# Variable dictionary for "Why Working From Home Will Stick," by Barrero, Bloom, and Davis

June 2021

**1. Variable Labels.** See below for a brief explanation of each variable in the main data file *WFHdata_May21.csv*. Our replication code in the files *WFH_updatedresults_Master_May21.do* and *WFH_WPresults_Master_May21.do* label each of the variables using the same descriptions that appear below.

- cratio100 "Weights to match CPS on {age x sex x education x earnings}"

  <u>Note:</u> Use these weights to produce *updated* statistics that use data from all survey waves of the SWAA (including April 2021 and later). The included code file "WFH_updatedresults_Master_May21.do" uses this variable to produce *updated* results that are analogous to those in the 28 April 2021 working paper version of "Why Working From Home Will Stick" by Barrero Bloom and Davis the paper results but use additional months of data after April 2021.

- icratio100 "Weights to match CPS on {age x sex x education x earnings} x earnings"

  <u>Note:</u> This is just the earnings-weighted version of "cratio100."

- cratio100_2021m3 "Weights to match CPS on {age x sex x education x earnings} using data only up to March 2021 (all subsequent waves have a weight of zero)"

  <u>Note:</u> Use these weights to reproduce the results from the 28 April 2021 working paper version of "Why Working From Home Will Stick" by Barrero Bloom and Davis. The included code file "WFH_WPresults_Master_May21.do" uses this variable to reproduce the results from the paper.

- icratio100_2021m3 "Weights to match CPS on {age x sex x education x earnings} x earnings, using data only up to March 2021 (all subsequent waves have a weight of zero)"

  <u>Note:</u> This is just the earnings-weighted version of "cratio100_2021m3."

- date "YYYYmM - survey wave"

- income "2019 Earnings, $ Thousand"

- age_quant "Age in years"

- agebin "Age - categorical bins"

- educ_years "Years of education"

- education "Education - categorical"

- education_s "Education (simplified) - categorical"

- wfhcovid "100 x 1(WFH this week, i.e. during COVID)"

- wfhcovid_ever "100 x 1(Ever WFH during COVID)"

- wfhcovid_frac "Share of paid working days WFH this week (%), i.e. during COVID"

- numwfh_days_postCOVID_s_u "Desired share of paid working days WFH after COVID (%)"

- numwfh_days_postCOVID_boss_s_u "Employer planned share of paid working days WFH after COVID (%)"

- commutetime_quant "Commute time (mins)"

- wfh_feel_quant "How much of a raise/pay cut would you value WFH 2 to 3 days per week? (%)"

- wfh_expect_quant "Relative to expectations before COVID, how productive are you WFH during COVID? (%)"

- wfh_expect "Relative to expectations before COVID, how productive are you WFH during COVID? - categorical"

- wfh_able_quant "How efficient are you at working from home? (%)"

- wfh_eff_COVID_quant "How efficient are you WFH during COVID, relative to on business premises before COVID (%)"

- wfh_invest_quant "Money you & your employer invested in equipment/infrastructure to help you WFH effectively"

- wfh_hoursinvest "Hours invested in learning how to WFH effectively"

- work_spend_total "Value of hours (hours x hourly wage) + money invested to WFH effectively"

- female "100 x 1(Female)"

- redstate "100 x 1(Red State)"

- workstatus_current "Current working status - categorical"

- income_cat "2019 Earnings, $ Thousand - categorical (detailed)"

- incomebin "2019 Earnings, $ Thousand - categorical (coarse), string form"

- iincomebin "2019 Earnings, $ Thousand - categorical (coarse)"

- ratio "Raw data weights, equal for all observations"

- work_industry "Industry of current or most recent job"

- censusdivision "Census Division of residence"

- region "State of residence"

- gender "Sex (binary)"

- gender_d "Sex, including 'Other or prefer not to say'"

- wfh_days_postCOVID_s "Desired number of paid WFH days after COVID - categorical"

- wfh_days_postCOVID_boss "Employer's planned number of paid WFH days after COVID - categorical"

- wfh_days_postCOVID_ss "Desired number of paid WFH days after COVID – categorical, bundling together rarely and never"

  - Note: The graphs in the paper use *wfh_days_postCOVID_ss*, our preferred variable, instead of *wfh_days_postCOVID_s*

- wfh_days_postCOVID_boss_ss "Employer's planned number of paid WFH days after COVID – categorical, bundling together rarely and never"

  - Note: The graphs in the paper use *wfh_days_postCOVID_boss_ss*, our preferred variable, instead of *wfh_days_postCOVID_boss*

- wfh_able "Are you able to do your job from home? - categorical bins, only for May 2020, July 2020 survey waves"

- wfh_able_qual "Are you able to do your job from home (at least partially)? - categorical Yes/No, only for October 2020 and subsequent survey waves"

- wfh_Dperception "How have perceptions of WFH changed among people you know since the start of the pandemic? - categorical"

- wfh_feel "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical"

- wfh_feel_detailed "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical, this version is most disaggregated and includes data from Sept. 2020 to Feb. 2021"

- wfh_feel_legacy "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical, based on legacy question"

- wfh_feel_quant_actual "Raise/pay cut value of WFH 2 or 3 days per week x Employer planned post-COVID WFH"

- logpop_den_job_preCOVID "Log(Population density of the ZIP code of pre-COVID Job)"

- logpop_den_Feb20 "Log(Population density of the ZIP code of February 2020 residence)"

- logpop_den_current "Log(Population density of the ZIP code of current residence)"

- logpop_den_job_current "Log(Population density of the ZIP code of current job business premises)"

- logpop_den_live_future "Log(Population density of the ZIP code of future (post-move) residence"

- wfh_eff_COVID "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical"

- wfh_eff_COVID_legacy "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical, based on legacy question"

- wfh_ownroom_notbed "100 x 1(Has their own room (not bedroom) to work in while WFH during COVID)"
- goodservices "Industry of current/most recent job is GOODS or SERVICES? - categorical"
- redblue_cook "State of residence Red (Republican) or Blue (Democrat)? - categorical"
- Dem_share_frac "Joe Biden vote share in 2020 GE - measured as of 12 Nov 2020 (%)"
- haschildren "100 x 1(Living with children under 18)"
- logincome "log(2019 labor earnings $'000s)"
- internet_quality_quant "Internet quality - Fraction of time that internet works"
- habits_postCOVID "If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?"
- concern_vaccine "100 x 1(Would not return to pre-COVID activities completely out of concerns with vaccine safety/effectiveness/take-up) - select all that apply question"
- concern_socdist "100 x 1(Would not return to pre-COVID activities completely, gotten used to social distancing) - select all that apply question"
- concern_otherdisease "100 x 1(Would not return to pre-COVID activities completely out of concerns about other diseases) - select all that apply question"
- concern_none "100 x (No concerns preventing the return to pre-COVID activities)"
- child1_age "Age of child 1 - missing if fewer than 1 children. Only asked from 9/20 onwards"
- child2_age "Age of child 2 - missing if fewer than 2 children. Only asked from 9/20 onwards"
- child3_age "Age of child 3 - missing if fewer than 3 children. Only asked from 9/20 onwards"
- child4_age "Age of child 4 - missing if fewer than 4 children. Only asked from 9/20 onwards"
- child5_age "Age of child 5 - missing if fewer than 5 children. Only asked from 9/20 onwards"
- child6_age "Age of child 6 - missing if fewer than 6 children. Only asked from 9/20 onwards"
- child7_age "Age of child 7 - missing if fewer than 7 children. Only asked from 9/20 onwards"
- child8_age "Age of child 8 - missing if fewer than 8 children. Only asked from 9/20 onwards"
- live_adults "Do you currently live with a partner or other adults"
- live_children "Do you currently live with children under 18? -- categorical by youngest's age"
- hours_cc_you "Currently, how many hours of childcare each week are provided by you?"
- hours_cc_partner "Currently, how many hours of childcare each week are provided by your partner?"
- hours_cc_other "Currently, how many hours of childcare each week are provided by others, e.g. grandparents, babysitters?"

- hours_cc_you_precovid "Before COVID, how many hours of childcare each week were provided by you?"

- hours_cc_partner_precovid "Before COVID, how many hours of childcare each week were provided by your partner?"

- hours_cc_other_precovid "Before COVID, how many hours of childcare each week were provided by others, e.g. grandparents, babysitters?"

- wfh_invest_burs "Percent of money invested in equipment or infrastructure enabling WFH that was paid for or reimbursed by employer. Missing if no WFH or zero investment"

- occupation "Occupation (self-reported)"

- occupation_other "User description when selecting 'Other' occupation"

- race_ethnicity "Race/ethnicity -- categorical"

- race_ethnicity_s "Race/ethnicity -- categorical combines several small categories into 'Other'"

- hourly_wage "Hourly wage = (2019 income)/(pre-COVID weekly work hours * 50 weeks per year)"

- wfh_extraeff_comm_qual "Is time saved by not commuting part of your extra efficiency when working from home? - categorical"

- wfh_extraeff_comm_quant "How much of your extra efficiency when working from home is due to the time you save by not commuting? -- This equals zero if commuting time savings are not included, or if relative efficiency of WFH is negative "

- workhours_preCOVID "Hours worked per week pre-COVID"

- workhours_duringCOVID "Hours worked per week at the time of the survey (during COVID) -- if currently working, otherwise missing"

- extratime_1stjob "Percent of commute time savings spent working on primary or current job"

- extratime_2ndjob "Percent of commute time savings spent on a second or new secondary job"

- extratime_childcare "Percent of commute time savings spent on childcare"

- extratime_chores "Percent of commute time savings spent on home improvement, chores, or shopping"

- extratime_indoorleisure "Percent of commute time savings spent on leisure indoors (e.g. reading, watching TV and movies)"

- extratime_outdoorexercise "Percent of commute time savings spent on exercise or outdoor leisure"

- wfh_feel_new_qual "Assuming it doesn't matter for your pay, which working arrangements would you prefer after COVID is under control? - categorical"

- wfh_feel_pr_bp_quant0 "How much extra pay would it take for you to prefer working 5 days a week on your employer's premises after COVID is under control? - For those who prefer 2 days WFH and 3 days on premises. Equals zero if they already prefer 5 days per week on premises"

- wfh_feel_pr_hyb_quant0 "How much extra pay would it take for you to prefer working 3 days a week on your employer's premises and 2 days at home after COVID is under control? - For those who prefer 5 days on premises. Equals zero if they already prefer 2 days WFH and 3 on premises."

- vaccine_req_boss "Does or will your employer require you to be vaccinated to work on business premises? - categorical"

- vaccine_req_should_gen "Should employers require vaccination before letting workers return to the employer's worksite? - categorical"

- vaccine_req_should_myboss "Should your employer require vaccination before letting you and your co-workers return to the worksite? - categorical"

- prom_eff_1day_qual "If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years? - categorical"

- prom_eff_5day_qual "If you were to work from home 5+ days a week and your co-workers work on the business premises 5+ days a week, how might this affect your chance of a promotion in the next 3 years? - categorical"

- prom_eff_1day_quant "How much of an increase in your chance of a promotion would working from home one more day per week than your co-workers cause?"

- prom_eff_5day_quant "How much of an increase in your chance of a promotion would working from home 5+ days a week while your co-workers work on the business premises 5+ days a week cause?"

- wfh_able_qual_May21 "Do you need to be physically present on business premises to perform your job (current or most recent)? - categorical"

**2. Value labels of categorical variables.** See below for the value labels of categorical variables. Our replication code in the file *WFH_results_Master_May21.do* also labels the values of each of the included categorical variables below.

- Age

    agebin 1 "Under 20"

    agebin 2 "20 - 29"

    agebin 3 "30 - 39"

    agebin 4 "40 - 49"

    agebin 5 "50 - 64"

agebin 6 "65+"

- Education (there are two similar variables)

    education 1 "Less than high-school graduation"

    education 2 "High-school graduation"

    education 3 "1 to 3-years of college"

    education 4 "4 years of college degree"

    education 5 "Masters or Professional Degree"

    education 6 "PhD"

    education 1 "Less than high-school degree"

    education 2 "High-school degree"

    education 3 "1 to 3-years of college"

    education 4 "4-year college degree"

    education 5 "Graduate degree"

- Efficiency WFH during COVID relative to expectations

    wfh_expect 1 "Hugely better, 20%+ "

    wfh_expect 2 "Substantially better -- 10 to 20% "

    wfh_expect 3 "Better -- up to 10% "

    wfh_expect 4 "About the same "

    wfh_expect 5 "Worse - up to 10% "

    wfh_expect 6 "Substantially worse - 10 to 20% "

    wfh_expect 7 "Hugely worse, 20%+ "

- Current working status

    workstatus_current 1 "Working on my business premises"

    workstatus_current 2 "Working from home"

workstatus_current 3 "Not working"

- Income categories (coarse and fine)
    iincomebin 1 "$20k to $50k"
    iincomebin 2 "$50k to $100k"
    iincomebin 3 "$100k to $150k"
    iincomebin 4 "$150k+"

    income_cat 3 "20k - 30k"
    income_cat 4 "30k - 40k"
    income_cat 5 "40k - 50k"
    income_cat 6 "50k - 60k"
    income_cat 7 "60k - 70k"
    income_cat 8 "70k - 80k"
    income_cat 9 "80k - 100k"
    income_cat 10 "100k - 125k"
    income_cat 11 "125k - 150k"
    income_cat 12 "150k - 200k"
    income_cat 13 "200k - 250k"
    income_cat 14 "250k +"

- Census division (broad region) of residence
    censusdiv 1 "New England"
    censusdiv  2 "Mid-Atlantic"
    censusdiv 3 "East North Central"
    censusdiv 4 "West North Central"
    censusdiv 5 "South Atlantic"
    censusdiv 6 "East South Central"
    censusdiv "West South Central"

censusdiv 8 "Mountain"

censusdiv 9 "Pacific"

- Industry of current job

    work_industry 1 "Agriculture",

    work_industry 2 "Arts & Entertainment"

    work_industry 3 "Finance & Insurance"

    work_industry 4 "Construction"

    work_industry 5 "Education"

    work_industry 6 "Health Care & Social Assistance"

    work_industry 7 "Hospitality & Food Services"

    work_industry 8 "Information"

    work_industry 9 "Manufacturing"

    work_industry 10 "Mining"

    work_industry 11 "Professional & Business Services"

    work_industry 12 "Real Estate"

    work_industry 13 "Retail Trade"

    work_industry 14 "Transportation and Warehousing"

    work_industry 15 "Utilities"

    work_industry 16 "Wholesale Trade"

    work_industry 17 "Government"

    work_industry 18 "Other"

- Sex. Note: gender_d includes the "Other/prefer not to say option" while gender
  focuses on male/female (sex only)

    gender 1 "Female"

    gender 2 "Male"

    gender 3 "Other/prefer not to say"

- Desired post-COVID working from home days (there are two similar variables)

    wfh_days_postCOVID_s 1 "Never"

    wfh_days_postCOVID_s 2 "Rarely (e.g. monthly)"

    wfh_days_postCOVID_s 3 "1 day per week"

    wfh_days_postCOVID_s 4 "2 days per week"

    wfh_days_postCOVID_s 5 "3 days per week"

    wfh_days_postCOVID _s 6 "4 days per week"

    wfh_days_postCOVID _s 7 "5 days per week"


    wfh_days_postCOVID_ss 1 "Rarely or never"

    wfh_days_postCOVID_ss 2 "1 day per week"

    wfh_days_postCOVID_ss 3 "2 days per week"

    wfh_days_postCOVID_ss 4 "3 days per week"

    wfh_days_postCOVID_ss 5 "4 days per week"

    wfh_days_postCOVID _ss 6 "5 days per week"


- Employer planned post-COVID working from home days

    wfh_days_postCOVID_boss 1 "Never"

    wfh_days_postCOVID_boss  2 "Rarely"

    wfh_days_postCOVID_boss 3 "1 day per week"

    wfh_days_postCOVID_boss 4 "2 days per week"

    wfh_days_postCOVID_boss 5 "3 days per week"

    wfh_days_postCOVID_boss 6 "4 days per week"

    wfh_days_postCOVID_boss 7 "5 day per week"

    wfh_days_postCOVID_boss 8 "No clear plans from employer"

    wfh_days_postCOVID_boss 9 "No employer"


    wfh_days_postCOVID_boss_ss 1 "Rarely or never"

    wfh_days_postCOVID_boss_ss  2 "1 day per week"

wfh_days_postCOVID_boss_ss 3 "2 days per week"

wfh_days_postCOVID_boss_ss 4 "3 days per week"

wfh_days_postCOVID_boss_ss 5 "4 days per week"

wfh_days_postCOVID_boss_ss 6 "5 day per week"

wfh_days_postCOVID_boss_ss 7 "No clear plans from employer"

wfh_days_postCOVID_boss_ss 8 "No employer"

- Ability to work from home. Note: *wfh_able* is based on a question asked prior to August 2020. *wfh_able_qual* is based on a question asked from November 2020

  wfh_able 1 "Completely, 100%+ efficient"

  wfh_able 2 "Mostly, 80% to 90% efficient"

  wfh_able 3 "Partly, 50% to 70% efficient"

  wfh_able 4 "Barely, less than 50% efficient"

  wfh_able 5 "No, I cannot do my job at home"

  wfh_able_qual 1 "No"

  wfh_able_qual 2 "Yes"

- Stigma associated with working from home

  wfh_Dperception 1 "Improved among almost all"

  wfh_Dperception 2 "Improved among most"

  wfh_Dperception 3 "Improved among some"

  wfh_Dperception 4 "No change"

  wfh_Dperception 5 "Worsened among some"

  wfh_Dperception 6 "Worsened among most"

  wfh_Dperception 7 "Worsened among almost all"

- Value of working from home. Note: *wfh_feel_legacy* is based on a question asked prior to August 2020. *wfh_feel* is based on a question asked from August 2020. *wfh_feel_detailed*

uses a more granular set of responses that we used from September 2020. The numerical variable *wfh_feel_quant* uses data from both questions.

    wfh_feel 1 "Incredibly positive, >25% raise"

    wfh_feel 2 "Strongly positive, 15-25% raise"

    wfh_feel 3 "Positive, <15% raise "

    wfh_feel 4 "Neutral"

    wfh_feel 5 "Negative, <15% paycut"

    wfh_feel 6 "Strongly negative, 15-25% paycut"

    wfh_feel 7 "Incredibly negative, >25% paycut"


    wfh_feel_detailed 1 "More than 35% raise"

    wfh_feel_detailed 2 "25 to 35% raise"

    wfh_feel_detailed 3 "15 to 25% raise"

    wfh_feel_detailed 4 "10 to 15% raise"

    wfh_feel_detailed 5 "5 to 10% raise"

    wfh_feel_detailed 6 "Less than 5% raise"

    wfh_feel_detailed 7 "Neutral"

    wfh_feel_detailed 8 "Less than 5% pay cut"

    wfh_feel_detailed 9 "5 to 10% pay cut"

    wfh_feel_detailed 10 "10 to 15% pay cut"

    wfh_feel_detailed 11 "15 to 25% pay cut"

    wfh_feel_detailed 12 "25 to 35% pay cut"

    wfh_feel_detailed 13 "More than 35% pay cut"


    wfh_feel_legacy 1 "Incredibly positive, >20% raise"

    wfh_feel_legacy 2 "Strongly Positive, 10-20%+ raise"

    wfh_feel_legacy 3 "Moderately Positive, <10% raise "

    wfh_feel_legacy 4 "Neutral"

    wfh_feel_legacy 5 "Moderately Negative, <10% paycut"

    wfh_feel_legacy 6 "Strongly Negative, 10-20% paycut"

    wfh_feel_legacy 7 "Incredibly Negative, >20% paycut"

- Efficiency while working from home. Note: *wfh_eff_COVID_legacy* is based on a question asked prior to August 2020. *wfh_eff_COVID* is based on a question asked from August 2020. The numerical variable *wfh_eff_COVID_quant* uses data from both questions

     wfh_eff 1 "Much more, >35% "

     wfh_eff 2 "Substantially more, 15-25% "

     wfh_eff 3 "More, <15%  "

     wfh_eff 4 "About the same"

     wfh_eff 5 "Less, <15%"

     wfh_eff 6 "Substantially less, 15-25%"

     wfh_eff 7 "Much less, >35%"


     wfh_eff_COVID_legacy 1 "Better"

     wfh_eff_COVID_legacy 2 "About the same"

     wfh_eff_COVID_legacy 3 "Slightly lower -- 5 to 15%"

     wfh_eff_COVID_legacy 4 "Somewhat lower -- 20 to 40%"

     wfh_eff_COVID_legacy 5 "Much lower -- >40%"


- Goods vs. services industries

     goodservices 1 "Goods"

     goodservices 2 "Services"


- Red vs blue states (based on Cook Political Report's Partisan Voting Index using the 2012/2016 elections)

     redblue 1 "Red (Republican-leaning)"

     redblue 2 "Blue (Democratic-leaning)"


- Return to pre-COVID activities

habits_postCOVID 1 "Completely"

habits_postCOVID 2 "Substantially"

habits_postCOVID 3 "Partially"

habits_postCOVID 4 "None"

- Living with other adults?

   live_adults 1 "No"

   live_adults 2 "Yes, partner/adult children"

   live_adults 3 "Yes, roommates/other"

- Living with children?

   live_children 1 "No"

   live_children 2 "Yes, youngest in pre-/primary"

   live_children 3 "Yes, youngest in ES "

   live_children 4 "Yes, youngest is in MS"

   live_children 5 "Yes, youngest is in HS"

- Occupation

   occupation 1 "Armed Forces",

   occupation 2 "Construction and Extraction"

   occupation 3 "Farming, Fishing and Forestry"

   occupation 4 "Installation, Maintenance and Repair"

   occupation 5 "Management, Business and Financial"

   occupation 6 "Office and Administrative Support"

   occupation 7 "Production"

   occupation 8 "Professional and related"

   occupation 9 "Sales and related"

   occupation 10 "Service"

   occupation 11 "Transportation and material moving"

occupation 12 "Other"

Note: The occupation variable likely has significant measurement error as is. We recommend users of our data to clean this variable substantially before using it in any analysis. Some potential reasons of concern:

First, respondents from the general population are not likely to be familiar with occupational classifications and so may struggle classifying themselves. A significant proportion choose "Other" when one of the other categories does not immediately seem right. Users of this variable may want to go through each of the user-provided descriptions in the variable "occupation_other" (see variable description above) and reclassify them.

Second, due to a survey setup error, the September 2020 to March 2021 waves mistakenly did not include "Installation, Maintenance and Repair" as a possible response, so there are no responses in that category in those waves. Many of these will likely show up in "Other" and will need to be reclassified.

- Race/ethnicity

  race_ethnicity 1 "Black or African American"

  race_ethnicity 2 "Hispanic (of any race)"

  race_ethnicity 3 "Asian"

  race_ethnicity 4 "Native American or Alaska Native"

  race_ethnicity 5 "Native Hawaiian or Pacific Islander"

  race_ethnicity 6 "White (non-Hispanic)"

  race_ethnicity 7 "Other"

  Note: We do not reweight our raw data based on race and ethnicity, so our provided survey weights may not be particularly well-suited to analyze disparities across racial and ethnic groups. There is also no guarantee that individuals who participate in our survey and report belonging to a minority group are representative of that minority, even after reweighting to match the CPS along sex-age-education-earnings categories.

- Race/ethnicity (simplified)

  race_ethnicity_s 1 "Black or African American"

  race_ethnicity_s 2 "Hispanic (of any race)"

  race_ethnicity_s 3 "Other"

  race_ethnicity_s 4 "White (non-Hispanic)"

Note: We do not reweight our raw data based on race and ethnicity, so our provided survey weights may not be particularly well-suited to analyze disparities across racial and ethnic groups. There is also no guarantee that individuals who participate in our survey and report belonging to a minority group are representative of that minority, even after reweighting to match the CPS along sex-age-education-earnings categories.

- Is time saved by not commuting part of your extra efficiency when working from home?

    wfh_extraeff_comm_qual 1 "Yes"

    wfh_extraeff_comm_qual 2 "No"

- Assuming it doesn't matter for your pay, which working arrangements would you prefer after COVID is under control?

    wfh_feel_new_qual 1 "Prefer 5 days/wk on employer premises"

    wfh_feel_new_qual 2 "Prefer 2 days/wk WFH"

    wfh_feel_new_qual 3 "About the same"

- Does or will your employer require you to be vaccinated to work on business premises?

    vaccine_req_boss 1 "Yes"
    vaccine_req_boss 2 "No"
    vaccine_req_boss 3 "Employer has not announced a policy"

- Should employers require vaccination before letting workers return to th eemployer's worksite?

    vaccine_req_should_gen 1 "Yes, for all"

    vaccine_req_should_gen 2 "Yes, except w/ medical exemptions"

    vaccine_req_should_gen 3 "Yes, when the job involves proximity to others"

    vaccine_req_should_gen 4 "No, but they should encourage workers"

    vaccine_req_should_gen 5 "No, workers should decide on their own"

- Should your employer require vaccination before letting you and your co-workers return to the worksite?

    vaccine_req_should_myboss 1 "Yes, for all"

    vaccine_req_should_myboss 2 "Yes, except w/ medical exemptions"

    vaccine_req_should_myboss 3 "Yes, when the job involves proximity to others"

vaccine_req_should_myboss  4 "No, but they should encourage workers"

vaccine_req_should_myboss 5 "No, workers should decide on their own"

- If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years?

    prom_eff_1day_qual 1 "It would reduce my chance of a promotion"

    prom_eff_1day_qual 2 "No effect"

    prom_eff_1day_qual 3 "It would increase my chance of a promotion"

- If you were to work from home 5+ days a week and your co-workers work on the business premises 5+ days a week, how might this affect your chance of a promotion in the next 3 years?

    prom_eff_5day_qual 1 "It would reduce my chance of a promotion"

    prom_eff_5day_qual 2 "No effect"

    prom_eff_5day_qual 3 "It would increase my chance of a promotion"

- Do you need to be physically present on business premises to perform your job (current or most recent)?

    wfh_able_qual_May_lbl 1 "Yes, for all of my job"

    wfh_able_qual_May_lbl 2 "Yes, for part of my job"

    wfh_able_qual_May_lbl 3 "No"