

Questions and Response Options

SWAA July 2020

1. How old are you?

- a. Under 20 >> **TERMINATE**
- b. 20-29
- c. 30-39
- d. 40-49
- e. 50-64
- f. 65+ >> **TERMINATE**

2. How efficiently could you do your job from home? Please use the slider to select a value between 0 and 200%. For example, 0 means you can't do your job at home, and 80% means you are 80% percent as efficient at home as at your business premises. If you are above 100% this means you are more efficient at home, for example 150% means you are 50% more efficient at home.

How efficiently could you do your job from home?	<input type="text"/>

3. In 2019 (before COVID) how often did you have a paid day working from home?

- a. Never
- b. About once or twice per month
- c. 1 day per week
- d. 2 days per week
- e. 3 days per week
- f. 4 days per week
- g. 5+ days per week

Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.

4. Currently (this week) what is your work status?

- a. Working on my business premises
- b. Working from home
- c. Still employed and paid, but not working
- d. Unemployed

e. Not working, and not looking for work

5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?

- a. Never
- b. About once or twice per month
- c. 1 day per week
- d. 2 days per week
- e. 3 days per week
- f. 4 days per week
- g. 5+ days per week

6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?

- a. Never
- b. About once or twice per month
- c. 1 day per week
- d. 2 days per week
- e. 3 days per week
- f. 4 days per week
- g. 5+ days per week
- h. My employer has not discussed this matter with me or announced a policy about it
- i. I have no employer

7. In 2019 (before COVID) where did you mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g., WeWork
- e. At the client's site
- f. In a public space, e.g. café or library

8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g. WeWork
- e. At the client's site
- f. In a public space, e.g. café or library

9. In 2019 (before COVID), approximately how many hours a week did you work when employed?

10. If you were employed in April, how many hours per week did you work for pay? If you were not employed in April, please type 0 (zero).

11. If you are employed in June (now), how many hours per week do you work for pay? If you are not employed please type 0 (zero).

12. In 2019 (before COVID) how long was your typical commute to work in minutes?

13. Before COVID how did you typically commute to work?

- a. Car
- b. Subway
- c. Train
- d. Bus
- e. Walk
- f. Bicycle
- 1. Taxi/Ride-Share

14. Where is your residence located?

- a. Large city, e.g. New York, Miami or San Francisco
- b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
- c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- e. Rural, more than a one-hour drive from any city or large town

15. In what industry is your current job? If not currently working, then please report the industry of your most recent job.

- a. Agriculture, Forestry, Fishing or Hunting
- b. Arts, Entertainment or Recreation
- c. Banking, Finance or Insurance
- d. Construction
- e. Education
- f. Health Care
- g. Social Assistance
- h. Hotel, Lodging
- i. Restaurant or Food Services
- j. Information Services, including Publishing or Media
- k. Manufacturing
- l. Mining, Quarrying or Oil and Gas Extraction
- m. Professional, Technical or Business Services
- n. Real Estate or Rental and Leasing Services
- o. Retail Trade
- p. Transportation or Warehousing
- q. Utilities
- r. Wholesale Trade
- s. Government, including all federal and state
- t. Other _____

16. What is the occupation of your current job? If you are not currently working, then please

report the occupation of your most recent job.

- a. Armed Forces
- b. Construction and Extraction occupations
- c. Farming, Fishing and Forestry occupations
- d. Installation, Maintenance and Repair occupations
- e. Management, Business and Financial occupations
- f. Office and Administrative Support occupations
- g. Production occupations
- h. Professional and related occupations
- i. Sales and related occupations
- j. Personal Service occupations
- k. Transportation and Material Moving occupations
- l. Other _____

17. How much did you earn by working in 2019?

- a. Less than \$10,000 >> **TERMINATE**
- b. \$10,000 to \$19,999 >> **TERMINATE**
- c. \$20,000 to \$29,999
- d. \$30,000 to \$39,999
- e. \$40,000 to \$49,999
- f. \$50,000 to \$59,999
- g. \$60,000 to \$69,999
- h. \$70,000 to \$79,999
- i. \$80,000 to \$99,999
- j. \$100,000 to \$124,999
- k. \$125,000 to \$149,999
- l. \$150,000 to \$199,999
- m. \$200,000 to \$250,999
- n. \$500,000 +

18. What is your gender?

- a. Female
- b. Male
- c. Other/Prefer not to say _____

19. What is the highest level of education you have completed?

- a. Less than high-school
- b. High-school diploma or GED certificate
- c. 1 to 3-years of college
- d. 4-year college degree

- e. Masters or Professional Degree
- f. PhD

20. What is your race or ethnicity?

- a. Black or African American
- b. Hispanic (of any race)
- c. Asian
- d. Native American or Alaska Native
- e. Native Hawaiian or Pacific Islander
- f. White (non-hispanic)
- g. Other, or prefer not to say

21. How reliable is your internet connection?

- a. Perfect, the internet works 100% of the time
- b. Good, the internet works 90% of the time
- c. Moderate, the internet works 70% to 80% of the time
- d. Poor, the internet works less than 70% of the time
- e. None, I have no internet connection at home

21. How much would your efficiency working from home increase if you had perfect high-speed internet? **[Show if currently working from home]**

- a. None, my internet is already fast enough that it improving it would not help
- b. A little, improving my internet would increase my working from home efficiency by about 5%
- c. Somewhat, improving my internet would increase my working from home efficiency by about 10%
- d. Substantially, improving my internet would increase my working from home efficiency by about 20%
- e. Massively, improving my internet would increase my working from home efficiency by 30% or more

22. If you are working from home under COVID, do you have your own room to work in?

- a. Yes, my bedroom
- b. Yes, another room that is not my bedroom
- c. No, I share a room when I am working
- d. Not applicable, I am not working from home

23. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?

- a. Incredibly positive, as good as a pay rise of more than 20%
- b. Strongly positive, as good as a pay rise of 10% to 20% or more
- c. Moderately positive, as good as a pay rise of 1% to 9%
- d. Neutral
- e. Moderately negative, as bad as a pay cut of 1% to 9%
- f. Strongly negative, as bad as a pay cut of 10% to 20%
- g. Incredibly negative, as bad as a pay cut of more than 20%

24. Do you currently live with a partner or other adults?

- a. No.
- b. Yes, with a spouse, domestic partner, or adult children
- c. Yes, with roommates or other relatives

25. Do you live with any children under the age of 18?

- a. No
- b. Yes, the youngest is still in pre-school or primary school
- c. Yes, the youngest is in elementary school
- d. Yes, the youngest is in middle school
- e. Yes, the youngest is in high school

26. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? **[Show if currently working from home]**

- a. Better – I am more efficient at home than I was working on the business premises
- b. About the same – I'm equally efficient in both places
- c. Slightly less efficient now – my efficiency is 5-15% lower at home, as compared to working on the business premises before the pandemic.
- d. Somewhat less efficient now – my efficiency is 20-40% lower at home, as compared to working on the business premises before the pandemic.
- e. Much less efficient now – my efficiency is at least 40% lower at home, as compared to working on the business premises before the pandemic.

27. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? **[Show if currently working from home]**

- a. Hugely better – I am 20%+ more productive than I expected
- b. Substantially better – I am 10% to 19% more productive than I expected
- c. Better – I am 1% to 9% more productive than I expected
- d. About the same
- e. Worse – I am 1% to 9% less productive than I expected
- f. Substantially Worse – I am 10% to 19% less productive than I expected
- g. Hugely Worse – I am 20%+ less productive than I expected

28. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work? **[Show if currently working from home]**

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29. How much money have you and your employer invested in equipment or infrastructure to help you work from home more efficiently – computers, internet connection, furniture, etc.? **[Show if currently working from home]**

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30. What percentage of this expenditure has been reimbursed or paid by your employer? If your expenditures have been zero (0), please choose zero. **[Show if currently working from home]**

Percentage reimbursed	<input type="checkbox"/>

31. What's the ZIP code of your residential address?

32. In 2019, when you worked at your employer's business premises, roughly how much money did you spend during a typical day on food and drinks (e.g., lunch, coffee, snacks, etc)?

33. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week on shopping near work (e.g., gift or clothes shopping during your lunch break or after work)?

34. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week in bars, restaurants and other entertainment venues that are near to your workplace?

35. Before COVID-19, “working from home” was sometimes seen as “shirking from home.” Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a. Hugely improved – the perception of WFH has improved among almost all the people I know
- b. Substantially improved – the perception of WFH has improved among most but not all of the people I know
- c. Slightly improved – the perception of WFH has improved among some people I know but not most
- d. No change
- e. Slightly worsened – the perception of WFH has worsened among some, but not most, people I know
- f. Substantially worsened – the perception of WFH has worsened among most, but not all, people I know
- g. Hugely worsened -- the perception of WFH has worsened among almost all the people I know

36. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

- a. Complete return to pre-COVID activities
- b. Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator,
- c. Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
- d. No return to pre-COVID activities, as I will continue to social distance

37. What factors influence whether you work from home or on your employer’s business premises?

38. How have your working hours changed due to working from home during COVID? (For example, are you now working more in the evenings or weekends due to working from home?)

[Show if currently working from home]

- a. No change – I work the same hours as I did before COVID
- b. A little – my hours now overlap 90% with my working hours before COVID
- c. Moderately – my hours overlap about 60% or 80% with my working hours before COVID
- d. Heavily – my hours overlap 50% or less with my working hours before COVID

39. Since the COVID-19 pandemic began in March, have any employers told you the following?
(Check any that apply)

- a. We are rescinding our offer of employment to you in light of the pandemic.
- b. We are postponing your employment start date due to the pandemic.
- c. We would like to hire you, but we can't until it's safe to work on our premises.
- d. You are hired and can start working from home. Once it's safe, you can work on our premises.
- e. We aren't recruiting right now. Please contact us again once the pandemic is under control
- f. We are recruiting and interviewing now, but we won't be making any hiring decisions until it's safe to return to the workplace.

40. What impact has working from home had on the ability to make new full-time hires in your employer's business?

- a. Substantially harder – WFH has reduced full time hires by more than 50%
- b. Harder – WFH has reduced full-time hires by 10% to 50%
- c. Slightly harder – WFH has reduced full-time hires by 1% to 9%
- d. No impact
- e. Slightly easier – WFH has increased full-times hires by 1% to 9%
- f. Easier – WFH has increased full-time hires by 10% to 50%
- g. Substantially easier – WFH has increased full-time hires by more than 50%
- h. Not applicable – I have no current employer