

A Happiness and Objective Well-being Index (HOW-IS-IL) for Living and Working in the State of Illinois, 2016-17

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The Project for Middle Class Renewal’s mission is to investigate the working conditions of workers in today’s economy and elevate public discourse on issues affecting workers with research, analysis and education in order to develop and propose public policies that will reduce poverty, provide forms of representation to all workers, prevent gender, race, and LGBTQ+ discrimination, create more stable forms of employment, and promote middle-class paying jobs.

Each year, the Project will be dedicated to a number of critical research studies and education forums on contemporary public policies and practices impacting labor and workplace issues. The report that follows, along with all other PMCR reports, may be found by clicking on “Project for Middle Class Renewal” at illinoislabored.org

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Executive Summary

An inaugural index is introduced to measure and track the well-being and happiness of Illinois' citizens and workers. It draws on existing indicators and the happiness and well-being research literature. Similar to other such indexes, that quantify both objective and subjective well-being indicators, it contains 8 domains, but intentionally has more emphasis on measuring both the temperature and the climate for work and labor, and associated public policies. Each of the 8 categories has 10 components, from which an average is created for a composite figure. The HOW-IS-IL features the following domains:

- Economy and Material Well Being
- Labor Market Performance
- Job Quality/Working Conditions (“Decent Work”)
- Work-Life Balance and Uses of Time
- Mental/Psychological/Community/Social/Political, Health
- a Meta Ranking from available composite indicators.
- The final two domains are intended to capture the “Worker-Friendliness” climate of the state, including employment laws and general commitment to human capital investment.

The key findings are that Illinois ranks at the median among the 50 states. It would improve both its absolute and relative quality of life and work if:

- the median household experiences continued gains in income, economic and employment activity and income distribution becomes less concentrated at the top of the income scale;
- the labor market delivers lower unemployment and underemployment rates and hourly earnings disparity, while continuing to create more jobs than are destroyed;
- workplace practices and policies deliver more security regarding health, retirement and paid time off;
- part time and overtime working continues to be more voluntary than involuntary in nature, along with more daily schedule flexibility and restrained time spent commuting, to curb the increasing rate of work-family conflict in the region;
- K-12 and higher education investments were equitable and increased.

Adopting both private and public policies that enhance health benefit coverage and political system reforms would lift workers' well-being. Also the implementation of at least seven worker-friendly policies and protections would convert Illinois from being follower to leader in the quest for improved job quality and lift Illinois into the top half of states for living and working in the United States.

TABLE OF CONTENTS

Introduction	2
Existing Happiness and Well-being Research: Measurement and Implications	3
Methodology and Metrics Used for the HOW-IS-IL Benchmark	5
Findings: Objective and Subjective Well-being Numbers	7
Findings: Worker Friendliness Index	12
Limitations/Future Development of HOW-IS-IL	14
Conclusions and Policy Recommendations	15
Appendix A	29
Appendix B	31

INTRODUCTION

The care of human life and happiness, and not their destruction, is the first and only object of good government....

Industry, commerce and security are the surest roads to the happiness and prosperity of people...

It is neither wealth nor splendor; but tranquility and occupation, which give you happiness...

-Thomas Jefferson

How happy are people in Illinois and how well are they doing? Specifically, how well is Illinois producing a high and growing standard of living for its working households? How well are its working citizens faring generally? How would we measure the answer to this question? How can we help Illinois' households to become happier? This is the first assessment to focus exclusively on the State of Illinois and the state of its citizens' well-being, with a single set of measures that indicates the quality of working and living in Illinois. The main purpose of this report is to create a handy, yet meaningful and useful index of 8 composite indicators. This index creates a base year composite score, reflecting not only where the state is apparently deficient, but how the quality of life and work in Illinois could be improved, both short term and long term, by revisiting the index perennially. The index creates a comprehensive grid of frequently available indicators of various aspects of others' developed attempts to measure happiness and well-being. These estimates and the present attempt use the research-documented factors associated with it – both coincident and antecedent.

The structure of this report is as follows. First, a review of relevant literature studying the determination of happiness and well-being at the individual to aggregate level is presented. Second, current attempts to measure happiness and well-being, typically at the national level are described.

Third, the methodology and metrics that are adopted for the composite HOW-IS-IL domain items are displayed. Fourth, the report presents and discusses the findings for the HOW-IS-IL baseline figures. For purposes of assessing the current state of well-being in Illinois and for tracking the state's progress, each of the eight domains is assigned one composite number beginning at or close to 100, which is the starting point for most indexes.

A fifth section articulates a closer focus on the work and "worker friendliness" component of the index. Section six addresses the index's limitations, which necessitate future research and refinement. The following section presents recommendations for public policies that would help move the index figures and its components upward over time. A concluding section summarizes where the state is doing well and where it is falling short relative to national or Illinois' own recent past.

American government was founded on a quest for "the pursuit of happiness" and the well-being of its citizens with prosperity as a source of "happiness" but not the sole contributor. More recently, a more heuristic view of how we should measure a population's general well-being has been expressed among economists and other social scientists. Nobel Prize winner Joseph Stiglitz and others have asserted that "It is increasingly understood that traditional economic measures are necessary, but not sufficient, to measure societal progress" (Stiglitz et al. 2009).

EXISTING HAPPINESS AND WELL-BEING RESEARCH: MEASUREMENT AND IMPLICATIONS FOR A STATE OF ILLINOIS INDEX

The composite index developed by the Project for Middle Class Renewal, is partly in response to different disciplines calling for a better understanding and ways of measuring the well-being of our population. Subsequently, HOW-IS-IL emphasizes the economic and various non-economic determinants of the quality of life for the broad middle class living in the State of Illinois. This index is intentionally rooted in several branches of the research literature on the determinants, coinciding factors and outcomes regarding well-being. It borrows from the growing number of measures intended for national level use to determine global happiness or gross domestic happiness (Helliwell, Layard and Sachs, 2017; Easterlin, 2010; Stiglitz et al, 2009; Graham, 2008; Diener, 2006; Hagerty and Veenhoven, 2003; Musikanski, 2001).

The index attempts to integrate the many advances in the measurement of well-being – objective and subjective – that are currently transforming the way we think of individual and societal advancement and progress (Sgroi, et al 2017; Diener, Tay, & Oishi, 2013; Hancock, 2013; Zuzanek, 2012; Judge and Kammeyer-Mueller, 2011; Blanchflower and Oswald, 2011; Powdthavee, 2009; Veenhoven, 2008; Doan et al 2008; DiTella and McCollough, 2006; Osberg and Sharpe, 2005; Diener and Seligman, 2004; Van Praag, 2003; Frey and Stutzer, 2002).

Importantly, the index is relatively more work-centered and more dependent on employment indicators. It contains a wider array of employment, work and job conditions, outcomes and policies associated with the labor market and workplace. Given how much time of day a person spends working, this is crucial to understanding the state of the broad middle class in Illinois (see Habans, 2017; Holzer 2017). Thus, the report focuses on levels of economic activity and income. The relationship between happiness and

income is a complex, controversial and increasingly measured stream of research (Altindag and Xu, 2017; Feigl, 2017; Kapteyn et al 2015; Stevenson and Wolfers, 2013; Oishi, Kesebir and Diener, 2011; Kahnemann and Deaton, 2010; Conceição and Bandura, 2008; Layard, 2005).

The dispute is typically over the estimated rate of diminishing returns of economic or income growth. Specifically, once income climbs above a level of personal or household income, the gain to feelings of well-being appears to get smaller. Also disputed is the level in which higher earnings begin to generate diminishing returns of happiness. The typical threshold amount is somewhat above a middle class level that exceeds \$75,000 per year per household. The reason for diminishing returns is much debated, although it comes down to three phenomena.

First, is the tolerance effect, where people get acclimated to certain gains in income and then need ever more gains to experience improvements in their happiness. Second, many people naturally adjust upward their aspiration seeking greater gains in income. Finally, people naturally compare their absolute gains in income, not only to their own past, but to the gains of others. Thus, our index contains not only absolute but relative measures of income, since both contribute to feelings of well-being (Boyce et al 2017; Altman 2016; Okulicz-Kozaryn and Mazelis, 2016; Chongvilaivin and Powdthavee, 2014; Carr, 2013; Wilkinson and Pickett, 2011; Boyce et al 2010; Powdthavee, 2010; Clark et al 2008; Da Maio, 2007; Binswanger, 2006; Blanchflower and Oswald, 2003). While, the Illinois index includes non-income indicators or contributors to well-being, it specifically includes those

Life evaluation rises steadily with additional income, as does a measure of emotional well-being, but there is no further progress for the latter beyond an annual income of \$75,000. ... Thus, high income seems to buy life satisfaction but not happiness, and low income is associated both with low life evaluation and low emotional well-being (Kahneman and Deaton (2010)).

connected to work, employment, workplace, job quality or the overall state of the overall labor market (DeNeve, and Said, 2017; Luo 2016; Jones et al 2016; Bryson and McCarron, 2016; Sanchez and Tassot, 2014; Cottini and Lucifora, 2013; Tay and Harter, 2013; Findlay et al, 2013; Tadiq 2013; van der Meer and Wielers, 2013; Xanthooulou, et al 2012; Warr, 2011; De Bustillo et al 2011; Clark 2005.)

A secondary focus of the index is the non-income, non-pecuniary aspects of work and time spent in non-work activities, including leisure time and perceived time scarcity (Wood et al, 2013; Aaker, 2011; Ahuvia, 2008; Aguiar and Hurst, 2007; Hamermesh & Lee, 2007; Altman, 2001), unwelcome additional work time (Shiff, 2014; Collewet et al, 2014; Sousa-Poza and Sousa-Poza, 2010; Drago et al 2009; Golden and Wiens-Tuers, 2008) and underemployment (Valente and Berry, 2016; Angrave and Charlwood, 2015; Krause, 2013; Bell and Blanchflower, 2013; Wilkins and Wooden. 2011; Knabe and Raetzl, 2010; Wooden and Drago, 2009; Friedland and Price, 2003). The index also includes consideration of workers' voice at work (Bockerman et al, 2013), at least as represented by the presence of labor unionization (Flavin and Shufeldt, 2016) and autonomy (Jackson, 2016; Lyness, 2012; Fischer and Boer, 2011; Verme, 2009).

Finally, it includes measures of well-being and happiness drawn from nationally representative data sources (e.g., Smith et al, 2015). The Illinois index attempts to be wider in scope than the standard measures by including the policy landscape. The Index also contains indicators of underlying public policies relevant to work and living in Illinois, such as minimum standards, efficacious regulatory efforts and public fiscal and social welfare policies that research reveals contribute toward the well-being of workers (Okulicz-Kozaryn, 2016; Schulte et al 2015; Flavin, Pacek and Radcliffe, 2015; Pacek and Radcliffe, 2015; Musikanski, 2014; Davidson et al 2013; Weijers and Jarden, 2013; Dolan and White, 2007). The report focuses on labor and work-relevant laws and protections more than

more general indicators of a policy climate (e.g., Sorens et al, 2008).

Aspects of well-being, including the increasingly accepted notion of happiness, are now being measured more frequently, intensively and purposefully than ever before. No longer just the black-box of "utility" for individuals, or the gross domestic product (GDP), national income, or even the unemployment rate, happiness and subjective well-being are increasingly treated as a societal goal measurable and attainable with the help of appropriate policies. The merger of contemporary knowledge of individual and collective psychology with the methods of applied micro, labor and macroeconomics, has made it possible and acceptable to discuss the well-being of individuals, countries, and now with this index states – in terms of quality of life more generally than production, income and jobs.

The measurement of well-being, in terms of both precision and accuracy, is an on-going enterprise with many contributing streams. This includes not only economics, which focuses primarily on economic growth, income and inequality, but an increasingly widening range of social and behavioral sciences, including the association of happiness with health, work and leisure time.² For better or for worse, the literature is also characterized by attempts to quantify and characterize well-being in more objective ways for the purpose of making meaningful comparisons across time, regions, cultures and nations.

The happiness literature centers on two aspects of well-being; the general or global satisfaction with one's life and the relatively more transitory emotional states or "affect" experienced at a given point in time. The

Research interest has been rising to find broader measures of well-being to be used to monitor societal progress and evaluate policy. The literature thus far has conceptualized subjective well-being either as the evaluation of life satisfaction/dissatisfaction (evaluative well-being measures) or as the combination of experienced affect (range of emotions from joy to misery) (Kapteyn et al 2015).

research finds that the main contributors to a happier personal state are items like income, employment, health, social supports, the quality of social relationships and community. It also suggests that happiness is dependent not only on the absolute levels of income and other factors, but on their relative level vis-à-vis ones reference groups. This reference could be to age cohorts, neighbors, co-workers, family members, or social networks.

In addition, well-being is famously known for being subject to one's own aspirations or expectations. The "hedonic treadmill" (Easterlin, 1995) suggests that once goals are reached or within reach, the goals themselves are adapted to ever-higher levels, so that attaining happiness is at best fleeting and only constant upward mobility would deliver an increase in happiness levels. As humans attain their basic needs, they then devote attention to other desires, such as status, many of which have material signs (e.g., home ownership). We also begin to put a larger premium on external factors such as good governance and sustainability.

Because of the influence of external factors on individuals' and groups' feeling of satisfaction or emotional well-being, public policy, intentionally or unwittingly, affects individuals' and a state's aggregate level of well-being. A state can intentionally help to improve the subjective well-being of all or at least some of its citizens, and this

We can conclude that both objective and subjective measures are important for measuring wellbeing; none should be used exclusively to make a complete assessment of human welfare (Conceição and Bandura, 2008)

in turn depends at least in part on how we define, measure and track well-being, not only of individuals, but of a collective such as a State. There are many indexes now that have been constructed in order to measure, in a quantitative way, the gross subjective well-being of a given country, its regions and states. Indeed, there is evidence of a wide range of happiness and unhappiness being measured within a region or

city (Glaeser et al, 2016; Okulicz-Kozaryn, 2011b).

METHODOLOGY AND METRICS USED FOR THE HOW-IS-IL BENCHMARK

We attempt here to construct a first-of-its kind index for the state of Illinois, and from it, a meta-index benchmark. The indicators included are based on both existing measures of a country or region's well-being, and the evidence available from the happiness literature. It is derived from other national and global measurement efforts to gauge the quantity and quality of prosperity, employment and healthiness, along with some indicators of the character of the state's work, labor market and economic climate.

The HOW-IS-IL index has the following 7 objectives:

1. To establish a handy, single, quantifiable measure, that is also the most comprehensive, of a baseline index, using the most recent data available, that can be tracked (annually) from this benchmark to measure well-being progress;
2. To compile available objective and subjective measures of both well-being outcomes and its determinants, derived from the burgeoning literatures in economics, psychology, health (individual and public) and other social sciences that have demonstrated some established positive (or adverse) connection to both individual and societal notions of general happiness, life satisfaction and its antecedents;
3. To incorporate measures from other recurring national polls and surveys, which have state-level objective index numbers and rankings;
4. To include key economic indicators, but broaden a conception of well-being that emphasizes the healthiness of the labor market, work, workplaces and employment arrangements, which are crucial to providing the means for individuals, families and households to

- attain or retain their status as part of the country's and state's broad middle class, as well as opportunities to climb upwards into upper middle and upper classes;
5. To capture the available indicators to establish a work, and worker friendliness rating for the state of Illinois, including measures from available data that are potentially actionable, with state policies, budgetary and regulatory changes and reforms, to which a given indicator might directly respond;
 6. To inform and uplift existing and new statewide policy discussions around labor market institutional supports, regulatory reform, and budgets and tax expenditures regarding education, healthcare and infrastructure;
 7. To broaden the conception of well-being beyond an aggregate wealth measure.

Policy-makers in the 1990s adopted the concept of 'decent work' which overlaps with job quality ... now recognize that the quality, not just the quantity, of jobs is important in improving individual well-being ... Bad jobs do not provide for sustainable economies ... The impact on dimensions of employee welfare is most important from task discretion, followed by participation in decision-making (Gallee, 2013).

move together over time due to forces that are either the same (endogeneity), excluded (simultaneity) or mutually causal. Weighting the relative importance of items is also an issue, which ideally is based on research findings or surveys quantifying people's valuations. Another question is determining what may be "leading indicators" "coincident indicators" and "lagging indicators" of levels and changes in well-being. How to blend both the objective job features, like

Constructing such an index is fraught with many limitations, challenges and pitfalls. For example, deciding which available indicators to include raises questions of bias toward the data which are readily available and are easy to measure over intervals of time. Another challenge is avoiding potential redundancy, where indicators clearly overlap or will

autonomy and pace, with the subjective indicators, such as expressed job satisfaction is not self-evident (Chongvilaivan and Powdthavee, 2014; Brown et al 2012; Sousa-Poza and Sousa-Poza 2000). And it is difficult norming for each domain in order to create an overall, single index number, so that a number above or below 100 suggests positive progress for the level of well-being in the state compared to the national average, the immediate region or some ideal score. Finally, interpreting and accounting the net positive vs. negative effects, and the possible asymmetrical effects of cost/loss vs. gains, and in some cases, the ambiguity regarding its association with well-being requires some interpretation.

HOW-IS-IL consists of 8 different domains – a combination of objective measures, subjective measures, existing rankings and a worker-friendly policy climate.

The first four of the 8 separate categories are considered more "objective" indicators of well-being. They include indicators of: 1) economy and material well-being; 2) labor market performance 3) job quality/working conditions ("decent work"); and 4) work-life balance and uses of time. The next two categories are relatively more subjective well-being measures and include: 5) measures of personal and community health; and 6) a meta ranking from available composite indicators (with a lower number indicating a better outcome).

The final two domains are intended to capture the "Worker-Friendliness" of the state, including employment laws and general commitment to human capital investment. The degree of labor regulation in a country has been linked to higher levels of happiness and well-being (Flavin and Radcliffe, 2015). These items are: 7) human capital investment practices/opportunities; and 8) the public policy climate regarding labor and work (the existence or absence of labor-friendly laws, standards and regulations).

Each item enters in with the same weight. However, the deviation from the norm can be large or small. At this starting point, we leave it to the user of the index to adapt or alter the weights from their currently equal status to one's preferred weighting, based on relative importance, value or emphasis (see Budd and Spencer, 2015). In the future, it could be refined and more tailored to evidence from surveys regarding "what workers want" (e.g., Freeman and Rogers, 2006).

The HOW-IS-IL index is intended not only to collect and amalgamate available measures at the state level, but also to incorporate measures that the extensive literature suggests are contributing factors on happiness and well-being. While comprehensive, it is naturally limited by data availability at the State level. Where State level observations are more truly representative but too small in size for a given year, we pool together recent years. In some cases placeholders are created using regional data that includes Illinois (in the five-state, "East North Central (ECN)" United States Census region, which also includes Wisconsin, Indiana, Michigan and Ohio).

We draw selectively from 12 of the existing recent attempts to create composite indexes and their elements (see Appendix A). Because our index is designed to be an initial benchmark, the level of 100 is chosen as a standard to which each component will be contrasted. The base year of virtually all indexes tracked over time starts at the 100 level. In order to norm each domain at 100, adjustments are made so that any particular item does not overly increase or decrease the positive or negative effect on the domain's overall score. The series, their raw values and their sources are found in Appendix B, where each measure is described. Where available, the latest annual average for 2016 was used, with the intention of perennial comparison and tracking progress or digress (and noted where not).

All items that arguably exert negative influence of well-being will be below 100. Items that contribute positively will be above 100. The index number will be the overall indicator for that

category, near 100. It will serve as the benchmark for revisiting at a future date. All figures are annual averages for the year 2016 and, unless otherwise noted the latest data available (some cells are placeholders for state level data that are still in process while the data are being requested, (e.g., Illinois data from the General Social Survey). If progress for the broad middle class is positive, we add the number, if it represents the middle class falling behind, we enter it as negative. The overall sum of each domain indicator can be used for an overall bottom line composite index.

The issue of categorization is not fixed nor above critique, just expedient and justifiable, at least as much as any existing composite indicator effort. For example, general income inequality appears along with the state of the economy indicators, while wage (earnings) inequality (which excludes all types of non-labor income that contribute heavily to inequality trends) appears in the labor market health indicators.³ This creates some possible redundancy, and could conceivably be created as a separate category, since the literature does indicate the negative associations of growing inequality with overall measures of national, community and even individual well-being. The evidence seems to line up that inequality is associated with less happiness, on average (Bjørnskov, 2013; Carr, 2013; Blanchflower and Oishi et al, 2011; Oswald, 2003).

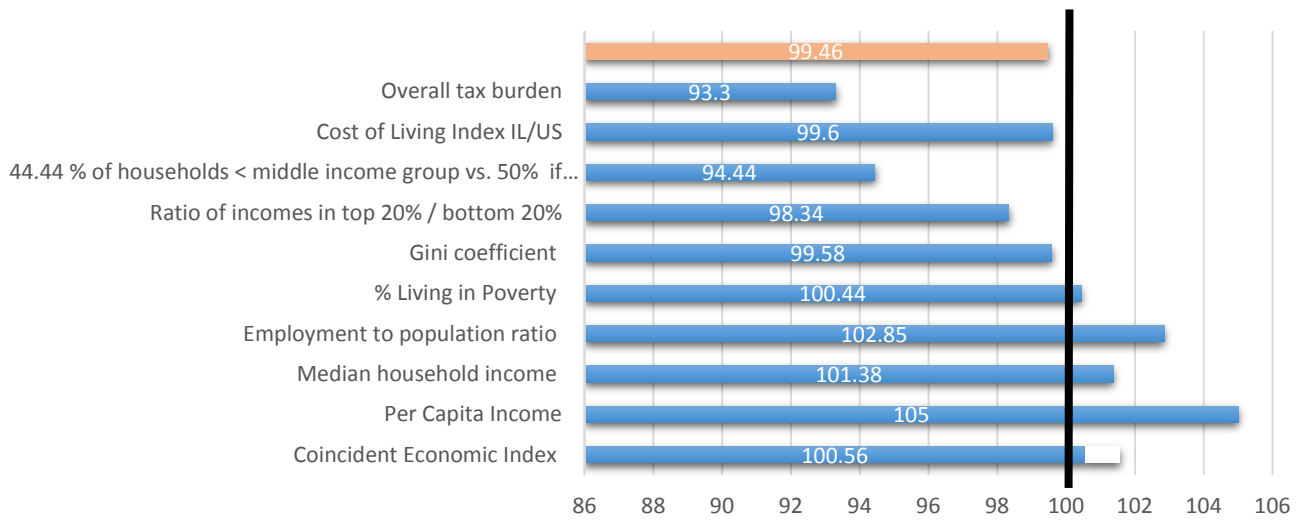
FINDINGS

Objective Well-being Measures

There are four objective categories featured in the index: (1) economy and material well-being, 2) labor market performance, 3) job quality/working conditions ("decent work"), and 4) work-life balance and uses of time.

The first category, "economy/material well-being" is the primary determinant of the state's well-being. It represents workers ability to create income and to purchase the goods and services

FIGURE 1: ECONOMY/MATERIAL INDICATORS = 99.5



they need to enjoy at least a middle class material standard of living beyond satisfaction of a person’s basic needs (see Figure 1). The index begins with overall economic activity then highlights the income per capita and income for the typical (median) household. In both cases, Illinois is above the national average.

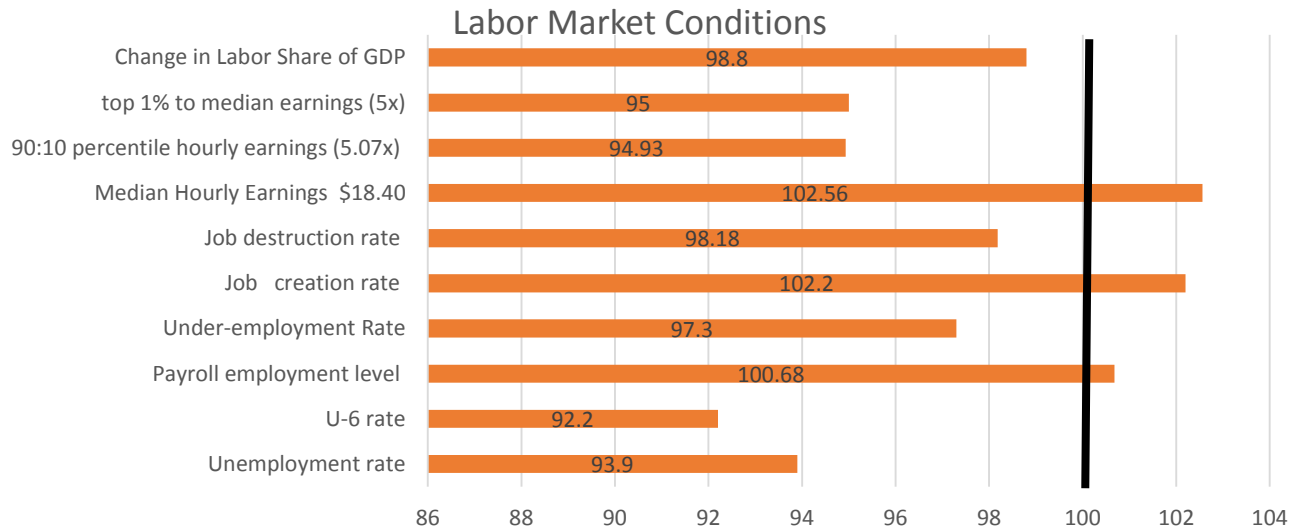
Another indicator of economic progress is the proportion of the population with incomes falling below the federal poverty line. At 13.5% Illinois is about at the national average, but at a poverty rate below the average of states with lower presence of labor union rates. As the poverty rate is a negative determinant of a state’s overall well-being, this number is dropped below 100. Likewise, the standard Gini coefficient of income inequality, (including income from all sources, labor and property) is assumed to enter into middle class well-being negatively, although that assumption is not without controversy. For instance, a rise in inequality might signal either more households moving to the higher income classes or more to the lower. Alternatively, incomes at the top might be pulling away from all others which remain stagnant. Both have somewhat different implications for overall well-being, particularly if middle incomes are growing but just not as fast as those at the top of the spectrum. Illinois’ income inequality is slightly higher than the national average.

The average of all “economy/material well-being” categories for Illinois is 99.46. This lies just below the intended mark of 100.

The state’s citizens’ well-being also depends in large part on the health of its “labor market conditions,” including job opportunities, earnings, and shortfalls from potential full utilization of available labor (see Figure 2). Again, unemployment and underemployment rates, the predominant indicators, could be contrasted to either past, national or regional levels. Illinois’ labor participation rate is higher than the national average.

The labor market environment is further augmented by the rates of job creation and destruction, and the general desire for more income despite the extra hours of work involved (i.e., underemployment). Underemployment in Illinois (35.7%) was slightly higher than the national average (33%). Given the importance of unemployment on psychological and potential social ill-effects, the adjustment to the base downward is intentionally large rather than marginal. Unemployment is associated with not only transitory, but permanent reductions in happiness and associated factors such as health. Underemployment has surprisingly deleterious effects as well – almost on the order of full unemployment (Zukin and Van Horn, 2015; Angrave and Charlwood, 2015; Bell and

FIGURE 2: LABOR MARKET CONDITIONS INDICATORS = 97.65



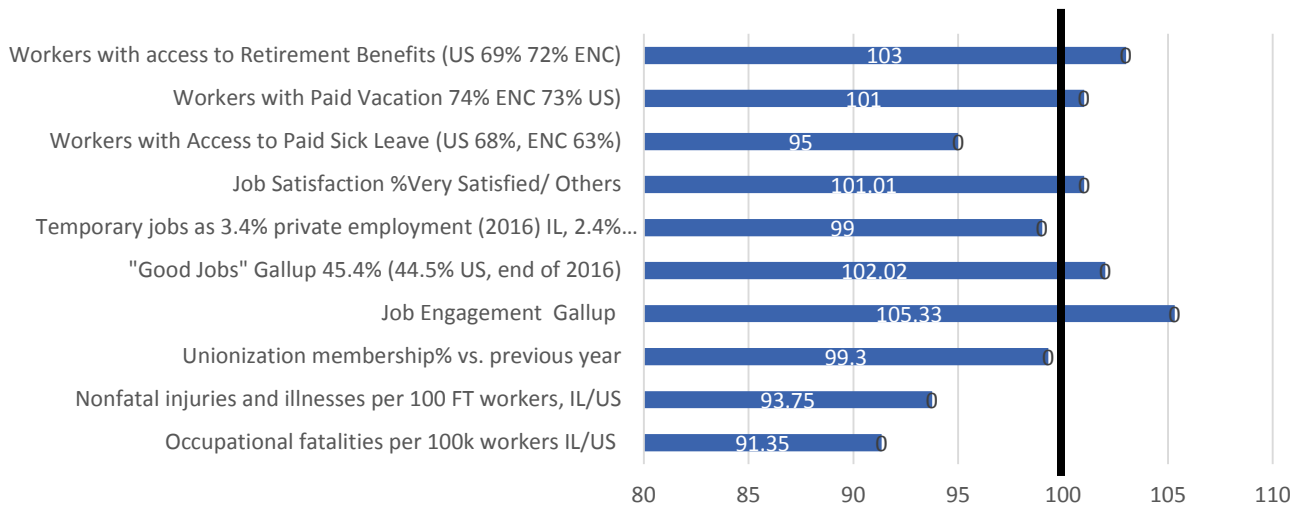
Blanchflower, 2013; Bell, et al 2012; Wilkins and Wooden. 2011; Friedland and Price. 2003).

In addition, labor’s share in the state’s GDP has fallen 1.2% between 2015 and 2016. Studies have found correlations between falling unionization rates and increased income inequality (Manzo and Bruno, 2017a).

The average score for the “labor market condition” category for Illinois is 97.6.

Additionally, the “job quality/working conditions/decent work” nature of employment can have major bearing on our daily and longer-term well-being (see Figure 3) (see Green et al, 2013). This is captured by potentially negative outcomes, such as risks to physical well-being and protections against those risks, with more formalized rules in the workplace, such as those negotiated by labor unions. It also contains a measure of the positive or welfare-enhancing aspects of work, the proportion “engaged” at work and in “good jobs,” given that it is not only

FIGURE 3: JOB QUALITY/WORKING CONDITIONS/DECENT WORK INDICATORS = 99.1



possible but a goal, for workers to experience more “procedural utility” (i.e., well-being enhancing experiences and meaningfulness from their work or job).

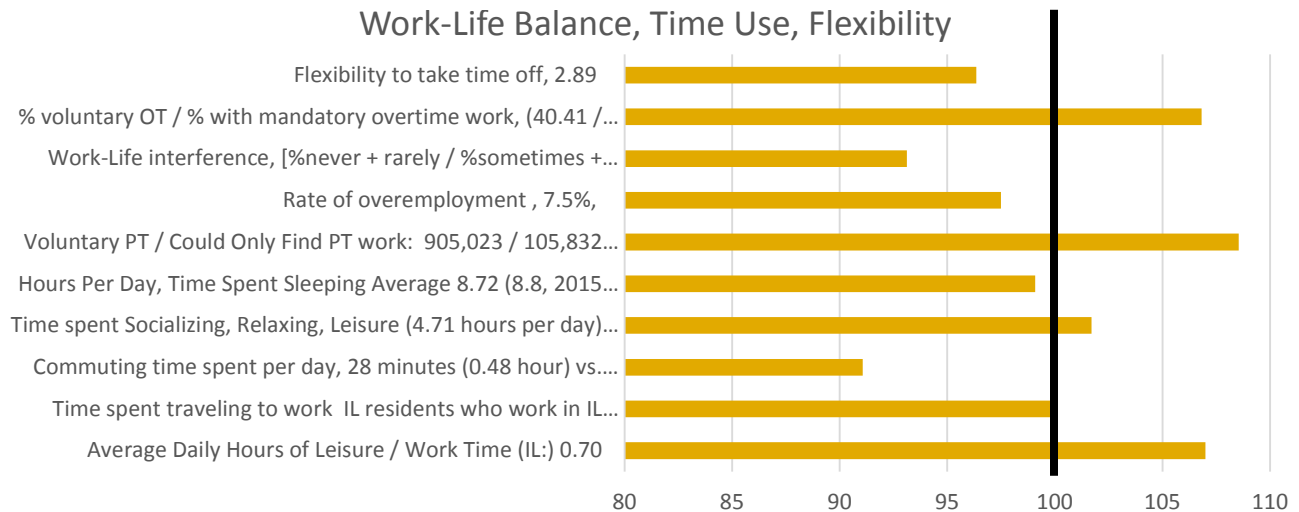
The composite score on the “job quality/working conditions/decent work” domain for Illinois is 99.1.

The amount of work time (i.e., “work-life balance”) and how we spend it and our degree of control over it is widely recognized as major contributors to individual and societal well-being (see Figure 4). Indeed, in the era of more dual income (and single-headed) households, the timing of work activities plays an increasingly important role in synchronizing our daily lives, no matter what type of job, income level or stage of the life cycle we are in. Leisure time, at one’s own discretion, is roundly regarded as providing relatively greater satisfaction than time spent in activities such as commuting and shopping. Time spent working is detrimental to some, but often favorable to others, but on the whole can be considered a direct contrast to leisure time pursuits and sleep time, thus a ratio of the two may be meaningful. Here we also include the clear voluntariness of part time employment, which is often taken or sought by those expressly to better balance work with non-work responsibilities, not only from feelings of being overworked, but from being out of the labor force entirely.

Finally, the work-life imbalance measure includes the flipside of underemployment mismatches – involuntary overemployment. Defined as the expressed willingness to accept lower take home pay in exchange for fewer work hours, but not having the option to reject extra work hours, involuntary overemployment has become a drag on happiness (Baslevent, 2013; Beckers et al, 2008; Reynolds, 2003). Decent working time is a principle component of decent work (Boulin et al 2006). Aggregate estimates of the rate of overemployment are quite sensitive to how this willingness to work and earn less is operationalized in surveys, but unfortunately it is not measured on a frequent or consistent basis for the US and thus, not available at the State level. Work-life balance more generally is facilitated, in most cases, by having certain types of flexibility – in particular, the ability to “take time off during work” (even more so than having ability to alter one’s starting and/or ending times of the work day Golden, Henly and Lambert, 2013). Certain time uses are found consistently to be associated with reduced well-being while others augment well-being (Krueger et al 2009; Kahneman and Schwartz, 2006).

The Illinois score on the “work-life balance/time use” domain exceeds the benchmark at 100.5.

FIGURE 4: WORK-LIFE BALANCE / TIME USE INDICATORS = 100.5



The overall benchmark of just over 100 reflects the relative voluntariness of both part time and overtime working in the region, but is tempered by the inability of workers to attain often desired or valued flexibility in the work day. Issues around work time flexibility are also aggravated by higher than average amounts of commuting time in Illinois. Public policies and private practices that would enhance the flexibility on the part of workers to better coordinate and time their daily work and non-work activities would reduce work-family conflict frequency and thus, lift this index figure in the future.

Subjective Well-being Measures

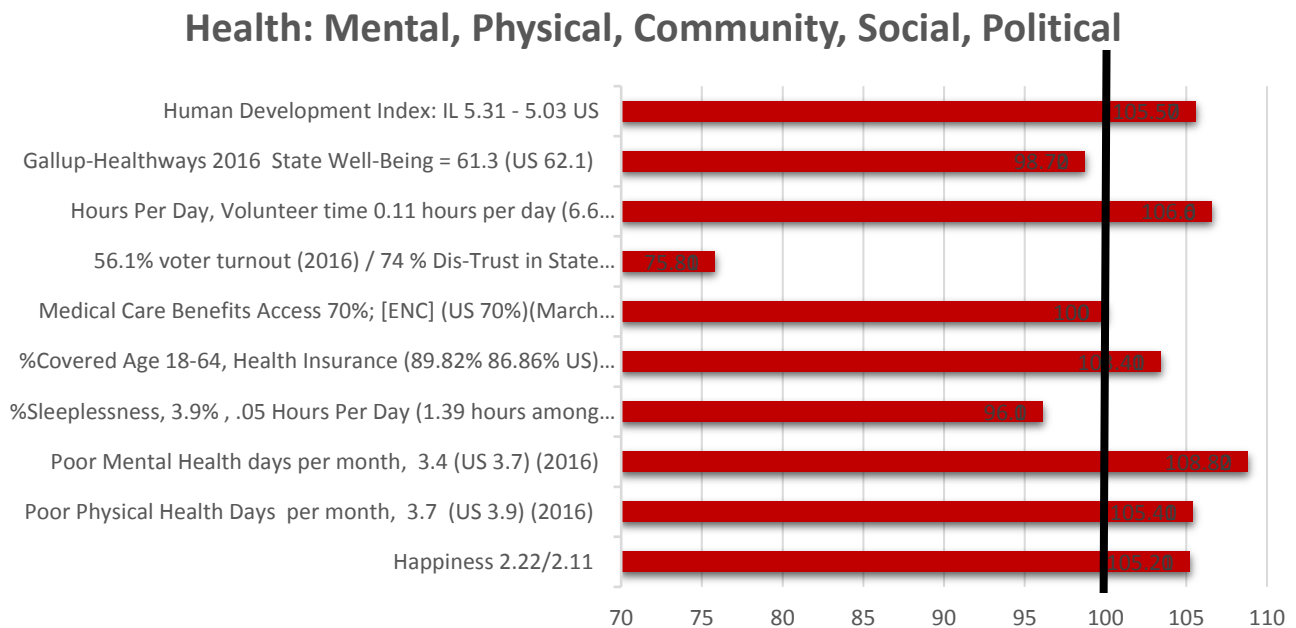
The first subjective domain relies on meta analyses or “meta life satisfaction” study findings. Our HOW-IS-IL index included six studies from sources largely in the popular media and widely disseminated that subjectively assessed Illinois.⁴ While the index numbers themselves are meaningful within their own context, the indices are useful here by including their relative state rankings. They are averaged here to produce a ranking of 100.8 for Illinois, placing the state roughly at the national norm. The ranking is a combination of both determinants and outcomes

associated with well-being. While Illinois ranks as high as #12 and as low as #42 on some indexes, it turns out to be precisely the median state, at #25 in the average of rankings.

The next group of items, “mental/psychological and community/social/political health,” combines measures from a broad array of “health” indicators, often used by other indices (see Figure 5). It includes sources and/or consequences of ill health. Like other such indices, the HOW-IS-IL includes objective, quantified measures, along with compiled indicators of relatively more subjective well-being – such as reported happiness, overall and specific health. We combine these two categories here with objective health security indicators and broadened the scope to include healthy signs of civic and social capital. Illinois’ score on “mental/psychological and community/social/political health” is 100.8.

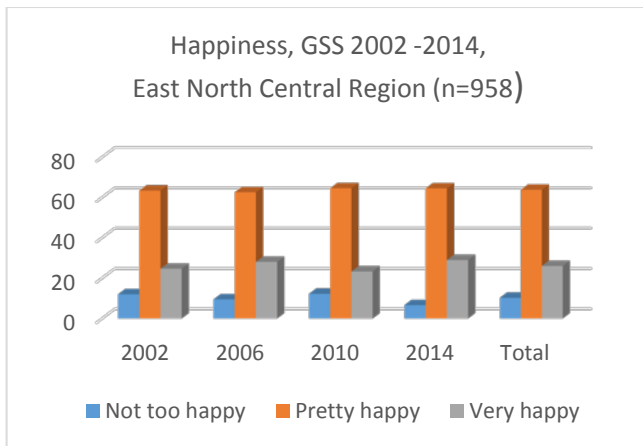
The health measures start with the happiness self-report level from the General Social Survey (GSS; see Table 1) for the East-North-Central Region [ENC], which includes Illinois. It also adds measures of “poor” health, including the extent of sleeplessness experienced, and finally, health security, as indicated by health insurance coverage rates. The happiness level responses are

FIGURE 5: HEALTH INDICATORS = 100.8



available bi-annually in the GSS (showed here at four year intervals). They show a remarkable stability, particularly for “pretty happy” responses, which comprise about two-thirds of respondents, on the GSS’s simple 3-level scale. However, it is clear that “not very happy” spiked upward in 2010, and “very happy” downward, in a year when the labor market was still suffering from the 2007-2009 Great Recession.

TABLE 1: GSS: HAPPINESS SELF-REPORT



The notion of health is expanded here to include indicators of social, community and civil society health, such as social capital building through volunteer activity and citizens’ participation and trust in government, elections and political processes. Illinois is at the overall national “health” norm but is weighed down by the public’s view of its politics. Nearly three-quarters of the state’s citizens (74%) express a “distrust in state government” and subsequently the state earns a subpar 75.81 score on political health. The index value of just over 100 suggests that improvements in individual health, health insurance and civic trust and participation in Illinois could be realized with prevention, treatment and cures that increase mental and physical health, augmented by private and public policies that enhance health benefit coverage and political system reforms.

The HOW-IS-IL is pre-set to be near 100 for each category indicator, thus deviations are intentionally small. Yet, many of the individual

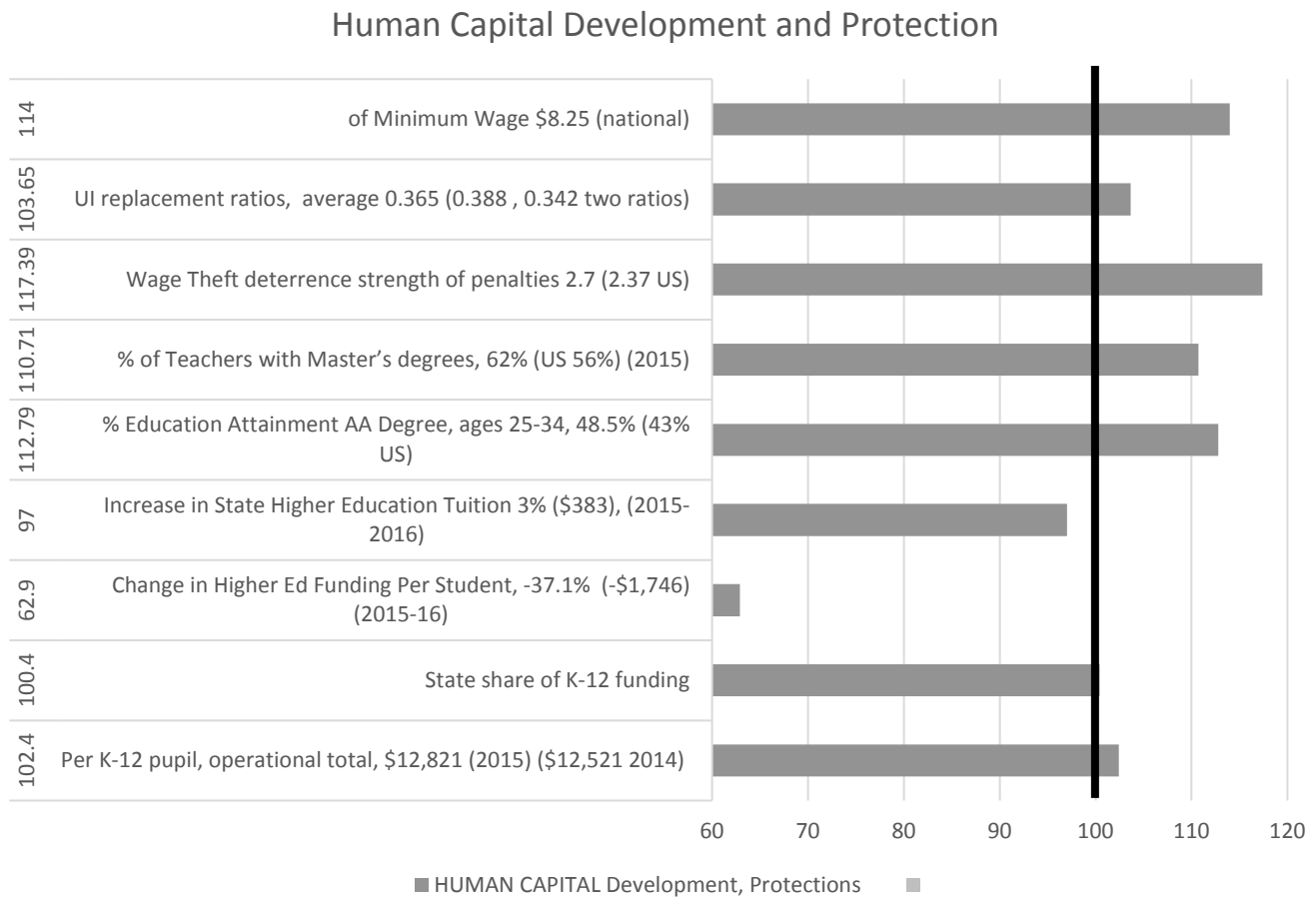
components, though not randomly selected, of course, do reveal cases where Illinois is falling short relative to US. They also reveal where it is doing better relatively, but can still improve relative to the state’s own recent past. In particular, Illinois is doing relatively better in employment participation, household income level, health insurance coverage, days of poor physical or mental health and general health indicator levels. But is still falling short in unemployment, both underemployment and overemployment, time spent commuting, investments in its future workforce and its trust in government, despite high voter participation. There are also mixed signals, for example, “good jobs” are somewhat more present in Illinois than elsewhere, but temporary jobs are far more prevalent than in the national average. The next section assesses how it is doing regarding providing minimum standards and protections for its workforce.

Worker Friendliness Index

A cumulative average of Illinois’ investment in its citizens’ education and employment benefits (i.e., future investments, protections of human capital, public expenditures and public policies) produces a slightly above the national norm 102.36 “worker friendliness” well-being score (see Figure 6).

Central to this well-being domain is the state’s investment in education, its citizens’ educational attainment and access to workplace training. While reliable Illinois data on private firm training is unavailable, we do have measures for education spending. Illinois’ state spending on K-12 education, as a percentage of total local revenues, has been flat for two years and the state’s contribution to all K-12 revenues is below the national average (Manzo and Bruno, 2017b). Reforming the school funding system to make it more equitable between locations and communities, along with a substantial increase in state spending – at the very least to counter the recent draconian cuts -- are essential steps in increasing the human capital investment aspect of

FIGURE 6: WORKER FRIENDLINESS INDICATORS = 102.36



Illinois citizens' well-being in the near and more distant future.

Also relevant to Illinois' commitment to education is the state's spending on higher education. It has fallen significantly and on a percentage basis decreased by a larger amount in 2016 than any other state. The flat and lower spending measures are somewhat offset by the above the national norm of citizens with at least a two-year Associates degree (46%) and the percentage of K-12 teachers with Masters degrees (62%).

In addition to education investments, the well-being of workers depends on institutions that operate to monitor and enforce programs and labor-employment laws, like labor unions and collective bargaining laws. Illinois is one of 22 state's that is a "free collective bargaining" state.⁵ Illinois' 2016 unionization rate was 14.5%, which

placed it among the top five of unionized states (Manzo and Bruno, 2016a). However, the percentage of union members fell from 15.3% in 2015. So using 100 as the index benchmark set in 2015 and comparing the state to its union density one year later, Illinois' union score dropped slightly to 99.3. Recognizing the derivative effect of collective bargaining on other economic and material measures of well-being, we contend that any drop in unionization will have a negative impact on the state's overall level of well-being.

Importantly, results from the World Values Survey reveals that being a union member is also positively associated with both happiness and job satisfaction. This confirms the empirical findings that union members have both relatively greater

For individuals, good-quality jobs are associated with greater job satisfaction, commitment, health and psychological well-being (Findley and Kalleberg 2013).

life satisfaction and quality of life than their non-union counterparts (Flavin and Shufeldt, 2016; Flavin, Pacek and Radcliffe, 2010). This finding holds across ages, genders and even income levels, suggesting a broad impact which allows labor union membership or representation to constitute a separate contributor to the state of Illinois' level of happiness or well-being, no matter what the particular underlying sources are of this connection.

Worker well-being also depends on legal protections, institutional reforms and minimum standards that prevent erosion of their well-being associated with work. The presence or absence of an employment factor is a simple binary, yes or no (coded as 1 for yes and 0 for no). Illinois has enacted 4 of the 10 potential additional labor and employment protections that other states have adopted. While the US has few of the national employment protections and benefits of other developed countries, some states and municipalities have adopted labor protections beyond those at the federal level.

Illinois is one of 30 states (including the District of Columbia) that has a minimum wage above the national level, stricter enforcement than other states regarding wage theft issues such as minimum wage and overtime pay (i.e., enforcement of the Fair Labor Standards Act) and somewhat more generous unemployment compensation. Additionally, Illinois is one of 30 states that have "prevailing wage" laws – the minimum labor compensation paid to the majority of workers in construction-related trades and occupations employed in the performance of public work in designated areas. Illinois is further considered a "strong" prevailing wage state (Manzo and LeNee Carroll, 2014).

However, Illinois lags behind other states in many important labor force investments and protections.⁶ The state has yet to join the states that have enacted paid sick time (four so far, many others proposed), paid family leave (four so far, others proposed), minimum reporting pay (for cancelled or shortened shifts after showing up to

the workplace (eight states), work-sharing (24 states, that can use subsidies through unemployment insurance for workers' reduced hours to prevent layoffs), a "right to request" changes in hours or schedules (two states), overtime pay above a minimum salary threshold for salaried employees to receive (one state), or predictive/stable scheduling or "access to hours" (so far only cities or municipalities), and no protection yet for temporary workers (e.g., to protect against safety and health risks and "perma-temping"). Illinois does have minimum break and meal-time minimums, and some protection against employers adopting use-it-or-lose-it vacation time practices.

Thus Illinois' commitment to a modern and equitable system of funding education, along with adopting additional worker-friendly policies and protections would increase the state's investment in a productive work force.

LIMITATIONS OF THE GRID AND IMPLICATIONS FOR FUTURE INDEXES

While an index with 80 entries, is as comprehensive an index can be without it becoming too complex to track over time, this list is not exhaustive. If meaningful measures could be annually found at the State level there are many indicators of individual, household community and societal well-being that could be added to this index. This includes measures that render more positive well-being results such as apprenticeship training expenditures (Manzo and Bruno, 2017), re-training subsidies, child care support subsidies for working parents, child immunization rates, practicing physicians (per 10,000 population), life expectancy at birth (years), employer investments in employee training, entrepreneurial activity and start-ups.⁷

Factors that reflect more negative aspects could also be included such as child poverty rates, gender and racial pay gaps, food stamp usage rates, homeownership and percentage of income spent on housing, foreclosures (per 10,000

homes), the homeless population, incarceration (per 100,000 inhabitants) or recidivism rates, rates of homicide (per 100,000), suicide (per 100,000 age-adjusted), rates of diabetes, obesity and unhealthy behaviors such as smoking, addictions and overdoses. An index could also assess elements that reflect an ambiguous or two-sided state of well-being. For example, the number or percentage of children or others receiving Medicaid and other types of state public assistance spending (\$ per capita) could be a largely negative indicator, but positive relative to the alternative of this population receiving no such aid at all.

Revisiting this index perennially will require some refinements, replacements and adjustments.⁸ Indicators that do not vary much will be less useful, but so will indicators that vary wildly. We attempt here to strike a balance. The future will also permit placeholders using the regional data to be substituted with Illinois exclusive data, once permissions are received from the General Social Survey (National Opinion Research Center) to receive confidential state-level data requested. Some indicators may simply be dropped if there is conclusive evidence, here or elsewhere, that they very closely track another indicator. However, this will not be simply assumed. A case in point is that the recent economic recovery has brought unemployment back down to near full employment levels, while involuntary part time working hovers nationally at significantly higher percentage rates than in past recoveries (Golden, 2016). Finally, we could examine regions within the state, because the happiness gradient can vary with the extent of population density and urban, suburban and rural type living factors (Glaeser, 2016; Berry and Okulicz-Kozaryn, 2011).

CONCLUSION: IMPLICATIONS FOR A HAPPINESS AND WELL-BEING DIRECTED PUBLIC POLICY AT THE STATE LEVEL

Economic growth and a tightening labor market can go a long way toward improving the well-being of the typical working citizen, family and household in Illinois. However, for the broad middle class, the shifting structure of employment and income makes this improvement increasingly dependent on growth being accompanied by policy innovations. Such policies should not only deliver greater gains in income but also improvements in the conditions of work and supports for work (i.e., security, safety, time balance, minimum standards and investments in education and health). Even modest policy recommendations

(Holzer, 2017) advocate for more subsidies for educating Illinois' students, but also include paid family leave, earned sick time, more control over irregular and unpredictable work schedules, greater job and income security and higher base minimum wage increases.

Beyond that, Illinois could realize greater happiness and well-being for its working citizens by bolstering not only the traditional protections of minimum wages, retirement and health security and collective bargaining rights, but focus on the policies that improve overall happiness. The state should encourage improvements in the quality of jobs and the nonwage benefits of work such as providing paid time off, enforcing health and safety standards, raising the standard of temporary employment and instituting fair

We consider if the concept of "well-being" is useful in addressing contemporary issues related to work and the workforce, and if it can be operationalized for public policy The use ... "well-being" in public policy may more accurately capture health-related issues that have shifted ... along with ... changes in the nature of work, the workforce, the workplace...If well-being is measured by using "objective lists," there are questions of what should be on the list and how it should be ordered [Schulte et al (2015)].

scheduling laws. For example, irregular and unstable work schedules lead to hardships for many workers, including detrimental impacts on health (Dickson, Bruno and Twarog, 2015; Golden, Henly and Lambert, 2013; Wood et al, 2013; Pana-Cryan and Rosa, 2012; Costa et al, 2006), which could be at least partly prevented with predictive scheduling policies, or at least compensate workers financially if they experience last minute changes in their schedules. In addition, paid sick time ordinances have shown no more than negligible effects on businesses or local economies, with workers now using some, although not all of their allotted paid sick days (Ahn and Yelowitz, 2016; Appelbaum and Milkman, 2016).

Policy advances promise to not only satisfy our current residents, but attract others to Illinois (youth who are mobile, those in neighboring states with fewer opportunities, etc.). There is much evidence that not only more jobs, but better work and non-work conditions, including more worker or family friendly work hours, increase employees' job performance, and are in the long term interests of the State's private and public employers (Guest, 2017; Glass, et al 2016; Harrington, 2016; Bryson and MacKerron, 2016; Lee, 2015; Wang, 2014; Schiff, 2014; Rudolf, 2013; Wright and Huang, 2012; Xanthopoulou et al, 2012; Fisher, 2010; Harter & Arora, 2010).

We have constructed herein an index that benchmark's 2016 at exactly 100, and found that Illinois stands currently at precisely the median level rank among the 50 states. By focusing policy on employment measures, along with non-work activity that is closely derivative of economic status, it is expected that Illinois can become a more friendly state for working families and raise the well-being of the state's population.

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APPENDIX A

1) Decent Work (Anker, et al 2003; Bescond, et al 2003)

The International Labor Organization (ILO) has conceived and implemented a measure, “Decent Work,” intended for contrast across countries and time. Its scope is clearly beyond just work, however, encompassing indicators that influence standards of living and welfare more generally.

2) American Working Conditions Survey (2015), attached to the American Life Panel (Rand, 2015).

A first-time survey is now available for public access - the American Working Conditions Survey (AWCS). It includes several questions that are intentionally harmonized with the concurrently fielded European Working Conditions Survey (EWCS), whose sixth wave has been issued. The AWCS contains at least 25 useful survey questions that capture dimensions of work that have well-being consequences (some of which are included in the survey, such as life satisfaction, satisfaction with working conditions, perceived sustainability of themselves in their job, and self-reported health).

3) OECD Better Life Index -- World Values Survey; Happy Planet Index (Durand, 2015).

The OECD has been quite comprehensive in its effort to expand the scope of well-being beyond GDP or even GDP per capita, to measure national economic progress. The OECD Better Life Initiative has three conceptual pillars – material conditions, quality of life and sustainability. Its stated clear intention is to be oriented toward people, outcomes via both objective measures and self-reports (subjective assessments), and importantly, the distribution and disparities in outcomes.

4) Gallup-HealthWays (Gallup World Poll)

The Gallup “State of the States” is part of the Gallup-Healthways State of American Well-Being series, which examines well-being by state. It considers five basic elements of well-being: (1) liking what you do each day and being motivated to achieve your goals (2), having supportive relationships and love in your life (3), managing your economic life to reduce stress and increase security, (4) liking where you live, feeling safe and having pride in your community and (5) having good health and enough energy to get things done daily. On their well-being index Gallup Ranks Illinois 37th.

5) America’s Health Ranking (AHR)

The AHR Core Measures contains a combination of “core” and “supplemental” measures in their overall index. They blend determinants, outcomes and behaviors. Most importantly, they collect their data at the state level. Because of its emphasis on public health measures, most of their core indicators involve disease, distress, screenings, risk factors and unhealthy behaviors. However, many of their supplemental indicators are incorporated as sufficiently relevant as outcomes or determinants of worker/citizen healthiness and general well-being, such as median household income, unemployment and children in poverty.

6) The American Human Development (HDI) Report, The Measure Of America 2013–2014

The HDI was a product of the Social Science Research Council, last conducted using data from 2013-14. Its three components were an income Index, and index of life expectancy at birth and education levels. For income, it used personal earnings of individuals, whereas most other assessments use household earnings. It found an overall HDI of 5.31 for the US, which was higher than the 5.14 found for Illinois.

7) World Happiness Report, 2017 (De Neve and Ward, 2017)

This United Nations Report, particularly its Chapters' 4 and 6, are the most technically sound and useful analysis of national happiness, life satisfaction, happiness at work and inequality of happiness. However, there are no observations readily provided by states within the US. The key findings are as follows: (1) wages are positively associated with happiness; and (2) hours of work per week are not statistically related to any outcomes, with the exception of a positive relationship between hours and positive affect (Golden and Okulicz-Kozaryn, 2017; Golden and Okulicz-Kozaryn, 2016; Lambert, Henly and Fugiel, 2015; Golden, Henly and Lambert, 2013).

8) Happy Counts Happiness Alliance (Musikanski, 2016).

A thoughtful, comprehensive instrument has been developed and issued online, that allows citizens to report their own happiness and well-being. It is based on the happiness empirical literature and the original attempt of the government of Bhutan to measure its own Gross National Happiness Index (GNHI). It starts with the GNHI's original 15 domains and makes it relevant to the US today. Rather than pulling in data from other existing sources, it creates a database, using the question phrasing that generates measures of overall happiness.

9) WalletHub Happiest States in America

Similarly, rankings based on subcategory rankings can be found in WalletHub, in its effort to determine the relatively most and least happiest states in America. Their methodology assigns points within three key dimensions: 1) Emotional & Physical Well-Being, 2) Work Environment and 3) Community & Environment, with a total of 28 relevant metrics, applying corresponding weights. Each metric was graded on a 100-point scale, with 100 representing maximum happiness.

10) Best States 2016: Data Powered by McKinsey and Company, A New Ranking From U.S. News & World Report

This finds Illinois ranked at #29 overall out of 50, based on rankings for the following domains: health care, health care access, education, crime and corrections, infrastructure, transportation, opportunity, economy, government, government budget transparency and state integrity and equality.

11) Global Youth Wellbeing Index

While focused on institutions and outcomes impacting younger citizens, this assessment's overall well-being index is a combination of economic opportunity, citizen participation, education, health, information and communications technology and safety and security. US youth wellbeing ranked 6 in the world, similar to its high income, OECD peers, owing to its strong showing in the areas of economic opportunity, ICT, and education domains. The U.S. rank in citizen participation was driven down by negative youth outlook towards government and their value by society.

12) Public Policy Indexes (Sorens et al, 2008)

Public policies regarding the labor market policies are strongly related to what Sorens et al (2008), in their composite index, define as "liberalism" of a state, but not so much its "urbanism" approach to policy. Liberal states generally have higher minimum wage requirements, are more likely to require employers to provide short-term disability insurance, are more likely to have prevailing wage laws, and are less likely to have right-to-work legislation.

HOW-IS-IL COMPONENTS <i>OBJECTIVE WELL BEING</i>	1	2	3	4	5	6	7	8	9	10
ECONOMY/Material Well-Being Indicators	Per Capita Income, \$52,098 (US BEA)	Median household income, \$60, 413 (US BLS)	Coincident Economic Index, 161.28 (Dec 2016) (Philly Fed, YCharts)	Employment to population ratio, 61.4 % (59.7% in US) (US BLS)	%Living < Poverty < \$24, 250, 13.56%; 13.5% in US) (2015) (US Census Bureau)	Gini coefficient, 48.2 (48.0 in 2015) (US Census Bureau)	Ratio of incomes in top 20% / bottom 20%, 16.6 (US Census Bureau)	% of Households Below Middle Income Group, 44.44% (vs. 50% uniform) (Pew)	Cost of Living Index (IL / US) 96% ⁹	Overall tax burden IL/US, 93.3% (WalletHub)
LABOR MARKET conditions	Unemployment, U-3 rate, 5.9 % (4.9% in US) (BLS)	U-6 rate, 11% (9.7% in US)(BLS)	Payroll employment, 6,128, 046 (Dec 2016; 6,086,432, Jan. 2015)(BLS))	Rate of Underemployment 35.7% (US is 33%) () (SHED, 2014)	Job creation rate, IL, 13.2 (12.9 2015) (YCharts)	Job destruction rate, IL, 11.0 (10.8 2015) (YCharts)	Median Hourly Earnings IL \$18.40 (May 2016)) (vs. \$17.94 (IL OES)	Ratio, 90:10 percentile of hourly earnings, of 5.07, (\$47.20/\$9.3 1 (OES, May 2016)	Ratio, 99:50 (Top 1% to median earnings)(of, 5.0, (Manzo, 2015)	Employee Compensation as % of IL GDP, 55% (2014) (US BEA)
JOB QUALITY/Working Conditions/Decent Work	Occupational fatalities per 100k workers 3.7 (US 3.38) (BLS)	Nonfatal injuries and illnesses per 100 FT workers 3.2; (US is 3.0) (BLS)	Unionization membership, 14.5%, (-0.70 change from 2015) (BLS)	Job Engagement Gallup 31.6 % (30% US) (Gallup)	"Good Jobs" 45.4%, (vs. 44.5% in US, end of 2016) (Gallup)	Temporary jobs as % workforce, 3.4% (2.4% US, 2015) (BLS)	Job Satisfaction %very satisfied / less than this, 50.25/49.75 (ENC) (GSS, 2014)	Workers with Access to Paid Sick Leave, 63%, (ENC; vs. US 68%) (NCS)	Workers with Paid Vacation Time (74%, ENC; vs. 73% in in US)) (NCS)	Workers access to Retirement Benefits 72% (ENC; 69 % in US)(NCS)
TIME/WORK-LIFE Balance, Time Use	Average Daily Hours of Leisure / Hours of Work, 0.70, (ATUS, 2011-15)	Time spent, IL residents traveling to work in IL 4,315,715 minutes (ACS, 2009-2013),	Commuting time spent per day, 28 minutes (vs. 25.5 US (ATUS, 2011-15)	Time spent Socializing, Relaxing, Leisure hours per day) (4.71 / housework + shopping (2.77) (ATUS, 2011-15)	Hours Per Day, Time Spent Sleeping Average, 8.72 (ATUS, 2011-15)	#Voluntary Part-time employed / #Could Only Find Part-time work 8.55 (905,023 / 105,832 (BLS) (Dec 2016) (BLS)	Rate of over-employment, 7.5%, (US 5%) (SHED, 2014)	Work-Family interference, 2.50 [1=never... often=4), (ENC) (GSS, 2014)	% of Workers who have voluntary/ mandatory overtime work (ENC) (40.4 / 37.8) (GSS, 2014)	% with flexible schedules, how difficult it is to take time off during work (ENC) (GSS, 2014)

SUBJECTIVE WELL BEING										
META LIFE SATISFACTION: Rankings Composite indicators of IL	#37, Gallup-Healthways	#26, Americas health rankings: 2016)	#16, American Human Development Index: IL	#24, Policy from America's Health Rankings	#29, Best States, 2016 (U.S. News & World Report)	#12, Forbes Quality of Life	#16 [#14, Personal Income per cap #18 Median Household Income, average]	#42, Job Satisfaction, <i>salary.com (2006)</i>	= #16, Gallup, (#11, Poor Mental, #21 Physical Health, average)	#30, Work-Life Balance <i>zippia.com</i>
HEALTH: MENTAL/ PSYCHOLOGICAL Personal/ Community/ Social/ Political	Happiness level, 2.22 of 3.0 (GSS, 2014) (ENC)	Poor Physical Health Days per month, 3.7 (US 3.9) (<i>Civic Dashboard</i>)	Poor mental health days per month, 3.4 (US 3.7) (<i>Civic Dashboard</i>)	%Sleeplessness 3.9% (1.39 hours per day, among sleepless (<i>ATUS 2011-15</i>))	% Covered Age 18-64 Health Insurance, (89.82%, US 86.86%) (<i>ACS, 2014</i>)	Medical Care Benefits Access 70% [ENC] (US 70%) (<i>March 2016 BLS</i>)	Civic Participation (56.1% Voter turnout rate) / Trust in Gov't (25% Trust, 74% Distrust) (<i>Gallup</i>)	Hours Per Day, Volunteer time, 0.11 hours per day (<i>ATUS, 2011-15</i>)	Gallup-Healthways 2016 State Well-Being, 61.3	Human Development Index: 5.31 (5.03 in US)
WORKER FRIENDLINESS										
HUMAN CAPITAL Development, Protections	Per K-12 pupil, operational \$12,821 (2015) \$12,521 (2014)	State share of K-12 funding, 25.1% (2015 vs. 25% 2006-14)	Change in higher education funding per student, -37.1% (-\$1,746) (2015-16)	%State Higher Education Tuition Change, 3% (\$383), (mean tuition is \$13,189)	% Education Attainment AA Degree, ages 25-34, 48.5% (43% in US)	%Teachers with Master's degrees, 62% (56% in US) (2015)	Wage Theft deterrence strength of penalties, 2.7 (2.37 average for US) (<i>Galvin</i>)	UI replacement ratios, average 0.365 (mean of ratios 1 and 2 in IL: 0.388, 0.342) ¹⁰	Minimum Wage Level \$8.25 (\$7.25 in US)	
PUBLIC POLICIES: Protective Labor Standards	Prevailing Wage Laws (1)	Right to Work (1)	Paid Sick leave (0)	Paid Family leave (0)	Work-Sharing (0)	Protection against use-it-or-lose-it vacation (1)	OT Threshold for Low Salaried (0)	Predictive Scheduling (0), Access to Hours (0), Minimum Reporting Time Pay (0) or Right to Request (0)	Break (and meal) time Minimums (1)	Protections for Temporary Workers (0)

Figures are 2016 annual averages, and for just the State of Illinois, unless otherwise indicated. ENC means the 5 East-North-Central states of IL, IN, WI, MI and OH.

ACS is the American Community Survey; ATUS is American Time Use Survey; BEA is the Bureau of Economic Analysis; BLS is US Bureau of Labor Statistics; NCS is the National Compensation Survey; OES is IL Occupational Employment Statistics; SHED is Survey of Household Economic Dynamics, Federal Reserve Board;

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² A vast, separate strand of research investigates the role of leisure and nonwork time on health, not included here.

³ Market power sources of the rising inequality are the focus of Khan and Vaheesan, 2016.

⁴ The following are the five indexes and their accompanying ranking for Illinois: Gallup-Healthways 37th, Americas Health Rankings 26th, American Human Development Index 16th, U.S. News & World Report Best States, 2016, 29th, and Forbes Quality of Life, 12th.

⁵ In a “free collective bargaining state” all eligible employees in unionized workplaces are required to either join the union or pay a fee to cover the cost of union representation.

⁶ However, State Representative Carol Ammonds has proposed legislation at the Illinois General Assembly regarding temporary workers. The Responsible Job Creation Act, would require that temp workers receive the same wages and benefits as employees hired directly by the employer (see <http://www.responsiblejobs.org>).

⁷ The Kauffman Foundation measures the following: Rate of New Entrepreneurs, Opportunity Share of New Entrepreneurs, Percentage of New Entrepreneurs (Startup Density), to capture effects expressed by workers regarding “opportunity” in a state. It rated Illinois as 19th, 10th, and 16th respectively.

⁸ Future improvements in this index could be realized if there are State-level data on work-stress, work stress-prevention or reduction (“well-being”) practices and programs, and measures of workers’ “meaningfulness” experienced in their work, jobs, occupations or workplaces. The American Time Use (ATUS) survey contained three modules that asked individuals to report their levels of subjective well-being items (on a scale of 1-6), when engaged in a (randomly chosen) particular activity during the course of the previous day – work, leisure, commuting, etc. This included both positive effects such as happiness, joy and meaning, and negative effects such as pain, sadness, tiredness, stress and anxiety. From this, future research could discern the self-reported levels of well-being based on how much time residents of Illinois on average report being engaged in their work (and non-work) activities.

⁹ IL ranks is just below the median, by 4%, in cost of living: Alternative measures for cost of living include: the Consumer Price Index for IL is 235 compared to 233 for the US, just 0.9% higher; The Council for Community & Economic Research (using housing, groceries and transportation) finds that IL is 95.5 and Sperling’s Best Places finds Illinois cost of living is 96.20, thus below the US average of 100.

¹⁰ This figure represents the midpoint between the two ways that the US computes Unemployment Insurance replacement ratios, by State, at:

https://oui.doleta.gov/unemploy/repl_ratio/repl_ratio_rpt.asp. They divide the average weekly benefit amount (WBA), by the average weekly wage of workers, for January - December 2016, based on sample cases (481 in 2016 for IL), in which they use two, slightly different average weekly earnings as the base for this ratio, hence, we use the average of the two ratios.