Questions and Responses
SWAA September 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=8000; Maximum N=8000

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"

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

261. How many ***paid full-time jobs*** do you currently have?

Multiple choice | Required | Vertical | Single-select

    a)   1
    b)   2
    c)   3 or more

[Q262 logic: Show if Q261 selected choice is any of "2", "3 or more"]

262. Do any of your employers know you have another ***paid full-time job?***

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

    a)   Yes
    b)   No

[Q435 logic: Show if Q207 choices by row no choice is "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

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer 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

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

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

Reasons for not looking: original version

Show 50% of time

Set `notlooking_reasons` to:
    a)   Yes, the **main reason** [TAG: 1]
    b)   Yes, a **secondary 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

Reasons for not looking: new (more detailed) version

Show 50% of time

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

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"

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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"

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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

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
h) 2023

[Q406 logic: Show if Q404 selected choice is "2020"]

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

[Q371 logic: Show if Q355 answer > 50]

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

$ _____ THOUSAND 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

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

474. 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) 2000 to 2005
   l) 1990 to 1999
   m) 1980 to 1989
   n) Before 1980

[Q475 logic: Show if Q207 choices by row no choice is "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"]

475. 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)   2000 to 2005
l)   1990 to 1999
m)   1980 to 1989
n)   Before 1980
o)   Does not apply -- I'm not assigned to a particular location

[Q476 logic: Show if Q207 choices by row some choice is "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"]

476. When did your employer *start operations at the location <u>you are assigned to</u>?*

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)   2000 to 2005
l)   1990 to 1999
m)   1980 to 1989
n)   Before 1980

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

Number | Required | Min: 1950 | Max: 2023

[Q486 logic: Show if Q207 choices by row no choice is "Worked at employer or client site" AND Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location"]

486. As a fully remote employee, does your pay depend on where you live?

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

a)   Yes - by location, for example pay varies by US city
b)   No - fully remote employees are paid the same across the US

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 <u>direct management</u>

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>

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

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many *hours* did you *work for pay last week?*

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

_____ hours

[Q138 logic: SHOW IF worked at least 1 day on-site OR meets with co-workers twice per month or more often]

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

[Q468 logic: SHOW IF days_worked_onsite is 0 AND meets with co-workers once per month or less]

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? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <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

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

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

[Q12 logic: Show 50% of time]

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

[Q467 logic: Show 50% of time]

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

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 <u>2022</u>, 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+

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

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 Q462 selected choice is "I would like to compress my workweek"]

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

[Q463 logic: Show if Q462 selected choice is "I would not like to compress my workweek"]

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

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***

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

Q_l12m_shift_4day | Multiple choice | Required | Vertical | Single-select | Randomize

   a) Yes
   b) No

Manager spoke about shifting to a four-day workweek

478. ***How many times*** *in the past 12 months* has your manager spoken to you about ***shifting to a 4-day workweek?***

Multiple choice | Required | Vertical | Single-select

   a) Once
   b) Twice
   c) Three times
   d) Four or more times

479. ***When*** did your manager speak to you ***most recently*** about ***shifting to a 4-day workweek?***

Multiple choice | Required | Vertical | Single-select

   a) This month (September)
   b) Last month (August)
   c) Two to six months ago (March to July)
   d) More than six months ago (February or earlier)

Set manager_messages_workweek to:
   a) They **ruled out** shifting to a 4-day workweek
   b) Shifting to a 4-day workweek was **under consideration**

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
show block if Q16 selected choice is any of "Female", "Male"

Female fertility
show block if Q16 selected choice is "Female"

385.   Have you ***given birth*** to any children in ***<u>2015 or later?</u>***

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 <u>in 2015 or later?</u>***

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

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

Set child_born_year_opts to:
    a)   2015
    b)   2016
    c)   2017
    d)   2018
    e)   2019
    f)   2020
    g)   2021
    h)   2022
    i)   2023

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

441. In what year was that child born?

Combination | Required

Child 1	**Dropdown** 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 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** 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 __latest__* 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 _latest_** 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			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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

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

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

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

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 ***business premises?*** 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]

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

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 ***<u>during the workday</u>*** (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

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

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

a)   Yes
b)   No

[Q484 logic: Show if Q448 selected choice is "Yes"]

484. Last week, when you felt sick, ill or injured were you:

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

a)   Sick/ill and potentially **<u>contagious</u>?**
b)   Sick/ill and **<u>NOT contagious</u>?**
c)   Injured?

Felt sick or ill last week

show block if Q448 selected choice is "Yes"

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

`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` ***<u>workdays</u>*** that you ***felt sick, ill, or injured <u>last week.</u>***

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?

---

480. Have you ever been on **two video calls at the <u>same time</u>?**

(For example, on Zoom/Teams/Webex on two separate devices.)

Multiple choice | Required | Vertical | Single-select

  a) No
  b) Yes, once
  c) Yes, 2 to 5 times
  d) Yes, 6 or more times

481. How often do you **<u>talk to or text</u> your family or friends** while on a work call on Zoom/Teams/Webex or similar?

Multiple choice | Required | Vertical | Single-select

  a) Never
  b) Rarely, for emergencies
  c) Once per month
  d) Once per week
  e) Daily

Set `multitasking_question` to randomly select one of two multitasking questions 50/50

[Q482 logic: Show 50% of time]

482. When you are on work calls on Zoom/Teams/Webex **what share of the time are you <u>multi-tasking?</u>**

For example, on the web, answering emails, texting, chatting with someone next to you, or doing something else.?

Number | Required | Min: 0 | Max: 100

I spend _____ % of the work call <u>multi-tasking</u>

[Q485 logic: Show 50% of time]

485. When you are on work calls on Zoom/Teams/Webex **what share of the time are you <u>multi-tasking?</u>**

For example, on the web, answering emails, texting, chatting with someone next to you, or doing something else.?

Multiple choice | Required | Vertical | Single-select

  a) 0 to 20% of the time <u>multitasking</u>
  b) 20 to 40% of the time <u>multitasking</u>

c)   40 to 60% of the time <u>multitasking</u> d)   60 to 80% of the time <u>multitasking</u> e)   80 to 100% of the time <u>multitasking</u>

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

483.   How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

    a)   Less than 2 months
    b)   2 to 6 months
    c)   7 months to a year
    d)   1 to 5 years
    e)   More than 5 years

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

[Q239 logic: Show 50% of the time]

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

[Q423 logic: Show if Q1 selected choice is any of "40 - 49", "50 - 64", "65 to 70"]

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

Matrix | Required | Group by: Row | Single-select

	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 Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

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

Text input | Optional | Multi-line