# Questions and Responses
# SWAA August 2023

**Objective**: Survey of Working Arrangement and Attitudes

**Target population**: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

**Industry**: Work & Employment

**Geography**: United States of America

**Sample size**: Target N=6500; Maximum N=6500

## Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

## Introduction

## Screening questions

1. How old are you?

   *Q_age | Multiple choice | Required | Vertical | Single-select*

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 **[TERMINATE]**

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

    *Multiple choice | Required | Vertical | Single-select*

    a) Less than high-school diploma
    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

2. ***Last week*** what was your work status?

   *Q_work_status | Multiple choice | Required | Vertical | Single-select*

   a) Working <u>for pay</u>, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job

e)    Not working, and not looking for work

260.  What is 3 + 4?

*Number | Required | Min: 0 | Max: 1000000*

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3.    How many full days did you work last week (whether at home or on business premises)?

*Q_all_days | Multiple choice | Required | Vertical | Single-select*

a)    1 day [TAG: 1]
b)    2 days [TAG: 2]
c)    3 days [TAG: 3]
d)    4 days [TAG: 4]
e)    5+ days [TAG: 5]

4.    You have indicated that you worked last week. How many **full paid working days** *did you* **work from home** last week?

*Q_wfh_days | Multiple choice | Required | Vertical | Single-select*

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a)    **None**, all my paid working days were on business premises [TAG: 0]
b)    **1 full paid day** working from home [TAG: 1]
c)    **2 full paid days** working from home [TAG: 2]
d)    **3 full paid days** working from home [TAG: 3]
e)    **4 full paid days** working from home [TAG: 4]
f)    **5+ full paid days** working from home [TAG: 5]

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207.  For each day **last week**, did you **work a full day (6 or more hours)**, and if so **where?**

*Matrix | Required | Group by: Row | Single-select | Randomize cols*

| Day of the week | Did not work 6 or more hours | Worked **from home** | Worked at **employer or client site** |
|---|---|---|---|
| Monday | | | |
| Tuesday | | | |
| Wednesday | | | |
| Thursday | | | |
| Friday | | | |
| Saturday | | | |
| Sunday | | | |
| | Did not work 6 or more hours | Worked **from home** | Worked at **employer or client site** |

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q207 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q207 choices by row where value is "Worked from home"

| |
|---|
| **Screen number of days worked** |
| show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" |

451. ***Last week***, did you work as many days as you ***usually*** do?

*Multiple choice | Required | Vertical | Single-select | Randomize*

   a)   Yes, I worked my usual number of days
   b)   No

**[ Q455 logic: Show if Q451 selected choice is "No" ]**

455. How many days per week do you usually work?

*Q_days_worked_typical | Multiple choice | Required | Vertical | Single-select*

   a)   1 day per week
   b)   2 days per week
   c)   3 days per week
   d)   4 days per week
   e)   5+ days per week

**[ Q435 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q2 selected choice is "Working for pay, whether on business premises or working from home" ]**

435. Do you ever meet with your coworkers *in person?*

*Q_coworkers_in_person | Multiple choice | Required | Vertical | Single-select*

   a)   Never
   b)   About once per year
   c)   Once per quarter
   d)   Once per month
   e)   Twice or more per month
   f)   I don't have any coworkers

| |
|---|
| **Unemployed** |
| show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job" |

**[ Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job" ]**

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

*Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize*

   a)   Yes

b)     No

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## Searching

Set `worries_jobsearch_changes` to:
    a)     Yes, I avoid jobs with high infection risk [TAG: 1]
    b)     Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2]
    c)     Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3]
    d)     Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4]
    e)     No [TAG: 5]

Set `jobsearch_changes_order` to:
    order shown to respondent based on numerical tag of options in
    worries_jobsearch_changes  e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

    *Multiple choice | Required | Vertical | Multi-select*

    **Dynamic choices:** worries_jobsearch_changes

Set `jobsearch_wfh_options` to:
    a)     I am **only** considering jobs allowing me to work from home [TAG: 1]
    b)     I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
    c)     No preference about working from home [TAG: 3]

Set `jobsearch_wfh_order` to:
    order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

    *Multiple choice | Required | Vertical | Single-select*

    **Dynamic choices:** jobsearch_wfh_options

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## NILF

Set `reasons_notlooking_section` to select "original" or "detailed" sections 50%/50%

### Reasons for not looking: original version

Set `notlooking_reasons` to:
    a)     Yes, the **<u>main</u> reason** [TAG: 1]
    b)     Yes, a **<u>secondary</u> reason** [TAG: 2]
    c)     No [TAG: 3]

Set `notlooking_reasons_order` to:

    order shown to respondent based on numerical tag of options in notlooking_reasons_order  e.g. 321 or 123

249.  Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

    *Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select*

    **Dynamic choices:** notlooking_reasons

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**Reasons for not looking: new (more detailed) version**

Show 50% of time

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Set `reasons_not_working` to:

    a)    I am retired [TAG: 1]
    b)    I am a full-time student [TAG: 2]
    c)    I worry about catching COVID or other infectious diseases [TAG: 3]
    d)    I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
    e)    My health makes it hard to work [TAG: 5]
    f)    Child-care responsibilities [TAG: 6]
    g)    Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
    h)    I don't need to work, and I prefer not to [TAG: 8]
    i)    Other reason (please specify) [text input] [TAG: 9]

Set `reasons_notworking_order` to order of reasons_not_working

372.  What is the ***main reason*** you are ***not currently working and not seeking work?***

    *Q_primary_not_working | Multiple choice | Required | Vertical | Single-select*

    **Dynamic choices:** reasons_not_working

373.  What is the ***second most important reason*** you are ***not currently working and not seeking work?***

    *Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select*

    **Dynamic choices:** reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

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Set `start_looking_wfh` to:

    a)    Yes, **definitely** [TAG: 1]
    b)    Yes, **possibly** [TAG: 2]
    c)    No [TAG: 3]

Set `start_looking_order` to:

    order shown to respondent based on numerical tag of options in start_looking_wfh  e.g. 321 or 123

253.  Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

*Multiple choice | Required | Vertical | Single-select*

**Dynamic choices:** start_looking_wfh

Set `worried_covid_other` to:
   a) More worried about COVID [TAG: 1]
   b) More worried about other infectious diseases [TAG: 2]
   c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

**[ Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases" ]**

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

   *Multiple choice | Required | Vertical | Single-select*

   **Dynamic choices:** worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5.    Which of the following best describes your current employment situation?

   *Q_current_employment | Multiple choice | Required | Vertical | Single-select*

   a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
   b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
   c) I am **self-employed** and run my own business
   d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

**Self-employed**

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

   *Multiple choice | Required | Vertical | Single-select*

   a) Before 2017
   b) 2017
   c) 2018
   d) 2019
   e) 2020
   f) 2021
   g) 2022

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h)    2023

406.  In what month of 2020 did you start your own business?

*Multiple choice | Required | Vertical | Single-select*

    a)      January 2020
    b)      February 2020
    c)      March 2020
    d)      April 2020
    e)      May 2020
    f)      June 2020
    g)      July 2020
    h)      August 2020
    i)      September 2020
    j)      October 2020
    k)      November 2020
    l)      December 2020

370.  In what year did your business hire its ***first employee*?**

*Number | Required | Min: 1950 | Max: 2023*

Allow skipping with checkbox labeled: "My business has never had any employees"

355.  How many people does your business currently employ (excluding yourself)?

*Q_num_employees | Number | Required | Min: 0 | Max: 1000*

    _____ employees

371.  You responded that your firm has `Q_num_employees` employees? Is that correct?

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)     Yes, that is correct
    b)     No. The correct number of employees is: [text input]

369.  How many locations (separate factories, offices, shops, etc.) does your business operate?

*Number | Required | Min: 1 | Max: 100*

    _____ locations

422.  Does all or part of your business operate as a franchise?

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)     Yes
    b)     No

419.  What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)

*Multiple choice | Required | Vertical | Multi-select*

a) Personal/family home equity loan
b) Personal/family savings
c) Personal credit card carrying balances
d) Business credit card carrying balances
e) Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans
f) Business loan from a bank or financial institution
g) Business loan from federal, state, or local government
h) Business loan/investment from family/friends
i) Equity capital from outside investors (other than family/friends)
j) Other [text input]
k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to start or initially acquire your business?

For example, if the amount is $25,000 please enter '25' below.

(Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

*Number | Required | Min: 0 | Max: 5000*

$ _____ <u>THOUSAND</u> DOLLARS

427. Has **working from home** impacted your decision to start or keep your business? Please select all that apply.

*Multiple choice | Required | Vertical | Multi-select | Randomize*

a) Working from home reduces office costs
b) Working from home allowed me to work on my business while I also worked on my main job
c) Working from home helps my business access customers remotely
d) Working from home helps my business recruit talent
e) Other [text input]
f) None of the above

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

*Multiple choice | Required | Vertical | Single-select*

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

*Multiple choice | Required | Vertical | Single-select*

    a) Fewer than 10 employees
    b) 10 to 49 employees
    c) 50 to 99 employees
    d) 100 to 499 employees
    e) 500 to 4999 employees
    f) 5000+ employees

352. When did your employer hire its ***first* employee (at *any* location)?**

*Multiple choice | Required | Vertical | Single-select*

    a) 2023
    b) 2022
    c) 2021
    d) 2020
    e) 2019
    f) 2018
    g) 2017
    h) 2016
    i) 2011 to 2015
    j) 2006 to 2010
    k) Before 2006

**[ Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations" ]**

354. When did your employer ***start operations at the location *you are assigned to*?**

*Multiple choice | Required | Vertical | Single-select*

    a) 2023
    b) 2022
    c) 2021
    d) 2020
    e) 2019
    f) 2018
    g) 2017
    h) 2016
    i) 2011 to 2015
    j) 2006 to 2010
    k) Before 2006
    l) Does not apply -- I'm not assigned to a particular location

**[ Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations" ]**

356. When did your employer ***start operations at the location *you are assigned to*?**

*Multiple choice | Required | Vertical | Single-select*

- a) 2023
- b) 2022
- c) 2021
- d) 2020
- e) 2019
- f) 2018
- g) 2017
- h) 2016
- i) 2011 to 2015
- j) 2006 to 2010
- k) Before 2006

375. In what year did you start working for your current employer?

*Number | Required | Min: 1950 | Max: 2023*

**Management questions**

415. Do you ***directly manage or supervise*** other employees in your organization?

*Multiple choice | Required | Vertical | Single-select | Randomize*

- a) Yes
- b) No
- c) Yes, but only rarely

**[ Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely" ]**

416. How many employees do you ***directly manage or supervise***?

*Number | Required | Min: 0 | Max: 50*

_____ employees under my direct management

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

*Multiple choice | Required | Vertical | Single-select*

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

- a) Yes
- b) No <Skip if already indicated some 1 or more wfh days this week>

Set future_ideal_wfh_question to 50% split for each block of two questions

Show 50% of time

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

*Multiple choice | Required | Vertical | Single-select*

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

286. **As the pandemic ends,** how often **is your employer planning** for you to work full days at home?

*Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select*

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

Show 50% of time

465. **Looking one year ahead,** how often would you **like to** have paid workdays at home?

*Multiple choice | Required | Vertical | Single-select*

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

464. **Looking one year ahead,** how often **is your employer planning** for you to work full days at home?

*Multiple choice | Required | Vertical | Single-select*

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

221. In how many big cities with more than 500.000 inhabitants have you lived?

Please note that **this question only serves the purpose to check your attention.**

Irrespective of your answer, please insert the number 33.

*Number | Required | Min: 0 | Max: 100*

10.  How many **hours per week** did you **work for pay** <u>last week</u>?

*Number | Required | Min: 0 | Max: 100 | Decimals: 1*

_____ hours

138.  On the days that you commute to work, how much time (in minutes) does it typically take?

*Combination | Required | Randomize*

|  |  |
|---|---|
|  |  |
| From home <u>to work</u><br>From work to home | **Number input**<br>_____ minutes<br><u>Min</u>: 0<br><u>Max</u>: 240<br>**Skip label:** |

468.  How long would it take to travel (one-way) from your home to your employer's location?

*Number | Required | Min: 0 | Max: 12 | Decimals: 1*

_____ hours
Allow skipping with checkbox labeled: "I don't have an employer location"

218.  How much time do you spend on grooming and/or getting ready for work when:

*Combination | Required*

|  |  |
|---|---|
|  |  |
| You commute to your employer's or client's worksite?<br>You work from home? | **Number input**<br>_____ minutes<br><u>Min</u>: 0<br><u>Max</u>: 90 |

Set `commuting_trip_types` to:
    a)   Drive alone
    b)   Carpool
    c)   Public transit (train, bus, ferry)

d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

209. ___Last week___ what percentage of your commuting trips used the following modes?

*Allocation | Required | Total: 100*

**Dynamic choices:** commuting_trip_types

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show block if Q6 selected choice is "Yes"

Set `commuting_time_question` to 50% split for two following questions

12. ___Since the start of the COVID-19 pandemic,___ while you have been working from home, how are you now spending the ___time you have saved by not commuting?___
Please assign a percentage to each activity (the total should add to 100%).

*Allocation | Required | Randomize | Total: 100*

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

467. ___When you work from home,___ how do you spend the ___time you save by not commuting?___
Please assign a percentage to each activity (the total should add to 100%).

*Allocation | Required | Randomize | Total: 100*

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

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13. In what industry is your ___current___ job? If not currently working, then please report the industry of your ___most recent___ job

*Multiple choice | Required | Vertical | Single-select*

a) Agriculture, Forestry, Fishing, or Hunting

b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your *occupation?*

*Multiple choice | Required | Vertical | Single-select*

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you *earn by working in 2022, on a before-tax basis*?

*Q_income_2021 | Multiple choice | Required | Vertical | Single-select*

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]

o) $500,000+ [TAG: 500]

16. What is your sex?

*Q_gender | Multiple choice | Required | Vertical | Single-select*

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

*Q_race | Multiple choice | Required | Vertical | Single-select | Randomize*

a) Asian
b) Black or African American
c) Hispanic or Latin American ancestry (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American ancestry)
g) Other, or prefer not to say

## Section 2

**Show if worked/typically works 5+ days per week**
Show if days_worked is >= 5 OR Q_days_worked is 5+

473. If you:
- shifted to a ***4-day workweek***
- but kept the ***same* number of hours *per day*,**

How would it affect the ***amount of work*** you accomplish ***each week?***

*Multiple choice | Required | Vertical | Single-select | Randomize*

a) I would accomplish <u>more</u> work
b) No material change
c) I would accomplish <u>less</u> work

**[ Q470 logic: Show if Q473 selected choice is "I would accomplish more work" ]**

470. What percent <u>more</u> work would you accomplish if you went to a 4-day workweek, keeping the same number of hours per day?

*Number | Required | Min: 0 | Max: 25*

_____ % more work

show block if Q473 selected choice is "I would accomplish less work"

471. What percent <u>less</u> work would you accomplish if you went to a 4-day workweek, keeping the same number of hours per day?

*Q_output_decrease2 | Number | Required | Min: 0 | Max: 25*

_____ % less work

472. You said you would accomplish `Q_output_decrease2` percent <u>less</u> work by shifting to a 4-day workweek.

Would you like to shift to a 4-day workweek if it means a:

*Combination | Required | Randomize*

| | |
|---|---|
| `Q_output_decrease2 + 5` percent pay cut?<br>`Q_output_decrease2` percent pay cut?<br>`Q_output_decrease2 - 5` percent pay cut? | **Dropdown**<br>Yes<br>No |

Set `compressed_workweek_question` to 50/50 selection of first or second compressed workweek question

**[ Q456 logic: Show 50% of time ]**

456. How would you feel about ***compressing your workweek into 4 days,*** while continuing to work the ***<u>same</u> number of hours*** over the week?

(For example, 4 days of work at 10 hours per day instead of 5 days of work at 8 hours per day.)

*Q_compressing_1 | Multiple choice | Required | Vertical | Single-select*

   a)  I would like to compress my workweek
   b)  No preference
   c)  I would <u>not</u> like to compress my workweek

**[ Q462 logic: Show 50% of time ]**

462. How would you feel about ***compressing your workweek into 4 days,*** while doing the ***<u>same</u> amount*** of work over the week?

*Q_compressing_2 | Multiple choice | Required | Vertical | Single-select*

   a)  I would like to compress my workweek
   b)  No preference
   c)  I would <u>not</u> like to compress my workweek

**[ Q457 logic: Show if answers "would like to compress" for Q_compressing_1 or Q_compressing_2 ]**

457. How much of a ***pay raise*** (as a percent of your current pay) would you value as much as ***compressing your workweek to 4 days?***

*Multiple choice | Required | Vertical | Single-select*

   a)  1 to 2% pay raise
   b)  3 to 5% pay raise
   c)  6 to 10% pay raise
   d)  11 to 15% pay raise
   e)  More than 15% pay raise

463. How much of a ***pay cut*** (as a percent of your current pay) would you value as much as ***compressing your workweek to 4 days?***

*Multiple choice | Required | Vertical | Single-select*

    a)     1 to 2% pay cut
    b)     3 to 5% pay cut
    c)     6 to 10% pay cut
    d)     11 to 15% pay cut
    e)     More than 15% pay cut

**[ Q453 logic: Show if Q462 is shown ]**

453. Which of the following would you prefer?

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)     Work ***4 days per week*** for ***10 hours a day***
    b)     Work ***5 days per week*** for ***8 hours a day***

**[ Q454 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is any of "I am a wage and salary employee, and my main job accounts for most of my earnings", "I am a wage and salary employee who also earns a lot of extra income from side jobs" ]**

454. In the past 12 months, has your manager spoken to you about shifting to a 4-day workweek?

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)     Yes
    b)     No

26. Do you currently live with a partner or other adults? (Please check all that apply)

*Multiple choice | Required | Vertical | Multi-select*

    a)     No
    b)     Yes, with a spouse or domestic partner
    c)     Yes, with one or more adult children or other relatives
    d)     Yes, with roommates

430. Are there children under 18 living in your household?

*Multiple choice | Required | Vertical | Single-select*

    a)     No
    b)     Yes, 1 child
    c)     Yes, 2 children
    d)     Yes, 3 children
    e)     Yes, 4 or more children

**Male or female**

**Female fertility**

385. Have you ***given birth*** to any children in ***2015 or later?***

*Q_female_birthed | Multiple choice | Required | Vertical | Single-select | Randomize*

    a) Yes
    b) No

**[ Q390 logic: Show if Q385 selected choice is "Yes" ]**

390. How many children have you ***given birth to in 2015 or later?***

*Q_female_children | Multiple choice | Required | Vertical | Single-select*

    a) 1 [TAG: 1]
    b) 2 [TAG: 2]
    c) 3 [TAG: 3]
    d) 4 [TAG: 4]
    e) 5 [TAG: 5]
    f) 6 [TAG: 6]

**Male fertility**

386. Are you the biological father of any children ***born in 2015 or later?***

*Q_male_fathered | Multiple choice | Required | Vertical | Single-select | Randomize*

    a) Yes
    b) No

**[ Q387 logic: Show if Q386 selected choice is "Yes" ]**

387. How many children ***born in 2015 or later*** are you the biological father of?

*Q_male_children | Multiple choice | Required | Vertical | Single-select*

    a) 1 [TAG: 1]
    b) 2 [TAG: 2]
    c) 3 [TAG: 3]
    d) 4 [TAG: 4]
    e) 5 [TAG: 5]
    f) 6 [TAG: 6]

**Had children since 2015**

**[ Q441 logic: Show if birthed/fathered 1 child ]**

441.  In what year was that child born?

*Combination | Required*

|  |  |
|---|---|
| Child 1 | **Dropdown**<br>child_born_year_opts |

**[ Q443 logic: Show if birthed/fathered more than 1 child ]**

443.  In what year were those children born?

*Combination | Required*

|  |  |
|---|---|
| Child 1<br>Child 2<br>Child 3<br>Child 4<br>Child 5<br>Child 6 | **Dropdown**<br>child_born_year_opts |

417.  How many biological children have you had in your life?

*Number | Required | Min: 0 | Max: 20*

  _____ total children

397.  Are you currently expecting a baby?

*Multiple choice | Required | Vertical | Single-select | Randomize*

 a)   Yes
 b)   No

| **Doesn't currently have children** |
|---|
| show block if Q417 answer is 0 |

398.  Do you plan to have your own (biological) children someday?

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)    Yes
    b)    No
    c)    Don't know

**[ Q400 logic: Show if Q398 selected choice is "Yes" ]**

400. How many biological children do plan to have in total?

*Number | Required | Min: 1 | Max: 20*

    _____ total children

**[ Q402 logic: Show if Q398 selected choice is "Yes" ]**

402. At what age ***at the <u>latest</u>*** would you plan to have your first child?

*Number | Required | Min: 20 | Max: 60*

    _____ years old

---

**Currently has children**

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)    Yes
    b)    No
    c)    Don't know

**[ Q401 logic: Show if Q399 selected choice is "Yes" ]**

401. How many more biological children do you plan to have in total?

*Number | Required | Min: 1 | Max: 20*

    _____ more children

**[ Q403 logic: Show if Q399 selected choice is "Yes" ]**

403. At what age ***at the <u>latest</u>*** would you plan to have another child?

*Number | Required | Min: 20 | Max: 60*

    _____ years old

---

382. Which of the following have factored into your decision whether to have children?

*Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols*

| | **Lowered** my desire for children | Not a factor | **Increased** my desire for children |
|---|---|---|---|
| My <u>own</u> ability to work from home | | | |
| Housing costs | | | |
| Access to health insurance/care | | | |

| | | | |
|---|---|---|---|
| My <u>partner's</u> ability to work from home | | | |
| My <u>own</u> career prospects | | | |
| My <u>partner's</u> career prospects | | | |
| Tax benefits or credits | | | |
| Childcare costs | | | |
| Health reasons | | | |
| Ability of family members to help with child care | | | |

29. What is your *spouse or domestic partner's <u>current</u> working status?*

    *Multiple choice | Required | Vertical | Single-select*

    a) Working primarily from home
    b) Working primarily on business premises
    c) Not working, <u>full time student</u>
    d) Not working, other

30. What was your *spouse or domestic partner's working status <u>before COVID (in 2019)?</u>*

    *Multiple choice | Required | Vertical | Single-select*

    a) Working primarily from home
    b) Working primarily on business premises
    c) Not working, <u>full time student</u>
    d) Not working, other

198. What color is grass?

    The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

    *Multiple choice | Required | Vertical | Single-select | Randomize*

    a) Magenta
    b) Green
    c) Purple
    d) Blue
    e) Black
    f) White
    g) Brown

| **Worked from home** |
|---|
| show block if Q6 selected choice is "Yes" |

20. While working from home, do you have your **own room to work in**?

*Multiple choice | Required | Vertical | Single-select | Randomize*

   a) Yes, my bedroom
   b) Yes, another room that is not my bedroom
   c) No, I share a room when I am working

Set `random_efficiency_question` to select one of the efficiency questions 50/50

**[ Q144 logic: Show 50% of time ]**

144. How does your efficiency working from home compare to your efficiency working on business premises?

*Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select*

   a) Better -- I am **more** efficient at home than working on business premises
   b) About the same -- I'm equally efficient in both places
   c) Worse -- I am **less** efficient at home than working on business premises

**[ Q336 logic: Show 50% of time ]**

336. How does your efficiency working from home compare to your efficiency working on business premises?

*Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select*

   a) Worse -- I am **less** efficient at home than working on business premises
   b) About the same -- I'm equally efficient in both places
   c) Better -- I am **more** efficient at home than working on business premises

**[ Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 ]**

145. How much **more efficient** are you working from home than on business premises?

*Multiple choice | Required | Vertical | Single-select*

   a) Under 5% more efficient
   b) 5% to 10% more efficient
   c) 10% to 15% more efficient
   d) 15% to 25% more efficient
   e) 25% to 35% more efficient
   f) Over 35% more efficient

**[ Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 ]**

146. How much **less efficient** are you working from home than on business premises?

*Multiple choice | Required | Vertical | Single-select*

   a) Under 5% less efficient
   b) 5% to 10% less efficient
   c) 10% to 15% less efficient
   d) 15% to 25% less efficient
   e) 25% to 35% less efficient

| |
|---|
| f)      Over 35% less efficient |

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

*Multiple choice | Required | Vertical | Single-select | Randomize*

     a)     Yes
     b)     No

**[ Q36 logic: Show if Q35 selected choice is "Yes" ]**

36. How much of your *extra efficiency when working from home* is due to the *time you save by not commuting?*

*[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]*

*Slider | Required | Min: 0 | Max: 100*

     None , 0% ————•———— All, 100%

---

248. What are the *top benefits* of working on your employer's **<u>business premises?</u>** Please choose up to <u>three</u>.

*Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options*

     a)     Face-to-face collaboration
     b)     Socializing with co-workers
     c)     Face time with my manager
     d)     Better equipment
     e)     Quiet
     f)     Clearer boundaries between work and personal time
     g)     Better professional development, learning, and mentoring experience
     h)     Other [text input]

247. What are the *top benefits* of *working from home?* Please choose up to <u>three</u>.

*Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options*

     a)     No commute
     b)     Less time getting ready for work
     c)     Flexibility over when I work
     d)     Fewer meetings
     e)     Individual quiet time
     f)     Spending more time with family and friends
     g)     Save on gas and lunch costs
     h)     Other [text input]

Set `random_day_of_week` to randomly select a day of the week (Mon-Fri)

Set `random_dow_question` to:
 50% Q426 50% Q440

**[ Q426 logic: Show 50% of time ]**

426. Last `random day of week` which of the following did you do:

 *Q_random_dow_1 | Multiple choice | Required | Vertical | Single-select | Randomize*

 a) Worked from home the **full day**
 b) Worked on employer, client, or business premises
 c) Did not work

**[ Q440 logic: Show 50% of time ]**

440. Last `random day of week` which of the following did you do:

 *Q_random_dow_2 | Multiple choice | Required | Vertical | Single-select | Randomize*

 a) Worked from my home the <u>full</u> day
 b) Worked on  employer, client, or business premises
 c) Worked at a co-working space
 d) Worked at a public space (e.g. cafe)
 e) Worked at a friend or family member's home (where I <u>don't</u> live)
 f) Did not work

431. Did you do any of the following ***during the workday*** (while on a break, during lunch, etc.) ***last* `random day of week`**?

 Please check all that apply.

 *Multiple choice | Required | Vertical | Multi-select | Randomize*

 a) Exercise
 b) Read for leisure
 c) Play a game on your personal phone or computer
 d) Chores other than childcare (e.g. cleaning, laundry, walking the dog)
 e) Childcare
 f) Personal errands (e.g. a medical appointment, returning a purchase, etc.)
 g) Drank alcohol
 h) None of the above

**[ Q425 logic: Show if Q_random_dow_1 or Q_random_dow_2 answer IS NOT "Did not work" ]**

425. How many ***minutes of your working day*** did you spend on each of the following activities ***last* `random day of week`**?

 *Combination | Required | Randomize*

| Getting mentored<br>Mentoring others<br>Discussing your performance with your supervisor<br>Discussing the performance of employees who you supervise<br>Formal training<br>Professional development and learning | **Number input**<br>_____ minutes<br>Min: 0<br>Max: 240<br>**Skip label:** |
|---|---|

448. Were you feeling **sick, ill, or injured** on any days **last week?**

*Multiple choice | Required | Vertical | Single-select | Randomize*

    a)    Yes
    b)    No

**Felt sick or ill last week**

show block if Q448 selected choice is "Yes"

449. On how many **workdays** did you **feel sick, ill or injured** **last week?**

*Q_sick_workdays | Multiple choice | Required | Dropdown | Single-select*

    a)    1 day [TAG: 1]
    b)    2 days [TAG: 2]
    c)    3 days [TAG: 3]
    d)    4 days [TAG: 4]
    e)    5 days [TAG: 5]
    f)    6 days [TAG: 6]
    g)    7 days [TAG: 7]

450. Think about the Q_sick_workdays answer tag **workdays** that you **felt sick, ill, or injured last week.**

On how many of those days did you:

*Allocation | Required | Randomize | Total: number tag from Q_sick_workdays*

    a)    Go to work anyway?
    b)    Work from home?
    c)    Not work?

19. How reliable is your internet connection?

*Multiple choice | Required | Vertical | Single-select*

    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

**[ Q466 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes" ]**

466. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

*Number | Required | Min: 0 | Max: 25*

_____ % increase in efficiency

39. What is the ZIP code of your ***current*** residential address?

*Q_zip_resi_curr | Text input | Required | Single line*

Require valid zip code

**Min length**: 5
**Max length**: 5

Set state_resi_current to From ZIP

**[ Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]**

40. What is the ZIP code of your ***current*** job's business premises?

*Q_zip_job_curr | Text input | Required | Single line*

Require valid zip code

**Min length**: 5
**Max length**: 5

Set state_job_curr to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

*Multiple choice | Required | Vertical | Single-select*

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 Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

199. What year were you born?

*Number | Required | Min: 1955 | Max: 2003*

Set random_grouping_political to only show one of the questions in this block (50/50 probability of either)

**[ Q238 logic: Show 50% of the time ]**

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

*Multiple choice | Required | Vertical | Single-select*

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat

d)    Independent (Neither Party)
e)    Independent, close to Republican
f)    Not very strong Republican
g)    Strong Republican
h)    Other party
i)    Don't know or rather not say

239.  Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

*Multiple choice | Required | Vertical | Single-select*

a)    Strong Republican
b)    Not very strong Republican
c)    Independent, close to Republican
d)    Independent (Neither Party)
e)    Independent, close to Democrat
f)    Not very strong Democrat
g)    Strong Democrat
h)    Other party
i)    Don't know or rather not say

15.   How much did you earn by working ***in 2019, on a before-tax basis?***

*Q_income_2019 | Multiple choice | Required | Vertical | Single-select*

a)    Less than $5,000 [TAG: 4]
b)    $5,000 to $10,000 [TAG: 7.5]
c)    $10,000 to $19,999 [TAG: 15]
d)    $20,000 to $29,999 [TAG: 25]
e)    $30,000 to $39,999 [TAG: 35]
f)    $40,000 to $49,999 [TAG: 45]
g)    $50,000 to $59,999 [TAG: 55]
h)    $60,000 to $69,999 [TAG: 65]
i)    $70,000 to $79,999 [TAG: 75]
j)    $80,000 to $99,999 [TAG: 90]
k)    $100,000 to $124,999 [TAG: 113]
l)    $125,000 to 149,999 [TAG: 138]
m)    $150,000 to $199,999 [TAG: 175]
n)    $200,000 to $499,999 [TAG: 225]
o)    $500,000+ [TAG: 500]

Set limit_opts to:
a)    Yes, limited a lot
b)    Yes, limited a little
c)    No, not limited at all

423.  The following items are about activities you might do during a typical day. Does ***your health currently limit you*** in these activities?

|  | limit_opts | | |
|---|---|---|---|
| **Vigorous activities** (running, lifting objects, strenuous sport) | | | |
| **Moderate activities** (moving a table, pushing a vaccum cleaner, golf) | | | |
| Lifting or carrying groceries | | | |
| Climbing **several** flights of stairs | | | |
| Climbing **one** flight of stairs | | | |
| Bending, kneeling, or stopping | | | |
| Walking **more than a mile** | | | |
| Walking **several blocks** | | | |
| Walking **one block** | | | |
| Bathing or dressing yourself | | | |

134.

*Custom | Optional*

Text with hyperlink to speedtest.net

126.

*Combination | Required*

|  |  |
|---|---|
| | |
| Download speed<br>Upload speed | **Number input**<br>_____ mbps<br><u>Decimal places</u>: 2<br><u>Min</u>: 0<br><u>Max</u>: 550 |

277. Do you have any feedback for us regarding this survey? (Optional)

*Text input | Optional | Multi-line*