

## Questions and Responses

### SWAA October 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

For more information about this survey, please click [here](#)

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]**

11. 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

49. 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]

45. 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 <b><i>from home</i></b>	Worked at <b><i>employer or client site</i></b>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <b><i>from home</i></b>	Worked at <b><i>employer or client site</i></b>

Set `wfh_last_week` to Q45 choices by row some choice is "Worked from home"

Set `days_worked` to Q45 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q45 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q45 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"

72. **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

[ Q73 logic: Show if Q72 selected choice is "No" ]

73. 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

[ Q69 logic: Show if Q45 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" ]

69. 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

[ Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

7. 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."

54. 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

53. 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 Q54 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

76. 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

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

Number | Required | Min: 1950 | Max: 2024

[ Q78 logic: Show if Q45 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 Q69 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q54 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business" ]

78. 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

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

88. **Since 2020** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

*Q\_wfh\_since\_2020 | 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>

[ Q87 logic: Show if Q88 selected choice is "No" ]

87. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

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

- a) Yes
- b) No

75. **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

74. **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

46. 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. What is your sex?

*Q\_gender | Multiple choice | Required | Vertical | Single-select*

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

79. How old are you?

*Number | Required | Min: 20 | Max: 71*

\_\_\_\_\_ years old



8. 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) [\[text input\]](#)

9. 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) [\[text input\]](#)

19. 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+ [\[TAG: 500\]](#)

12. 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**

13. 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

68. 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

[ Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner" ]

14. 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

43. 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 Q88 selected choice is "Yes"

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

[ Q40 logic: Show 50% of time ]

40. 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

[ Q52 logic: Show 50% of time ]

52. 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

[ Q41 logic: Show if "Better" selected in Q\_wfh\_efficiency1 or Q\_wfh\_efficiency2 ]

41. 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

[ Q42 logic: Show if "Worse" selected in Q\_wfh\_efficiency1 or Q\_wfh\_efficiency2 ]

42. 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

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

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

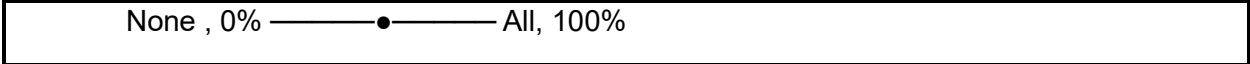
- a) Yes
- b) No

[ Q16 logic: Show if Q15 selected choice is "Yes" ]

16. 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*



Set limit\_opts to:

- a) Yes, limited a lot
- b) Yes, limited a little
- c) No, not limited at all

**Always-on block**

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"

37. In your current job, do you have **set working hours** (e.g., 9 to 5 Monday to Friday)?

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

- a) Yes
- b) No, working hours are flexible
- c) Not sure

[ Q36 logic: Show if Q37 selected choice is "Yes" ]

36. In your current job, how often do you do the following **outside your regular working hours?**

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

	Rarely or Never	A couple times per month	Once a week	A couple times per week	Daily
Try to be available to colleagues, clients or supervisors					
Contact/email colleagues, customers, or supervisors					
Read emails or catch up on independent work					
Stay at work more than 30 minutes after hours					

[ Q39 logic: Show if Q37 selected choice is any of "No, working hours are flexible", "Not sure" ]

39. In your current job, how often do you do the following during **evenings, weekends** or otherwise **outside normal business hours?**

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

	Rarely or Never	A couple times per month	Once a week	A couple times per week	Daily
Try to be available to colleagues, clients or supervisors					
Contact/email colleagues, customers, or supervisors					
Read emails or catch up on independent work					
Stay at the workplace into the evening					

38. In your current job, do you currently feel any of the following?

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

- a) Low energy or exhaustion
- b) Negative feelings about your job
- c) Anxiety about going to work (e.g. the "Sunday scaries")
- d) Disappointment with your job performance
- e) Disappointment with your career prospects

**Female fertility**

show block if Q10 selected choice is "Female"

56. 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

[ Q59 logic: Show if Q56 selected choice is "Yes" ]

59. 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

show block if Q10 selected choice is "Male"

57. 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

[ Q58 logic: Show if Q57 selected choice is "Yes" ]

58. 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]

Set num\_children\_parented to based on Q\_male\_children and Q\_female\_children if shown

Set child\_born\_year\_opts to:



- a) 2015
- b) 2016
- c) 2017
- d) 2018
- e) 2019
- f) 2020
- g) 2021
- h) 2022
- i) 2023
- j) 2024

**[ Q70 logic: Show if birthed/fathered 1 child ]**

70. In what year was that child born?

*Combination | Required*

Child 1	<b>Dropdown</b> child_born_year_opts

**[ Q71 logic: Show if birthed/fathered more than 1 child ]**

71. In what year were those children born?

*Combination | Required*

Child 1	<b>Dropdown</b>
Child 2	child_born_year_opts
Child 3	
Child 4	
Child 5	
Child 6	

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

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

\_\_\_\_\_ total children

60. Are you currently expecting a baby?

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

- a) Yes
- b) No

### Currently has children

show block if Q67 answer > 0 OR Q60 selected choice is "Yes"

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

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

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

[ Q64 logic: Show if Q62 selected choice is "Yes" ]

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

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

\_\_\_\_\_ more children

[ Q66 logic: Show if Q62 selected choice is "Yes" ]

66. At what age **at the latest** would you plan to have another child?

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

\_\_\_\_\_ years old

### Currently no children

show block if Q67 answer is 0 AND Q60 selected choice is "No"

61. 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

[ Q63 logic: Show if Q61 selected choice is "Yes" ]

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

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

\_\_\_\_\_ total children

[ Q65 logic: Show if Q61 selected choice is "Yes" ]

65. At what age **at the latest** would you plan to have your first child?

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

\_\_\_\_\_ years old

17. 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**

77. 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

[ Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

18. 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

44. 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)

**[ Q47 logic: Show 50% of the time ]**

47. 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

**[ Q48 logic: Show 50% of the time ]**

48. 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

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

*Text input | Optional | Multi-line*