status	Single	4,112,862	1,313,894	31.95	3,763,220	1,195,988	31.78	1,777,567	607,204	34.16
	Married/Partner		2,215,188	53.86		2,032,380	54.01		963,753	54.22
	Separated/Divorced		479,252	11.65		436,249	11.59		189,988	10.69

Variable		N	Before Exclusions (N=4,112,882)		N (8.50% Reduction)	Exclusions on Minimum Wage (N=3,756,990)		N (52.76% Reduction)	Full-time Only (N=1,774,185)	
			N / M (SD)	% / Range		N / M (SD)	% / Range		N / M (SD)	% / Range
	Widowed		104,528	2.54		98,603	2.62		16,622	0.94
Parental Status	No Children	4,112,022	2,605,531	63.36	3,762,473	2,404,875	63.92	1,777,217	1,091,371	61.41
	1 Child		659,586	16.04		592,668	15.75		313,717	17.65
	2 Children		609,025	14.81		547,440	14.55		284,252	15.99
	≥3 Children		237,880	5.78		217,490	5.78		87,877	4.94
Educational Status	Degree	3,991,742	1,041,148	26.08	3,642,352	960,223	26.36	1,769,505	587,323	33.19
	No Degree		2,950,594	73.92		2,682,129	73.64		1,182,182	66.81
Industry	Manufacturing, Agriculture, Energy, & Construction	2,800,353	574204	20.50	2,451,236	513,741	20.96	1,771,248	449,274	25.36
	Retail, Transportation, & Hospitality		695349	24.83		589,103	24.03		388,094	21.91
	Financial, Technological, & Professional Services		564429	20.16		511,720	20.88		391,709	22.11
	Public Services		881872	31.49		760,887	31.04		495,064	27.95
	Other		84499	3.02		75,785	3.09		47,107	2.66
Occupational Status	Senior Managers/ Executives	2,807,833	345,726	12.31	2,458,316	317,061	12.9	1,775,013	269,696	15.19
	Professionals		932,069	33.20		846,797	34.45		649,205	36.57
	Admin/Sales/Customer		515,944	18.38		433,368	17.63		248,721	14.01
	Skilled Trade/Labour		476,459	16.97		423,493	17.23		366,997	20.68
	Health/Personal Service		254,676	9.07		209,782	8.53		116,387	6.56
	Elementary		282,959	10.08		227,815	9.27		124,007	6.99
Region	North East	4,112,882	370,519	9.01	3,763,240	337,869	8.98	1,777,568	155,321	8.74
	North West & Merseyside		550,606	13.39		502,026	13.34		231,388	13.02

Variable		N	Before Exclusions (N=4,112,882)		N (8.50% Reduction)	Exclusions on Minimum Wage (N=3,756,990)		N (52.76% Reduction)	Full-time Only (N=1,774,185)	
			N / M (SD)	% / Range		N / M (SD)	% / Range		N / M (SD)	% / Range
	Yorkshire & Humberside		703,603	17.11		645,728	17.16		313,933	17.66
	East Midlands		410,232	9.97		374,249	9.94		181,886	10.23
	West Midlands		443,215	10.78		407,270	10.82		187,814	10.57
	Eastern		363,100	8.83		332,009	8.82		159,042	8.95
	London		347,188	8.44		321,761	8.55		155,235	8.73
	South East		315,685	7.68		286,471	7.61		139,606	7.85
	South West		198,399	4.82		179,493	4.77		81,380	4.58
	Wales		113,447	2.76		103,532	2.75		44,616	2.51
	Scotland		202,436	4.92		184,368	4.9		86,625	4.87
	Northern Ireland		94,452	2.30		88,464	2.35		40,722	2.29
Employment	Employed	4,112,882	2,815,280	68.45	3,763,240	2,465,639	65.52	1,777,568	1,777,568	100.00
Status	Unemployed		1,297,602	31.55		1,297,601	34.48		0	0.00
Full-time	Yes	4,112,882	2,065,698.00	50.23	3,763,240	1,854,932	49.29	1,777,568	1,777,568	100.00
	No		2,047,184.00	49.77		1,908,308	50.71		0	0.00
Actual Hours		867,333	39.78 (12.87)	1-97	752,137	40.18 (12.69)	1-97	558,136	45.70 (8.65)	35-97
Worked	<25hrs		115,870	13.36		92,557	12.31		0	0.00
Including	25-40hrs		333,761	38.48		289,212	38.45		189,763	34.00
Overtime	>40-50hrs		293,799	33.87		260,516	34.64		258,908	46.39
	>50hrs		123,903	14.29		109,852	14.61		109,465	19.61
Wage		721,348	21,894.65 (27,911.03)	0-99,999	371,706	40,960.6 (27,531.18)	8,100-99,999	305,965	39,483.10 (26,073.77)	8,200-99,999
(CPI Adjusted)	<20000		451,532	62.60		101,890	27.41		80,072	26.17
	20,000 - <30,000		88,807	12.31		88,807	23.89		79,464	25.97
	30,000 - <40,000		48,905	6.78		48,905	13.16		44,860	14.66

Variable	N	Before Exclusions (N=4,112,882)		N (8.50% Reduction)	Exclusions on Minimum Wage (N=3,756,990)		N (52.76% Reduction)	Full-time Only (N=1,774,185)	
		N / M (SD)	% / Range		N / M (SD)	% / Range		N / M (SD)	% / Range
40,000 - <50,000		21,253	2.95		21,253	5.72		19,689	6.44
50000 +		110,851	15.37		110,851	29.82		81,880	26.76

Notes: N = number of observations; M = mean; SD = standard deviation; % of observations; CPI = Consumer price index.

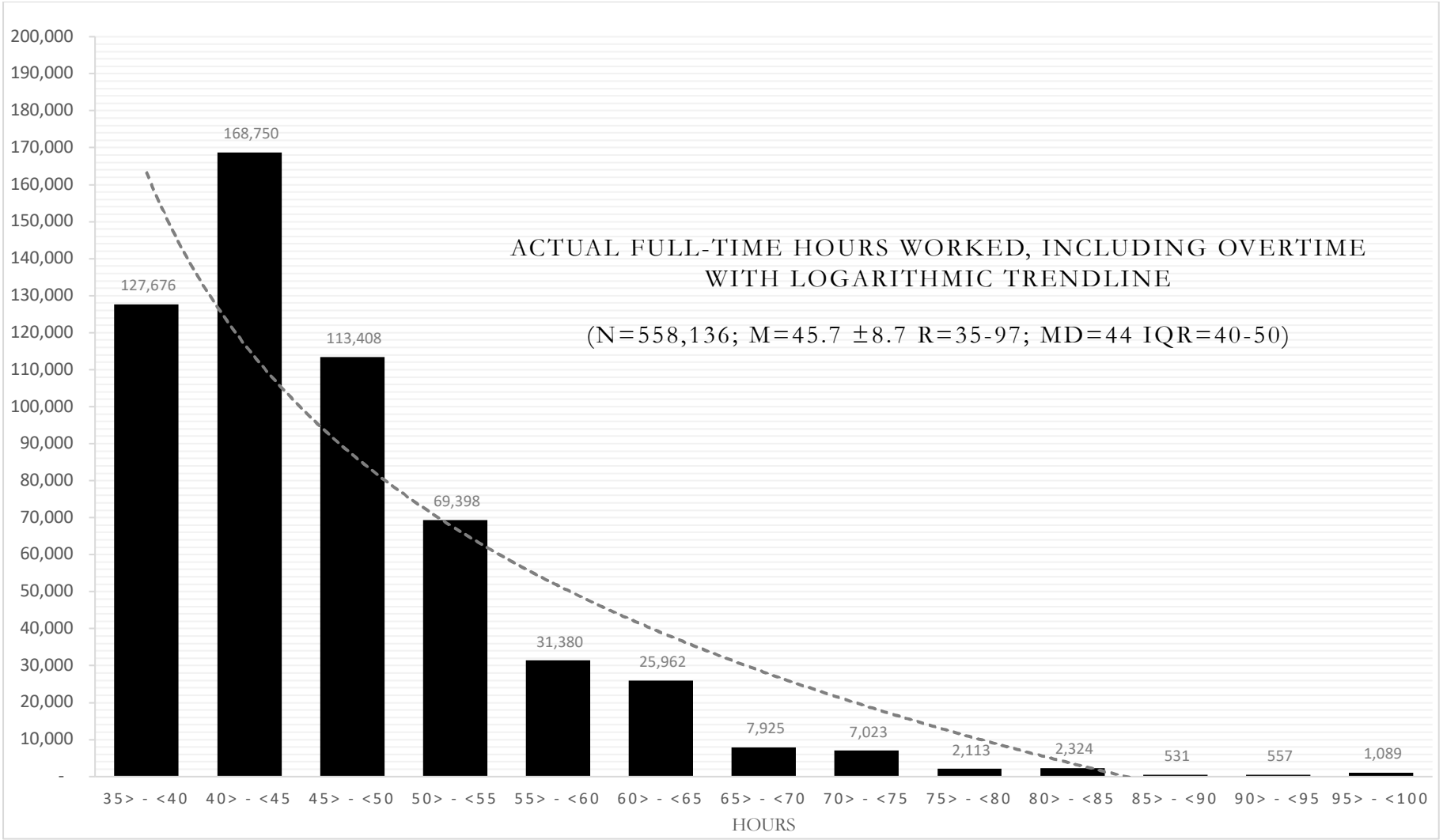

Figure B1. Values in time of actual hours worked full-time, including overtime for the total sample.

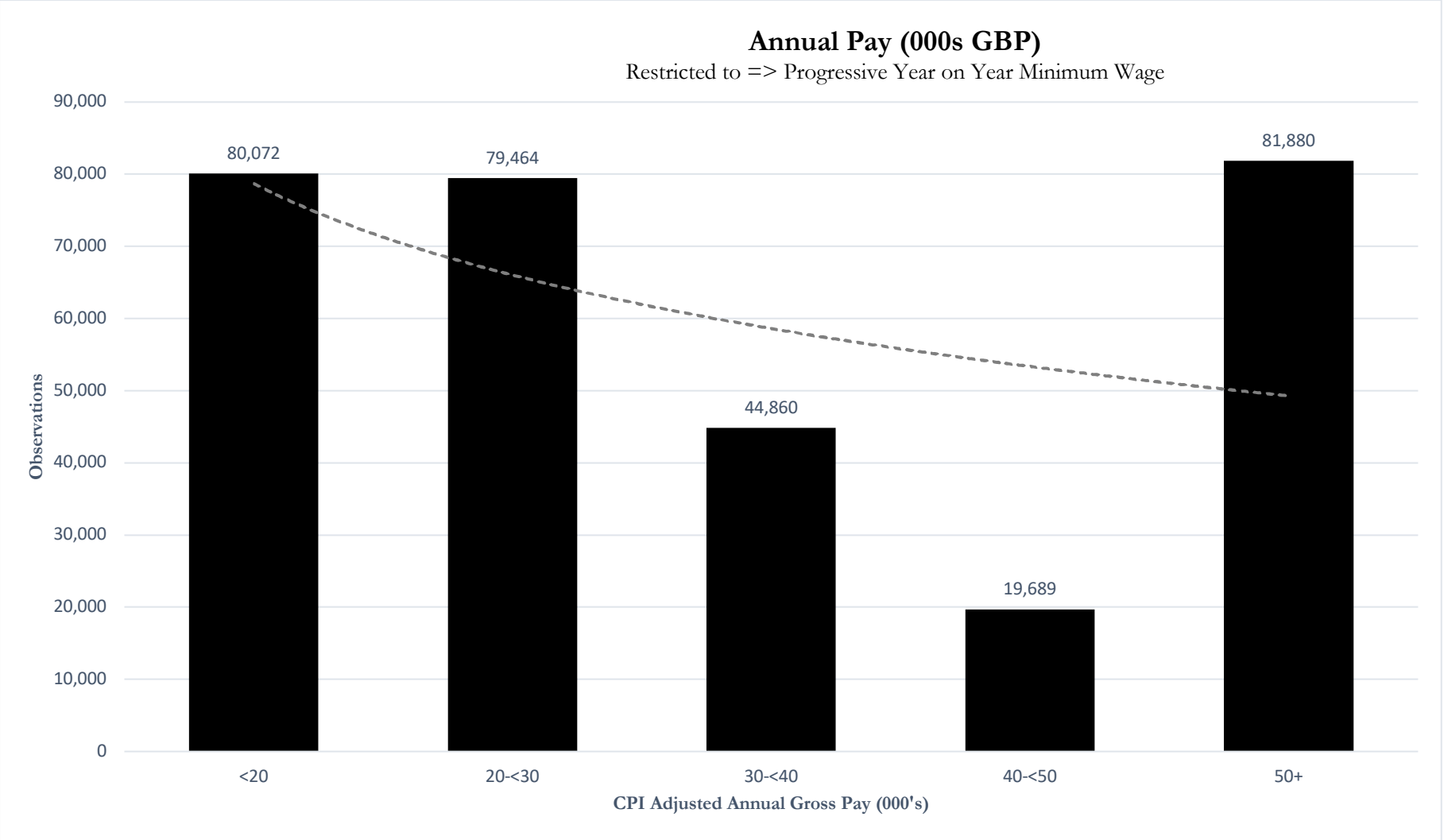

Figure B2. Values of CPI (Consumer Price Index) adjusted annual gross wages in GBP (Great British Pound), reduced by the progressive year on year UK National minimum wage, for the total sample.

Table B2 CPI adjusted log wage reduced by National minimum wage (2007 Q1 to 2022 Q4)

Year-Quarter	Beta	SE	p	95% CI	
2007 q2	-0.02	0.00	0.000	-0.02	-0.02
2007 q3	0.00	0.00	0.000	0.00	0.00
2007 q4	-0.01	0.00	0.000	-0.01	-0.01
2008 q1	-0.03	0.00	0.000	-0.03	-0.03
2008 q2	-0.03	0.00	0.000	-0.04	-0.03
2008 q3	-0.05	0.00	0.000	-0.05	-0.04
2008 q4	-0.03	0.00	0.000	-0.03	-0.03
2009 q1	-0.03	0.00	0.000	-0.03	-0.03
2009 q2	-0.01	0.00	0.000	-0.02	-0.01
2009 q3	-0.03	0.00	0.000	-0.03	-0.02
2009 q4	-0.02	0.00	0.000	-0.02	-0.01
2010 q1	-0.05	0.00	0.000	-0.05	-0.04
2010 q2	-0.06	0.00	0.000	-0.06	-0.05
2010 q3	-0.06	0.00	0.000	-0.07	-0.05
2010 q4	-0.04	0.00	0.000	-0.04	-0.03
2011 q1	-0.06	0.00	0.000	-0.07	-0.05
2011 q2	-0.09	0.01	0.000	-0.10	-0.08
2011 q3	-0.06	0.01	0.000	-0.07	-0.05
2011 q4	-0.07	0.00	0.000	-0.07	-0.06
2012 q1	-0.10	0.00	0.000	-0.11	-0.09
2012 q2	-0.08	0.00	0.000	-0.09	-0.07
2012 q3	-0.05	0.01	0.000	-0.06	-0.04
2012 q4	-0.06	0.01	0.000	-0.07	-0.05
2013 q1	-0.10	0.01	0.000	-0.11	-0.09
2013 q2	-0.04	0.01	0.000	-0.06	-0.03
2013 q3	-0.06	0.01	0.000	-0.07	-0.05
2013 q4	-0.06	0.00	0.000	-0.07	-0.05
2014 q1	-0.09	0.01	0.000	-0.10	-0.08
2014 q2	-0.07	0.01	0.000	-0.08	-0.06
2014 q3	-0.07	0.01	0.000	-0.08	-0.05
2014 q4	-0.08	0.01	0.000	-0.09	-0.07
2015 q1	-0.07	0.01	0.000	-0.08	-0.06
2015 q2	-0.02	0.01	0.068	-0.05	0.00
2015 q3	-0.04	0.01	0.005	-0.06	-0.01
2015 q4	-0.03	0.01	0.085	-0.06	0.00
2016 q1	-0.02	0.02	0.306	-0.05	0.02
2016 q2	-0.01	0.02	0.663	-0.04	0.02
2016 q3	-0.03	0.02	0.060	-0.06	0.00
2016 q4	-0.02	0.02	0.183	-0.05	0.01
2017 q1	-0.02	0.02	0.125	-0.06	0.01
2017 q2	-0.02	0.02	0.114	-0.05	0.01
2017 q3	-0.02	0.01	0.188	-0.05	0.01
2017 q4	0.00	0.01	0.954	-0.03	0.03
2018 q1	-0.02	0.02	0.221	-0.05	0.01
2018 q2	-0.02	0.02	0.240	-0.05	0.01
2018 q3	-0.02	0.02	0.376	-0.05	0.02
2018 q4	0.00	0.02	0.803	-0.03	0.04
2019 q1	0.01	0.02	0.496	-0.02	0.04
2019 q2	-0.02	0.02	0.299	-0.05	0.01
2019 q3	-0.01	0.02	0.568	-0.04	0.02
2019 q4	0.00	0.02	0.928	-0.03	0.03
2020 q1	0.07	0.02	0.001	0.03	0.11
2020 q2	0.18	0.03	0.000	0.12	0.24
2020 q3	0.06	0.02	0.005	0.02	0.10
2020 q4	0.03	0.02	0.088	0.00	0.07
2021 q1	0.03	0.02	0.085	0.00	0.07
2021 q2	0.03	0.02	0.087	0.00	0.07
2021 q3	0.02	0.02	0.190	-0.01	0.05
2021 q4	0.09	0.02	0.000	0.05	0.14
2022 q1	0.02	0.02	0.282	-0.02	0.06
2022 q2	0.08	0.02	0.001	0.04	0.12
2022 q3	0.08	0.03	0.002	0.03	0.13
2023 q4	0.14	0.03	0.000	0.08	0.19

Notes: Q = quarter; Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; occupation; and industry.

Appendix C

Table C1. Actual hours worked with overtime by generation (2007 to 2022)

Generations	Year	Beta	SE	p	95% CI		N
	2016	-0.02	0.10	0.859	-0.21	0.18	
	2017	0.26	0.16	0.121	-0.07	0.59	
	2018	0.15	0.13	0.254	-0.12	0.42	
Gen. Z	2019	0.21	0.13	0.119	-0.06	0.48	17,380
	2020	-0.88	0.13	0.000	-1.14	-0.62	
	2021	-0.55	0.16	0.001	-0.88	-0.88	
	2022	-0.63	0.24	0.015	-1.12	-0.13	
	2008	-0.13	0.05	0.009	-0.23	-0.03	
	2009	-0.15	0.11	0.179	-0.37	0.07	
	2010	-0.01	0.06	0.904	-0.13	0.12	
	2011	-0.10	0.11	0.351	-0.31	0.11	
	2012	0.13	0.07	0.046	0.00	0.27	
	2013	0.13	0.06	0.035	0.01	0.24	
	2014	0.15	0.07	0.047	0.00	0.30	
Millennials	2015	0.25	0.10	0.019	0.04	0.45	222,029
	2016	0.13	0.10	0.210	-0.07	0.33	
	2017	0.05	0.09	0.588	-0.13	0.23	
	2018	-0.09	0.06	0.114	-0.21	0.02	
	2019	-0.11	0.07	0.111	-0.24	0.03	
	2020	-0.76	0.18	0.000	-1.12	-0.40	
	2021	-0.66	0.06	0.000	-0.78	-0.53	
	2022	-1.08	0.10	0.000	-1.27	-0.89	
	2008	0.04	0.09	0.653	-0.14	0.22	
	2009	0.03	0.07	0.610	-0.10	0.17	
	2010	-0.06	0.08	0.452	-0.22	0.10	
	2011	-0.15	0.08	0.085	-0.31	0.02	
	2012	0.17	0.10	0.096	-0.03	0.36	
	2013	0.27	0.14	0.065	-0.02	0.56	
	2014	0.27	0.11	0.019	0.05	0.49	
Gen. X	2015	0.29	0.09	0.001	0.12	0.46	239,191
	2016	0.24	0.14	0.098	-0.04	0.52	
	2017	0.19	0.09	0.028	0.02	0.36	
	2018	0.07	0.11	0.516	-0.14	0.28	
	2019	0.13	0.10	0.187	-0.06	0.32	
	2020	-0.29	0.15	0.059	-0.59	0.01	
	2021	-0.12	0.10	0.203	-0.31	0.07	
	2022	-0.56	0.09	0.000	-0.75	-0.37	
	2008	-0.17	0.15	0.251	-0.47	0.12	
	2009	-0.14	0.19	0.460	-0.52	0.24	
	2010	-0.05	0.22	0.837	-0.49	0.40	
	2011	-0.21	0.16	0.205	-0.54	0.12	
	2012	-0.11	0.25	0.669	-0.62	0.40	
	2013	0.41	0.20	0.044	0.01	0.80	
	2014	0.38	0.15	0.014	0.08	0.69	
Baby Boomers	2015	0.29	0.17	0.090	-0.05	0.63	50,147
	2016	0.15	0.16	0.357	-0.17	0.47	
	2017	0.28	0.16	0.093	-0.05	0.60	
	2018	0.10	0.19	0.613	-0.29	0.48	
	2019	0.20	0.18	0.281	-0.17	0.57	
	2020	-0.20	0.27	0.469	-0.75	0.35	
	2021	-0.03	0.16	0.857	-0.35	0.30	
	2022	0.03	0.22	0.901	-0.41	0.47	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; occupation; and industry.

Appendix D

Table D1. Actual hours worked with overtime by gender (2007 to 2022)

Gender	Year	Beta	SE	p	95% CI		N
Female	2008	0.02	0.12	0.883	-0.22	0.26	196,444
	2009	0.34	0.11	0.003	0.12	0.55	
	2010	0.08	0.12	0.513	-0.16	0.33	
	2011	-0.02	0.10	0.868	-0.23	0.19	
	2012	0.29	0.10	0.004	0.09	0.48	
	2013	0.48	0.11	0.000	0.27	0.69	
	2014	0.40	0.13	0.003	0.14	0.65	
	2015	0.48	0.15	0.002	0.19	0.78	
	2016	0.46	0.10	0.000	0.26	0.66	
	2017	0.33	0.13	0.015	0.07	0.59	
	2018	-0.03	0.12	0.800	-0.27	0.21	
	2019	0.29	0.11	0.012	0.07	0.52	
	2020	-0.08	0.18	0.669	-0.44	0.29	
	2021	0.08	0.11	0.459	-0.14	0.30	
	2022	-0.34	0.11	0.002	-0.55	-0.12	
Male	2008	-0.07	0.11	0.519	-0.30	0.15	358,102
	2009	-0.22	0.13	0.106	-0.48	0.05	
	2010	-0.08	0.10	0.440	-0.29	0.13	
	2011	-0.16	0.11	0.169	-0.39	0.07	
	2012	0.04	0.13	0.749	-0.21	0.29	
	2013	0.10	0.14	0.465	-0.18	0.39	
	2014	0.23	0.11	0.036	0.02	0.45	
	2015	0.22	0.10	0.041	0.01	0.42	
	2016	0.09	0.13	0.468	-0.17	0.36	
	2017	0.13	0.12	0.312	-0.12	0.37	
	2018	0.09	0.11	0.404	-0.13	0.31	
	2019	-0.04	0.11	0.715	-0.27	0.19	
	2020	-0.68	0.16	0.000	-1.00	-0.37	
	2021	-0.51	0.12	0.000	-0.75	-0.28	
	2022	-0.81	0.13	0.000	-1.08	-0.55	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; occupation; and industry.

Table D2. Actual hours worked with overtime by education (2007 to 2022)

Education	Year	Beta	SE	p	95% CI		N
Degree	2008	0.00	0.14	0.973	-0.27	0.28	32,023
	2009	0.11	0.16	0.497	-0.20	0.42	
	2010	0.13	0.14	0.375	-0.16	0.41	
	2011	-0.04	0.15	0.811	-0.33	0.26	
	2012	0.43	0.13	0.001	0.18	0.68	
	2013	0.51	0.12	0.000	0.27	0.75	
	2014	0.43	0.17	0.013	0.10	0.77	
	2015	0.29	0.21	0.169	-0.13	0.70	
	2016	0.21	0.15	0.173	-0.09	0.51	
	2017	0.18	0.14	0.217	-0.11	0.47	
	2018	-0.30	0.14	0.041	-0.59	-0.01	
	2019	-0.26	0.14	0.061	-0.53	0.01	
	2020	-0.80	0.22	0.000	-1.24	-0.37	
	2021	-0.57	0.13	0.000	-0.83	-0.30	
	2022	-1.16	0.14	0.000	-1.44	-0.87	
No Degree	2008	-0.06	0.10	0.520	-0.27	0.14	518,440
	2009	-0.09	0.09	0.324	-0.27	0.09	
	2010	-0.08	0.10	0.431	-0.29	0.13	
	2011	-0.14	0.09	0.113	-0.32	0.03	
	2012	-0.04	0.12	0.752	-0.28	0.21	
	2013	0.08	0.12	0.518	-0.16	0.32	
	2014	0.21	0.10	0.043	0.01	0.41	
	2015	0.34	0.10	0.002	0.13	0.55	
	2016	0.24	0.12	0.044	0.01	0.47	
	2017	0.20	0.11	0.068	-0.02	0.42	
	2018	0.31	0.11	0.007	0.09	0.53	
	2019	0.34	0.11	0.002	0.13	0.56	
	2020	-0.11	0.14	0.429	-0.40	0.17	
	2021	0.02	0.11	0.880	-0.21	0.25	
	2022	-0.11	0.12	0.365	-0.35	0.13	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; marital status; parental status; occupation; and industry.

Table D3. Actual hours worked with overtime by industry (2007 to 2022)

Industry	Year	Beta	SE	p	95% CI		N
Manufacturing, Agriculture, Energy, & Construction	2008	-0.24	0.18	0.198	-0.60	0.13	144,347
	2009	-0.23	0.13	0.078	-0.50	0.03	
	2010	-0.11	0.12	0.351	-0.34	0.12	
	2011	-0.12	0.13	0.339	-0.38	0.13	
	2012	-0.02	0.16	0.883	-0.35	0.30	
	2013	0.12	0.15	0.427	-0.17	0.41	
	2014	0.30	0.11	0.009	0.08	0.53	
	2015	0.32	0.12	0.009	0.08	0.56	
	2016	0.37	0.13	0.007	0.11	0.63	
	2017	0.48	0.16	0.005	0.15	0.81	
	2018	0.34	0.16	0.037	0.02	0.66	
	2019	0.05	0.16	0.752	-0.27	0.37	
	2020	-0.29	0.17	0.098	-0.64	0.05	
	2021	0.10	0.15	0.519	-0.20	0.39	
	2022	-0.07	0.12	0.579	-0.31	0.17	
Retail, Transportation, & Hospitality	2008	0.04	0.14	0.785	-0.25	0.33	107,066
	2009	-0.09	0.19	0.639	-0.47	0.29	
	2010	-0.18	0.18	0.331	-0.54	0.19	
	2011	-0.25	0.17	0.134	-0.59	0.08	
	2012	-0.15	0.17	0.369	-0.49	0.18	
	2013	0.18	0.18	0.318	-0.18	0.55	
	2014	0.01	0.18	0.943	-0.34	0.36	
	2015	0.14	0.18	0.449	-0.23	0.50	
	2016	0.08	0.20	0.677	-0.32	0.49	
	2017	-0.05	0.16	0.755	-0.36	0.26	
	2018	0.01	0.21	0.965	-0.40	0.42	
	2019	0.10	0.15	0.517	-0.21	0.41	
	2020	-0.57	0.16	0.001	-0.90	-0.24	
	2021	-0.29	0.18	0.100	-0.64	0.06	
	2022	-0.75	0.20	0.000	-1.15	-0.35	
Financial, Technology, & Professional	2008	0.03	0.10	0.799	-0.18	0.23	128,280
	2009	0.06	0.09	0.506	-0.13	0.25	
	2010	0.09	0.07	0.227	-0.06	0.24	
	2011	0.00	0.07	0.981	-0.14	0.14	
	2012	0.38	0.11	0.001	0.16	0.61	
	2013	0.36	0.07	0.000	0.21	0.51	
	2014	0.37	0.12	0.003	0.13	0.60	
	2015	0.24	0.09	0.008	0.06	0.41	
	2016	0.27	0.13	0.039	0.01	0.53	
	2017	0.18	0.10	0.085	-0.03	0.39	
	2018	-0.07	0.11	0.481	-0.29	0.14	
	2019	0.07	0.13	0.572	-0.18	0.33	
	2020	-0.72	0.23	0.003	-1.19	-0.26	
	2021	-0.57	0.10	0.000	-0.76	-0.37	
	2022	-1.15	0.15	0.000	-1.45	-0.85	
Public Services	2008	0.00	0.07	0.981	-0.14	0.14	164,798
	2009	0.11	0.09	0.228	-0.07	0.28	
	2010	0.01	0.12	0.937	-0.23	0.25	
	2011	-0.07	0.12	0.569	-0.31	0.17	
	2012	0.24	0.08	0.007	0.07	0.40	
	2013	0.30	0.10	0.005	0.10	0.51	
	2014	0.44	0.13	0.002	0.18	0.70	
	2015	0.53	0.15	0.001	0.23	0.82	
	2016	0.21	0.08	0.008	0.06	0.36	
	2017	0.22	0.12	0.063	-0.01	0.46	
	2018	0.03	0.13	0.801	-0.24	0.30	
	2019	0.19	0.09	0.041	0.01	0.36	
	2020	-0.16	0.21	0.459	-0.58	0.26	
	2021	-0.16	0.09	0.085	-0.33	0.02	
	2022	-0.36	0.09	0.000	-0.55	-0.17	
Other	2008	0.88	0.81	0.284	-0.74	2.50	10,055
	2009	0.02	0.66	0.972	-1.29	1.34	
	2010	0.63	0.64	0.335	-0.66	1.91	
	2011	-0.46	0.67	0.495	-1.80	0.88	
	2012	-0.15	0.65	0.820	-1.44	1.14	
	2013	0.25	0.63	0.695	-1.02	1.51	
	2014	0.05	0.64	0.940	-1.22	1.32	
	2015	0.29	0.68	0.674	-1.07	1.65	
	2016	0.19	0.69	0.782	-1.19	1.58	
	2017	-0.48	0.68	0.482	-1.85	0.88	
	2018	-0.62	0.72	0.392	-2.05	0.81	
	2019	-0.04	0.75	0.962	-1.53	1.46	
	2020	0.04	0.66	0.955	-1.29	1.36	
	2021	-0.03	0.68	0.960	-1.40	1.33	
	2022	-0.97	0.73	0.191	-2.44	0.50	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table D4. Actual hours worked with overtime by generation in Manufacturing, Agriculture, Energy, & Construction (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
	2016	-0.15	0.27	0.590	-0.70	0.41	
	2017	1.07	0.52	0.048	0.01	2.14	
	2018	1.57	0.39	0.000	0.78	2.37	
Gen. Z	2019	1.09	0.23	0.000	0.62	1.57	4,094
	2020	0.83	0.41	0.052	-0.01	1.66	
	2021	0.62	0.53	0.250	-0.46	1.70	
	2022	0.48	0.33	0.158	-0.20	1.15	
	2008	-0.16	0.18	0.360	-0.52	0.19	
	2009	-0.28	0.17	0.106	-0.61	0.06	
	2010	-0.11	0.10	0.278	-0.31	0.09	
	2011	-0.15	0.16	0.344	-0.48	0.17	
	2012	0.25	0.19	0.204	-0.14	0.63	
	2013	-0.04	0.22	0.868	-0.48	0.41	
	2014	0.14	0.14	0.320	-0.14	0.41	
Millennials	2015	0.08	0.13	0.557	-0.18	0.33	54,834
	2016	0.22	0.14	0.121	-0.06	0.50	
	2017	0.21	0.14	0.142	-0.07	0.50	
	2018	0.20	0.12	0.106	-0.04	0.44	
	2019	-0.11	0.18	0.527	-0.47	0.24	
	2020	-0.57	0.15	0.000	-0.87	-0.27	
	2021	-0.29	0.20	0.145	-0.68	0.10	
	2022	-0.35	0.20	0.075	-0.74	0.04	
	2008	-0.28	0.17	0.095	-0.62	0.05	
	2009	-0.30	0.12	0.013	-0.54	-0.07	
	2010	-0.14	0.13	0.298	-0.40	0.12	
	2011	-0.18	0.17	0.303	-0.51	0.16	
	2012	-0.16	0.23	0.490	-0.61	0.30	
	2013	0.07	0.18	0.704	-0.29	0.43	
	2014	0.22	0.15	0.134	-0.07	0.51	
Gen. X	2015	0.64	0.12	0.000	0.40	0.88	63,003
	2016	0.50	0.12	0.000	0.26	0.74	
	2017	0.35	0.18	0.058	-0.01	0.71	
	2018	0.23	0.19	0.244	-0.16	0.61	
	2019	-0.06	0.17	0.719	-0.41	0.28	
	2020	-0.34	0.20	0.098	-0.74	0.06	
	2021	0.21	0.15	0.166	-0.09	0.51	
	2022	-0.24	0.13	0.064	-0.49	0.01	
	2008	-0.72	0.29	0.015	-1.30	-0.15	
	2009	-0.42	0.29	0.159	-1.00	0.17	
	2010	-0.65	0.28	0.024	-1.20	-0.09	
	2011	-0.47	0.24	0.056	-0.95	0.01	
	2012	-0.55	0.30	0.069	-1.15	0.05	
	2013	-0.02	0.24	0.921	-0.51	0.46	
	2014	0.18	0.35	0.600	-0.52	0.88	
Baby Boomers	2015	-0.31	0.26	0.244	-0.83	0.22	15,289
	2016	0.40	0.31	0.199	-0.22	1.02	
	2017	1.14	0.30	0.000	0.54	1.74	
	2018	0.19	0.40	0.635	-0.60	0.98	
	2019	0.16	0.41	0.705	-0.67	0.98	
	2020	-0.19	0.45	0.672	-1.10	0.71	
	2021	0.29	0.26	0.273	-0.24	0.82	
	2022	0.69	0.30	0.024	0.09	1.28	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table D5. Actual hours worked with overtime by generation in Retail, Transportation, & Hospitality (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	-0.75	0.42	0.082	-1.61	0.10	4,898
	2017	-0.50	0.40	0.222	-1.31	0.32	
	2018	-0.12	0.32	0.700	-0.77	0.53	
	2019	-0.36	0.31	0.244	-0.99	0.26	
	2020	-1.74	0.35	0.000	-2.45	-1.04	
	2021	-2.06	0.41	0.000	-2.89	-1.22	
	2022	-1.10	0.33	0.002	-1.77	-0.43	
Millennials	2008	-0.22	0.19	0.245	-0.59	0.15	41,759
	2009	-0.32	0.31	0.293	-0.94	0.29	
	2010	-0.10	0.23	0.669	-0.55	0.36	
	2011	-0.27	0.23	0.250	-0.74	0.20	
	2012	-0.38	0.18	0.036	-0.74	-0.03	
	2013	-0.02	0.20	0.925	-0.42	0.38	
	2014	-0.44	0.20	0.031	-0.84	-0.04	
	2015	-0.01	0.25	0.968	-0.51	0.49	
	2016	-0.06	0.22	0.769	-0.49	0.37	
	2017	-0.04	0.22	0.862	-0.47	0.39	
	2018	-0.22	0.19	0.235	-0.60	0.15	
	2019	0.02	0.20	0.912	-0.38	0.43	
	2020	-0.64	0.33	0.062	-1.30	0.03	
	2021	-0.59	0.23	0.011	-1.04	-0.14	
	2022	-1.34	0.32	0.000	-1.98	-0.71	
Gen. X	2008	0.08	0.12	0.542	-0.17	0.32	42,773
	2009	0.13	0.10	0.183	-0.06	0.32	
	2010	-0.10	0.15	0.490	-0.40	0.19	
	2011	-0.12	0.18	0.485	-0.48	0.23	
	2012	0.17	0.19	0.390	-0.22	0.55	
	2013	0.27	0.24	0.268	-0.21	0.74	
	2014	0.01	0.14	0.917	-0.27	0.30	
	2015	-0.09	0.24	0.709	-0.58	0.39	
	2016	0.41	0.22	0.062	-0.02	0.85	
	2017	-0.02	0.13	0.880	-0.29	0.25	
	2018	0.10	0.28	0.736	-0.47	0.66	
	2019	0.19	0.14	0.185	-0.09	0.48	
	2020	-0.26	0.22	0.237	-0.71	0.18	
	2021	0.28	0.22	0.203	-0.15	0.71	
	2022	-0.45	0.21	0.040	-0.87	-0.02	
Baby Boomers	2008	0.77	0.34	0.026	0.10	1.45	9,745
	2009	-0.34	0.46	0.461	-1.26	0.58	
	2010	-0.03	0.40	0.935	-0.83	0.76	
	2011	-0.15	0.47	0.745	-1.09	0.78	
	2012	-0.50	0.47	0.297	-1.44	0.45	
	2013	0.38	0.41	0.354	-0.43	1.19	
	2014	0.73	0.36	0.050	0.00	1.45	
	2015	1.14	0.35	0.002	0.45	1.84	
	2016	-0.48	0.69	0.488	-1.87	0.90	
	2017	-0.36	0.41	0.381	-1.17	0.45	
	2018	0.25	0.49	0.617	-0.73	1.22	
	2019	-0.05	0.39	0.903	-0.84	0.74	
	2020	-0.93	0.38	0.017	-1.68	-0.17	
	2021	-0.56	0.37	0.134	-1.30	0.18	
	2022	-0.15	0.38	0.682	-0.91	0.60	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table D6. Actual hours worked with overtime by generation in Financial, Technological, & Professional Services (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	0.59	0.32	0.078	-0.07	1.25	3,825
	2017	1.16	0.46	0.018	0.21	2.10	
	2018	0.21	0.34	0.549	-0.49	0.91	
	2019	0.64	0.40	0.119	-0.18	1.46	
	2020	-1.04	0.32	0.003	-1.68	-0.39	
	2021	0.21	0.42	0.621	-0.65	1.07	
	2022	-0.77	0.49	0.126	-1.78	0.23	
Millennials	2008	-0.14	0.14	0.322	-0.43	0.14	58,877
	2009	-0.11	0.08	0.198	-0.27	0.06	
	2010	-0.02	0.12	0.883	-0.25	0.22	
	2011	0.01	0.10	0.920	-0.20	0.22	
	2012	0.26	0.11	0.019	0.04	0.47	
	2013	0.06	0.09	0.522	-0.13	0.25	
	2014	0.18	0.09	0.048	0.00	0.36	
	2015	0.34	0.10	0.001	0.14	0.55	
	2016	0.26	0.17	0.136	-0.08	0.61	
	2017	-0.17	0.15	0.261	-0.48	0.13	
	2018	-0.21	0.12	0.094	-0.46	0.04	
	2019	-0.14	0.14	0.340	-0.43	0.15	
	2020	-1.03	0.40	0.013	-1.83	-0.23	
	2021	-0.97	0.12	0.000	-1.22	-0.73	
	2022	-1.63	0.20	0.000	-2.03	-1.23	
Gen. X	2008	0.29	0.22	0.184	-0.14	0.72	50,673
	2009	0.32	0.16	0.045	0.01	0.64	
	2010	0.22	0.17	0.198	-0.12	0.57	
	2011	-0.04	0.12	0.720	-0.28	0.20	
	2012	0.58	0.15	0.000	0.29	0.87	
	2013	0.74	0.15	0.000	0.44	1.04	
	2014	0.55	0.24	0.023	0.08	1.02	
	2015	0.20	0.16	0.209	-0.12	0.52	
	2016	0.13	0.27	0.634	-0.40	0.66	
	2017	0.32	0.17	0.063	-0.02	0.65	
	2018	0.00	0.16	0.981	-0.32	0.32	
	2019	0.17	0.18	0.357	-0.19	0.53	
	2020	-0.50	0.23	0.035	-0.96	-0.04	
	2021	-0.45	0.15	0.003	-0.75	-0.16	
	2022	-1.05	0.19	0.000	-1.43	-0.66	
Baby Boomers	2008	-0.12	0.54	0.830	-1.20	0.96	9,135
	2009	-0.17	0.54	0.753	-1.25	0.91	
	2010	-0.56	0.54	0.304	-1.64	0.52	
	2011	-0.54	0.53	0.310	-1.60	0.51	
	2012	0.22	0.63	0.730	-1.04	1.48	
	2013	0.40	0.60	0.508	-0.80	1.59	
	2014	0.62	0.57	0.278	-0.51	1.76	
	2015	0.27	0.53	0.620	-0.80	1.33	
	2016	0.95	0.56	0.096	-0.17	2.06	
	2017	0.73	0.62	0.241	-0.50	1.96	
	2018	0.28	0.52	0.600	-0.77	1.32	
	2019	0.45	0.53	0.402	-0.61	1.51	
	2020	-0.30	0.69	0.665	-1.67	1.08	
	2021	0.19	0.58	0.738	-0.96	1.35	
	2022	0.01	0.58	0.983	-1.15	1.17	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table D7. Actual hours worked with overtime by generation in Public Services (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	0.69	0.41	0.101	-0.14	1.52	4,143
	2017	-0.40	0.44	0.371	-1.29	0.49	
	2018	-0.85	0.37	0.028	-1.60	-0.10	
	2019	-0.39	0.41	0.351	-1.22	0.45	
	2020	-1.53	0.43	0.001	-2.41	-0.66	
	2021	-0.78	0.40	0.061	-1.60	0.04	
	2022	-1.18	0.55	0.041	-2.31	-0.05	
Millennials	2008	-0.09	0.10	0.380	-0.30	0.11	62,283
	2009	0.05	0.11	0.610	-0.16	0.27	
	2010	0.03	0.12	0.811	-0.22	0.28	
	2011	0.03	0.16	0.844	-0.28	0.35	
	2012	0.22	0.15	0.135	-0.07	0.51	
	2013	0.42	0.14	0.004	0.14	0.71	
	2014	0.57	0.19	0.004	0.19	0.95	
	2015	0.64	0.13	0.000	0.37	0.91	
	2016	0.16	0.13	0.225	-0.10	0.43	
	2017	0.25	0.18	0.172	-0.11	0.62	
	2018	-0.09	0.13	0.510	-0.35	0.18	
	2019	-0.03	0.16	0.834	-0.35	0.28	
	2020	-0.56	0.24	0.024	-1.04	-0.08	
	2021	-0.49	0.09	0.000	-0.68	-0.30	
	2022	-0.71	0.15	0.000	-1.00	-0.42	
Gen. X	2008	0.11	0.09	0.262	-0.08	0.29	78,026
	2009	0.11	0.08	0.174	-0.05	0.26	
	2010	-0.03	0.12	0.784	-0.28	0.21	
	2011	-0.17	0.12	0.178	-0.41	0.08	
	2012	0.19	0.11	0.100	-0.04	0.41	
	2013	0.13	0.12	0.303	-0.12	0.37	
	2014	0.26	0.10	0.015	0.05	0.46	
	2015	0.36	0.18	0.045	0.01	0.72	
	2016	0.07	0.13	0.591	-0.19	0.34	
	2017	0.22	0.14	0.126	-0.06	0.51	
	2018	0.07	0.15	0.656	-0.24	0.38	
	2019	0.29	0.10	0.004	0.10	0.49	
	2020	0.03	0.21	0.869	-0.38	0.45	
	2021	-0.02	0.12	0.845	-0.26	0.21	
	2022	-0.23	0.16	0.143	-0.55	0.08	
Baby Boomers	2008	0.18	0.14	0.202	-0.10	0.45	14,740
	2009	0.46	0.27	0.094	-0.08	0.99	
	2010	0.98	0.27	0.001	0.44	1.53	
	2011	0.37	0.30	0.230	-0.24	0.97	
	2012	0.68	0.30	0.028	0.08	1.29	
	2013	1.05	0.25	0.000	0.55	1.55	
	2014	0.65	0.22	0.004	0.21	1.09	
	2015	0.80	0.33	0.019	0.13	1.46	
	2016	0.22	0.20	0.263	-0.17	0.62	
	2017	0.04	0.37	0.916	-0.70	0.78	
	2018	0.27	0.19	0.170	-0.12	0.65	
	2019	0.53	0.20	0.012	0.12	0.93	
	2020	0.47	0.40	0.245	-0.33	1.27	
	2021	0.46	0.21	0.030	0.04	0.87	
	2022	0.14	0.24	0.580	-0.35	0.62	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table D8. Actual hours worked with overtime by generation in Other industries (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	-0.35	1.02	0.735	-2.43	1.73	344
	2017	1.11	0.96	0.257	-0.85	3.08	
	2018	0.09	1.17	0.942	-2.31	2.48	
	2019	-0.10	0.89	0.907	-1.91	1.70	
	2020	-0.89	1.09	0.420	-3.12	1.33	
	2021	-2.47	1.27	0.062	-5.07	0.13	
	2022	2.26	2.15	0.301	-2.12	6.65	
Millennials	2008	1.22	1.15	0.293	-1.08	3.52	3,732
	2009	0.60	1.12	0.593	-1.63	2.83	
	2010	2.73	1.02	0.009	0.70	4.76	
	2011	-0.58	1.01	0.569	-2.59	1.44	
	2012	-0.02	1.10	0.983	-2.22	2.18	
	2013	0.49	1.00	0.628	-1.51	2.49	
	2014	0.58	1.05	0.584	-1.52	2.67	
	2015	0.16	1.10	0.886	-2.05	2.36	
	2016	1.06	1.06	0.321	-1.06	3.17	
	2017	0.69	1.09	0.530	-1.49	2.86	
	2018	0.41	1.09	0.708	-1.77	2.59	
	2019	0.43	1.11	0.698	-1.79	2.65	
	2020	0.03	1.20	0.983	-2.38	2.43	
	2021	1.44	1.26	0.260	-1.09	3.96	
	2022	-0.62	1.14	0.588	-2.91	1.66	
Gen. X	2008	1.25	0.92	0.180	-0.59	3.10	4,274
	2009	0.04	0.72	0.958	-1.41	1.48	
	2010	-1.30	0.71	0.072	-2.71	0.12	
	2011	-0.74	0.82	0.373	-2.38	0.91	
	2012	-0.26	0.75	0.730	-1.75	1.23	
	2013	0.13	0.69	0.850	-1.24	1.50	
	2014	-0.31	0.67	0.641	-1.65	1.02	
	2015	0.91	0.84	0.282	-0.77	2.59	
	2016	0.11	0.85	0.899	-1.58	1.80	
	2017	-1.09	0.67	0.110	-2.44	0.25	
	2018	-0.59	0.82	0.476	-2.23	1.05	
	2019	0.12	0.94	0.902	-1.76	1.99	
	2020	0.06	0.71	0.938	-1.36	1.47	
	2021	-0.18	0.71	0.806	-1.60	1.25	
	2022	-0.84	0.83	0.310	-2.49	0.81	
Baby Boomers	2008	-0.34	1.15	0.767	-2.65	1.96	1,169
	2009	0.71	1.46	0.628	-2.21	3.64	
	2010	1.28	0.98	0.194	-0.67	3.24	
	2011	-0.17	0.86	0.848	-1.89	1.56	
	2012	-1.13	1.12	0.314	-3.37	1.10	
	2013	0.77	0.95	0.423	-1.13	2.67	
	2014	0.32	1.02	0.758	-1.73	2.36	
	2015	-1.32	1.42	0.359	-4.16	1.53	
	2016	-2.32	1.47	0.120	-5.26	0.62	
	2017	-2.03	1.44	0.165	-4.91	0.85	
	2018	-2.52	0.90	0.007	-4.31	-0.73	
	2019	-0.76	0.97	0.441	-2.70	1.19	
	2020	0.44	1.35	0.742	-2.25	3.14	
	2021	-2.23	0.96	0.023	-4.14	-0.32	
	2022	-2.22	0.93	0.020	-4.09	-0.36	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Appendix E

Table E1. Actual hours worked with overtime by generation for females in Manufacturing, Agriculture, Energy, & Construction (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	-0.48	0.77	0.535	-2.02	1.06	1,641
	2017	-0.24	0.70	0.732	-1.63	1.15	
	2018	-1.65	0.47	0.001	-2.59	-0.72	
	2019	-1.43	0.70	0.045	-2.83	-0.03	
	2020	-3.04	0.41	0.000	-3.86	-2.22	
	2021	-2.41	0.86	0.007	-4.14	-0.68	
	2022	-2.04	0.66	0.003	-3.37	-0.71	
Millennials	2008	0.28	0.15	0.062	-0.01	0.58	8,319
	2009	0.52	0.16	0.002	0.20	0.84	
	2010	0.08	0.21	0.719	-0.34	0.49	
	2011	0.52	0.14	0.000	0.24	0.80	
	2012	0.70	0.18	0.000	0.34	1.06	
	2013	0.43	0.18	0.016	0.08	0.78	
	2014	0.37	0.18	0.045	0.01	0.72	
	2015	0.48	0.17	0.008	0.13	0.82	
	2016	-0.10	0.22	0.660	-0.54	0.34	
	2017	-0.18	0.19	0.344	-0.55	0.19	
	2018	-0.16	0.20	0.430	-0.57	0.24	
	2019	-0.11	0.27	0.690	-0.64	0.43	
	2020	0.22	0.20	0.282	-0.19	0.63	
	2021	0.04	0.25	0.868	-0.45	0.53	
	2022	-0.35	0.38	0.363	-1.10	0.41	
Gen. X	2008	-0.28	0.40	0.482	-1.08	0.52	9,144
	2009	-0.19	0.33	0.577	-0.86	0.48	
	2010	-0.03	0.32	0.926	-0.67	0.61	
	2011	0.16	0.28	0.582	-0.41	0.73	
	2012	-0.01	0.28	0.978	-0.57	0.56	
	2013	0.69	0.34	0.050	0.00	1.37	
	2014	0.83	0.40	0.042	0.03	1.64	
	2015	0.89	0.33	0.009	0.23	1.54	
	2016	0.74	0.31	0.020	0.12	1.36	
	2017	0.30	0.31	0.331	-0.31	0.92	
	2018	-0.27	0.33	0.408	-0.92	0.38	
	2019	0.32	0.32	0.320	-0.32	0.97	
	2020	0.36	0.50	0.471	-0.64	1.36	
	2021	0.37	0.50	0.459	-0.62	1.36	
	2022	0.93	0.31	0.004	0.31	1.54	
Baby Boomers	2008	-1.31	0.62	0.038	-2.54	-0.08	1,441
	2009	-0.58	0.54	0.285	-1.65	0.49	
	2010	-0.07	0.55	0.893	-1.17	1.02	
	2011	0.47	0.99	0.636	-1.50	2.44	
	2012	-0.78	0.65	0.233	-2.08	0.51	
	2013	-0.78	0.86	0.364	-2.50	0.93	
	2014	-1.24	0.56	0.029	-2.35	-0.13	
	2015	0.87	1.12	0.440	-1.36	3.10	
	2016	2.26	0.92	0.017	0.43	4.10	
	2017	0.38	1.26	0.762	-2.14	2.91	
	2018	-1.34	0.81	0.103	-2.96	0.28	
	2019	0.09	0.96	0.922	-1.82	2.01	
	2020	-0.32	0.77	0.680	-1.85	1.22	
	2021	2.56	0.69	0.000	1.19	3.94	
	2022	-0.84	0.85	0.322	-2.53	0.85	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E2. Actual hours worked with overtime by generation for males in Manufacturing, Agriculture, Energy, & Construction (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	-0.01	0.37	0.985	-0.75	0.74	9,580
	2017	1.40	0.55	0.013	0.30	2.49	
	2018	2.18	0.51	0.000	1.16	3.20	
	2019	1.55	0.41	0.000	0.73	2.37	
	2020	1.43	0.57	0.014	0.30	2.56	
	2021	1.06	0.64	0.103	-0.22	2.34	
	2022	0.77	0.45	0.089	-0.12	1.66	
Millennials	2008	-0.24	0.20	0.235	-0.65	0.16	46,515
	2009	-0.43	0.20	0.034	-0.83	-0.03	
	2010	-0.15	0.13	0.274	-0.42	0.12	
	2011	-0.28	0.19	0.152	-0.66	0.10	
	2012	0.17	0.22	0.427	-0.26	0.61	
	2013	-0.12	0.29	0.670	-0.69	0.45	
	2014	0.08	0.17	0.615	-0.25	0.42	
	2015	-0.03	0.16	0.870	-0.34	0.29	
	2016	0.28	0.18	0.138	-0.09	0.64	
	2017	0.28	0.17	0.094	-0.05	0.61	
	2018	0.27	0.14	0.066	-0.02	0.56	
	2019	-0.12	0.22	0.598	-0.56	0.32	
	2020	-0.77	0.18	0.000	-1.12	-0.42	
	2021	-0.37	0.24	0.119	-0.85	0.10	
	2022	-0.32	0.23	0.167	-0.79	0.14	
Gen. X	2008	-0.29	0.16	0.073	-0.60	0.03	53,859
	2009	-0.33	0.13	0.011	-0.58	-0.08	
	2010	-0.17	0.11	0.121	-0.38	0.04	
	2011	-0.24	0.18	0.181	-0.60	0.12	
	2012	-0.18	0.26	0.476	-0.70	0.33	
	2013	-0.03	0.21	0.875	-0.45	0.38	
	2014	0.11	0.12	0.384	-0.14	0.36	
	2015	0.60	0.11	0.000	0.39	0.82	
	2016	0.45	0.13	0.001	0.19	0.71	
	2017	0.34	0.20	0.088	-0.05	0.73	
	2018	0.27	0.21	0.187	-0.14	0.69	
	2019	-0.15	0.17	0.386	-0.50	0.20	
	2020	-0.50	0.21	0.022	-0.92	-0.07	
	2021	0.16	0.18	0.388	-0.21	0.52	
	2022	-0.53	0.14	0.000	-0.81	-0.25	
Baby Boomers	2008	-0.69	0.26	0.011	-1.21	-0.16	13,848
	2009	-0.42	0.29	0.154	-0.99	0.16	
	2010	-0.69	0.27	0.015	-1.24	-0.14	
	2011	-0.52	0.20	0.013	-0.93	-0.11	
	2012	-0.52	0.30	0.082	-1.12	0.07	
	2013	0.06	0.22	0.785	-0.38	0.50	
	2014	0.33	0.33	0.328	-0.34	0.99	
	2015	-0.46	0.27	0.100	-1.00	0.09	
	2016	0.21	0.33	0.528	-0.45	0.87	
	2017	1.17	0.30	0.000	0.57	1.78	
	2018	0.35	0.43	0.418	-0.51	1.21	
	2019	0.16	0.41	0.695	-0.66	0.98	
	2020	-0.14	0.45	0.755	-1.04	0.76	
	2021	-0.11	0.26	0.678	-0.62	0.41	
	2022	0.86	0.30	0.005	0.27	1.45	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E3. Actual hours worked with overtime by generation for females in Retail, Transportation, & Hospitality (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	-0.25	0.37	0.493	-0.99	0.48	4,615
	2017	0.40	0.37	0.287	-0.34	1.14	
	2018	-0.37	0.47	0.435	-1.31	0.57	
	2019	-0.64	0.52	0.228	-1.68	0.41	
	2020	-1.51	0.39	0.000	-2.29	-0.73	
	2021	-0.95	0.80	0.241	-2.55	0.65	
	2022	-1.24	0.56	0.030	-2.35	-0.12	
Millennials	2008	0.02	0.22	0.942	-0.42	0.45	11,761
	2009	-0.03	0.31	0.917	-0.65	0.58	
	2010	0.39	0.28	0.176	-0.18	0.95	
	2011	-0.24	0.22	0.282	-0.68	0.20	
	2012	-0.58	0.22	0.011	-1.02	-0.14	
	2013	0.58	0.17	0.001	0.25	0.91	
	2014	-0.10	0.26	0.716	-0.62	0.43	
	2015	0.28	0.21	0.189	-0.14	0.71	
	2016	0.29	0.28	0.301	-0.27	0.85	
	2017	0.95	0.30	0.002	0.35	1.56	
	2018	-0.01	0.46	0.984	-0.93	0.91	
	2019	0.51	0.27	0.065	-0.03	1.05	
	2020	0.43	0.39	0.272	-0.35	1.21	
	2021	-0.19	0.28	0.503	-0.74	0.37	
	2022	-1.12	0.37	0.003	-1.85	-0.39	
Gen. X	2008	0.34	0.26	0.194	-0.18	0.87	11,591
	2009	0.99	0.26	0.000	0.47	1.51	
	2010	0.39	0.42	0.356	-0.45	1.22	
	2011	0.28	0.27	0.301	-0.26	0.83	
	2012	0.69	0.41	0.094	-0.12	1.51	
	2013	0.82	0.31	0.010	0.20	1.44	
	2014	-0.12	0.37	0.759	-0.86	0.63	
	2015	0.17	0.33	0.603	-0.48	0.83	
	2016	1.23	0.32	0.000	0.60	1.86	
	2017	0.65	0.34	0.058	-0.02	1.33	
	2018	1.04	0.56	0.066	-0.07	2.15	
	2019	1.64	0.37	0.000	0.90	2.39	
	2020	-0.01	0.36	0.980	-0.73	0.71	
	2021	0.65	0.29	0.030	0.07	1.24	
	2022	-0.19	0.43	0.653	-1.05	0.66	
Baby Boomers	2008	2.11	0.77	0.008	0.58	3.65	2,181
	2009	2.33	0.30	0.000	1.74	2.93	
	2010	0.75	0.58	0.201	-0.41	1.91	
	2011	-0.33	0.61	0.584	-1.55	0.88	
	2012	1.58	0.42	0.000	0.74	2.43	
	2013	1.33	0.67	0.051	-0.01	2.66	
	2014	1.58	0.44	0.001	0.70	2.47	
	2015	2.13	0.46	0.000	1.20	3.05	
	2016	1.04	1.33	0.437	-1.62	3.70	
	2017	1.25	0.50	0.014	0.26	2.23	
	2018	0.88	0.50	0.087	-0.13	1.88	
	2019	1.16	0.53	0.032	0.10	2.21	
	2020	0.84	0.64	0.196	-0.44	2.13	
	2021	2.60	0.63	0.000	1.34	3.86	
	2022	2.87	0.83	0.001	1.21	4.54	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E4. Actual hours worked with overtime by generation for males in Retail, Transportation, & Hospitality (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	0.24	0.60	0.685	-0.96	1.45	8,174
	2017	0.21	0.43	0.623	-0.65	1.08	
	2018	1.24	0.39	0.003	0.45	2.02	
	2019	0.99	0.30	0.002	0.38	1.60	
	2020	-0.73	0.41	0.077	-1.54	0.08	
	2021	-1.50	0.50	0.004	-2.51	-0.50	
	2022	-0.23	0.40	0.574	-1.03	0.57	
Millennials	2008	-0.31	0.20	0.128	-0.71	0.09	29,998
	2009	-0.45	0.32	0.171	-1.09	0.20	
	2010	-0.32	0.35	0.370	-1.02	0.39	
	2011	-0.30	0.26	0.243	-0.81	0.21	
	2012	-0.34	0.24	0.168	-0.82	0.15	
	2013	-0.25	0.25	0.316	-0.75	0.25	
	2014	-0.60	0.22	0.008	-1.04	-0.16	
	2015	-0.13	0.33	0.694	-0.80	0.53	
	2016	-0.22	0.25	0.373	-0.72	0.27	
	2017	-0.44	0.26	0.096	-0.95	0.08	
	2018	-0.32	0.23	0.167	-0.77	0.14	
	2019	-0.21	0.22	0.341	-0.64	0.23	
	2020	-1.14	0.36	0.002	-1.86	-0.43	
	2021	-0.83	0.31	0.011	-1.46	-0.20	
	2022	-1.48	0.35	0.000	-2.18	-0.79	
Gen. X	2008	0.00	0.23	0.998	-0.47	0.47	31,182
	2009	-0.18	0.21	0.394	-0.61	0.24	
	2010	-0.26	0.24	0.281	-0.75	0.22	
	2011	-0.25	0.29	0.401	-0.83	0.34	
	2012	-0.02	0.24	0.935	-0.50	0.46	
	2013	0.05	0.30	0.866	-0.55	0.65	
	2014	0.09	0.25	0.730	-0.41	0.58	
	2015	-0.17	0.31	0.585	-0.79	0.45	
	2016	0.12	0.31	0.697	-0.50	0.74	
	2017	-0.24	0.21	0.252	-0.66	0.18	
	2018	-0.24	0.29	0.409	-0.81	0.33	
	2019	-0.31	0.22	0.168	-0.75	0.13	
	2020	-0.34	0.29	0.252	-0.92	0.25	
	2021	0.15	0.30	0.632	-0.46	0.75	
	2022	-0.53	0.30	0.077	-1.13	0.06	
Baby Boomers	2008	0.42	0.33	0.214	-0.25	1.08	7,564
	2009	-0.93	0.51	0.072	-1.95	0.09	
	2010	-0.25	0.41	0.547	-1.07	0.57	
	2011	-0.06	0.52	0.910	-1.09	0.97	
	2012	-0.93	0.53	0.088	-1.99	0.14	
	2013	0.21	0.53	0.687	-0.84	1.27	
	2014	0.55	0.44	0.216	-0.33	1.42	
	2015	0.93	0.42	0.031	0.09	1.77	
	2016	-0.88	0.56	0.120	-2.00	0.24	
	2017	-0.77	0.45	0.089	-1.67	0.12	
	2018	0.21	0.61	0.733	-1.01	1.43	
	2019	-0.32	0.42	0.445	-1.16	0.51	
	2020	-1.37	0.40	0.001	-2.17	-0.57	
	2021	-1.41	0.41	0.001	-2.23	-0.59	
	2022	-0.95	0.46	0.043	-1.87	-0.03	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E5. Actual hours worked with overtime by generation for females in Financial, Technological, & Professional Services (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	1.04	0.56	0.068	-0.08	2.16	4,324
	2017	0.36	0.48	0.460	-0.60	1.32	
	2018	0.77	0.65	0.242	-0.53	2.08	
	2019	-0.26	0.44	0.552	-1.15	0.62	
	2020	-0.83	0.58	0.156	-1.99	0.33	
	2021	0.22	0.61	0.713	-0.99	1.44	
	2022	-0.72	0.67	0.285	-2.05	0.61	
Millennials	2008	-0.20	0.20	0.327	-0.59	0.20	20,045
	2009	-0.07	0.12	0.574	-0.31	0.17	
	2010	-0.23	0.14	0.108	-0.52	0.05	
	2011	0.00	0.18	0.988	-0.36	0.37	
	2012	0.21	0.11	0.069	-0.02	0.44	
	2013	0.06	0.23	0.781	-0.39	0.51	
	2014	0.21	0.16	0.193	-0.11	0.54	
	2015	0.05	0.16	0.752	-0.28	0.38	
	2016	0.45	0.18	0.014	0.09	0.81	
	2017	-0.08	0.14	0.561	-0.36	0.20	
	2018	-0.37	0.19	0.053	-0.74	0.01	
	2019	-0.33	0.23	0.169	-0.80	0.14	
	2020	-0.76	0.37	0.045	-1.51	-0.02	
	2021	-0.62	0.17	0.001	-0.97	-0.28	
	2022	-0.70	0.24	0.005	-1.18	-0.22	
Gen. X	2008	0.79	0.39	0.044	0.02	1.57	15,365
	2009	1.47	0.25	0.000	0.97	1.96	
	2010	0.45	0.35	0.207	-0.26	1.16	
	2011	0.51	0.27	0.065	-0.03	1.06	
	2012	0.78	0.27	0.006	0.24	1.33	
	2013	1.35	0.27	0.000	0.82	1.89	
	2014	0.64	0.31	0.040	0.03	1.25	
	2015	0.87	0.27	0.002	0.33	1.42	
	2016	1.28	0.26	0.000	0.77	1.79	
	2017	1.23	0.37	0.001	0.50	1.97	
	2018	0.79	0.24	0.002	0.30	1.28	
	2019	0.83	0.34	0.016	0.16	1.50	
	2020	1.15	0.29	0.000	0.57	1.72	
	2021	0.96	0.28	0.001	0.40	1.53	
	2022	0.37	0.26	0.159	-0.15	0.89	
Baby Boomers	2008	0.73	1.45	0.616	-2.17	3.63	2,238
	2009	3.09	1.41	0.032	0.27	5.91	
	2010	1.40	1.33	0.299	-1.27	4.06	
	2011	0.84	1.20	0.486	-1.55	3.23	
	2012	1.10	1.24	0.380	-1.39	3.58	
	2013	2.28	1.19	0.060	-0.10	4.66	
	2014	1.39	1.29	0.284	-1.18	3.97	
	2015	2.78	1.22	0.026	0.34	5.22	
	2016	1.46	1.17	0.216	-0.88	3.81	
	2017	1.90	1.34	0.161	-0.78	4.58	
	2018	1.29	1.16	0.267	-1.02	3.61	
	2019	1.90	1.23	0.128	-0.56	4.35	
	2020	2.33	1.25	0.067	-0.16	4.82	
	2021	2.23	1.18	0.063	-0.12	4.59	
	2022	1.91	1.27	0.137	-0.62	4.45	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E6. Actual hours worked with overtime by generation for males in Financial, Technological, & Professional Services (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	0.14	0.42	0.736	-0.69	0.97	5,271
	2017	1.77	0.83	0.037	0.11	3.42	
	2018	-0.13	0.42	0.758	-0.97	0.71	
	2019	1.47	0.60	0.018	0.26	2.67	
	2020	-1.15	0.46	0.015	-2.06	-0.24	
	2021	0.23	0.54	0.676	-0.85	1.30	
	2022	-0.93	0.53	0.084	-1.99	0.13	
Millennials	2008	-0.11	0.23	0.612	-0.57	0.34	38,832
	2009	-0.11	0.11	0.349	-0.33	0.12	
	2010	0.13	0.14	0.356	-0.15	0.42	
	2011	0.01	0.16	0.959	-0.30	0.32	
	2012	0.31	0.15	0.048	0.00	0.62	
	2013	0.05	0.11	0.645	-0.17	0.27	
	2014	0.15	0.13	0.251	-0.11	0.40	
	2015	0.47	0.15	0.002	0.18	0.76	
	2016	0.17	0.24	0.481	-0.32	0.66	
	2017	-0.25	0.21	0.244	-0.67	0.17	
	2018	-0.18	0.14	0.206	-0.45	0.10	
	2019	-0.09	0.18	0.628	-0.45	0.27	
	2020	-1.22	0.44	0.007	-2.09	-0.34	
	2021	-1.22	0.14	0.000	-1.50	-0.94	
	2022	-2.17	0.22	0.000	-2.61	-1.73	
Gen. X	2008	0.07	0.20	0.729	-0.33	0.47	35,308
	2009	-0.15	0.17	0.405	-0.50	0.20	
	2010	0.15	0.17	0.392	-0.19	0.49	
	2011	-0.30	0.15	0.055	-0.61	0.01	
	2012	0.50	0.19	0.010	0.12	0.88	
	2013	0.47	0.21	0.029	0.05	0.88	
	2014	0.53	0.25	0.035	0.04	1.02	
	2015	-0.07	0.22	0.745	-0.52	0.37	
	2016	-0.37	0.34	0.285	-1.05	0.31	
	2017	-0.10	0.15	0.525	-0.40	0.21	
	2018	-0.36	0.20	0.069	-0.76	0.03	
	2019	-0.11	0.17	0.526	-0.46	0.24	
	2020	-1.19	0.34	0.001	-1.87	-0.52	
	2021	-1.07	0.20	0.000	-1.46	-0.67	
	2022	-1.69	0.28	0.000	-2.24	-1.14	
Baby Boomers	2008	-0.19	0.52	0.718	-1.23	0.85	6,897
	2009	-0.94	0.48	0.055	-1.90	0.02	
	2010	-0.95	0.52	0.072	-1.99	0.09	
	2011	-0.80	0.44	0.073	-1.67	0.08	
	2012	0.05	0.61	0.932	-1.16	1.27	
	2013	0.01	0.52	0.992	-1.03	1.04	
	2014	0.59	0.53	0.269	-0.47	1.65	
	2015	-0.26	0.42	0.542	-1.09	0.58	
	2016	1.03	0.47	0.033	0.09	1.98	
	2017	0.65	0.52	0.212	-0.38	1.68	
	2018	0.22	0.44	0.630	-0.67	1.10	
	2019	0.36	0.50	0.476	-0.64	1.35	
	2020	-0.92	0.79	0.250	-2.50	0.66	
	2021	-0.46	0.57	0.415	-1.60	0.67	
	2022	-0.40	0.52	0.440	-1.44	0.63	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E7. Actual hours worked with overtime by generation for females in Public Services (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	2.09	0.38	0.000	1.32	2.86	7,120
	2017	0.58	0.48	0.232	-0.38	1.54	
	2018	0.52	0.32	0.107	-0.12	1.16	
	2019	1.27	0.38	0.001	0.51	2.02	
	2020	-0.19	0.38	0.620	-0.95	0.57	
	2021	0.37	0.34	0.280	-0.31	1.05	
	2022	-0.09	0.49	0.858	-1.07	0.90	
Millennials	2008	-0.27	0.24	0.271	-0.76	0.22	36,364
	2009	0.20	0.26	0.447	-0.33	0.73	
	2010	0.13	0.24	0.584	-0.34	0.60	
	2011	-0.04	0.28	0.894	-0.60	0.53	
	2012	0.24	0.23	0.308	-0.23	0.70	
	2013	0.42	0.28	0.134	-0.13	0.98	
	2014	0.56	0.29	0.056	-0.02	1.14	
	2015	0.56	0.29	0.062	-0.03	1.14	
	2016	-0.01	0.26	0.976	-0.52	0.50	
	2017	0.32	0.26	0.226	-0.21	0.85	
	2018	-0.01	0.28	0.979	-0.56	0.54	
	2019	0.09	0.26	0.735	-0.44	0.62	
	2020	-0.84	0.31	0.010	-1.46	-0.21	
	2021	-0.60	0.23	0.013	-1.06	-0.13	
	2022	-0.78	0.27	0.005	-1.31	-0.24	
Gen. X	2008	0.07	0.12	0.572	-0.17	0.30	47,687
	2009	0.22	0.14	0.120	-0.06	0.50	
	2010	-0.16	0.20	0.429	-0.56	0.24	
	2011	-0.45	0.15	0.004	-0.75	-0.15	
	2012	0.08	0.14	0.542	-0.19	0.36	
	2013	0.09	0.13	0.474	-0.16	0.35	
	2014	0.27	0.14	0.059	-0.01	0.56	
	2015	0.29	0.15	0.060	-0.01	0.60	
	2016	0.23	0.16	0.153	-0.09	0.55	
	2017	0.12	0.23	0.586	-0.33	0.58	
	2018	-0.38	0.19	0.052	-0.76	0.00	
	2019	0.27	0.16	0.095	-0.05	0.58	
	2020	0.05	0.29	0.853	-0.53	0.64	
	2021	0.23	0.14	0.112	-0.05	0.51	
	2022	-0.57	0.18	0.003	-0.94	-0.21	
Baby Boomers	2008	0.41	0.34	0.239	-0.28	1.09	8,375
	2009	0.62	0.40	0.130	-0.19	1.43	
	2010	0.67	0.29	0.022	0.10	1.24	
	2011	0.19	0.39	0.625	-0.58	0.96	
	2012	1.07	0.51	0.040	0.05	2.09	
	2013	1.09	0.29	0.000	0.52	1.67	
	2014	0.87	0.26	0.001	0.35	1.39	
	2015	0.60	0.44	0.174	-0.27	1.47	
	2016	0.46	0.33	0.172	-0.21	1.13	
	2017	0.48	0.52	0.359	-0.56	1.52	
	2018	0.48	0.32	0.133	-0.15	1.12	
	2019	1.03	0.40	0.012	0.23	1.82	
	2020	0.76	0.49	0.125	-0.22	1.74	
	2021	0.60	0.27	0.032	0.05	1.15	
	2022	0.64	0.33	0.057	-0.02	1.31	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E8. Actual hours worked with overtime by generation for males in Public Services (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	0.59	0.51	0.252	-0.43	1.61	2,629
	2017	0.29	0.56	0.607	-0.83	1.41	
	2018	-0.49	0.66	0.462	-1.81	0.83	
	2019	-1.17	0.70	0.101	-2.57	0.24	
	2020	-1.30	0.59	0.031	-2.48	-0.13	
	2021	-0.52	0.82	0.529	-2.16	1.12	
	2022	-0.30	0.86	0.732	-2.02	1.43	
Millennials	2008	0.14	0.12	0.243	-0.10	0.39	25,919
	2009	-0.13	0.20	0.525	-0.52	0.27	
	2010	-0.11	0.30	0.717	-0.72	0.50	
	2011	0.07	0.19	0.713	-0.31	0.45	
	2012	0.14	0.25	0.569	-0.35	0.63	
	2013	0.41	0.15	0.009	0.10	0.71	
	2014	0.56	0.22	0.015	0.11	1.00	
	2015	0.72	0.13	0.000	0.47	0.98	
	2016	0.38	0.27	0.173	-0.17	0.92	
	2017	0.10	0.21	0.650	-0.32	0.51	
	2018	-0.26	0.20	0.210	-0.66	0.15	
	2019	-0.22	0.21	0.296	-0.65	0.20	
	2020	-0.23	0.28	0.413	-0.78	0.32	
	2021	-0.36	0.27	0.191	-0.91	0.18	
	2022	-0.70	0.16	0.000	-1.03	-0.37	
Gen. X	2008	0.11	0.20	0.568	-0.28	0.51	30,339
	2009	-0.12	0.15	0.457	-0.42	0.19	
	2010	0.09	0.14	0.505	-0.18	0.36	
	2011	0.21	0.20	0.277	-0.18	0.61	
	2012	0.29	0.16	0.079	-0.04	0.62	
	2013	0.12	0.21	0.577	-0.30	0.53	
	2014	0.15	0.20	0.438	-0.24	0.55	
	2015	0.38	0.37	0.314	-0.37	1.12	
	2016	-0.28	0.19	0.148	-0.67	0.10	
	2017	0.32	0.20	0.108	-0.07	0.72	
	2018	0.69	0.19	0.001	0.31	1.07	
	2019	0.26	0.17	0.121	-0.07	0.60	
	2020	-0.14	0.21	0.506	-0.57	0.29	
	2021	-0.57	0.20	0.006	-0.97	-0.17	
	2022	0.17	0.23	0.461	-0.29	0.63	
Baby Boomers	2008	-0.11	0.20	0.575	-0.52	0.29	6,365
	2009	0.28	0.32	0.390	-0.37	0.93	
	2010	1.28	0.43	0.004	0.42	2.15	
	2011	0.53	0.32	0.100	-0.11	1.17	
	2012	0.15	0.22	0.517	-0.30	0.60	
	2013	0.95	0.37	0.012	0.21	1.69	
	2014	0.29	0.38	0.453	-0.47	1.04	
	2015	0.91	0.43	0.038	0.05	1.77	
	2016	-0.18	0.38	0.634	-0.95	0.58	
	2017	-0.66	0.44	0.137	-1.53	0.21	
	2018	-0.07	0.28	0.799	-0.62	0.48	
	2019	-0.24	0.35	0.495	-0.93	0.45	
	2020	-0.02	0.40	0.967	-0.82	0.79	
	2021	0.30	0.38	0.429	-0.45	1.06	
	2022	-0.60	0.44	0.174	-1.48	0.27	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E9. Actual hours worked with overtime by generation for females in Other industries (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	-0.84	1.55	0.591	-3.94	2.27	527
	2017	-0.16	1.60	0.919	-3.36	3.04	
	2018	-2.30	1.32	0.086	-4.93	0.34	
	2019	0.20	1.31	0.878	-2.41	2.81	
	2020	-1.08	1.27	0.400	-3.63	1.47	
	2021	-1.31	1.43	0.364	-4.17	1.55	
	2022	5.58	3.99	0.166	-2.39	13.55	
Millennials	2008	1.36	1.11	0.227	-0.87	3.58	1,567
	2009	0.63	1.22	0.607	-1.81	3.07	
	2010	4.16	1.25	0.002	1.65	6.66	
	2011	-0.27	1.09	0.803	-2.46	1.91	
	2012	0.54	1.15	0.640	-1.76	2.84	
	2013	2.00	1.09	0.071	-0.18	4.17	
	2014	-0.92	1.09	0.402	-3.10	1.26	
	2015	1.31	1.52	0.394	-1.73	4.34	
	2016	2.36	1.34	0.082	-0.31	5.04	
	2017	-0.44	1.20	0.715	-2.83	1.95	
	2018	0.61	1.32	0.643	-2.02	3.25	
	2019	1.89	1.16	0.110	-0.44	4.22	
	2020	-0.40	1.19	0.740	-2.77	1.97	
	2021	1.49	1.28	0.251	-1.08	4.05	
	2022	-2.17	1.23	0.082	-4.62	0.28	
Gen. X	2008	-0.61	1.04	0.562	-2.69	1.48	1,770
	2009	-0.88	1.01	0.389	-2.91	1.15	
	2010	-1.23	0.97	0.210	-3.16	0.71	
	2011	-2.04	0.97	0.039	-3.98	-0.11	
	2012	-0.58	0.95	0.545	-2.49	1.33	
	2013	-0.93	0.94	0.326	-2.81	0.95	
	2014	0.67	0.93	0.475	-1.19	2.53	
	2015	1.48	1.14	0.199	-0.80	3.77	
	2016	0.59	1.15	0.607	-1.70	2.88	
	2017	-1.00	1.05	0.348	-3.10	1.11	
	2018	-1.10	1.11	0.329	-3.32	1.13	
	2019	-0.85	1.04	0.417	-2.91	1.22	
	2020	1.43	1.05	0.178	-0.67	3.54	
	2021	1.91	1.10	0.087	-0.29	4.10	
	2022	1.99	1.27	0.124	-0.56	4.53	
Baby Boomers	2008	9.14	3.60	0.014	1.95	16.34	369
	2009	-1.30	2.38	0.586	-6.05	3.45	
	2010	2.85	1.94	0.146	-1.02	6.72	
	2011	1.69	2.09	0.420	-2.47	5.86	
	2012	2.10	1.65	0.208	-1.20	5.41	
	2013	2.96	2.13	0.170	-1.30	7.22	
	2014	-2.50	2.57	0.334	-7.63	2.63	
	2015	4.61	3.49	0.191	-2.36	11.58	
	2016	2.09	2.36	0.379	-2.63	6.82	
	2017	-1.80	2.17	0.410	-6.14	2.54	
	2018	-0.34	1.74	0.847	-3.81	3.14	
	2019	-2.73	1.76	0.127	-6.25	0.80	
	2020	-1.43	1.96	0.467	-5.35	2.48	
	2021	1.80	1.67	0.285	-1.54	5.13	
	2022	0.09	1.65	0.955	-3.21	3.40	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E10. Actual hours worked with overtime by generation for males in Other industries (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2016	0.02	2.54	0.994	-5.06	5.10	353
	2017	1.74	2.44	0.478	-3.13	6.62	
	2018	2.11	2.49	0.401	-2.87	7.08	
	2019	-1.82	2.60	0.486	-7.03	3.38	
	2020	-1.62	2.46	0.513	-6.53	3.29	
	2021	-3.48	2.60	0.185	-8.67	1.71	
	2022	2.11	2.61	0.420	-3.09	7.32	
Millennials	2008	1.24	1.25	0.326	-1.26	3.73	2,165
	2009	0.48	1.09	0.661	-1.70	2.66	
	2010	1.57	1.01	0.127	-0.46	3.59	
	2011	-0.86	0.90	0.344	-2.66	0.94	
	2012	-0.45	1.21	0.708	-2.87	1.96	
	2013	-0.68	0.93	0.469	-2.54	1.19	
	2014	1.24	1.12	0.275	-1.01	3.49	
	2015	-0.91	1.25	0.468	-3.42	1.59	
	2016	-0.07	1.13	0.954	-2.33	2.19	
	2017	1.13	1.02	0.273	-0.91	3.17	
	2018	0.25	1.08	0.816	-1.90	2.41	
	2019	-0.54	1.06	0.612	-2.66	1.58	
	2020	0.33	1.30	0.802	-2.26	2.91	
	2021	1.16	1.41	0.416	-1.66	3.97	
	2022	0.14	1.48	0.927	-2.82	3.09	
Gen. X	2008	2.70	1.18	0.025	0.34	5.05	2,504
	2009	0.33	0.70	0.638	-1.06	1.72	
	2010	-1.89	0.95	0.050	-3.78	0.00	
	2011	0.00	0.97	0.998	-1.93	1.94	
	2012	-0.30	1.05	0.779	-2.39	1.80	
	2013	0.66	0.76	0.394	-0.87	2.18	
	2014	-1.12	0.72	0.126	-2.56	0.32	
	2015	0.53	0.95	0.577	-1.37	2.44	
	2016	-0.31	1.05	0.767	-2.40	1.78	
	2017	-1.31	0.73	0.078	-2.77	0.15	
	2018	-0.32	0.87	0.715	-2.05	1.42	
	2019	0.86	1.31	0.516	-1.77	3.48	
	2020	-0.96	0.76	0.208	-2.47	0.55	
	2021	-1.83	0.69	0.010	-3.22	-0.45	
	2022	-2.93	0.95	0.003	-4.83	-1.03	
Baby Boomers	2008	-3.38	0.91	0.000	-5.20	-1.56	800
	2009	2.05	1.93	0.294	-1.82	5.91	
	2010	1.31	1.49	0.383	-1.67	4.29	
	2011	-0.91	1.13	0.423	-3.18	1.35	
	2012	-1.57	1.43	0.277	-4.42	1.29	
	2013	-0.04	1.16	0.970	-2.36	2.27	
	2014	1.58	1.31	0.235	-1.05	4.20	
	2015	-3.25	1.12	0.005	-5.48	-1.02	
	2016	-4.38	1.67	0.011	-7.73	-1.04	
	2017	-0.67	1.64	0.683	-3.95	2.60	
	2018	-3.65	1.23	0.004	-6.10	-1.20	
	2019	1.33	1.20	0.271	-1.06	3.72	
	2020	1.43	1.79	0.426	-2.14	5.01	
	2021	-3.42	1.22	0.007	-5.86	-0.99	
	2022	-1.95	1.27	0.129	-4.49	0.59	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; ethnicity; educational status; marital status; parental status; and occupation.

Table E11. Actual hours worked with overtime by generation in Manufacturing, Agriculture, Energy, & Construction with a degree (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2015	0.86	0.58	0.148	-0.31	2.03	1,530
	2016	-0.50	0.65	0.443	-1.79	0.79	
	2017	0.97	0.87	0.267	-0.76	2.71	
	2018	2.40	0.63	0.000	1.13	3.67	
	2019	2.59	0.92	0.006	0.76	4.42	
	2020	2.04	1.27	0.114	-0.51	4.59	
	2021	1.31	1.03	0.207	-0.74	3.37	
	2022	-1.49	0.95	0.120	-3.39	0.40	
Millennials	2008	-0.17	0.28	0.545	-0.73	0.39	15,623
	2009	-0.35	0.46	0.454	-1.28	0.58	
	2010	-0.09	0.28	0.736	-0.65	0.46	
	2011	0.42	0.27	0.125	-0.12	0.96	
	2012	0.60	0.28	0.037	0.04	1.16	
	2013	0.24	0.42	0.579	-0.61	1.08	
	2014	-0.26	0.27	0.335	-0.80	0.28	
	2015	-0.46	0.35	0.189	-1.15	0.23	
	2016	-0.19	0.44	0.666	-1.06	0.68	
	2017	-0.23	0.36	0.521	-0.95	0.49	
	2018	-0.33	0.34	0.329	-1.00	0.34	
	2019	-0.57	0.37	0.128	-1.31	0.17	
	2020	-1.20	0.31	0.000	-1.81	-0.59	
	2021	-0.51	0.31	0.104	-1.13	0.11	
	2022	-0.64	0.41	0.122	-1.45	0.17	
Gen. X	2008	0.25	0.23	0.276	-0.20	0.70	13,419
	2009	0.78	0.22	0.001	0.34	1.22	
	2010	0.67	0.21	0.002	0.25	1.09	
	2011	0.51	0.47	0.284	-0.43	1.45	
	2012	0.63	0.22	0.005	0.20	1.06	
	2013	1.15	0.35	0.002	0.45	1.86	
	2014	0.84	0.26	0.002	0.32	1.36	
	2015	1.27	0.31	0.000	0.65	1.89	
	2016	0.86	0.24	0.001	0.39	1.33	
	2017	0.64	0.33	0.055	-0.01	1.30	
	2018	0.30	0.59	0.617	-0.88	1.47	
	2019	-0.60	0.30	0.049	-1.20	0.00	
	2020	-0.54	0.24	0.027	-1.01	-0.06	
	2021	0.01	0.31	0.973	-0.62	0.64	
	2022	-0.27	0.28	0.333	-0.84	0.29	
Baby Boomers	2008	-0.56	0.58	0.333	-1.72	0.59	2,123
	2009	-0.11	1.05	0.915	-2.21	1.98	
	2010	0.29	0.91	0.752	-1.52	2.10	
	2011	0.43	0.52	0.404	-0.60	1.46	
	2012	-1.37	0.60	0.026	-2.58	-0.17	
	2013	-0.19	0.71	0.785	-1.61	1.22	
	2014	-0.22	0.54	0.687	-1.29	0.86	
	2015	0.80	0.62	0.206	-0.45	2.04	
	2016	1.52	0.71	0.035	0.11	2.93	
	2017	2.35	0.72	0.002	0.91	3.80	
	2018	0.93	0.58	0.113	-0.23	2.09	
	2019	0.14	0.93	0.881	-1.72	2.00	
	2020	0.17	0.70	0.812	-1.24	1.57	
	2021	1.33	0.79	0.097	-0.25	2.90	
	2022	3.26	0.81	0.000	1.64	4.88	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table E12. Actual hours worked with overtime by generation in Retail, Transportation, & Hospitality with a degree (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2015	-0.63	0.93	0.499	-2.50	1.23	2,205
	2016	-1.09	0.84	0.198	-2.76	0.58	
	2017	0.62	0.85	0.465	-1.07	2.32	
	2018	-0.66	0.97	0.501	-2.61	1.29	
	2019	-2.33	0.82	0.006	-3.97	-0.68	
	2020	-2.30	0.96	0.019	-4.21	-0.38	
	2021	-0.25	1.04	0.810	-2.34	1.83	
	2022	-2.98	1.04	0.006	-5.06	-0.91	
Millennials	2008	-0.03	0.28	0.902	-0.59	0.52	11,382
	2009	0.23	0.40	0.557	-0.56	1.03	
	2010	1.05	0.21	0.000	0.62	1.47	
	2011	-0.21	0.23	0.349	-0.67	0.24	
	2012	0.08	0.20	0.675	-0.32	0.48	
	2013	1.41	0.35	0.000	0.71	2.12	
	2014	0.01	0.17	0.939	-0.33	0.36	
	2015	0.37	0.23	0.116	-0.09	0.83	
	2016	0.40	0.29	0.171	-0.18	0.97	
	2017	0.42	0.38	0.270	-0.33	1.17	
	2018	-0.21	0.24	0.381	-0.69	0.27	
	2019	0.53	0.31	0.094	-0.09	1.14	
	2020	-0.81	0.43	0.063	-1.66	0.05	
	2021	-0.64	0.33	0.055	-1.30	0.01	
	2022	-1.54	0.42	0.001	-2.39	-0.70	
Gen. X	2008	0.15	0.28	0.577	-0.40	0.70	7,005
	2009	1.48	0.22	0.000	1.04	1.91	
	2010	0.88	0.37	0.021	0.13	1.62	
	2011	0.23	0.38	0.548	-0.53	0.99	
	2012	0.34	0.34	0.318	-0.33	1.01	
	2013	0.88	0.57	0.130	-0.26	2.01	
	2014	1.20	0.36	0.002	0.48	1.93	
	2015	0.06	0.42	0.893	-0.78	0.89	
	2016	1.08	0.35	0.003	0.38	1.79	
	2017	-0.24	0.34	0.476	-0.92	0.43	
	2018	0.45	0.40	0.262	-0.34	1.24	
	2019	0.75	0.37	0.047	0.01	1.49	
	2020	-0.31	0.66	0.642	-1.64	1.02	
	2021	0.45	0.32	0.157	-0.18	1.09	
	2022	-0.89	0.41	0.032	-1.71	-0.08	
Baby Boomers	2008	-2.49	1.64	0.134	-5.76	0.79	1,071
	2009	-2.80	1.45	0.058	-5.69	0.09	
	2010	-0.75	1.50	0.621	-3.75	2.25	
	2011	-2.50	1.27	0.053	-5.02	0.03	
	2012	-5.40	1.34	0.000	-8.08	-2.73	
	2013	-1.78	1.55	0.254	-4.87	1.31	
	2014	-2.97	1.00	0.004	-4.98	-0.97	
	2015	-1.73	1.36	0.209	-4.45	0.99	
	2016	-2.68	1.41	0.063	-5.50	0.14	
	2017	-1.57	1.62	0.337	-4.81	1.67	
	2018	-1.79	1.44	0.220	-4.68	1.10	
	2019	-1.30	1.45	0.375	-4.21	1.61	
	2020	-4.99	1.52	0.002	-8.04	-1.95	
	2021	-4.16	1.29	0.002	-6.74	-1.57	
	2022	-2.26	1.24	0.073	-4.73	0.21	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table E13. Actual hours worked with overtime by generation in Financial, Technological, & Professional Services with a degree (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2015	-0.30	0.32	0.343	-0.94	0.33	4,350
	2016	0.16	0.48	0.735	-0.79	1.11	
	2017	1.19	0.60	0.052	-0.01	2.38	
	2018	-0.59	0.51	0.251	-1.60	0.43	
	2019	0.14	0.58	0.807	-1.02	1.30	
	2020	-1.86	0.50	0.000	-2.87	-0.86	
	2021	-0.92	0.58	0.118	-2.09	0.24	
	2022	-1.88	0.63	0.004	-3.14	-0.62	
Millennials	2008	-0.37	0.18	0.049	-0.74	0.00	36,027
	2009	-0.40	0.18	0.031	-0.76	-0.04	
	2010	-0.25	0.18	0.158	-0.61	0.10	
	2011	-0.28	0.24	0.245	-0.75	0.20	
	2012	0.26	0.18	0.154	-0.10	0.61	
	2013	0.05	0.19	0.778	-0.32	0.42	
	2014	-0.14	0.18	0.433	-0.49	0.21	
	2015	-0.02	0.22	0.932	-0.46	0.42	
	2016	-0.18	0.26	0.502	-0.69	0.34	
	2017	-0.63	0.25	0.014	-1.12	-0.13	
	2018	-0.66	0.21	0.002	-1.07	-0.25	
	2019	-0.86	0.21	0.000	-1.27	-0.44	
	2020	-1.69	0.37	0.000	-2.43	-0.96	
	2021	-1.19	0.21	0.000	-1.61	-0.77	
	2022	-2.22	0.27	0.000	-2.75	-1.69	
Gen. X	2008	0.85	0.22	0.000	0.40	1.29	23,239
	2009	0.52	0.18	0.005	0.16	0.87	
	2010	0.11	0.19	0.569	-0.26	0.48	
	2011	0.20	0.26	0.441	-0.32	0.73	
	2012	0.94	0.25	0.000	0.44	1.43	
	2013	0.82	0.20	0.000	0.42	1.23	
	2014	0.84	0.17	0.000	0.50	1.18	
	2015	0.41	0.21	0.063	-0.02	0.83	
	2016	0.81	0.29	0.006	0.24	1.39	
	2017	0.64	0.25	0.013	0.14	1.15	
	2018	0.09	0.22	0.678	-0.34	0.52	
	2019	0.42	0.25	0.103	-0.09	0.93	
	2020	-0.12	0.24	0.614	-0.60	0.36	
	2021	-0.29	0.21	0.160	-0.70	0.12	
	2022	-0.77	0.23	0.002	-1.23	-0.30	
Baby Boomers	2008	-1.85	0.86	0.035	-3.56	-0.13	3,390
	2009	0.00	1.02	0.997	-2.03	2.03	
	2010	-0.79	0.84	0.354	-2.48	0.90	
	2011	-1.57	0.90	0.088	-3.38	0.24	
	2012	-0.88	0.95	0.360	-2.78	1.03	
	2013	-0.82	0.85	0.341	-2.52	0.88	
	2014	1.72	0.77	0.028	0.19	3.26	
	2015	0.14	0.80	0.862	-1.46	1.74	
	2016	0.91	1.02	0.375	-1.12	2.94	
	2017	0.40	0.89	0.653	-1.38	2.18	
	2018	1.04	0.89	0.246	-0.73	2.81	
	2019	0.27	0.88	0.762	-1.49	2.02	
	2020	-0.99	0.92	0.287	-2.83	0.85	
	2021	-0.64	0.86	0.459	-2.35	1.07	
	2022	-0.48	0.84	0.571	-2.15	1.20	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table E14. Actual hours worked with overtime by generation in Public Services with a degree (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2015	0.50	0.69	0.472	-0.89	1.89	5,062
	2016	1.78	0.61	0.005	0.55	3.00	
	2017	0.62	0.78	0.431	-0.94	2.17	
	2018	-0.19	0.61	0.758	-1.40	1.03	
	2019	-0.04	0.60	0.945	-1.25	1.16	
	2020	-1.15	0.78	0.146	-2.71	0.41	
	2021	-0.40	0.64	0.534	-1.67	0.88	
	2022	-0.83	0.68	0.228	-2.18	0.53	
Millennials	2008	-0.31	0.18	0.094	-0.67	0.05	41,420
	2009	-0.20	0.21	0.345	-0.63	0.22	
	2010	-0.13	0.25	0.605	-0.63	0.37	
	2011	-0.14	0.22	0.535	-0.59	0.31	
	2012	0.36	0.23	0.127	-0.11	0.83	
	2013	0.68	0.16	0.000	0.36	1.00	
	2014	0.69	0.29	0.018	0.12	1.26	
	2015	0.40	0.34	0.242	-0.27	1.07	
	2016	-0.17	0.21	0.410	-0.59	0.25	
	2017	0.01	0.19	0.949	-0.37	0.39	
	2018	-0.42	0.19	0.030	-0.80	-0.04	
	2019	-0.42	0.20	0.042	-0.82	-0.02	
	2020	-0.86	0.32	0.010	-1.51	-0.22	
	2021	-1.03	0.16	0.000	-1.35	-0.70	
	2022	-1.38	0.20	0.000	-1.77	-0.99	
Gen. X	2008	0.27	0.28	0.334	-0.28	0.82	41,788
	2009	0.54	0.25	0.034	0.04	1.03	
	2010	0.20	0.34	0.559	-0.48	0.88	
	2011	0.04	0.27	0.894	-0.51	0.58	
	2012	0.79	0.27	0.005	0.25	1.34	
	2013	0.37	0.26	0.158	-0.15	0.89	
	2014	0.74	0.25	0.005	0.24	1.24	
	2015	0.70	0.35	0.051	0.00	1.41	
	2016	0.51	0.27	0.063	-0.03	1.04	
	2017	0.84	0.29	0.005	0.27	1.42	
	2018	-0.26	0.33	0.434	-0.93	0.41	
	2019	0.22	0.28	0.436	-0.34	0.77	
	2020	-0.06	0.35	0.867	-0.75	0.63	
	2021	0.12	0.28	0.677	-0.44	0.67	
	2022	-0.48	0.32	0.136	-1.12	0.16	
Baby Boomers	2008	-0.77	0.57	0.180	-1.91	0.36	6,660
	2009	0.10	0.47	0.827	-0.84	1.05	
	2010	0.63	0.54	0.243	-0.44	1.71	
	2011	-0.16	0.51	0.753	-1.19	0.86	
	2012	0.59	0.53	0.274	-0.48	1.65	
	2013	1.43	0.70	0.047	0.02	2.83	
	2014	0.07	0.63	0.915	-1.20	1.33	
	2015	0.40	0.69	0.566	-0.99	1.79	
	2016	0.06	0.37	0.879	-0.68	0.80	
	2017	-0.29	0.65	0.654	-1.58	1.00	
	2018	-0.28	0.52	0.593	-1.31	0.76	
	2019	-0.77	0.35	0.034	-1.47	-0.06	
	2020	-0.55	0.59	0.354	-1.72	0.62	
	2021	-0.80	0.34	0.021	-1.48	-0.12	
	2022	-1.03	0.37	0.007	-1.78	-0.29	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observations. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; and occupation.

Table E15. Actual hours worked with overtime by generation in Other industries with a degree (2007 to 2022)

Generation	Year	Beta	SE	p	95% CI		N
Gen. Z	2015	0.50	3.02	0.869	-5.53	6.53	209
	2016	-1.70	2.49	0.497	-6.67	3.27	
	2017	5.09	2.68	0.063	-0.28	10.46	
	2018	1.42	2.29	0.537	-3.16	6.01	
	2019	-3.61	2.28	0.118	-8.16	0.94	
	2020	-1.03	2.59	0.693	-6.19	4.14	
	2021	-2.65	2.59	0.311	-7.83	2.53	
	2022	0.09	2.54	0.970	-4.99	5.18	
Millennials	2008	2.46	1.80	0.175	-1.13	6.05	1,912
	2009	-0.42	1.43	0.772	-3.28	2.45	
	2010	3.80	1.56	0.018	0.69	6.90	
	2011	-1.12	1.56	0.474	-4.24	1.99	
	2012	0.11	1.56	0.945	-3.01	3.22	
	2013	1.87	1.46	0.206	-1.05	4.79	
	2014	-0.75	1.51	0.623	-3.76	2.27	
	2015	-0.68	1.47	0.646	-3.60	2.25	
	2016	0.04	1.47	0.981	-2.90	2.98	
	2017	0.87	1.51	0.568	-2.15	3.88	
	2018	-0.13	1.44	0.930	-3.00	2.74	
	2019	0.85	1.42	0.552	-1.99	3.69	
	2020	0.33	1.45	0.818	-2.56	3.23	
	2021	0.99	1.62	0.544	-2.24	4.22	
	2022	-1.29	1.45	0.377	-4.18	1.61	
Gen. X	2008	1.32	2.04	0.521	-2.76	5.40	1,811
	2009	0.02	1.59	0.990	-3.17	3.21	
	2010	-0.75	1.98	0.706	-4.72	3.21	
	2011	-1.02	2.17	0.639	-5.37	3.32	
	2012	-1.05	1.63	0.522	-4.31	2.21	
	2013	-0.43	1.61	0.791	-3.64	2.79	
	2014	-0.46	1.59	0.775	-3.64	2.72	
	2015	-0.09	1.77	0.958	-3.62	3.43	
	2016	-0.65	1.93	0.739	-4.50	3.21	
	2017	-1.55	1.64	0.350	-4.83	1.74	
	2018	-2.45	1.90	0.202	-6.24	1.34	
	2019	-3.42	1.72	0.051	-6.86	0.02	
	2020	-1.80	1.68	0.288	-5.16	1.56	
	2021	-1.79	1.79	0.321	-5.37	1.79	
	2022	-2.39	1.73	0.172	-5.85	1.07	
Baby Boomers	2008	2.09	2.37	0.380	-2.64	6.83	458
	2009	4.58	2.89	0.118	-1.20	10.36	
	2010	2.75	1.35	0.045	0.06	5.44	
	2011	2.65	2.22	0.239	-1.80	7.09	
	2012	4.32	2.44	0.081	-0.55	9.20	
	2013	0.14	1.23	0.908	-2.32	2.61	
	2014	4.14	1.86	0.029	0.43	7.85	
	2015	-2.49	0.91	0.008	-4.31	-0.68	
	2016	3.99	2.67	0.140	-1.35	9.34	
	2017	-1.90	1.26	0.136	-4.43	0.62	
	2018	-2.30	1.29	0.078	-4.88	0.27	
	2019	3.65	1.60	0.026	0.45	6.85	
	2020	1.24	1.99	0.536	-2.74	5.22	
	2021	2.25	1.14	0.052	-0.02	4.53	
	2022	-1.13	1.08	0.302	-3.29	1.04	

Notes: Beta = the coefficients from the regressions described in equation 1, for actual hours worked, including overtime; SE = Standard Errors; p = significance value; CI = confidence interval; N = number of observation. Control variables include: age; gender; ethnicity; educational status; marital status; parental status; occupation; and industry.