

Questions and Responses

SWAA February 2024

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

Quotas

- some IP non US — Target N=0
Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set some_IP_non_US to flag true if respondent takes survey from a non-US IP address

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 **for pay**, 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

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

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]

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 <u>from home</u> | Worked at <u>employer or client site</u> |
|-----------------|------------------------------|--------------------------------|-------------------------------------------------|
| Monday | | | |
| Tuesday | | | |
| Wednesday | | | |
| Thursday | | | |
| Friday | | | |
| Saturday | | | |
| Sunday | | | |

| | | | |
|--|------------------------------|--------------------------------|-------------------------------------------------|
| | Did not work 6 or more hours | Worked <u>from home</u> | Worked at <u>employer or client site</u> |
|--|------------------------------|--------------------------------|-------------------------------------------------|

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

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"

Set `worker_type` to:

if `Q_work_status` = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if `Q_work_status` = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if `Q_work_status` = working, paid, else "hybrid" otherwise "not working"

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 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

[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**?

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

_____ hours

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**.

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

Set *employer_multi_location* to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

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

Multiple choice | Required | Vertical | Single-select

- a) 2024
- b) 2023
- c) 2022
- d) 2021
- e) 2020
- f) 2019
- g) 2018
- h) 2017
- i) 2016
- j) 2011 to 2015
- k) 2006 to 2010
- l) 2000 to 2005
- m) 1990 to 1999
- n) 1980 to 1989
- o) Before 1980

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

Number | Required | Min: 1950 | Max: 2024

[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" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

6. **During the COVID-19 pandemic** did you at any point work 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

16. What is your sex?

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

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

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

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 2023, 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+ [\[TAG: 500\]](#)

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

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

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

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

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working, full time student
- 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"

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

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 none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% —————●————— All, 100%

RTO etc. Questions

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"

519. How often do you work in an **office space**?

Multiple choice | Required | Vertical | Single-select

- a) Never
- b) Occasionally -- about once a month
- c) Regularly -- about once a week
- d) Most days -- at least 2 or 3 days each week
- e) Every day

Work at an office, at least occasionally

show block if Q519 selected choice is not "Never"

532. When you work in an office, **how important** are each of the following? Please choose up to 3 top factors

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

- a) Quality of office space
- b) Ease of traveling to the office space
- c) Equipment in the office space - computers, telephones, machinery
- d) Location -- for example nearby shopping, restaurants, or entertainment
- e) Availability of lunch, drinks, or refreshments at the office
- f) Easy access to amenities like table tennis (ping-pong) gym, etc.

521. When you work at your employer's site, **how much of your workday** is typically filled with **in-person meetings and events**?

Multiple choice | Required | Vertical | Single-select

- a) At least 90%
- b) Roughly 70 to 90%
- c) Roughly 40 to 70%
- d) Roughly 10 to 40%
- e) Less than 10%

522. When you **meet with people in-person** at your employer's site, what percentage of those meetings involve:

Allocation | Required | Total: 100

- a) 1 other person?
- b) 2 to 4 others?
- c) 5 to 10 others?
- d) 10+ others?

RTO policy questions

show block if 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"

523. How many distinct **Return to Office Policies** has your employer announced since fall 2020?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) One
- c) Two
- d) Three
- e) Four
- f) Five or more

524. Roughly what **percentage of your co-workers comply** with your employer's current **Return to Office Policy**?

Number | Required | Min: 0 | Max: 100

_____ % comply with Return to Office Policy

525. What happens to **employees who don't comply** with your employer's current **Return to Office Policy**? Please select all that apply.

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

- a) Nothing
- b) Verbal reprimand
- c) Negative performance review
- d) Reduction in pay or bonus
- e) Threat to terminate if it continues

- f) Termination
- g) Other [\[text input\]](#)
- h) I don't know

Offsite events questions

[show block if 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"](#)

526. Does your employer hold occasional offsite events that bring employees together for a mix of work and social activities?

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

- a) Yes
- b) No
- c) I don't know

Employer holds events

[show block if Q526 selected choice is "Yes"](#)

527. In 2023, how often did you participate in offsite events, sponsored by your employer, that brought employees together for a mix of work and social activities?

Multiple choice | Required | Vertical | Single-select

- a) Never
- b) Once
- c) Twice
- d) 3 Times
- e) 4 times
- f) 5 or more times

Attended 1+ offsite event

[show block if Q527 selected choice is not "Never"](#)

528. How many employees typically participated in the offsite employer-sponsored event(s) that you attended in 2023?

Number | Required | Min: 0 | Max: 1000

_____ employees attended each event

529. How long did these offsite employer-sponsored events typically last in 2023?

Multiple choice | Required | Vertical | Single-select

- a) Less than a full day
- b) 1 full day
- c) 2 days
- d) 3 days
- e) 4 days or more

534. **How many hours** did it typically take you to reach these offsite employer-sponsored events in 2023?

Number | Required | Min: 0 | Max: 48

_____ hours

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: 1953 | Max: 2004

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

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

Text input | Optional | Multi-line