Question Repository for the Survey of Working Arrangements and Attitudes

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Survey waves included in this version:

May 2020 to January 2025

Interested researchers may also download the questionnaires for individual waves from www.WFHResearch.com

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Questions and Response Options

SWAA May 2020

- 1. How old are you?
 - a. Under 20 >> TERMINATE
 - b. 20-29
 - c. 30-39
 - d. 40-49
 - e. 50-64
 - f. 65+ >> TERMINATE
- 2. Could you do your job working from home?
 - a. Completely, I would be 100% + as efficient at home as at work
 - b. Mostly, I would be 80% to 90% as efficient at home as at work
 - c. Partly, I would be 50% to 70% as efficient at home as at work
 - d. Barely, I would be less than 50% as efficient at home as at work
 - e. No, I could not perform my job at home
- 3. In 2019 (before COVID) how often did you have a paid day working from home?
 - a. Never
 - b. Rarely, less than once per month
 - c. Once or twice per month
 - d. 1 day per week
 - e. 2 days per week
 - f. 3 days per week
 - g. 4 days per week
 - h. 5+ days per week

Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.

- 4. Currently (this week) what is your work status?
 - a. Working on my business premises
 - b. Working from home
 - c. Still employed and paid, but not working
 - d. Unemployed, but expect to be recalled to my previous job
 - e. Unemployed, and do not expect to be recalled to my previous job
 - f. Not working, and not looking for work

- 5. In 2021+ (after COVID) how often would you like to have paid work days at home?
 - a. Never
 - b. Rarely, less than once per month
 - c. Once or twice per month
 - d. 1 day per week
 - e. 2 days per week
 - f. 3 days per week
 - g. 4 days per week
 - h. 5+ days per week

6. In 2019 (before COVID) where did you mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g. WeWork
- e. At the client's site
- f. In a public space, e.g. café or library
- 7. Would you be comfortable returning to your previous workplace once the lock down ends
 - a. Yes, completely comfortable
 - b. Yes, but somewhat uneasy
 - c. No, probably not
 - d. No, definitely not, I would rather lose my job than return
- 8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?
 - a. Business premises in a high-rise building, 10+ floors
 - b. Business premises in a moderate-rise building, 3-9 floors
 - c. Business premises in a low-rise building, 1 or 2 floors
 - d. In a shared office space, e.g. WeWork
 - e. At the client's site
 - f. In a public space, e.g. café or library
- 9. How long was your typical commute to work
 - a. Less than 10 minutes
 - b. 10 to 20 minutes
 - c. 20 to 30 minutes
 - d. 30 to 40 minutes
 - e. 40 to 60 minutes

- f. 60 to 90 minutes
- g. 90+ minutes

10. What type of area do you live in?

- a. City center, e.g. Manhattan, Central Miami or San Francisco
- b. City suburb, e.g. Brooklyn NY, Biscayne FL or Pacifica CA
- c. Town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, outside of suburbs, but within 1 hour drive of a city or large town
- e. Rural, more than 1 hour drive from any city or large town

11. What Industry do you work in on your current job? If not currently working, then please use 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 or Social Assistance
- g. Hotel, Accommodation, Restaurant or 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
- 1. 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 _____

12. What is the Occupation of your current job? If you are not currently working, then please use report the Occupation of your most recent job.

- a. Armed Forces
- b. Construction and Extraction occupations
- c. Farming, Fishing and Forestry occupations
- d. Installation, Maintenance and Repair occupations
- e. Management, Business and Financial occupations
- f. Office and Administrative Support occupations
- g. Production occupations

- h. Professional and related occupations
- i. Sales and related occupations
- j. Service occupations
- k. Transportation and Material Moving occupations
- 1. Other _____

13. Internet: how effectively could you work from home online given your current internet connection?

- a. Perfect, I could work 100% of the time without interruption
- b. Good, I could work about 90% of the time without interruption
- c. Moderate, I could about 70% to 80% of the time without interruption
- d. Terrible, I could work 10% to 50% of the time without interruption
- e. None, I could not work at my home online

14. Which is the most important factor for you when choosing to work at home or on the business premises?

- a. At home avoid commuting
- b. At home it is quiet so I can concentrate
- c. At home I get to spend more time with my children and family
- d. At work I like to work with my colleagues and team
- e. At work I am more likely to get promoted
- f. At work I like to socialize with my colleagues and team
- 15. What was your income in 2019?
 - a. Less than \$10,000 >> TERMINATE
 - b. \$10,000 to \$19,999 >> TERMINATE
 - c. \$20,000 to \$29,999
 - d. \$30,000 to \$39,999
 - e. \$40,000 to \$49,999
 - f. \$50,000 to \$59,999
 - g. \$60,000 to \$69,999
 - h. \$70,000 to \$79,999
 - i. \$80,000 to \$99,999
 - j. \$100,000 to \$124,999
 - k. \$125,000 to \$149,999
 - 1. \$150,000 to \$199,999
 - m. \$200,000 to \$250,999
 - n. \$250,000 +

What type of facility best describes where you work in (or were working before the lockdown)?

- a. Office
- b. Factory or warehouse
- c. Retail or entertainment
- d. Food or accomodation
- e. Construction, agriculture or mining
- f. School or university
- g. Hospital or other healtcare
- 17. What is your gender?
 - a. Female
 - b. Male
- 18. What is your highest level of education?
 - a. Less than high-school graduation
 - b. High-school graduation
 - c. 1 to 3-years of college
 - d. 4 years of college degree
 - e. Masters or Professional Degree
 - f. PhD
- 19. If you are working from home under COVID do you have your own room to work in?
 - a. Yes, my bedroom
 - b. Yes, another room which is not my bedroom
 - c. No, I have to share a room when I am working

20. In 2021+ (after COVID) how would you feel about working at home full time (5 days a week?)

- a. Very positive, as good as getting a pay increase of 10% or more
- b. Moderately positive, as good as getting a pay increase of 1% to 9%
- c. Neutral
- d. Moderately negative, as bad as getting a pay cut of 1% to 9%
- e. Very negative, as bad as getting a pay cut of 10% or more

Questions and Response Options

SWAA July 2020

- 1. How old are you?
 - a. Under 20 >> TERMINATE
 - b. 20-29
 - c. 30-39
 - d. 40-49
 - e. 50-64
 - f. 65+>> TERMINATE

2. How efficiently could you do your job from home? Please use the slider to select a value between 0 and 200%. For example, 0 means you can't do your job at home, and 80% means you are 80% percent as efficient at home as at your business premises. If you are above 100% this means you are more efficient at home, for example 150% means you are 50% more efficient at home.

How efficiently could you do your job from home?	

- 3. In 2019 (before COVID) how often did you have a paid day working from home?
 - 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

Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.

4. Currently (this week) what is your work status?

- a. Working on my business premises
- b. Working from home
- c. Still employed and paid, but not working
- d. Unemployed

- e. Not working, and not looking for work
- 5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?
 - 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

6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?

- 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
- h. My employer has not discussed this matter with me or announced a policy about it
- i. I have no employer

7. In 2019 (before COVID) where did you mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g., WeWork
- e. At the client's site
- f. In a public space, e.g. café or library

8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g. WeWork
- e. At the client's site
- f. In a public space, e.g. café or library

9. In 2019 (before COVID), approximately how many hours a week did you work when employed?

10. If you were employed in April, how many hours per week did you work for pay? If you were not employed in April, please type 0 (zero).

11. If you are employed in June (now), how many hours per week do you work for pay? If you are not employed please type 0 (zero).

12. In 2019 (before COVID) how long was your typical commute to work in minutes?

13. Before COVID how did you typically commute to work?

- a. Car
- b. Subway
- c. Train
- d. Bus
- e. Walk
- f. Bicycle
- 1. Taxi/Ride-Share

14. Where is your residence located?

- a. Large city, e.g. New York, Miami or San Francisco
- b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
- c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- e. Rural, more than a one-hour drive from any city or large town

15. 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
- g. Social Assistance
- h. Hotel, Lodging
- i. Restaurant or Food Services
- j. Information Services, including Publishing or Media
- k. Manufacturing
- 1. Mining, Quarrying or Oil and Gas Extraction
- m. Professional, Technical or Business Services
- n. Real Estate or Rental and Leasing Services
- o. Retail Trade
- p. Transportation or Warehousing
- q. Utilities
- r. Wholesale Trade
- s. Government, including all federal and state
- t. Other _____

16. What is the occupation of your current job? If you are not currently working, then please

report the occupation of your most recent job.

- a. Armed Forces
- b. Construction and Extraction occupations
- c. Farming, Fishing and Forestry occupations
- d. Installation, Maintenance and Repair occupations
- e. Management, Business and Financial occupations
- f. Office and Administrative Support occupations
- g. Production occupations
- h. Professional and related occupations
- i. Sales and related occupations
- j. Personal Service occupations
- k. Transportation and Material Moving occupations
- l. Other _____
- 17. How much did you earn by working in 2019?
 - a. Less than \$10,000 >> TERMINATE
 - b. \$10,000 to \$19,999 >> TERMINATE
 - c. \$20,000 to \$29,999
 - d. \$30,000 to \$39,999
 - e. \$40,000 to \$49,999
 - f. \$50,000 to \$59,999
 - g. \$60,000 to \$69,999
 - h. \$70,000 to \$79,999
 - i. \$80,000 to \$99,999
 - j. \$100,000 to \$124,999
 - k. \$125,000 to \$149,999
 - 1. \$150,000 to \$199,999
 - m. \$200.000 to \$250.999
 - n. \$500,000 +
- 18. What is your gender?
 - a. Female
 - b. Male
 - c. Other/Prefer not to say _____
- 19. What is the highest level of education you have completed?
 - a. Less than high-school
 - 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
- 20. What is your race or ethnicity?
 - a. Black or African American
 - b. Hispanic (of any race)
 - c. Asian
 - d. Native American or Alaska Native
 - e. Native Hawaiian or Pacific Islander
 - f. White (non-hispanic)
 - g. Other, or prefer not to say
- 21. How reliable is your internet connection?
 - 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

21. How much would your efficiency working from home increase if you had perfect high-speed internet? [Show if currently working from home]

- a. None, my internet is already fast enough that it improving it would not help
- b. A little, improving my internet would increase my working from home efficiency by about 5%
- c. Somewhat, improving my internet would increase my working from home efficiency by about 10%
- d. Substantially, improving my internet would increase my working from home efficiency by about 20%
- e. Massively, improving my internet would increase my working from home efficiency by 30% or more
- 22. If you are working from home under COVID, do you have your own room to work in?
 - a. Yes, my bedroom
 - b. Yes, another room that is not my bedroom
 - c. No, I share a room when I am working
 - d. Not applicable, I am not working from home

23. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?

- a. Incredibly positive, as good as a pay rise of more than 20%
- b. Strongly positive, as good as a pay rise of 10% to 20% or more
- c. Moderately positive, as good as a pay rise of 1% to 9%
- d. Neutral
- e. Moderately negative, as bad as a pay cut of 1% to 9%
- f. Strongly negative, as bad as a pay cut of 10% to 20%
- g. Incredibly negative, as bad as a pay cut of more than 20%
- 24. Do you currently live with a partner or other adults?
 - a. No.
 - b. Yes, with a spouse, domestic partner, or adult children
 - c. Yes, with roommates or other relatives
- 25. Do you live with any children under the age of 18?
 - a. No
 - b. Yes, the youngest is still in pre-school or primary school
 - c. Yes, the youngest is in elementary school
 - d. Yes, the youngest is in middle school
 - e. Yes, the youngest is in high school

26. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? [Show if currently working from home]

- a. Better I am more efficient at home than I was working on the business premises
- b. About the same I'm equally efficient in both places
- c. Slightly less efficient now my efficiency is 5-15% lower at home, as compared to working on the business premises before the pandemic.
- d. Somewhat less efficient now my efficiency is 20-40% lower at home, as compared to working on the business premises before the pandemic.
- e. Much less efficient now my efficiency is at least 40% lower at home, as compared to working on the business premises before the pandemic.

27. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? [Show if currently working from home]

- a. Hugely better I am 20%+ more productive that I expected
- b. Substantially better I am 10% to 19% more productive than I expected
- c. Better I am 1% to 9% more productive than I expected
- d. About the same
- e. Worse I am 1% to 9% less productive than I expected
- f. Substantially Worse I am 10% to 19% less productive than I expected
- g. Hugely Worse I am 20% + less productive than I expected

28. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work? [Show if currently working from home]

29. How much money have you and your employer invested in equipment or infrastructure to help you work from home more efficiently – computers, internet connection, furniture, etc.? [Show if currently working from home]

30. What percentage of this expenditure has been reimbursed or paid by your employer? If your expenditures have been been zero (0), please choose zero. [Show if currently working from home]

Percentage reimbursed	

31. What's the ZIP code of your residential address?

32. In 2019, when you worked at your employer's business premises, roughly how much money did you spend during a typical day on food and drinks (e.g., lunch, coffee, snacks, etc)?

33. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week on shopping near work (e.g., gift or clothes shopping during your lunch break or after work)?

34. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week in bars, restaurants and other entertainment venues that are near to your workplace?

35. Before COVID-19, "working from home" was sometimes seen as "shirking from home." Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a. Hugely improved the perception of WFH has improved among almost all the people I know
- b. Substantially improved the perception of WFH has improved among most but not all of the people I know
- c. Slightly improved the perception of WFH has improved among some people I now but not most
- d. No change
- e. Slightly worsened the perception of WFH has worsened among some, but not most, people I know
- f. Substantially worsened the perception of WFH has worsened among most, but not all, people I know
- g. Hugely worsened -- the perception of WFH has worsened among almost all the people I know

36. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d. No return to pre-COVID activities, as I will continue to social distance

37. What factors influence whether you work from home or on your employer's business premises?

38. How have your working hours changed due to working from home during COVID? (For example, are you now working more in the evenings or weekends due to working from home?) [Show if currently working from home]

- a. No change I work the same hours as I did before COVID
- b. A little my hours now overlap 90% with my working hours before COVID
- c. Moderately my hours overlap about 60% or 80% with my working hours before COVID
- d. Heavily my hours overlap 50% or less with my working hours before COVID

39. Since the COVID-19 pandemic began in March, have any employers told you the following? (Check any that apply)

- a. We are rescinding our offer of employment to you in light of the pandemic.
- b. We are postponing your employment start date due to the pandemic.
- c. We would like to hire you, but we can't until it's safe to work on our premises.
- d. You are hired and can start working from home. Once it's safe, you can work on our premises.
- e. We aren't recruiting right now. Please contact us again once the pandemic is under control
- f. We are recruiting and interviewing now, but we won't be making any hiring decisions until it's safe to return to the workplace.

40. What impact has working from home had on the ability to make new full-time hires in your employer's business?

- a. Substantially harder WFH has reduced full time hires by more than 50%
- b. Harder WFH has reduced full-time hires by 10% to 50%
- c. Slightly harder WFH has reduced full-time hires by 1% to 9%
- d. No impact
- e. Slightly easier WFH has increased full-times hires by 1% to 9%
- f. Easier WFH has increased full-time hires by 10% to 50%
- g. Substantially easier WFH has increased full-time hires by more than 50%
- h. Not applicable I have no current employer

Questions and Response Options

SWAA August 2020

- 1. How old are you?
 - a. Under 20 >> TERMINATE
 - b. 20-29
 - c. 30-39
 - d. 40-49
 - e. 50-64
 - f. 65+ >> TERMINATE
- 2. In 2019 (before COVID) how often did you have a paid day working from home?
 - 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

Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.

- 3. Currently (this week) what is your work status?
 - a. Working on my business premises
 - b. Working from home
 - c. Still employed and paid, but not working
 - d. Unemployed
 - e. Not working, and not looking for work

4. 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?

- a. Yes
- b. No

- 5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?
 - 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

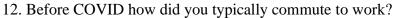
6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?

- 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
- h. My employer has not discussed this matter with me or announced a policy about it
- i. I have no employer
- 7. In 2019 (before COVID) where did you mostly work (when not at home)?
 - a. Business premises in a high-rise building, 10+ floors
 - b. Business premises in a moderate-rise building, 3-9 floors
 - c. Business premises in a low-rise building, 1 or 2 floors
 - d. In a shared office space, e.g., WeWork
 - e. At the client's site
 - f. In a public space, e.g. café or library
- 8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?
 - a. Business premises in a high-rise building, 10+ floors
 - b. Business premises in a moderate-rise building, 3-9 floors
 - c. Business premises in a low-rise building, 1 or 2 floors
 - d. In a shared office space, e.g. WeWork
 - e. At the client's site
 - f. In a public space, e.g. café or library

9. In 2019 (before COVID), approximately how many hours a week did you work when

10. How many hours per week are you working for pay in August (now)? [Show if currently working]

11. In 2019 (before COVID) how long was your typical commute to work in minutes?



- a. Car
- b. Subway
- c. Train
- d. Bus
- e. Walk
- f. Bicycle
- g. Taxi/Ride-Share

13. During the COVID-19 pandemic, while you have been working from home, how are you spending the time you have saved by not commuting? Please check all that apply. [Show if worked from home at some point during COVID]

- 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

14. In 2019, before COVID, where was your residence located?

- a. Large city, e.g. New York, Miami or San Francisco
- b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
- c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- e. Rural, more than a one-hour drive from any city or large town

15. In 2019, before COVID, where was your current or most recent job located? (If you worked primarily from home in 2019, please give the location of your residence)

- a. Large city, e.g. New York, Miami or San Francisco
- b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
- c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- e. Rural, more than a one-hour drive from any city or large town

16. 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
- g. Social Assistance
- h. Hotel, Lodging
- i. Restaurant or Food Services
- j. Information Services, including Publishing or Media
- k. Manufacturing
- 1. Mining, Quarrying or Oil and Gas Extraction
- m. Professional, Technical or Business Services
- n. Real Estate or Rental and Leasing Services
- o. Retail Trade
- p. Transportation or Warehousing
- q. Utilities
- r. Wholesale Trade
- s. Government, including all federal and state

t. Other _____

- 17. How much did you earn by working in 2019?
 - a. Less than \$10,000 >> TERMINATE
 - b. \$10,000 to \$19,999 >> TERMINATE
 - c. \$20,000 to \$29,999
 - d. \$30,000 to \$39,999
 - e. \$40,000 to \$49,999
 - f. \$50,000 to \$59,999
 - g. \$60,000 to \$69,999
 - h. \$70,000 to \$79,999
 - i. \$80,000 to \$99,999
 - j. \$100,000 to \$124,999
 - k. \$125,000 to \$149,999
 - 1. \$150,000 to \$199,999
 - m. \$200,000 to \$499,999
 - 1. \$500,000 +

18. What is your gender?

- a. Female
- b. Male
- c. Other/Prefer not to say _____
- 19. What is the highest level of education you have completed?
 - 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

20. What is your race or ethnicity?

- a. Black or African American
- b. Hispanic (of any race)
- c. Asian
- d. Native American or Alaska Native
- e. Native Hawaiian or Pacific Islander
- f. White (non-hispanic)

g. Other, or prefer not to say

21. How reliable is your internet connection?

- 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

22. How much would your efficiency working from home increase if you had perfect high-speed internet? [Show if currently working from home during COVID and internet connection is not 100% reliable]

- a. None, my internet is already fast enough
- b. A little, my efficiency would increase about 5%
- c. Somewhat, my efficiency would increase about 10%
- d. Substantially, my efficiency would increase about 20%
- e. Massively, my efficiency would increase by 30% or more
- 23. If you are working from home under COVID, do you have your own room to work in?
 - a. Yes, my bedroom
 - b. Yes, another room that is not my bedroom
 - c. No, I share a room when I am working
 - d. Not applicable, I am not working from home

24. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?

- a. Positive I would view it as a benefit or extra pay
- b. Neutral
- c. Negative I would view it as a cost or a pay cut

25. How much of a pay raise (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week? [Show if feel positive about the option to work from home 2 or 3 days a week (Q24)]

- a. Less than a 5% pay raise
- b. A 5 to 15% pay raise
- c. A 25 to 35% pay raise

d. More than a 35% pay raise

26. How much of a pay cut (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week? [Show if feel negative about the option to work from home 2 or 3 days a week (Q24)]

- a. Less than a 5% pay cut
- b. A 5 to 15% pay cut
- c. A 25 to 35% pay cut
- d. More than a 35% pay cut
- 27. Do you live with any children under the age of 18?
 - a. No
 - b. Yes, the youngest is still in pre-school or primary school
 - c. Yes, the youngest is in elementary school
 - d. Yes, the youngest is in middle school
 - e. Yes, the youngest is in high school

28. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? [Show if have WFH experience during COVID (Q4)]

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

29. How much more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic? [Show if more efficient at home during COVID than on business premises pre-COVID (Q28)]

- a. Under 5% more efficient
- b. 5 to 15% more efficient
- c. 15 to 25% more efficient
- d. 25 to 35% more efficient
- e. Over 35% more efficient

30. How much less efficient have you been working from home during the COVID-19 pandemic

than on business premises before the COVID-19 pandemic? [Show if less efficient at home during COVID than on business premises pre-COVID (Q28)]

- a. Under 5% less efficient
- b. 5 to 15% less efficient
- c. 15 to 25% less efficient
- d. 25 to 35% less efficient
- e. Over 35% less efficient

31. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? [Show if currently working from home during COVID (Q3)]

- a. Hugely better I am 20%+ more productive than I expected
- b. Substantially better I am 10% to 19% more productive than I expected
- c. Better I am 1% to 9% more productive than I expected
- d. About the same
- e. Worse I am 1% to 9% less productive than I expected
- f. Substantially Worse I am 10% to 19% less productive than I expected
- g. Hugely Worse I am 20% + less productive than I expected

32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work? [Show if have WFH experience during COVID (Q4)]

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home more efficiently – computers, internet connection, furniture, etc.? [Show if have WFH experience during COVID (Q4)]

34. What percentage of this expenditure has been reimbursed or paid by your employer? If your expenditures have been been zero (0), please choose zero. [Show if have WFH experience during COVID (Q4)]

Percentage reimbursed	

35. What's the ZIP code of your residential address in February 2020?

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

37. In 2019, before COVID, in what ZIP code was your job located?

38. What is the ZIP code of your current job's business premises? [Show if currently working from home OR working on business premises (Q3)]

39. In 2019, when you worked at your employer's business premises, roughly how much money did you spend during a typical day on food and drinks (e.g., lunch, coffee, snacks, etc)?

40. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week on shopping near work (e.g., gift or clothes shopping during your lunch break or after work)?

41. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week in bars, restaurants and other entertainment venues that are near to your workplace?

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." Since the COVID pandemic began, how have perceptions about working from home (WFH)

changed among people you know?

1. Hugely improved – the perception of WFH has improved among almost all (90 to 100%) the people I know

2. Substantially improved – the perception of WFH has improved among most but not all of the people I know

3. Slightly improved – the perception of WFH has improved among some people I know but not most

4. No change

5. Slightly worsened – the perception of WFH has worsened among some, but not most, people I know

6. Substantially worsened – the perception of WFH has worsened among most, but not all, people I know

7. Hugely worsened -- the perception of WFH has worsened among almost all (90 to 100%) the people I know

43. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

1. Complete return to pre-COVID activities

2. Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator,

3. Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis

4. No return to pre-COVID activities, as I will continue to social distance

44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move to a new area? (If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes".)

- 1. Yes, I moved or made specific plans to move temporarily
- 2. Yes, I moved or made specific plans to move permanently
- 3. No, I have not moved or made any plans to move

45. After your move, where will your new residence be located? [Show if moved or made specific plans to move, temporarily or permanently (Q44)]

- 1. Large city, e.g. New York, Miami, or San Francisco
- 2. Suburb or a large city, e.g. Westchester County, NY, Biscayne, FL or Pacifica, CA
- 3. Small city or town, e.g. Naples, FL, Manhattan, KS, or Bakersfield, CA
- 4. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- 5. Rural, more than a one-hour drive from any city or large town

Questions and Response Options

SWAA September 2020

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

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

Geography: United States

Sample size: Target N=2500; Maximum N=2600

<u>Legend</u>

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ [TERMINATE]

3. Currently (this week) what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working on my business premises
- b) Working from home
- c) Still employed and paid, but not working
- d) Unemployed
- e) Not working, and not looking for work
- 4. **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?

- a) Yes
- b) No
- 5. *After COVID, in 2022 and later,* 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

6. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer
- 9. In **2019 (before COVID)** approximately how many hours a week did you work when employed?

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

____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home"]

10. How many *hours per week* are you *working for pay in late September to early October (now)?*

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

_____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

12. Before COVID how did you typically commute to work?

- a) Car
- b) Subway
- c) Train
- d) Bus
- e) Walk

- f) Bicycle
- g) Taxi/Ride-Share
- 50. Think back to **2019 (before COVID)** when you used to commute to work. What fraction of your daily commute would you say was *personal time or leisure*, and how much was it a *chore*?

Multiple choice | Required | Vertical | Single-select

- a) 100% leisure
- b) 80% leisure, 20% a chore
- c) 60% leisure, 40% a chore
- d) 40% leisure, 60% a chore
- e) 20% leisure, 80% a chore
- f) 100% a chore
- g) Not applicable -- I worked from home full time in 2019

[Q13 logic: Show if Q3 selected choice is "Working from home"]

13. **During 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 | 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
- 16. 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
- g) Social Assistance
- h) Hotel, Lodging
- i) Restaurant or Food Services
- j) Information Services, including Publishing or Media
- k) Manufacturing
- I) Mining, Quarrying or Oil and Gas Extraction
- m) Professional, Technical or Business Services
- n) Real Estate or Rental and Leasing Services
- o) Retail Trade
- p) Transportation or Warehousing
- q) Utilities

- r) Wholesale Trade
- s) Government, including all federal and state
- t) Other [text input]

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

- a) Less than \$10,000 [TERMINATE]
- b) \$10,000 to \$19,999 [TERMINATE]
- c) \$20,000 to \$29,999
- d) \$30,000 to \$39,999
- e) \$40,000 to \$49,999
- f) \$50,000 to \$59,999
- g) \$60,000 to \$69,999
- h) \$70,000 to \$79,999
- i) \$80,000 to \$99,999
- j) \$100,000 to \$124,999
- k) \$125,000 to 149,999
- I) \$150,000 to \$199,999
- m) \$200,000 to \$499,999
- n) \$500,000+

18. What is your gender?

Multiple choice | Required | Vertical | Single-select

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

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

- 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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say
- 21. 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

[Q22 logic: Show if Q3 selected choice is "Working from home" AND Q21 selected choice is not "Perfect, the internet works 100% of the time"]

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

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

[Q23 logic: Show if Q3 selected choice is "Working from home" OR Q4 selected choice is "Yes"]

23. While you are working from home under COVID, do you have your own room to work in?

Multiple choice | Required | Vertical | Single-select

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

24. *After COVID, in 2022 and later,* how would you feel about working from home 2 or 3 *days* a week?

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay"]

25. How much of a *pay raise* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay raise
- b) A 5 to 10% pay raise
- c) A 10 to 15% pay raise
- d) A 15 to 25% pay raise
- e) A 25 to 35% pay raise
- f) More than a 35% pay raise

[Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut"]

26. How much of a *pay cut* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay cut
- b) A 5 to 10% pay cut
- c) A 10 to 15% pay cut
- d) A 15 to 25% pay cut
- e) A 25 to 35% pay cut
- f) More than a 35% pay cut

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	

· · · · ·	-
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic?*

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

	f)	Over 35% less efficient	
31.		ared to your expectations before COVID (in 2019) how has working from home I out for you?	
	Multipl	e choice Required Vertical Single-select	
	a) b) c) d)	Hugely better I am 20%+ more productive than I expected Substantially better I am to 10% to 19% more productive than I expected Better I am 1% to 9% more productive than I expected About the same	
	e) f) g)	Worse I am 1% to 9% less productive than I expected Substantially worse I am to 10% to 19% less productive than I expected Hugely worse I am 20%+ less productive than I expected	
32. How many hours have you invested in learning how to work from home effective learning how to use video-conferencing software) and creating a suitable space			
	Numbe	er Required Min: 0 Max: 200	
		hours	
33.		nuch money have you and your employer invested in equipment or infrastructure to ou work from home effectively computers, internet connection, furniture, etc.?	
	Numbe	er Required Min: 0 Max: 20000	
	\$_		
[Q3	4 logic	: Show if Q33 answer > 0]	
34.	What	percentage of this expenditure has been reimbursed or paid by your employer?	
	Slider	Required Min: 0 Max: 100	
	Defau	It to 37	
	0%	۵ — 100%	

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set <code>state_resi_2020</code> to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job 2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

39. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>day</u>* on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100



40. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500



41. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ _____

42. Before COVID-19, "*working from home*" was sometimes seen as "*shirking from home*." Since the COVID pandemic began, *how have perceptions about working from home* (*WFH*) changed among people you know?

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know

- b) Substantially improved -- the perception of WFH has improved among most but not all of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. If a COVID vaccine is discovered and made widely available, 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 way of things like riding the subway or getting into a crowded elevator
- c) Partial return to pre-COVID activities, but I would be way of many activities like eating out or using ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

[Q48 logic: Show if Q43 selected choice is not "Complete return to pre-COVID activities"]

48. You have stated that you **would not return completely to pre-COVID activities**, if a COVID vaccine is discovered and made widely available. What **reasons** are behind your answer? Please check all that apply

Multiple choice | Required | Vertical | Multi-select

- a) I am concerned about the effectiveness or safety of a COVID vaccine
- b) I am concerned about other potential diseases
- c) I have gotten used to social distancing, using e-commerce, and avoiding in-person goods and services
- d) Other (please describe) [text input]
- 44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move <u>to a new area</u>? (If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes.")

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move **temporarily**
- b) Yes, I moved or made specific plans to move permanently
- c) No, I have not moved or made any plans to move

[Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently"]

47. You have indicated that you've made specific plans to move during the pandemic. After your move, in what zipcode are you planning your residence to be located?

Text input | Required | Multi-line

Require valid zipcode, just as earlier questions

Questions and Response Options

SWAA October 2020

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=2500; Maximum N=2500

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 3. Currently (this week) what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working on my business premises
- b) Working from home
- c) Still employed and paid, but not working
- d) Unemployed
- e) Not working, and not looking for work
- 4. **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?

- a) Yes
- b) No

5. *After COVID, in 2022 and later,* 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

6. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In **2019 (before COVID)** approximately how many hours a week did you work when employed?

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

_____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home"]

10. How many *hours per week* are you *working for pay in late September to early October (now)?*

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

_____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

12. Before COVID how did you typically commute to work?

- a) Car
- b) Subway
- c) Train

- d) Bus
- e) Walk
- f) Bicycle
- g) Taxi/Ride-Share
- 50. Think back to **2019 (before COVID)** when you used to commute to work. What fraction of your daily commute would you say was *personal time or leisure*, and how much was it a *chore*?

Multiple choice | Required | Vertical | Single-select

- a) 100% leisure
- b) 80% leisure, 20% a chore
- c) 60% leisure, 40% a chore
- d) 40% leisure, 60% a chore
- e) 20% leisure, 80% a chore
- f) 100% a chore
- g) Not applicable -- I worked from home full time in 2019

[Q13 logic: Show if Q3 selected choice is "Working from home"]

During 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 | 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
- 16. 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
- I) 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]

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

- a) Less than \$10,000 [TERMINATE]
- b) \$10,000 to \$19,999 [TERMINATE]
- c) \$20,000 to \$29,999
- d) \$30,000 to \$39,999
- e) \$40,000 to \$49,999
- f) \$50,000 to \$59,999
- g) \$60,000 to \$69,999
- h) \$70,000 to \$79,999
- i) \$80,000 to \$99,999
- j) \$100,000 to \$124,999
- k) \$125,000 to 149,999
- I) \$150,000 to \$199,999
- m) \$200,000 to \$499,999
- n) \$500,000+

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

- 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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

21. 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

[Q22 logic: Show if Q3 selected choice is "Working from home" AND Q21 selected choice is not "Perfect, the internet works 100% of the time"]

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

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

[Q23 logic: Show if Q3 selected choice is "Working from home" OR Q4 selected choice is "Yes"]

23. While you are working from home under COVID, do you have your own room to work in?

Multiple choice | Required | Vertical | Single-select

- a) Yes, my bedroom
- b) Yes, another room that is not my bedroom
- c) No, I share a room when I am working
- 24. *After COVID, in 2022 and later,* how would you feel about working from home 2 or 3 days a week?

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral

c) Negative -- I would view it as a cost or a pay cut

[Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay"]

25. How much of a *pay raise* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay raise
- b) A 5 to 10% pay raise
- c) A 10 to 15% pay raise
- d) A 15 to 25% pay raise
- e) A 25 to 35% pay raise
- f) More than a 35% pay raise

[Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut"]

26. How much of a *pay cut* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay cut
- b) A 5 to 10% pay cut
- c) A 10 to 15% pay cut
- d) A 15 to 25% pay cut
- e) A 25 to 35% pay cut
- f) More than a 35% pay cut
- 53. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

Could we add some code to prevent them from selecting both "No" and one of the "Yes" responses (i.e. as a response logic check)?

- 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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only

provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

54. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

(For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.)

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your *current* or *most recent* job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85 to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75 to 85% -- I can do most of my job's tasks efficiently from home
- d) 60 to 75% -- I can do many of my job's tasks efficiently from home
- e) 40 to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

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

31. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 19% more productive than I expected
- c) Better -- I am 1% to 9% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 9% less productive than I expected
- f) Substantially worse -- I am to 10% to 19% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected
- 32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

Number | Required | Min: 0 | Max: 200

____ hours

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively -- computers, internet connection, furniture, etc.?

Number | Required | Min: 0 | Max: 20000

\$ _____

[Q34 logic: Show if Q33 answer > 0]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

Slider | Required | Min: 0 | Max: 100 | Increment: 1

Can we please set the slider default to 37? (We've done this in the previous waves but I understand it requires a bit more effort at the backend)

0% ——• 100%

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi 2020 to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

39. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>day</u>* on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$_____

40. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500



41. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ _____

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most but not all of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

- a) Complete return to pre-COVID activities
- b) Substantial return to pre-COVID activities, but I would still be way of things like riding the subway or getting into a crowded elevator
- c) Partial return to pre-COVID activities, but I would be way of many activities like eating out or using ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

[Q48 logic: Show if Q43 selected choice is not "Complete return to pre-COVID activities"]

48. You have stated that you *would not return completely to pre-COVID activities*, if a COVID vaccine is discovered and made widely available. What *reasons* are behind your answer? Please check all that apply

Multiple choice | Required | Vertical | Multi-select

- a) I am concerned about the effectiveness of a COVID vaccine
- b) I am concerned about the **safety** of a COVID vaccine
- c) I am concerned that not enough people will **take the COVID vaccine**, so COVID infections and transmission will persist
- d) I am concerned about other potential diseases
- e) I have gotten used to social distancing, using e-commerce, and avoiding in-person goods and services
- f) Other (please describe) [text input]
- 44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move <u>to a new area</u>? (If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes.")

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move temporarily
- b) Yes, I moved or made specific plans to move permanently
- c) No, I have not moved or made any plans to move

[Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently"]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

Text input | Required | Single line

Require valid zipc

Min length: 5 Max length: 5

Set state_resi_future to From ZIP

Questions and Response Options

SWAA November 2020

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=2502; Maximum N=2502

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 3. Currently (this week) what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working, 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

show block if Q3 selected choice is "Working, whether on business premises or working from home"

58. How many full days are you working this week (whether at home or on business premises)?

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]
- 57. You have indicated that you are working this week. How many *full paid working days* are you working from home this week?

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]
- 4. **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

- a) Yes
- b) No

5. *After COVID, in 2022 and later,* 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

6. *After COVID, in 2022 and later,* how often *is your employer planning* for you to work full days at home?

- 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
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In **2019 (before COVID)** approximately how many hours a week did you work when employed?

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

____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home"]

10. How many hours per week are you working for pay in late October (now)?

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

_____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

____ minutes

12. Before COVID how did you typically commute to work?

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

- a) Car
- b) Subway
- c) Train
- d) Bus
- e) Walk
- f) Bicycle
- g) Taxi/Ride-Share
- 50. Think back to **2019 (before COVID)** when you used to commute to work. What fraction of your daily commute would you say was *personal time or leisure*, and how much was it a *chore*?

Multiple choice | Required | Vertical | Single-select

- a) 100% leisure
- b) 80% leisure, 20% a chore
- c) 60% leisure, 40% a chore
- d) 40% leisure, 60% a chore
- e) 20% leisure, 80% a chore
- f) 100% a chore
- g) Not applicable -- I worked from home full time in 2019
- 56. Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

If the top step is 10 and the bottom step is 0, on which step of the ladder do you feel you personally stand at the present time?

- a) 10
- b) 9

- c) 8
- d) 7
- e) 6 f) 5
- g) 4
- h) 3
- i) 2
- j) 1
- k) 0

[Q13 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

13. **During 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
- 16. 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
- I) 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]

51. What is your occupation?

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

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

- a) Less than \$10,000 [TERMINATE]
- b) \$10,000 to \$19,999 [TERMINATE]
- c) \$20,000 to \$29,999
- d) \$30,000 to \$39,999
- e) \$40,000 to \$49,999
- f) \$50,000 to \$59,999
- g) \$60,000 to \$69,999
- h) \$70,000 to \$79,999
- i) \$80,000 to \$99,999
- j) \$100,000 to \$124,999
- k) \$125,000 to 149,999
- I) \$150,000 to \$199,999
- m) \$200,000 to \$499,999
- n) \$500,000+

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

19. 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

20. What is your race or ethnicity?

- a) Black or African American
- b) Hispanic (of any race)

- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

21. 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

show block if Q3 selected choice is "Working, whether on business premises or working from home"

[Q22 logic: Show if Q57 selected choice is not "None, all my paid working days were on business premises" AND Q21 selected choice is not "Perfect, the internet works 100% of the time"]

22. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

[Q23 logic: Show if Q4 selected choice is "Yes"]

23. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

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

24. *After COVID, in 2022 and later,* how would you feel about working from home 2 or 3 *days* a week?

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay"]

25. How much of a *pay raise* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay raise
- b) A 5 to 10% pay raise
- c) A 10 to 15% pay raise
- d) A 15 to 25% pay raise
- e) A 25 to 35% pay raise
- f) More than a 35% pay raise

[Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut"]

26. How much of a *pay cut* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay cut
- b) A 5 to 10% pay cut
- c) A 10 to 15% pay cut
- d) A 15 to 25% pay cut
- e) A 25 to 35% pay cut
- f) More than a 35% pay cut
- 53. 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with. Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q61 logic: Show if Q27 selected choice is "Yes"]

61. *Currently*, how many hours of childcare each week are provided by each of the following categories of people?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	Max: 100

[Q62 logic: Show if Q27 selected choice is "Yes"]

62. *Prior to COVID (in 2019),* how many hours of childcare each week were provided by each of the following categories of people.

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	<u>Max</u> : 100

54. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your *current* or *most recent* job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85 to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75 to 85% -- I can do most of my job's tasks efficiently from home
- d) 60 to 75% -- I can do many of my job's tasks efficiently from home
- e) 40 to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home
- 59. Since the beginning of the COVID-19 pandemic in March 2020, has your employer taken steps to improve your ability to work from home?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Not applicable -- I have no employer

[Q60 logic: Show if Q59 selected choice is "Yes"]

60. Which of the following steps has your employer taken to *improve your ability to work from home?* Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic?*

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% less efficient
- b) 5 to 15% less efficient
- c) 5 to 10% less efficient
- d) 15 to 25% less efficient
- e) 25 to 35% less efficient
- f) Over 35% less efficient
- 31. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 19% more productive than I expected
- c) Better -- I am 1% to 9% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 9% less productive than I expected
- f) Substantially worse -- I am to 10% to 19% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected
- 32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

Number | Required | Min: 0 | Max: 200

_____ hours

33. How much money have you and your employer invested in equipment or infrastructure to

help you work from home effectively -- computers, internet connection, furniture, etc.?
Number | Required | Min: 0 | Max: 20000
\$ _____
[Q34 logic: Show if Q33 answer > 0]
34. What percentage of this expenditure has been reimbursed or paid by your employer?

Slider | Required | Min: 0 | Max: 100 | Increment: 1

Slider defaults to 37

0% ——— 100%

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi 2020 to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job 2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job_curr to From ZIP

39. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>day</u>* on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100



40. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ _____

41. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ _____

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

[Q48 logic: Show if Q43 selected choice is not "Complete return to pre-COVID activities"]

48. You have stated that you **would not return completely to pre-COVID activities**, if a COVID vaccine is discovered and made widely available. What **reasons** are behind your answer? Please check all that apply

Multiple choice | Required | Vertical | Multi-select

- a) I am concerned about the **effectiveness** of a COVID vaccine
- b) I am concerned about the **safety** of a COVID vaccine
- c) I am concerned that not enough people will **take the COVID vaccine**, so COVID infections and transmission will persist
- d) I am concerned about other potential diseases
- e) I have gotten used to social distancing, using e-commerce, and avoiding in-person goods and services
- f) Other (please describe) [text input]
- 44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move <u>away from your current city or town</u>?

[If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes."]

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move temporarily
- b) Yes, I moved or made specific plans to move permanently
- c) No, I have not moved or made any plans to move

[Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently"]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

Text input | Required | Single line

Require valid zipc

Min length: 5 Max length: 5

Set state resi future to From ZIP

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [text input]

Questions and Response Options

SWAA December 2020

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

Set selected_path to: randomly select one of two paths -A -B

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ [TERMINATE]

3. Currently (this week) what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working, 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

show block if Q3 selected choice is "Working, whether on business premises or working from home"

58. How many full days are you working this week (whether at home or on business premises)?

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]

57. You have indicated that you are working this week. How many *full paid working days* are you working from home this week?

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]
- 4. **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

Can we automatically fill in the variable for this question as a "Yes" but still skip it for those who answered they were WFH in Q59? Not a big deal if not

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

5. *After COVID, in 2022 and later,* 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

6. *After COVID, in 2022 and later,* how often *is your employer planning* for you to work full days at home?

- 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
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home"]

10. How many hours per week are you working for pay in mid-December (now)?

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

_____ hours

56. Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

If the top step is 10 and the bottom step is 0, on which step of the ladder do you feel you personally stand at the present time?

Multiple choice | Required | Vertical | Single-select

- a) 10
- b) 9
- c) 8
- d) 7
- e) 6
- f) 5
- g) 4
- ĥ) 3
- i) 2
- j) 1
- k) 0
- 16. 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
- I) 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]
- 51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

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

19. 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
- 20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

21. 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

[Q23 logic: Show if Q4 selected choice is "Yes"]

23. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

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

[Q68 logic: Show if Q4 selected choice is "No"]

68. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

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

24. *After COVID, in 2022 and later,* how would you feel about working from home 2 or 3 *days* a week?

Multiple choice | Required | Vertical | Single-select

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay"]

25. How much of a *pay raise* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay raise
- b) A 5% to 10% pay raise
- c) A 10% to 15% pay raise
- d) A 15% to 25% pay raise
- e) A 25% to 35% pay raise
- f) More than a 35% pay raise

[Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut"]

26. How much of a *pay cut* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay cut
- b) A 5% to 10% pay cut
- c) A 10% to 15% pay cut
- d) A 15% to 25% pay cut
- e) A 25% to 35% pay cut
- f) More than a 35% pay cut

53. 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q61 logic: Show if Q27 selected choice is "Yes"]

61. *Currently*, how many hours of childcare each week are provided by each of the following categories of people?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	<u>Max</u> : 100

[Q62 logic: Show if Q27 selected choice is "Yes"]

62. *Prior to COVID (in 2019),* how many hours of childcare each week were provided by each of the following categories of people.

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	<u>Max</u> : 100

54. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your *current* or *most recent* job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. Since the beginning of the COVID-19 pandemic in March 2020, has your employer taken steps to improve your ability to work from home?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Not applicable -- I have no employer

[Q60 logic: Show if Q59 selected choice is "Yes"]

60. Which of the following steps has your employer taken to *improve your ability to work from home?* Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% less efficient
- b) 5% to 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient
- 31. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

32.	How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?
	Number Required Min: 0 Max: 200
	hours
33.	How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively computers, internet connection, furniture, etc.?
	Number Required Min: 0 Max: 20000
	\$
[Q3	4 logic: Show if Q33 answer > 0]
34.	What percentage of this expenditure has been reimbursed or paid by your employer?
	Slider Required Min: 0 Max: 100 Increment: 1
	Slider defaults to 37
	0% ———— 100%
25	What was the ZIP and a fivour residential address in Eabruary 20202
35.	What was the ZIP code of your residential address in February 2020?
	Text input Required Single line
	Require valid zip code
	Min length: 5

Max length: 5

Set state resi 2020 to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

39. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>day</u>* on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100



40. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ _____

41. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ _____

[Q42 logic: Show for Path A]

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

[Q67 logic: Show for path B]

67. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. If a COVID vaccine is approved and made widely available, 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance
- 44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move <u>away from your current city or town</u>?

[If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes."]

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move temporarily
- b) Yes, I moved or made specific plans to move permanently
- c) No, I have not moved or made any plans to move

[Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently"]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set state resi future to From ZIP

64. Approximately how much will you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

[Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25]

69. Your answer of \$Q66_answer,000 implies you will earn **more than** *4 times as much* in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

\$_____,000 Allow skipping with checkbox labeled: "**My original answer was correct**"

Set twenty income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to *earn by working in 2021, on a before-tax basis*?

Combination | Required

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The <i>LOWEST</i> possible amount would be roughly	Number input
A LOW amount would be roughly	\$,000
A <i>MIDDLE</i> amount would be roughly	Min: 0
A HIGH amount would be roughly	<u>Max</u> : 1000
The HIGHEST possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25]

 Your answer implies your earnings in 2021 will in some case(s) be more than 4 times higher or lower in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items	Display only	Number input

with	write-ir	is for 'other'	Complex logic	\$,000 <u>Min</u> : 0 <u>Max</u> : 1000 Skip label: My original response was correct
\$lov \$mic \$hig	ddle			
66.	provided for 2021:			arnings amounts you just
	 Allocation Required Total: 100 a) LOWEST: My likelihood of earning \$lowest thousand in 2021 is: b) LOW: My likelihood of earning \$low thousand in 2021 is: c) MIDDLE: My likelihood of earning \$middle thousand in 2021 is: d) HIGH: My likelihood of earning \$high thousand in 2021 is: e) HIGHEST: My likelihood of earning \$highest thousand in 2021 is: 			in 2021 is: usand in 2021 is: d in 2021 is:

63. Why take this survey?

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

- a) Interest
- Like rewards b)
- c)
- Money Game benefits d)
- Pass time e)
- Other [text input] f)

Questions and Response Options

SWAA January 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

3. Currently (this week) what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working, 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

show block if Q3 selected choice is "Working, whether on business premises or working from home"

58. How many full days are you working this week (whether at home or on business premises)?

- 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]

57. You have indicated that you are working this week. How many *full paid working days are you working from home* this week?

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]
- 4. **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

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

5. *After COVID, in 2022 and later,* 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

6. *After COVID, in 2022 and later,* how often *is your employer planning* for you to work full days at home?

- 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

- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer
- 9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

[Q10 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

10. How many hours per week are you working for pay in mid-January (now)?

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

_____ hours

56. Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

If the top step is 10 and the bottom step is 0, on which step of the ladder do you feel you personally stand at the present time?

Multiple choice | Required | Vertical | Single-select

- a) 10
- b) 9
- c) 8
- d) 7
- e) 6
- f) 5
- g) 4
- h) 3
- i) 2
- j) 1
- k) 0
- 16. 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
- I) 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]

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

- 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
- 20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

21. 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

[Q23 logic: Show if Q4 selected choice is "Yes"]

23. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

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

[Q68 logic: Show if Q4 selected choice is "No"]

68. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

- a) Yes, my bedroom
- b) Yes, another room that is not my bedroom
- c) No, I share a room when I am working
- 24. *After COVID, in 2022 and later,* how would you feel about working from home 2 or 3 *days* a week?

Multiple choice | Required | Vertical | Single-select

a) Positive -- I would view it as a benefit or extra pay

- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay"]

25. How much of a *pay raise* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay raise
- b) A 5% to 10% pay raise
- c) A 10% to 15% pay raise
- d) A 15% to 25% pay raise
- e) A 25% to 35% pay raise
- f) More than a 35% pay raise

[Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut"]

26. How much of a *pay cut* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay cut
- b) A 5% to 10% pay cut
- c) A 10% to 15% pay cut
- d) A 15% to 25% pay cut
- e) A 25% to 35% pay cut
- f) More than a 35% pay cut
- 53. 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc. Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	4 5 6	
Child 8	6	
	7	
	8	
	8 9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q61 logic: Show if Q27 selected choice is "Yes"]

61. *Currently,* how many hours of childcare each week are provided by each of the following categories of people?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	<u>Max</u> : 100

[Q62 logic: Show if Q27 selected choice is "Yes"]

62. *Prior to COVID (in 2019),* how many hours of childcare each week were provided by each of the following categories of people.

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours

Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	Max: 100

54. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your *current* or *most recent* job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. Since the beginning of the COVID-19 pandemic in March 2020, has your employer taken steps to improve your ability to work from home?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Not applicable -- I have no employer

[Q60 logic: Show if Q59 selected choice is "Yes"]

60. Which of the following steps has your employer taken to *improve your ability to work from home?* Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

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

31. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected
- 32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

Number | Required | Min: 0 | Max: 200

____ hours

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively -- computers, internet connection, furniture, etc.?

Number | Required | Min: 0 | Max: 20000

\$ _____

[Q34 logic: Show if Q33 answer > 0]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

Slider | Required | Min: 0 | Max: 100 | Increment: 1

Slider defaults to 37

0% _____ 100%

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line **Require valid zip code**

> Min length: 5 Max length: 5

Set state_resi_2020 to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

39. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>day</u>* on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$ _____

40. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500



41. *In 2019,* when you worked at your employer's business premises, roughly how much money did you spend during a *typical <u>week</u>* in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500



67. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. If a COVID vaccine becomes widely available, 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance
- 44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move <u>away from your current city or town</u>?

[If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes."]

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move temporarily
- b) Yes, I moved or made specific plans to move permanently
- c) No, I have not moved or made any plans to move

[Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently"]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi future to From ZIP

64. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

[Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25]

69. Your answer of \$Q66_answer,000 implies you will earn **more than** *4 times as much* in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "My original answer was correct"

Set twenty_income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to *earn by working in 2021, on a before-tax basis*?

Combination | Required

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The <i>LOWEST</i> possible amount would be roughly	Number input
A <i>LOW</i> amount would be roughly	\$,000
A <i>MIDDLE</i> amount would be roughly	<u>Min</u> : 0
A HIGH amount would be roughly	<u>Max</u> : 1000
The HIGHEST possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25]

 Your answer implies your earnings in 2021 will in some case(s) be more than 4 times higher or lower in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original	Annual earnings, before tax
	Answer	
Reuse choices from Q65 left column items	Display only	Number input
with write-ins for 'other'	Complex logic	,000
		<u>Min</u> : 0
		<u>Max</u> : 1000
		Skip label: My original
		response was correct
\$low \$middle \$high \$highest		
 Please assign <i>percentage likelihood</i> provided for <i>2021:</i> 	ds to the possible e	arnings amounts you just
Allocation Required Total: 100		
a) LOWEST: My likelihood of e	-	

- b) LOW: My likelihood of earning \$10w thousand in 2021 is:
- c) MIDDLE: My likelihood of earning \$middle thousand in 2021 is:
- d) HIGH: My likelihood of earning high thousand in 2021 is:
- e) HIGHEST: My likelihood of earning \$highest thousand in 2021 is:

63. Why take this survey?

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

- Interest
- a) b) Like rewards
- c)
- Money Game benefits Pass time d)
- e)
- f) Other [text input]

Questions and Response Options

SWAA February 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=3250; Maximum N=3250

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 3. Currently (this week) what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working, 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

show block if Q3 selected choice is "Working, whether on business premises or working from home"

58. How many full days are you working this week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]

b) 2 days [TAG: 2]

	c) d) e)	3 days [TAG: 3] 4 days [TAG: 4] 5+ days [TAG: 5]
Set	random	_route to 75% get route a, 25% get route b
[Q5	7 logic	: Show if route_a]
57.		ave indicated that you are working this week. How many <i>full paid working days</i> are orking from home this week?
	Multipl	e choice Required Vertical Single-select
	"The r	answer is greater than the previous answer, error reads: number of total days working from home this week cannot exceed the total number of you said you worked this week (in the previous question)."
	a) b) c) d) e) f)	None, all my paid working days were on business premises [TAG: 0] 1 full paid day working from home [TAG: 1] 2 full paid days working from home [TAG: 2] 3 full paid days working from home [TAG: 3] 4 full paid days working from home [TAG: 4] 5+ full paid days working from home [TAG: 5]
_		: Show if route_b]
77.		ave indicated that you are working this week. How many full paid working days are rorking from business premises this week?
	Multipl	e choice Required Vertical Single-select
	"The r	answer is greater than the previous answer, error reads: number of total days working from business premises this week cannot exceed the umber of days you said you worked this week (in the previous question)."
	a) b) c) d) e) f)	 None, all my paid working days were <u>at home</u> or otherwise <u>off</u> business premises [TAG: 0] 1 full paid day working on business premises [TAG: 1] 2 full paid days working on business premises [TAG: 2] 3 full paid days working on business premises [TAG: 3] 4 full paid days working on business premises [TAG: 4] 5+ full paid days working on business premises [TAG: 5]

76. *Currently (this week)*, are you engaging in any *self-employment, contract work, or gig work <u>for pay</u>?*

[Self-employment includes work on your own small business or own farm.]

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

- a) Yes, it is my primary source of earnings
- b) Yes, it is a secondary source of earnings
- c) No

4. **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

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

5. *After COVID, in 2022 and later,* 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

6. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer
- 9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

[Q10 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

10. How many hours per week are you working for pay in mid-February (now)?

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

____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

____ minutes

[Q13 logic: Show if Q4 selected choice is "Yes"]

During 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
- 16. 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
- I) 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]

51. What is your *occupation*?

- a) Armed forces
- b) Construction and extraction (e.g. mining)
- c) Farming, fishing, and forestry
- d) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service

- j) Transportation and material moving
- k) Other (please specify) [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

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

Multiple choice | Required | Vertical | Single-select

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

19. 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
- 20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

21. 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

[Q23 logic: Show if Q4 selected choice is "Yes"]

23. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

[Q68 logic: Show if Q4 selected choice is "No"]

68. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

- a) Yes, my bedroom
- b) Yes, another room that is not my bedroom
- c) No, I share a room when I am working
- 24. *After COVID, in 2022 and later,* how would you feel about working from home 2 or 3 *days* a week?

Multiple choice | Required | Vertical | Single-select

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay"]

25. How much of a *pay raise* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

- a) Less than a 5% pay raise
- b) A 5% to 10% pay raise
- c) A 10% to 15% pay raise
- d) A 15% to 25% pay raise
- e) A 25% to 35% pay raise
- f) More than a 35% pay raise

[Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut"]

26. How much of a *pay cut* (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

Multiple choice | Required | Vertical | Single-select

- a) Less than a 5% pay cut
- b) A 5% to 10% pay cut
- c) A 10% to 15% pay cut
- d) A 15% to 25% pay cut
- e) A 25% to 35% pay cut
- f) More than a 35% pay cut
- 53. 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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with. Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	

12
13
14
15
16
17
18+

[Q61 logic: Show if Q27 selected choice is "Yes"]

61. *Currently,* how many hours per week of childcare do the following people provide in your household?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	Max: 100

[Q62 logic: Show if Q27 selected choice is "Yes"]

62. <u>Before</u> COVID (in 2019), how many hours per week of childcare did the following people provide in your household?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	Min: 0
	<u>Max</u> : 100

[Q74 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

74. 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

[Q75 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

75. What was your spouse or domestic partner's working status before COVID (in 2019)?

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working
- 54. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your *current* or *most recent* job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. Since the beginning of the COVID-19 pandemic in March 2020, has your employer taken steps to improve your ability to work from home?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Not applicable -- I have no employer

[Q60 logic: Show if Q59 selected choice is "Yes"]

60. Which of the following steps has your employer taken to *improve your ability to work from home?* Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

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

[Q78 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

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

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q72 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" AND Q78 selected choice is "Yes"]

72.	save l [Pleas is due	nuch of your extra efficiency when working from home is due to the time you by not commuting? Se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due				
		e saved from your commute.]				
	Slider	Slider Required Min: 0 Max: 100				
	No	one , 0% ———•——— All, 100%				
		: Show if Q28 selected choice is "Worse I am less efficient at home than I ng on business premises"]				
73.	Why a	re you less efficient when working from home? Please select all that apply.				
	Multiple	e choice Required Vertical Multi-select Randomize				
	a) b) c) d) e) f) g)	I don't have a quiet room to work in I am frequently interrupted by my kids I am frequently interrupted by my partner or other adults I live with I don't have an adequate internet connection I don't have adequate equipment to work from home My job involves many tasks that cannot be done remotely Other, please specify [text input]				
31.		ared to your expectations <i>before COVID (in 2019)</i> how has working from home I out for you?				
	Multipl	e choice Required Vertical Single-select				
	a) b) c) d) e)	Hugely better I am 20%+ more productive than I expected Substantially better I am to 10% to 20% more productive than I expected Better I am 1% to 10% more productive than I expected About the same Worse I am 1% to 10% less productive than I expected				
	f) g)	Substantially worse I am to 10% to 20% less productive than I expected Hugely worse I am 20%+ less productive than I expected				
35.	What	was the ZIP code of your residential address in February 2020?				
00.		put Required Single line				
		re valid zip code				
	IVII	n length: 5				

Max length: 5

Set state_resi_2020 to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job 2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

67. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. If a COVID vaccine becomes widely available, which of the following would best fit your views on social distancing?

- 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 ride-share taxis

- d) No return to pre-COVID activities, as I will continue to social distance
- 64. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____ ,000

Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings [Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25] 69. Your answer of \$266 answer,000 implies you will earn more than 4 times as much in 2020 as in 2019 2019 as in 2020. If this is incorrect, please re-enter your response below. Number | Required | Min: 0 | Max: 1000 \$_____\$ Allow skipping with checkbox labeled: "My original answer was correct" Set twenty income to Q66 or Q71 answer 65. Looking ahead, roughly how much do you expect to earn by working in 2021, on a before-tax basis? Combination | Required Ensure monotonic pricing entry (lowest \leq low \leq middle \leq high \leq highest) Scenarios Annual earnings, before tax The *LOWEST* possible amount would be roughly Number input A *LOW* amount would be roughly .000 \$ A *MIDDLE* amount would be roughly Min: 0 A HIGH amount would be roughly Max: 1000 The HIGHEST possible amount would be roughly Prefer not to answer Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question [Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25] 70. Your answer implies your earnings in 2021 will in some case(s) be more than 4 times higher or lower in 2021 than in 2020. If this is incorrect, please re-enter your response below. Combination | Required Scenarios Your Original Annual earnings, before tax Answer Reuse choices from Q65 left column items Display only Number input with write-ins for 'other' Complex logic \$,000 Min: 0

			<u>Max</u> : 1000		
			Skip label: My original		
			response was correct		
\$ 10	west				
\$101	W				
\$mi	ddle				
\$hi	gh				
\$hi	ghest				
66.	provid	led for 2021:	s to the possible earnings amounts you just		
		Allocation Required Total: 100			
	Alloca	lion Required Tolai. Too			
	a)	LOWEST: My likelihood of ear	rning <pre>\$lowest thousand in 2021 is:</pre>		
	a) b)	LOWEST: My likelihood of ear LOW: My likelihood of earning	g \$1ow thousand in 2021 is:		
	a) b) c)	LOWEST: My likelihood of ear LOW: My likelihood of earning MIDDLE: My likelihood of earr	g \$1ow thousand in 2021 is: ning \$middle thousand in 2021 is:		
	a) b)	LOWEST: My likelihood of ear LOW: My likelihood of earning MIDDLE: My likelihood of earn HIGH: My likelihood of earnin	g \$1ow thousand in 2021 is: ning \$middle thousand in 2021 is:		

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [text input]

Questions and Response Options

SWAA March 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=2500; Maximum N=2500

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

3. Currently (this week) what is your 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

show block if Q3 selected choice is "Working for pay, whether on business premises or working from home"

58. How many full days are you working this week (whether at home or on business premises)?

- 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]
- 57. You have indicated that you are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

81. You have indicated that you are working this week. How many days are you <u>commuting</u> to go to work on your <u>employer's premises</u> this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I'm commuting 1 day to my employer's premises [TAG: 1]
- c) I'm commuting 2 days to my employer's premises [TAG: 2]
- d) I'm commuting 3 days to my employer's premises [TAG: 3]
- e) I'm <u>commuting</u> 4 days to my <u>employer's premises</u> [TAG: 4]
- f) I'm commuting 5+ days to my employer's premises [TAG: 5]

[Q80 logic: Show if Q3 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

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

- a) I am a **wage and salary employee**, and my <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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.
- 4. **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

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

5. *After COVID, in 2022 and later,* 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

Set random group to creating a group of 25% and 75% of respondents

[Q6 logic: showing to 75% of respondents]

6. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

[Q86 logic: showing to 25% of respondents]

86. *After COVID, in 2022 and later,* how often *is your employer planning* for you to <u>commute to work</u> on their premises?

- 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
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In 2019 (before COVID) approximately how many hours a week did you work when employed?

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

hours

[Q10 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many hours per week are you working for pay in mid-March (now)?

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

hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

minutes

[Q13 logic: Show if Q4 selected choice is "Yes"]

13. During 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
- Working on a second or new secondary job b)
- C) Childcare
- d) Home improvement, chores, or shopping
- Leisure indoors (e.g. reading, watching TV and movies) e)
- Exercise or outdoor leisure f)

16. In what industry is your *current* job? If not currently working, then please report the industry of your *most recent* job

- Agriculture, Forestry, Fishing, or Hunting a)
- Arts. Entertainment or Recreation b)
- Banking, Finance, or Insurance c)
- Construction d)
- Education e)
- Health Care and Social Assistance f)
- Hospitality and Food Services g)
- Information Services, including Publishing or Media h)
- Manufacturing i)
- Mining, Quarrying or Oil and Gas Extraction j)
- Professional, Technical or Business Services k)
- Real Estate or Rental and Leasing Services I)
- m) Retail Trade
- Transportation or Warehousing n)
- Utilities **o**)

- p) Wholesale Trade
- q) Government, including all federal and state
- r) Other (please specify) [text input]

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

- 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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

21. 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

[Q23 logic: Show if Q4 selected choice is "Yes"]

23. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

[Q68 logic: Show if Q4 selected choice is "No"]

68. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

83. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises

- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q84 logic: Show if Q83 selected choice is "Working 5 days a week on my employer's premises"]

84. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q85 logic: Show if Q83 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

85. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra
- 53. 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with. Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc. Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5 6	
Child 8	6	
	7	
	8 9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q61 logic: Show if Q27 selected choice is "Yes"]

61. *Currently,* how many hours per week of childcare do the following people provide in your household?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min</u> : 0
	<u>Max</u> : 100

[Q62 logic: Show if Q27 selected choice is "Yes"]

62. <u>Before</u> COVID (in 2019), how many hours per week of childcare did the following people provide in your household?

[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You	Number input
Your spouse or domestic partner	hours

Others (e.g. grandparents, babysitters, etc.)	Min: 0
	<u>Max</u> : 100

[Q74 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

74. 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

[Q75 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

75. What was your spouse or domestic partner's working status before COVID (in 2019)?

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working
- 54. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your *current* or *most recent* job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home
- 59. Since the beginning of the COVID-19 pandemic in March 2020, has your employer taken steps to improve your ability to work from home?

Multiple choice | Required | Vertical | Single-select

a) Yes

- b) No
- c) Not applicable -- I have no employer

[Q60 logic: Show if Q59 selected choice is "Yes"]

60. Which of the following steps has your employer taken to *improve your ability to work from home?* Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

- a) Under 5% less efficient
- b) 5% to 15% less efficient
- c) 5% to 10% less efficient

	d)	15% to 25% less efficient
	e) f)	25% to 35% less efficient Over 35% less efficient
	,	
		Show if Q28 selected choice is "Better I am more efficient at home than I g on business premises"]
78.	ls time home	e saved by not commuting part of your extra efficiency when working from ?
	Multiple	e choice Required Vertical Single-select
	a) b)	Yes No
-		Show if Q28 selected choice is "Better I am more efficient at home than I g on business premises" AND Q78 selected choice is "Yes"]
72.		nuch of your extra efficiency when working from home is due to the time you by not commuting?
	[Pleas is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	ne , 0% ———•—— All, 100%
		Show if Q28 selected choice is "Worse I am less efficient at home than I g on business premises"]
73.	Why a	re you <i>less efficient</i> when working from home? Please select all that apply.
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b) c) d) e) f) g)	I don't have a quiet room to work in I am frequently interrupted by my kids I am frequently interrupted by my partner or other adults I live with I don't have an adequate internet connection I don't have adequate equipment to work from home My job involves many tasks that cannot be done remotely Other, please specify [text input]
31.	•	ared to your expectations <i>before COVID (in 2019)</i> how has working from home out for you?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d)	Hugely better I am 20%+ more productive than I expected Substantially better I am to 10% to 20% more productive than I expected Better I am 1% to 10% more productive than I expected About the same
	e) f) g)	Worse I am 1% to 10% less productive than I expected Substantially worse I am to 10% to 20% less productive than I expected Hugely worse I am 20%+ less productive than I expected

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi 2020 to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi current to From ZIP

37. In 2019, before COVID, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job 2019 to From ZIP

[Q38 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

67. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change

- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 43. Once *most of the population has been vaccinated* against COVID, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

64. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____ ,000

Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

[Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25]

69. Your answer of \$266_answer,000 implies you will earn **more than** *4 times as much* in 2020 as in 2019 2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "My original answer was correct"

Set twenty income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to *earn by working in 2021, on a before-tax basis*?

Combination | Required

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The <i>LOWEST</i> possible amount would be roughly	Number input
A <i>LOW</i> amount would be roughly	\$,000
A <i>MIDDLE</i> amount would be roughly	Min: 0
A HIGH amount would be roughly	<u>Max</u> : 1000
The HIGHEST possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25]

 Your answer implies your earnings in 2021 will in some case(s) be *more than 4 times higher or lower* in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Sce	narios		Your Original Answer	Annual earnings, before tax
		ces from Q65 left column items as for 'other'	Display only Complex logic	Number input \$
\$lo \$mi \$hi	ddle			
66.		e assign percentage likelihoods ed for 2021:	to the possible e	arnings amounts you just
	Alloca	tion Required Total: 100		
	a) b) c) d) e)	LOWEST: My likelihood of ear LOW: My likelihood of earning MIDDLE: My likelihood of earn HIGH: My likelihood of earning HIGHEST: My likelihood of ea	y \$low thousand hing \$middle tho g \$high thousar	in 2021 is: ousand in 2021 is: nd in 2021 is:

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [text input]

Questions and Responses

SWAA April 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=2500; Maximum N=2500

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

- 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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q6 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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.
- 7. **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

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

8. *After COVID, in 2022 and later,* how often would you *like to* have paid workdays at home?

- 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

Set random_group to: 50% group1 50% group2

9. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

10. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

[Q11 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

11. How many hours per week are you working for pay in late April (now)?

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

_____ hours

12. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

____ minutes

[Q13 logic: Show if Q7 selected choice is "Yes"]

During 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%).

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

14. 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
- I) 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]

15. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [text input]

16. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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]

17. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

18. 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

19. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

20. 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

[Q21 logic: Show if Q7 selected choice is "Yes"]

21. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom

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

[Q22 logic: Show if Q7 selected choice is "No"]

22. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

23. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q24 logic: Show if Q23 selected choice is "Working 5 days a week on my employer's premises"]

24. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q25 logic: Show if Q23 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

25. How much <u>extra pay</u> would it take for you to prefer working **5 days a week on your** employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for

"Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working
- 31. Consider your *current* or *most recent* job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

Employed and paid

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" AND Q6 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"

 You said you are either working for pay or still employed and paid but not working this week.

When did you start working for your current employer?

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

- a) March 2020 or later -- that is, <u>after</u> the arrival of the COVID-19
- b) **Before** March 2020 and the arrival of COVID-19

show block if Q33 selected choice is "Before March 2020 and the arrival of COVID-19"

34. Has your employer hired anyone new into your team *during* the COVID pandemic?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) I primarily work individually, not with a team of co-workers

show block if Q34 selected choice is "Yes"

35. Do any of the new employees brought into your team <u>during</u> the COVID pandemic work <u>almost entirely</u> from home, rarely or never meeting other team members in person?

a) Yes

b) No

show block if Q35 selected choice is "Yes"

36. Consider the *new employees* brought into your team <u>during</u> the COVID pandemic who work <u>almost entirely</u> from home. Has it been easier or harder to integrate these new employees into your team than it was

before COVID?

Multiple choice | Required | Vertical | Single-select

a) It has been easier

- b) No impact
- c) It has been harder

[Q96 logic: Show if Q36 selected choice is "It has been easier"]

96. How much <u>less time</u> does it take to integrate *new employees who work <u>almost entirely</u> from home* into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes _____ fewer weeks

[Q97 logic: Show if Q36 selected choice is "It has been harder"]

97. How much <u>more time</u> does it take to integrate *new employees who work <u>almost</u> <u>entirely</u> from home into your team during COVID?*

Number | Required | Min: 0 | Max: 52

It takes _____ more weeks

show block if Q33 selected choice is "March 2020 or later -- that is, after the arrival of the COVID-19"

37. Has the COVID pandemic affected your ability to adapt to your new job?

Multiple choice | Required | Vertical | Single-select

- a) It has made it easier
- b) No effect
- c) It has made it harder

[Q38 logic: Show if Q37 selected choice is "It has made it easier"]

38. How much easier has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me _____ fewer weeks

[Q39 logic: Show if Q37 selected choice is "It has made it harder"]

39. How much harder has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me _____ more weeks

Worked from home

show block if Q7 selected choice is "Yes"

40. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q41 logic: Show if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

41. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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 Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

42. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

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

show block if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"

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

- a) Yes
- b) No

Q44 logic: Show if Q43 selected choice is "Yes"]

44. 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%

[Q45 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

45. Why are you *less efficient* when working from home? Please select all that apply.

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

- a) I don't have a quiet room to work in
- b) I am frequently interrupted by my kids
- c) I am frequently interrupted by my partner or other adults I live with
- d) I don't have an adequate internet connection
- e) I don't have adequate equipment to work from home
- f) My job involves many tasks that cannot be done remotely
- g) Other, please specify [text input]
- 46. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state resi_current to From ZIP

[Q50 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

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

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job_curr to From ZIP

51. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 52. Once *most of the population has been vaccinated* against COVID, 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

[Q53 logic: Show for group1]

53. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q98 logic: Show for group 2]

98. Approximately how much did you earn by working in 2020, on a before-tax basis?

- 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]
- I) \$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]
- p) Prefer not to answer

Questions and Responses

SWAA May 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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.
- 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

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

7. *After COVID, in 2022 and later,* how often would you *like to* have paid workdays at home?

- 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

10. How many hours per week are you working for pay in late April (now)?

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

_____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

During 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%).

Please assign a percentage to each activity (the total should add

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

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
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra

f) More than 35% extra

25. 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
- 26. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q27 logic: Show if Q26 selected choice is "Yes"]

27. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5 6
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q28 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

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

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

[Q29 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

29. What was your spouse or domestic partner's working status before COVID (in 2019)?

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working
- 30. Do you need to be *physically present on business premises* to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No
- 31. Consider your current or most recent job. Approximately how much of your job involves <u>in</u> <u>person face-to-face interaction</u> with other people, for example co-workers, customers, or clients?

Slider | Required | Min: 0 | Max: 100

Set slider default to 63

0% -- My job involves no interaction — 100% -- My job only involves interaction

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient

Ł)	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

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

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

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

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

Multiple choice | Required | Vertical | Single-select

- 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%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you *less efficient* when working from home? Please select all that apply.

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

- a) I don't have a quiet room to work in
- b) I am frequently interrupted by my kids
- c) I am frequently interrupted by my partner or other adults I live with
- d) I don't have an adequate internet connection

- e) I don't have adequate equipment to work from home
- f) My job involves many tasks that cannot be done remotely
- g) Other, please specify [text input]

38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

41. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know

- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. Once *most of the population has been vaccinated* against COVID, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Set random promo questions to:

50% show block 1 50% show block 2

Random path to show Q55 first

Show for 50% of respondents

show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working", "Unemployed, awaiting recall to my old job"

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

Multiple choice | Required | Vertical | Single-select

- a) It would reduce my chance of a promotion
- b) No effect
- c) It would increase my chance of a promotion

[Q44 logic: Show if Q43 selected choice is "It would reduce my chance of a promotion"]

44. How much of a reduction in your chance of a promotion would <u>working from home one</u> <u>more day per week than your co-workers</u> cause?

Number | Required | Min: 0 | Max: 100

____ % lower chance of a promotion

Q45 logic: Show if Q43 selected choice is "It would increase my chance of a promotion"

45. How much of an increase in your chance of a promotion would <u>working from home one</u> <u>more day per week than your co-workers</u> cause?

Number | Required | Min: 0 | Max: 100

_% higher chance of a promotion

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

Multiple choice | Required | Vertical | Single-select

Randomize order Q55/Q101

- a) It would reduce my chance of a promotion
- b) No effect
- c) It would increase my chance of a promotion

[Q47 logic: Show if Q46 selected choice is "It would reduce my chance of a promotion"]

47. How much of a reduction in your chance of a promotion would **working from home 5+** days a week while your co-workers work on the business premises 5+ days a week cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q48 logic: Show if Q46 selected choice is "It would increase my chance of a promotion"]

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

Number | Required | Min: 0 | Max: 100

____ % higher chance of a promotion

Random path to show Q101 first

Show for 50% of respondents

show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home", "Unemployed, awaiting recall to my old job"

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

Multiple choice | Required | Vertical | Single-select

- a) It would reduce my chance of a promotion
- b) No effect
- c) It would increase my chance of a promotion

[Q50 logic: Show if Q49 selected choice is "It would reduce my chance of a promotion"]

50. How much of a reduction in your chance of a promotion would <u>working from home one</u> <u>more day per week than your co-workers</u> cause?

Number | Required | Min: 0 | Max: 100

% lower chance of a promotion

Q51 logic: Show if Q49 selected choice is "It would increase my chance of a promotion"

51. How much of an increase in your chance of a promotion would <u>working from home one</u> <u>more day per week than your co-workers</u> cause?

Number | Required | Min: 0 | Max: 100

_ % higher chance of a promotion

[Q52 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 Q8 selected choice is not "I have no employer"]

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

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) My employer has not announced a policy about this

Set random vaccine return to ...

[Q53 logic: show for 50%]

53. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes, for all workers.
- b) Yes, except for workers with medical exemptions.
- c) Yes, when the job involves working in close proximity to others.
- d) No, but employers should encourage workers to get vaccinated.
- e) No, employers should let workers make their own decisions about vaccination.

[Q54 logic: Show for other 50%]

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

Multiple choice | Required | Vertical | Single-select

- a) Yes.
- b) Yes, except for those with medical exemptions.
- c) Yes, for jobs that involve working in close proximity to others.
- d) No, but my employer should encourage workers to get vaccinated.
- e) No, my employer should let workers make their own decisions about vaccination.

[Q55 logic: Show for group1]

55. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q56 logic: Show for group 2]

56. Approximately how much did you earn by working in 2020, on a before-tax basis?

- 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]
- I) \$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]
- p) Prefer not to answer

Questions and Responses

SWAA June 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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.
- 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

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

7. *After COVID, in 2022 and later,* how often would you *like to* have paid workdays at home?

- 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

10. How many hours per week are you working for pay in mid-June (now)?

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

_____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. **During 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

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
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra

f) More than 35% extra

25. If you could work from home two days of the week, which days would you prefer?

Multiple choice | Required | Vertical | Multi-select | Choose 2 options

- a) Mondays
- b) Tuesdays
- c) Wednesdays
- d) Thursdays
- e) Fridays
- f) No preference

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13

14
15
16
17
18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working
- 31. Do you need to be *physically present on business premises* to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic?

	a) b) c) d)	Under 5% more efficient 5% to 10% more efficient 10% to 15% more efficient 15% to 25% more efficient
	e) f)	25% to 35% more efficient Over 35% more efficient
		:: Show if Q32 selected choice is "Worse I am less efficient at home than I ng on business premises"]
34.		much <i>less efficient</i> have you been working from home <i>during the COVID-19</i> <i>lemic</i> than on business premises <i>before the COVID-19 pandemic?</i>
	•	le choice Required Vertical Single-select
	a) b) c) d) e) f)	Under 5% less efficient 5% to 15% less efficient 5% to 10% less efficient 15% to 25% less efficient 25% to 35% less efficient Over 35% less efficient
		if Q32 selected choice is "Better I am more efficient at home than I was working s premises"
35.	home	ne saved by not commuting part of your extra efficiency when working from e? he choice Required Vertical Single-select
	a) b)	Yes No
[Q3	6 logio	c: Show if Q35 selected choice is "Yes"]
36.	save [Plea is due	much of your extra efficiency when working from home is due to the time you by not commuting? se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to saved from your commute.]
	Slider	Required Min: 0 Max: 100
	N	one , 0% ———— All, 100%
_	-	:: Show if Q32 selected choice is "Worse I am less efficient at home than I ng on business premises"]
37.	•	are you <i>less efficient</i> when working from home? Please select all that apply. le choice Required Vertical Multi-select Randomize I don't have a quiet room to work in
	a) b)	I am frequently interrupted by my kids

b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with

- d) I don't have an adequate internet connection
- e) I don't have adequate equipment to work from home
- f) My job involves many tasks that cannot be done remotely
- g) Other, please specify [text input]

38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected
- 39. What is the ZIP code of your *current* residential address?

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job_curr to From ZIP

41. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change

- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. Once *most of the population has been vaccinated* against COVID, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Employed 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"

Set employed question shown to ...

[Q43 logic: Show for 1/3 of employed respondents]

43. You stated that you are currently employed.

Suppose you got an offer for a **new job with the same pay** as your current job. Would you be more or less likely to take the new job **if it let you work from home 1 day a week?**

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer

[Q44 logic: Show for 1/3 of employed respondents]

44. You stated that you are currently working for pay.

Suppose you got an offer for a **new job with the same pay** as your current job. Would you be more or less likely to take the new job **if it let you work from home 2 to 3 days a week?**

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer

[Q45 logic: Show for 1/3 of employed respondents]

45. You stated that you are currently working for pay.

Suppose you got an offer for a *new job with the same pay* as your current job. Would you be more or less likely to take the new job *if it let you work from home 4+ days a week?*

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be less likely to consider the offer

Unemployed block

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

Set unemployed_question_shown to ...

[Q46 logic: Show for 1/3 of unemployed respondents]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).

Suppose you got a new job offer.

For a given pay, would you be more or less likely to take the job *if it allowed you to work from home 1 day a week?*

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer

[Q47 logic: Show for 1/3 of unemployed respondents]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).

Suppose you got a new job offer.

For a given pay, would you be more or less likely to take the job *if it allowed you to work from home 2 to 3 days a week?*

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be less likely to consider the offer

[Q48 logic: Show for 1/3 of unemployed respondents]

48. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).

Suppose you got a new job offer.

For a given pay, would you be more or less likely to take the job *if it allowed you to work from home 4+ days a week?*

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer

c) I'd be **less likely** to consider the offer

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting on August 1, 2021?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by August 1st.
- c) I would quit my job on or before August 1st, regardless of whether I got another job.
- 50. How does the efficiency of *video calls for <u>one-on-one</u> and <u>small group</u> meetings (up to 4 people) compare to the efficiency of <u>in-person</u> meetings?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) Not applicable -- I don't have meetings over videocall for work
- 51. How does the efficiency of *video calls for <u>medium sized group</u> meetings (5 to 9 people)* compare to the efficiency of *in-person meetings?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) Not applicable -- I don't have meetings over videocall for work

52. How does the efficiency of *video calls for <u>large group</u> meetings (10 or more people)* compare to the efficiency of *in-person meetings?*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient

- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) Not applicable -- I don't have meetings over videocall for work

[Q53 logic: Show for group1]

53. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000 Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you earn by working in 2020, on a before-tax basis?

- 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]
- I) \$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]
- p) Prefer not to answer

Questions and Responses

SWAA July 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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.
- 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

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

7. *After COVID, in 2022 and later,* how often would you *like to* have paid workdays at home?

- 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

10. How many hours per week are you working for pay in mid-July (now)?

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

_____ hours

11. In 2019 (before COVID) how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

During 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%).

Flease assign a percentage to each activity (the total should add

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

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
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5 days a week on your** employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra

f) More than 35% extra

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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
	4
Child 7	5 6
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working
- 31. Do you need to be *physically present on business premises* to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34.	. How much <i>less efficient</i> have you been working from home <i>during the COVID-19 pandemic</i> than on business premises <i>before the COVID-19 pandemic</i> ?			
	Multiple choice Required Vertical Single-select			
	a)	Under 5% less efficient		
	b)	5% to 15% less efficient		
	c)	5% to 10% less efficient		
	d) e)	15% to 25% less efficient 25% to 35% less efficient		
	f)	Over 35% less efficient		
		if Q32 selected choice is "Better I am more efficient at home than I was working s premises"		
	usines			
35.	ls <i>tim</i> home	e saved by not commuting part of your extra efficiency when working from ?		
	Multip	le choice Required Vertical Single-select		
	a)	Yes		
	b)	No		
[Q3	6 logio	: Show if Q35 selected choice is "Yes"]		
	save [Plea is due	much of your extra efficiency when working from home is due to the time you by not commuting? se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]		
	Slider	Required Min: 0 Max: 100		
	N	one , 0% ———•—— All, 100%		
		:: Show if Q32 selected choice is "Worse I am less efficient at home than I ng on business premises"]		
37.	Why a	are you less efficient when working from home? Please select all that apply.		
	Multip	le choice Required Vertical Multi-select Randomize		
	a)	I don't have a quiet room to work in		
	b)	I am frequently interrupted by my kids		
	c)	I am frequently interrupted by my partner or other adults I live with		
	d) e)	I don't have an adequate internet connection I don't have adequate equipment to work from home		
	f)	My job involves many tasks that cannot be done remotely		
	g)	Other, please specify [text input]		
[Q1 time		ic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the		
115.	How I	much would your efficiency working from home increase if you had perfect high-		

speed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

41. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most

- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. Once *most of the population has been vaccinated* against COVID, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Employed 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"

Set employed_question_shown to ...

[Q43 logic: Show for 1/2 of employed respondents]

43. You stated that you are currently employed.

Suppose you got an offer for a **new job with the same pay** as your current job. Would you be more or less likely to take the new job **if it let you work from home 1 day a week?**

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer

[Q44 logic: Show for 1/2 of employed respondents]

44. You stated that you are currently employed.

Suppose you got an offer for a **new job with the same pay** as your current job. Would you be more or less likely to take the new job **if it let you work from home 2 to 3 days a week?**

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer
- 130. What plans does *your employer* have for <u>working arrangements of full-time</u> <u>employees after COVID</u>, in 2022 or later?

- a) Fully on-site: full-time employees will work full time on business premises
- b) Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises
- c) Fully remote: full-time employees will work full-time from home or other remote location
- d) My employer has not discussed this matter with me or announced a policy about it
- e) Other (please specify) [text input]

[Q127 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

127. Who decides which days and how many days employees work remotely?

Multiple choice | Required | Vertical | Single-select

- a) Fully decentralized: **each employee** sets their own schedule, as long as they perform their job
- b) Team level: **each team** decides its schedule of workdays on business premises, but the schedule is common across team members
- c) Company-determined **common** schedule: **everyone** has the same schedule of workdays on business premises (e.g. Monday, Tuesday, and Thursday)
- d) Company-determined **varying** schedule: the company prescribes a schedule that **differs among employees**, e.g. some teams on business premises on Tuesdays and Thursdays, while others must do Mondays and Wednesdays
- e) My employer has not discussed this matter with me or announced a policy about it
- f) Some other plan, please specify [text input]

[Q129 logic: Show if Q130 selected choice is any of "Fully on-site: full-time employees will work full time on business premises", "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

129. When does **your employer** anticipate that most of their full-time employees will return to working **one or more days per week on business premises?**

Multiple choice | Required | Vertical | Single-select

- a) They are already doing so
- b) July 2021
- c) August 2021
- d) September 2021
- e) October to December 2021
- f) January to March 2022
- g) After March 2022

[Q131 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

131. Consider a *typical employee of the firm you work for* who is currently working primarily from home.

After COVID, in 2022 and later, how many days a week will that typical employee work on business premises?

- a) Never
- b) 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
- h) My employer has not discussed this with me or announced a policy about this

128. Which of the following would you prefer?

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

- a) Being able to choose which days you work from home (if any)
- b) Your employer sets a policy that determines who works from home on which days

Unemployed block

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

Set unemployed_question_shown to ...

[Q46 logic: Show for 1/2 of unemployed respondents]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).

Suppose you got a new job offer.

For a given pay, would you be more or less likely to take the job *if it allowed you to work from home 1 day a week?*

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer

[Q47 logic: Show for 1/2 of unemployed respondents]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).

Suppose you got a new job offer.

For a given pay, would you be more or less likely to take the job *if it allowed you to work from home 2 to 3 days a week?*

Multiple choice | Required | Vertical | Single-select

- a) I'd be more likely to consider the offer
- b) No effect
- c) I'd be <u>less likely</u> to consider the offer

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
- c) I would quit my job on or before September 1st, regardless of whether I got another job.

[Q53 logic: Show for group1]

53. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you earn by working in 2020, on a before-tax basis?

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]
- I) \$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]
- p) Prefer not to answer

132. When you return to work in person, and you are introduced to somebody will you:

Multiple choice | Required | Vertical | Single-select

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

133. **Before COVID (in 2019),** when you were introduced to somebody at work what did you do:

- Shake hands a)
- b) Fist bump
- Elbow bump c)
- d)
- Not touch (just verbally greet) Other (please specify) [text input] e)

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 1000

SWAA August 2021

Notes: Mid-way through survey collection we updated Q172, Q173, Q174, and Q176, respectively as Q179, Q180, Q177, Q178. The old version of each question was hidden from respondents after the updates went into place. We introduced Q132 and Q133 (previously asked in the July 20221 wave)

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

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

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

- 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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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 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 "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)
- 142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

- a) No staff other than myself
- b) Less than 10 staff members

- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes, some other reason [text input]
- e) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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?

Auto skip if already indicated some 1 or more wfh days this week

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

7. *After COVID, in 2022 and later,* 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer <u>announced new plans</u> about working from home after the pandemic ends, in 2022 or later?

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

- a) No
- b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. Before the latest announcement, how often did your employer <u>plan</u> for you to work from home <u>after COVID</u>, in 2022 and later?

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
 - h) My employer had not discussed this or announced a policy prior to that announcement

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

10. How many hours per week are you working for pay in mid-August (now)?

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

____ hours

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	Max: 240

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. **During 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
- 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 Mediai) Manufacturing
- j) Mining, Quarrying or Oil and Gas Extraction
- k) Professional, Technical or Business Services
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

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

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

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and 2 days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5 days a week on your** employer's premises <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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

- 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
- 27. Do you live with any children under the age of 18?

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

Combination | Required

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

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

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform <u>part</u> of my job
- c) No

Worked from home

show block if Q6 selected choice is "Yes"

Set random_covid_wording to ...

Show for 75% of respondents

32. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic?

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

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much *less efficient* have you been working from home *during the COVID-19*

pandemic than on business premises before the COVID-19 pandemic?

Multiple choice | Required | Vertical | Single-select

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

Show for 25% of respondents

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show if indicates more efficient working at home

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

	Multiple	e choice Required Vertical Single-select
	a)	Yes
	b)	No
[Q3	6 logic	Show if Q35 selected choice is "Yes"]
36.	save l [Pleas	nuch of your extra efficiency when working from home is due to the time you by not commuting? e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due
		e saved from your commute.]
		Required Min: 0 Max: 100
	No	ne , 0% ———•—— All, 100%
137.		from saving time by not commuting, why are you <u>more efficient</u> when working h ome? Please select all that apply.
	Multiple	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g)	My home is quieter and has fewer interruptions I have fewer or shorter meetings when working from home Mealtimes, chores, and/or childcare are more efficient when I work from home My internet connection is better at home I have better equipment at home than at work I feel less stressed at home Other, please specify [text input]
[Q3]	7 loaic:	show if less efficient working at home]
37.		re you less efficient when working from home? Please select all that apply.
57.	•	e choice Required Vertical Multi-select Randomize
	a) b) c) d) e) f) g) h)	I don't have a quiet room to work in I am frequently interrupted by my kids I am frequently interrupted by my partner or other adults I live with I don't have an adequate internet connection My home computer is not good enough I need specialized equipment to do my job My job involves many tasks that cannot be done remotely Other, please specify [text input]
[Q1 [,] time	-	c: Show if Q19 selected choice is not "Perfect, the internet works 100% of the
115.		nuch would your efficiency working from home increase if you had perfect high- internet?
	Multiple	e choice Required Vertical Single-select
	a) b) c)	None, my internet is already fast enough A little, my efficiency would increase about 5% Somewhat, my efficiency would increase about 10%

- d) Substantially, my efficiency would increase by 30% or more
- 38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

41. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know

- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. Once *most of the population has been vaccinated* against COVID, which of the following would best fit your views on social distancing?

- 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
- c) I would quit my job on or before September 1st, regardless of whether I got another job.

[Q70 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 Q8 selected choice is not "I have no employer"]

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

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) My employer has not announced a policy about this

Set random vaccine return to ...

[Q68 logic: Show for other 50%]

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

- a) Yes
- b) Yes, except for those with medical or religious exemptions
- c) Yes, for jobs that involve working in close proximity to others
- d) No, but my employer should encourage workers to get vaccinated
- e) No, my employer should let workers make their own decisions about vaccination

[Q69 logic: show for 50%]

69. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes, for all workers.
- b) Yes, except for workers with medical or religious exemptions.
- c) Yes, when the job involves working in close proximity to others.
- d) No, but employers should encourage workers to get vaccinated.
- e) No, employers should let workers make their own decisions about vaccination.

[Q53 logic: Show for group1]

53. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you earn by working in 2020, on a before-tax basis?

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]
- I) \$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]
- p) Prefer not to answer

Employed block

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

[Q148 logic: Skip if Q_staff_size answer is]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select a) 0 - I do not enjoy them at all b) 1 2 C) 3 d) 4 e) 5 f) g) 6 7 h) 8 i) j) 9 k) 10 - I enjoy them very much 149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite? Multiple choice | Required | Horizontal | Single-select 0 - I do not enjoy them at all a) b) 1 2 C) 3 d) 4 e) 5 f) 6 g) 7 h) 8 i) j) 9 10 - I enjoy them very much k) I do not have any personal interactions with customers, clients, or patients at my I) employer's worksite 150. Approximately, what percentage of your co-workers are men? Number | Required | Min: 0 | Max: 100 % 151. Approximately, what is the average age of your coworkers? Number | Required | Min: 18 | Max: 85 [Q152 logic: Show if Q1 selected choice is "20 - 29"] 152. Approximately what percentage of your co-workers are 20 to 29 years old? Number | Required | Min: 0 | Max: 100 % Allow skipping with checkbox labeled: "I have no co-workers" [Q153 logic: Show if Q1 selected choice is "30 - 39"]

53.	Appro	ximately what percentage of your co-workers are 30 to 39 years old?
	Numbe	er Required Min: 0 Max: 100
		%
	Allow	skipping with checkbox labeled: "I have no co-workers"
Q1:	54 logi	c: Show if Q1 selected choice is "40 - 49"]
54.	•••	ximately what percentage of your co-workers are 40 to 49 years old? er Required Min: 0 Max: 100
		% skipping with checkbox labeled: "I have no co-workers"
Q1:	55 logi	c: Show if Q1 selected choice is "50 - 64"]
55.	•••	ximately what percentage of your co-workers are 50 to 64 years old? er Required Min: 0 Max: 100
	INUITIDE	
	Allow	% skipping with checkbox labeled: "I have no co-workers"
56.	Appro	ximately what percentage of your coworkers are:
	Allocat	ion Required Randomize Total: 100
	a) b) c) d) e) f) g)	Black or African American? Hispanic or of Latin American descent (of any race)? Asian? Native American or Alaska Native? Native Hawaiian or Pacific Islander? White (not Hispanic or of Latin American descent)? Other?
57.	Do pe	ople at your place of work converse in a language <u>other than</u> English?
	Multiple	e choice Required Vertical Single-select
	a) b)	Yes No, they only converse in English
		s speak another language
now	/ DIOCK	if Q157 selected choice is "Yes"
58.	What	percentage of your co-workers converse in a language other than English?
	Slider	Required Min: 0 Max: 100
		•%
59.	What	is the main language, aside from English, that your co-workers use at work?
	Multipl	e choice Required Dropdown Single-select Randomize
	a)	Spanish

b) c) d) e) f) g) h) i) j) k) l)	 Vietnamese Filipino Tagalog Arabic German French Portuguese Creole Navaho 	
[Q160 lo	ogic: Show if Q159 selected choice is "Spanish"]	
160. Do	you speak Spanish?	
	tiple choice Required Vertical Single-select	
a) b)		
[Q161 lo	ogic: Show if Q159 selected choice is "Chinese"]	
161. Do	you speak Chinese?	
Mul	tiple choice Required Vertical Single-select	
a) b)		
[Q162 lo	ogic: Show if Q159 selected choice is "Vietnamese"]	
162. Do	you speak Vietnamese?	
Mul	tiple choice Required Vertical Single-select	
a) b)		
[Q163 lo	ogic: Show if Q159 selected choice is "Filipino"]	
163. Do	163. Do you speak Filipino?	
Mul	tiple choice Required Vertical Single-select	
a) b)		
[Q164 lo	[Q164 logic: Show if Q159 selected choice is "Tagalog"]	
164. Do	164. Do you speak Tagalog?	
	tiple choice Required Vertical Single-select	
a) b)		

<pre>[Q165 logic: Show if Q159 selected choice is "Arabic"] 165. Do you speak Arabic? Multiple choice Required Vertical Single-select</pre>			
Multiple choice Required Vertical Single-select a) Yes b) No [Q166 logic: Show if Q159 selected choice is "German"] 166. Do you speak German? Multiple choice Required Vertical Single-select a) Yes b) No [Q167 logic: Show if Q159 selected choice is "French"] 167. Do you speak French? Multiple choice Required Vertical Single-select a) Yes b) No [Q168 logic: Show if Q159 selected choice is "Portuguese"] 168. Do you speak Portuguese? Multiple choice Required Vertical Single-select a) Yes b) No [Q169 logic: Show if Q159 selected choice is "Creole"] 169. Do you speak Creole? Multiple choice Required Vertical Single-select a) Yes b) No [Q170 logic: Show if Q159 selected choice is "Navaho"] 170. Do you speak Navaho? Multiple choice Required Vertical Single-select a) Yes b) No [Q171 logic: Show if Q159 selected choice is "Navaho"] 170. Do you speak Navaho? Multiple choice Required Vertical Single-select a) Yes b) No	[Q165 logic: Show if Q159 selected choice is "Arabic"]		
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b) No [Q170 logic: Show if Q159 selected choice is "Navaho"] 170. Do you speak Navaho? Multiple choice Required Vertical Single-select a) Yes b) No [Q171 logic: Show if Q159 selected choice is "Other"]	Multiple choice Required Vertical Single-select		
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Multiple choice Required Vertical Single-select a) Yes b) No [Q171 logic: Show if Q159 selected choice is "Other"]	[Q170 logic: Show if Q159 selected choice is "Navaho"]		
a) Yes b) No [Q171 logic: Show if Q159 selected choice is "Other"]	170. Do you speak Navaho?		
b) No [Q171 logic: Show if Q159 selected choice is "Other"]	Multiple choice Required Vertical Single-select		
171. Do you speak the other non-English language your co-workers speak?	[Q171 logic: Show if Q159 selected choice is "Other"]		

a) Yes

b) No

[Q172 logic: QUESTION HIDDEN]

%

172. Approximately what percent of your coworkers share your religious views?

Number | Required | Min: 0 | Max: 100

Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%

- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- I) Prefer not to answer

[Q173 logic: QUESTION HIDDEN]

173. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

Slider | Required | Min: 0 | Max: 10

Not at all — Completely

Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

180. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

a)	0 - Not at all
b)	1
c)	2
d)	3
e)	4
f)	5
g)	6
h)	7
i)	8
i)	q

- k) 10 Completely
- I) I don't know
- m) Prefer not to answer

[Q174 logic: QUESTION HIDDEN]

174. Do your religious practices include dietary restrictions?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to answer

[Q176 logic: QUESTION HIDDEN]

176. What percent of your coworkers hold political views that are similar to yours?

Number | Required | Min: 0 | Max: 100

_ %

Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

178. What percent of your coworkers hold political views that are similar to yours?

a)	0% to 9%
b)	10% to 19%
,	
c)	20% to 29%
d)	30% to 39%
e)	40% to 49%
f)	50% to 59%
g)	60% to 69%
h)	70% to 79%
i)	80% to 89%
j)	90% to 100%
k)	l don't know
I)	Prefer not to answer

132. When you return to work in person, and you are introduced to somebody will you:

Multiple choice | Required | Vertical | Single-select

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

133. **Before COVID (in 2019),** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

Questions and Responses

SWAA September 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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 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 "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)
- 142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members

e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant increase in demand/business/sales
- e) Yes significant <u>decrease</u> in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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?

Auto skip if already indicated some 1 or more wfh days this week

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

7. *After COVID, in 2022 and later,* 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer <u>announced new plans</u> about working from home after the pandemic ends, in 2022 or later?

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

- a) No
- b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. Before the latest announcement, how often did your employer <u>plan</u> for you to work from home <u>after COVID</u>, in 2022 and later?

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
 - h) My employer had not discussed this or announced a policy prior to that announcement

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

10. How many hours per week are you working for pay in mid-September (now)?

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

____ hours

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

[Q12 logic: Show if Q6 selected choice is "Yes"]

During 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
- 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 Mediai) Manufacturing
- j) Mining, Quarrying or Oil and Gas Extraction
- k) Professional, Technical or Business Services
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

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

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

194. Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to answer

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra

c)	10% to 15% extra
d)	15% to 25% extra
e)	25% to 35% extra
f)	More than 35% extra

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

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

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No

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"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

____%

>10% of tasks require collaboration

show block if Q186 answer ≥ 10

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

____ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

_ %

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

_%

191. Currently, how many times does your main work team meet in a typical week? Include inperson, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

____ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

__ times per week

Set random videocall question to ...

[Q50 logic: Show for 1/3 of respondents]

50. How does the efficiency of *video calls for <u>one-on-one</u> and <u>small group</u> meetings (up to 4 people) compare to the efficiency of <u>in-person</u> meetings?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over video call for work

[Q51 logic: Show for 1/3 of respondents]

51. How does the efficiency of *video calls for <u>medium sized group</u> meetings (5 to 9 people)* compare to the efficiency of *in-person meetings?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) Not applicable -- I don't have meetings over video call for work

[Q52 logic: Show for 1/3 of respondents]

52. How does the efficiency of *video calls for <u>large group</u> meetings (10 or more people)* compare to the efficiency of *in-person meetings?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over video call for work

Worked from home

show block if Q6 selected choice is "Yes"

Set random covid wording to 50/50 random selection of block

Show for 50% of respondents

32. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

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

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic?

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

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

- a) Under 5% less efficient
- b) 5% to 15% less efficient

	c)	5% to 10% less efficient
	d)	15% to 25% less efficient
	e)	25% to 35% less efficient
	f)	Over 35% less efficient
Shov	v for 50	% of respondents
Onov		
144.		oes your efficiency working from home compare to your efficiency working on ess premises?
	Multiple	e choice Required Vertical Single-select
	a) b) c)	Better I am more efficient at home than working on business premises About the same I'm equally efficient in both places Worse I am less efficient at home than working on business premises
-		c: Show if Q144 selected choice is "Better I am more efficient at home than business premises"]
145.	How n	nuch more efficient are you working from home than on business premises?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Under 5% more efficient 5% to 10% more efficient 10% to 15% more efficient 15% to 25% more efficient 25% to 35% more efficient Over 35% more efficient
		c: Show if Q144 selected choice is "Worse I am less efficient at home than business premises"]
146.	How n	nuch less efficient are you working from home than on business premises?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Under 5% less efficient 5% to 15% less efficient 5% to 10% less efficient 15% to 25% less efficient 25% to 35% less efficient Over 35% less efficient
show	v if indic	cates more efficient working at home
35.		e saved by not commuting part of your extra efficiency when working from
	Multiple	e choice Required Vertical Single-select
	a) b)	Yes No
[03		Show if 035 selected choice is "Yes" 1

36.	save k [Pleas is due to time Slider	huch of your extra efficiency when working from home is due to the time you by not commuting? e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.] Required Min: 0 Max: 100 ne, 0% — — All, 100%		
137.	Apart from saving time by not commuting, <i>why are you <u>more efficient</u> when working from home?</i> Please select all that apply.			
	Multiple choice Required Vertical Multi-select			
	a) b) c) d) e) f) g)	My home is quieter and has fewer interruptions I have fewer or shorter meetings when working from home Mealtimes, chores, and/or childcare are more efficient when I work from home My internet connection is better at home I have better equipment at home than at work I feel less stressed at home Other, please specify [text input]		
	7	al au if leas afficient working of home 1		
[ຟິ3/	logic:	show if less efficient working at home]		
37.	Why a	Why are you less efficient when working from home? Please select all that apply.		
	Multiple	ble choice Required Vertical Multi-select Randomize		
	a) b) c) d) e) f) g) h)	I don't have a quiet room to work in I am frequently interrupted by my kids I am frequently interrupted by my partner or other adults I live with I don't have an adequate internet connection My home computer is not good enough I need specialized equipment to do my job My job involves many tasks that cannot be done remotely Other, please specify [text input]		
[Q11 time		: Show if Q19 selected choice is not "Perfect, the internet works 100% of the		
115.	How much would your <i>efficiency working from home</i> increase if you had perfect high- speed internet?			
	Multiple	e choice Required Vertical Single-select		
	a) b) c) d)	None, my internet is already fast enough A little, my efficiency would increase about 5% Somewhat, my efficiency would increase about 10% Substantially, my efficiency would increase by 30% or more		
38.	Compared to your expectations before COVID (in 2019) how has working from home turned out for you?			
	Multiple	e choice Required Vertical Single-select		

Hugely better -- I am 20%+ more productive than I expected a) Substantially better -- I am to 10% to 20% more productive than I expected b) Better -- I am 1% to 10% more productive than I expected C) About the same as I expected d) Worse -- I am 1% to 10% less productive than I expected e) f) Substantially worse -- I am to 10% to 20% less productive than I expected Hugely worse -- I am 20%+ less productive than I expected g) 183. When you work from home, *does your employer use surveillance software to monitor* when and how much time you spend working? Multiple choice | Required | Vertical | Single-select Yes a) b) No I don't know c) show block if Q183 selected choice is "Yes" 195. Do you know the <u>name/producer of the surveillance software</u> your employer uses to monitor when and how much time you spend working? Multiple choice | Required | Vertical | Single-select

a) Yes, I know the name

b) No

[Q193 logic: Show if Q195 selected choice is "Yes, I know the name"]

193. What is the name/producer of the surveillance software your employer uses?

Text input | Required | Single line

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

41. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. Once *most of the population has been vaccinated* against COVID, 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2021?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
- c) I would quit my job on or before November 1st, regardless of whether I got another job.

[Q70 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 Q8 selected choice is not "I have no employer"]

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

- a) Yes
- b) No
- c) My employer has not announced a policy about this

Set random_vaccine_return to ...

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

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) Yes, except for those with medical or religious exemptions
- c) Yes, for jobs that involve working in close proximity to others
- d) No, but my employer should encourage workers to get vaccinated
- e) No, my employer should let workers make their own decisions about vaccination

[Q53 logic: Show for group1]

53. Approximately how much did you earn by working in 2020, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you earn by working in 2020, on a before-tax basis?

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]
- I) \$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]
- p) Prefer not to answer

Employed block

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

[Q148 logic: Skip if Q_staff_size answer is]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select a) 0 - I do not enjoy them at all b) 1 2 C) 3 d) 4 e) 5 f) g) 6 7 h) 8 i) j) 9 k) 10 - I enjoy them very much 149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite? Multiple choice | Required | Horizontal | Single-select 0 - I do not enjoy them at all a) b) 1 c) 2 3 d) 4 e) 5 f) 6 g) 7 h) 8 i) j) 9 10 - I enjoy them very much k) I do not have any personal interactions with customers, clients, or patients at my I) employer's worksite 150. Approximately, what percentage of your co-workers are men? Number | Required | Min: 0 | Max: 100 % 151. Approximately, what is the average age of your coworkers? Number | Required | Min: 18 | Max: 85 Allow skipping with checkbox labeled: "I have no co-workers" [Q152 logic: Show if Q1 selected choice is "20 - 29"] 152. Approximately what percentage of your co-workers are 20 to 29 years old? Number | Required | Min: 0 | Max: 100 % Allow skipping with checkbox labeled: "I have no co-workers" [Q153 logic: Show if Q1 selected choice is "30 - 39"]

Numbe	ximately what percentage of your co-workers are 30 to 39 years old? er Required Min: 0 Max: 100 %		
	skipping with checkbox labeled: "I have no co-workers"		
54 logi	c: Show if Q1 selected choice is "40 - 49"]		
Numbe	ximately what percentage of your co-workers are 40 to 49 years old? or Required Min: 0 Max: 100		
	% skipping with checkbox labeled: "I have no co-workers"		
55 logi	c: Show if Q1 selected choice is "50 - 64"]		
Numbe	ximately what percentage of your co-workers are 50 to 64 years old? er Required Min: 0 Max: 100 % skipping with checkbox labeled: "I have no co-workers"		
156. Approximately what percentage of your coworkers are:			
Allocation Required Randomize Total: 100			
a) b) c) d) e) f) g)	Black or African American? Hispanic or of Latin American descent (of any race)? Asian? Native American or Alaska Native? Native Hawaiian or Pacific Islander? White (not Hispanic or of Latin American descent)? Other?		
179. Approximately what percent of your coworkers share your religious views?			
Multiple choice Required Vertical Single-select			
a) b) c) d) e) f) g) h) i) j) k) l)	0% to 9% 10% to 19% 20% to 29% 30% to 39% 40% to 49% 50% to 59% 60% to 69% 70% to 79% 80% to 89% 90% to 100% I don't know Prefer not to answer		
	Number Allow s 54 logic Approx Number Allow s 55 logic Approx Allow s Allow s Allow s Allow s Allow s Allocat a) b) c) d) e) f) g) Approx Allocat a) b) c) d) e) f) g) Approx Allocat a) b) c) d) e) f) g) Approx Allow s Allow s Allocat a) b) c) d) e) f) g) Approx Allocat a) b) c) d) e) f) g) Approx Allocat a) b) c) d) e) f) g) Approx Allocat a) b) c) d) e) f) g) Approx Allow s Allow s Allo s A		

180. Aside from those who share your religious views, do you feel that your other coworkers

	-	ct your religious views?			
	Multiple choice Required Horizontal Single-select				
	a)	0 - Not at all			
	b) c)	1 2			
	d)	3			
	e)	4			
	f)	5			
	g)	6			
	h)	7 8			
	i) j)	9			
	k)	10 - Completely			
	I)	I don't know			
	m)	Prefer not to answer			
177.	Do yo	u have any dietary restrictions for health, religious or other reasons?			
	Multipl	e choice Required Vertical Single-select			
	a)	Yes			
	b) c)	No Prefer not to answer			
	0)				
	ls it ha	c: Show if Q177 selected choice is "Yes"] ard to satisfy these dietary restrictions at your employer's worksite? e choice Required Vertical Single-select			
	a) b)	Yes No			
	c)	Prefer not to answer			
178.		percent of your coworkers hold political views that are similar to yours? e choice Required Vertical Single-select			
	a)	0% to 9%			
	b)	10% to 19%			
	c) d)	20% to 29% 30% to 39%			
	e)	40% to 49%			
	f)	50% to 59%			
	g)	60% to 69%			
	h)	70% to 79%			
	i) j)	80% to 89% 90% to 100%			
)) k)	I don't know			
	l)	Prefer not to answer			
182.		scale of 0 to 10, how much do you enjoy wearing business or other work attire you work on business premises?			

Multiple choice | Required | Vertical | Single-select

- 0 not at all a)
- b) 1
- 2 C)
- 3 d)
- 4 e)
- 5 f)
- g) 6 7
- h)
- i) 8
- 9 j)
- 10 very much k)
- I) Not applicable
- 181. Roughly how many restaurants and other dining places are near your employer's worksite?

At how many of them, do you enjoy eating lunch?

Combination | Required

Total number of restaurants/dining places near my employer's	Number input
worksite	restaurants/dining
Number of restaurants/dining places near my employer's worksite	places
that I enjoy eating lunch at	Min: 0
	<u>Max</u> : 20
	Skip label: More than 20

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

- a) At home
- At work b)
- c) A commercial establishment
- d) Commuting or in transit
- Russian sauna e)
- f) Other

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0

Max: 550

Questions and Responses

SWAA October 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

2. Currently (this week) what is your 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

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

3. How many full days are you working this week (whether at home or on business premises)?

- 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 are working this week. How many *full paid working days* are you <u>working from home</u> this week?

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]

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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 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 "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)
- 142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members

e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant increase in demand/business/sales
- e) Yes significant <u>decrease</u> in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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

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

7. *After COVID, in 2022 and later,* 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer <u>announced new plans</u> about working from home after the pandemic ends, in 2022 or later?

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

- a) No
- b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. Before the latest announcement, how often did your employer <u>plan</u> for you to work from home <u>after COVID</u>, in 2022 and later?

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
 - h) My employer had not discussed this or announced a policy prior to that announcement

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

202. Will your manager work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If your <u>manager</u> starts coming into your employer's place of business on some of your work-from-home days, what will you do?

Multiple choice | Required | Vertical | Single-select

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from home on the others
- c) Come into my employer's place of business on the same days as my manager

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

Show if Any selection for Q147 OR any selection other than "No staff but myself" for Q_staff_size

204. Will *most of your <u>coworkers</u> work* from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If your <u>coworkers</u> start coming into your employer's place of business on some of your work-from-home days, what will you do?

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from

home on the othersc) Come into my employer's place of business on the same days as my coworkers

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

10. How many hours per week are you working for pay in mid-October (now)?

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

_____ hours

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

117. Before COVID how did you typically commute to work?

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

- a) Car
- b) Subway
- c) Train
- d) Bus
- e) Walk
- f) Bicycle
- g) Taxi/Ride-Share

[Q12 logic: Show if Q6 selected choice is "Yes"]

During 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

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
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

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

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

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra

f) More than 35% extra

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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5 6
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No

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"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

_____%

>10% of tasks require collaboration

show block if Q186 answer ≥ 10

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

_____ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____%

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

_%

191. Currently, how many times does your main work team meet in a typical week? Include inperson, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

____ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

times per week

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

- a) Green
- b) Purple

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you are working this week. How many days are you **working on** your <u>employer's premises</u> this week ?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I'm working 1 day at my employer's premises [TAG: 1]
- c) I'm working 2 days at my employer's premises [TAG: 2]
- d) I'm working 3 days at my employer's premises [TAG: 3]
- e) I'm working 4 days at my employer's premises [TAG: 4]
- f) I'm working 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set random_covid_wording to 50/50 random selection of block

Show for 25% of respondents

32. How does your efficiency working from home *during the COVID-19 pandemic* compare to your efficiency working on business premises *before the pandemic?*

Multiple choice | Required | Vertical | Single-select

a) Better -- I am more efficient at home than I was working on business premises

D = D = D = D = D = D = D = D = D = D =	b))	About the same	l'm	equally	efficient	in	both	place	s
---	----	---	----------------	-----	---------	-----------	----	------	-------	---

c) Worse -- I am less efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much *more efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

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

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much *less efficient* have you been working from home *during the COVID-19 pandemic* than on business premises *before the COVID-19 pandemic*?

Multiple choice | Required | Vertical | Single-select

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

Show for 75% of respondents

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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

- 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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"] 146. How much *less efficient* are you working from home than on business premises? Multiple choice | Required | Vertical | Single-select Under 5% less efficient a) 5% to 15% less efficient b) 5% to 10% less efficient C) d) 15% to 25% less efficient 25% to 35% less efficient e) Over 35% less efficient f) show if indicates more efficient working at home 35. Is time saved by not commuting part of your extra efficiency when working from home? Multiple choice | Required | Vertical | Single-select Yes a) 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% 137. Apart from saving time by not commuting, why are you more efficient when working from home? Please select all that apply. Multiple choice | Required | Vertical | Multi-select a) My home is quieter and has fewer interruptions I have fewer or shorter meetings when working from home b) Mealtimes, chores, and/or childcare are more efficient when I work from home c) My internet connection is better at home d) I have better equipment at home than at work e) I feel less stressed at home f) Other, please specify [text input] a) [Q37 logic: show if less efficient working at home] 37. Why are you *less efficient* when working from home? Please select all that apply.

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

- a) I don't have a quiet room to work in
- b) I am frequently interrupted by my kids
- c) I am frequently interrupted by my partner or other adults I live with
- d) I don't have an adequate internet connection
- e) My home computer is not good enough
- f) I need specialized equipment to do my job
- g) My job involves many tasks that cannot be done remotely
- h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more
- 38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

41. Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on December 1, 2021?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
- c) I would quit my job on or before December 1st, regardless of whether I got another job.

[Q197 logic: Show if Q8 selected choice is none of "5+ days per week", "I have no employer"]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

Multip	Multiple choice Required Horizontal Single-select					
a)	0 - not at all					
b)	1					
c)	2					
d)	3					
e)	4					
f)	5					
g)	6					
h)	7					
i)	8					
j)	9					
k)	10 - very much					

200. Have you quit or voluntarily left a job in the past 6 months?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. When did you quit/leave that job?

(If you quit/left more than one job in the past 6 months, please answer for the most recent one.)

Multiple choice | Required | Vertical | Single-select

- a) Earlier this month (October)
- b) Last month (September)
- c) August
- d) July
- e) June
- f) May
- g) April

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. Why did you voluntarily quit/leave that job? Please select up to 3 reasons.(If you quit/left more than one job in the past 6 months, please answer based on the most recent one.)

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

- a) Because my ability to work from home on that job was being cut back.
- b) To <u>take a job</u> that let me work from home.
- c) To look for a job that would let me work from home.
- d) I moved to a new area (for reasons other than a job offer).
- e) To take a job with better pay, benefits or hours.
- f) To care for relatives or children.
- g) Because I can support myself on public assistance.
- h) To start my own business.
- i) The job was temporary or seasonal.
- j) Because I retired.

- k) To become a full-time student.
- Other, please specify [text input] I)

[Q70 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 Q8 selected choice is not "I have no employer"]

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

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- My employer has not announced a policy about this C)

Set random vaccine return to ...

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

Multiple choice | Required | Vertical | Single-select

- Yes a)
- b) Yes, except for those with medical or religious exemptions
- Yes, for jobs that involve working in close proximity to others c)
- No, but my employer should encourage workers to get vaccinated d)
- No, my employer should let workers make their own decisions about vaccination e)

[Q53 logic: Show for group1]

53. Approximately how much did you *earn by working in 2020, on a before-tax basis*?

Number | Required | Min: 0 | Max: 1000

\$,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you earn by working in 2020, on a before-tax basis?

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

- \$200,000 to \$499,999 [TAG: 225] \$500,000+ [TAG: 500] Prefer not to answer n)
- o)
- p)

Employed block				
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"				
[Q148 logic: Skip if Q_staff_size answer is "No staff other than myself"]				
148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?				
Multiple choice Required Horizontal Single-select				
 a) 0 - I do not enjoy them at all b) 1 c) 2 d) 3 e) 4 f) 5 g) 6 h) 7 i) 8 j) 9 k) 10 - I enjoy them very much 				
49. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?				
Multiple choice Required Horizontal Single-select				
 a) 0 - I do not enjoy them at all b) 1 c) 2 d) 3 e) 4 f) 5 g) 6 h) 7 i) 8 j) 9 k) 10 - I enjoy them very much I) I do not have any personal interactions with customers, clients, or patients at my employer's worksite 				
150. Approximately, what percentage of your co-workers are men?				
Number Required Min: 0 Max: 100				
%				
[Q152 logic: Show if Q1 selected choice is "20 - 29"]				

152.	Approximately what percentage of your co-workers are 20 to 29 years old? Number Required Min: 0 Max: 100 %				
	Allow skipping with checkbox labeled: " I have no co-workers "				
[Q1	53 logic: Show if Q1 selected choice is "30 - 39"]				
153.	Approximately what percentage of your co-workers are 30 to 39 years old? Number Required Min: 0 Max: 100 %				
	Allow skipping with checkbox labeled: "I have no co-workers"				
[Q1	54 logic: Show if Q1 selected choice is "40 - 49"]				
154.	Approximately what percentage of your co-workers are 40 to 49 years old? Number Required Min: 0 Max: 100 %				
	Allow skipping with checkbox labeled: "I have no co-workers"				
[Q1:	55 logic: Show if Q1 selected choice is "50 - 64"]				
155.	Approximately what percentage of your co-workers are 50 to 64 years old? Number Required Min: 0 Max: 100 % Allow skipping with checkbox labeled: "I have no co-workers"				
156.	Approximately what percentage of your coworkers are:				
	Allocation Required Randomize Total: 100				
	 a) Black or African American? b) Hispanic or of Latin American descent (of any race)? c) Asian? d) Native American or Alaska Native? e) Native Hawaiian or Pacific Islander? f) White (not Hispanic or of Latin American descent)? g) Other? 				
179.	179. Approximately what percent of your coworkers share your religious views?				
	Multiple choice Required Vertical Single-select				
	 a) 0% to 9% b) 10% to 19% c) 20% to 29% d) 30% to 39% e) 40% to 49% f) 50% to 59% 				
	g) 60% to 69%				

- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- I) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

182. On a scale of 0 to 10, how much do you enjoy wearing business or other work attire when you work on business premises?

- a) 0 not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6 h) 7
- h) 7 i) 8

- j) 9
- k) 10 very much
- I) Not applicable

[Q196 logic: Show if Q6 selected choice is "Yes"]

196. On a scale of 0 to 10, how much do you agree with the following statement? "While working from home I am less stressed because I don't feel like I am constantly under supervision."

Multiple choice | Required | Horizontal | Single-select

0 - not at all a) b) 1 2 C) 3 d) 4 e) 5 f) 6 g) 7 h) 8 i) j) 9

10 - very much

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home

k)

- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

Questions and Responses

SWAA November 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 MaxN = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Last week what was your 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

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)?

- 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* <u>work from home</u> last week?

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?

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	<u>home</u>	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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 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 "I am self-employed and run my own business"

139.	When	When did you start your own business?		
	Multiple choice Required Vertical Single-select			
	a) b)	Before March 2020 On or after March 2020 (during the COVID-19 pandemic)		
142.	Excluding yourself but including employees and independent contractors, how many staff members are part of your business?			
	Multiple	e choice Required Vertical Single-select		
	a) b) c) d) e)	No staff other than myself Less than 10 staff members 10 to 49 staff members 50 to 99 staff members 100+ staff members		
[Q14	40 logio	: Show if Q139 selected choice is "Before March 2020"]		
140.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that		
	Multiple choice Required Vertical Multi-select			
	a) b) c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes significant <u>increase</u> in demand/business/sales Yes significant <u>decrease</u> in demand/business/sales Yes, some other reason <u>[text input]</u> No		
	41 logio andemi	c: Show if Q139 selected choice is "On or after March 2020 (during the COVID- ic)"]		
141.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that		
	Multiple	e choice Required Vertical Multi-select		
	a)	Yes, lockdowns and social distancing directly generated the market for my business		
	b)	Yes, I started my business after losing my job due to lockdowns and social distancing		
	c)	Yes, it pushed us to implement or expand our digital sales strategy		
	d)	Yes, it pushed us to digitize our supply or internal management processes		
	e)	Yes, it made recruiting talent easier due to remote work		
	f)	Yes, some other reason [text input]		
1	g)	No		

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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

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

7. *After COVID, in 2022 and later,* 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

Set random_group to: 50% group1 50% group2

8. *After COVID, in 2022 and later,* 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
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week
- g) 5+ days per week
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

202. Will **your manager** work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes

- b) No
- c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If your <u>manager</u> starts coming into your employer's place of business on some of your work-from-home days, what will you do?

Multiple choice | Required | Vertical | Single-select

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from home on the others
- c) Come into my employer's place of business on the same days as my manager

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "3 days per week"

Show if Any selection for Q147 OR any selection other than "No staff but myself" for Q_staff_size

204. Will *most of your <u>coworkers</u> work* from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If your <u>coworkers</u> start coming into your employer's place of business on some of your work-from-home days, what will you do?

Multiple choice | Required | Vertical | Single-select

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from home on the others
- c) Come into my employer's place of business on the same days as my coworkers

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

10. How many hours per week are you working for pay in mid-November(now)?

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

_____ hours

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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

Combination | Required

You commute to your employer's or client's worksite?	Number input
You work from home?	minutes
	Min: 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 / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

210. <u>In 2019 (before COVID)</u>, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am
- i) 9:30am
- j) 10:00am
- k) 10:30am
- I) After 10:30am

[Q211 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"]

211. <u>Last week</u>, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am
- i) 9:30am
- j) 10:00am
- k) 10:30am
- l) After 10:30am

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. **During 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

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
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

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

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

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra

f) More than 35% extra

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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5 6
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No

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

[Q212 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"]

212. What percentage of your <u>total working time</u> <u>*last week*</u> did you spend at the following locations?

Allocation | Required | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space

- f) Public space (cafe, library, etc.)
- 213. <u>After COVID, in 2022 or later</u>, what percentage of your <u>total working time</u> would you <u>like</u> <u>to</u> spend at the following locations?

Allocation | Required | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc
- g) I don't plan to work in 2022

214. <u>After COVID, in 2022 or later</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc
- g) I don't plant to work in 2022

[Q217 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" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. Do you currently have the option to work at more than one employer worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I'm working 1 day at my employer's premises [TAG: 1]
- c) I'm working 2 days at my employer's premises [TAG: 2]

- d) I'm working 3 days at my employer's premises [TAG: 3]
- e) I'm working 4 days at my employer's premises [TAG: 4]
- f) I'm working 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

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

- a) Yes
- b) No

[Q3	6 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	
	No	one , 0% ———•—— All, 100%	
137.		from saving time by not commuting, <i>why are you <u>more efficient</u> when working</i> home? Please select all that apply.	
	Multiple	e choice Required Vertical Multi-select	
	a) b) c) d) e) f) g)	My home is quieter and has fewer interruptions I have fewer or shorter meetings when working from home Mealtimes, chores, and/or childcare are more efficient when I work from home My internet connection is better at home I have better equipment at home than at work I feel less stressed at home Other, please specify [text input]	
[Q37	7 loaic:	Show if Q144 selected choice is "Worse I am less efficient at home than	
		business premises"]	
37.	Why a	re you <i>less efficient</i> when working from home? Please select all that apply.	
	Multiple	e choice Required Vertical Multi-select Randomize	
	a) b) c) d) e) f) g) h)	I don't have a quiet room to work in I am frequently interrupted by my kids I am frequently interrupted by my partner or other adults I live with I don't have an adequate internet connection My home computer is not good enough I need specialized equipment to do my job My job involves many tasks that cannot be done remotely Other, please specify [text input]	
[Q1 ⁻ time	-	c: Show if Q19 selected choice is not "Perfect, the internet works 100% of the	
115.		nuch would your efficiency working from home increase if you had perfect high- internet?	
	Multiple	e choice Required Vertical Single-select	
	a) b) c) d)	None, my internet is already fast enough A little, my efficiency would increase about 5% Somewhat, my efficiency would increase about 10% Substantially, my efficiency would increase by 30% or more	
38.	Compa	ared to your expectations before COVID (in 2019) how has working from home	

turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on January 1, 2022?

- a) I would comply and return to the worksite
 - b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
- c) I would quit my job on or before December 1st, regardless of whether I got another job.

[Q197 logic: Show if Q8 selected choice is none of "5+ days per week", "I have no employer"]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

Multiple choice | Required | Horizontal | Single-select

a)	0 - not at all
b)	1
c)	2
d)	3
e)	4
f)	5
g)	6
h)	7
i)	8
j)	9
k)	10 - very much

200. Have you quit or voluntarily left a job in the past 6 months?

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

- a) Yes
- b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. When did you quit/leave that job?

(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

- a) Earlier this month (November)
- b) Last month (October)
- c) September
- d) August
- e) July
- f) June
- g) May

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. Why did you voluntarily quit/leave that job? Please pick <u>up to 3 reasons</u> and rank them. (If you quit/left more than one job in the past 6 months, please answer based on the most recent one.)

Rank | Required | Randomize | Rank 3 options

- a) Because my ability to work from home on that job was being cut back.
- b) To take a job that let me work from home.
- c) To look for a job that would let me work from home.
- d) I moved to a new area (for reasons other than a job offer).
- e) To take a job with better pay, benefits or hours.
- f) To care for relatives or children.
- g) Because I can support myself on public assistance.
- h) To start my own business.
- i) The job was temporary or seasonal.
- j) Because I retired.
- k) To become a full-time student.
- I) Fear of COVID infection or exposure
- m) Other, please specify [text input]

[Q53 logic: Show for group1]

53. Approximately how much will you earn by working in 2021, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____ ,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much will you earn by working in 2021, on a before-tax basis?

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]
- I) \$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]
- p) Prefer not to answer

143. Where have you been while you've filled out this survey?

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit

e) Russian sauna

f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Single-select

- a) I need to have <u>in-person face-to-face</u> meetings with clients, customers, or patients
- b) I need to collaborate *in-person face-to-face* with colleagues
- c) I need to *interact physically* with a machine or equipment at my <u>employer's</u> worksite
- d) Other (please specify) [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

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

Questions and Responses

SWAA December 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

<u>Legend</u>

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Last week what was your 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

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)?

- 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 <u>work from home</u> last week?

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?

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

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

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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 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 "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant **increase** in demand/business/sales
- e) Yes significant *decrease* in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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 random_group_future to: 50% group1 50% group2

[Q7 logic: Show if random_group_future is group1]

7. *After COVID, in 2022 and later,* 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

[Q223 logic: Show if random_group_future is group2]

223. After the pandemic ends, how often would you like to have paid workdays at home?

- 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

[Q8 logic: Show if random_group_future is group1]

8. *After COVID, in 2022 and later,* 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

[Q222 logic: Show if random_group_future is group2]

222. *After the pandemic ends,* 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

[Q127 logic: Show if selects an option tagged as "weekly_wfh" in Q_2022_WFH/Q_end_WFH]

127. For employees who work from home, who decides their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

- a) **Each employee** sets their own home workdays
- b) **<u>Teams</u>** decide their schedule of home workdays
- c) <u>My employer</u> sets <u>one</u> common home workday schedule
- d) <u>My employer</u> determines a home workday schedule that <u>differs</u> across people or teams
- e) My employer has not discussed this matter with me or announced a policy about it

show block if Q6 selected choice is "Yes"

Set random_group_wfh_preference to: 50% group 1 50% group 2 [Q128 logic: Show for group1 (random_group_wfh_preference)]

128. Which of the following would you prefer?

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

- a) Being able to choose which days you work from home (if any)
- b) Your employer sets a policy that determines who works from home on which days

[Q219 logic: Show for group2 (random_group_wfh_preference)]

219. If your employer **requires you to work on premises 3 days a week**, which would you <u>prefer</u>:

Multiple choice | Required | Vertical | Single-select

- a) Each person chooses which 3 days to work on premises
- b) Your employer sets the same 3 days for everyone to work on premises

[Q224 logic: Show if Q6 selected choice is "Yes"]

224. If your employer **requires you to work on premises 3 days a week**, which 3 days would you choose?

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

- a) Monday
- b) Tuesday
- c) Wednesday
- d) Thursday
- e) Friday

[Q220 logic: Show if Q6 selected choice is "Yes"]

220. *In 2022 and later,* will your employer allow you to **work from anywhere** (e.g. from Hawaii <u>without the expectation of coming into work</u>) for <u>one month</u> each year?

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

- a) Yes
- b) No
- 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

Show if partial WFH (works 1-4 days per week WFH)

202. Will *your manager* work from home on the same days as you after the pandemic is over?

- a) Yes
- b) No

	c)	I have no manager
[Q20	03 logi	c: Show if Q202 selected choice is "Yes"]
203.		r <u>manager</u> starts coming into your employer's place of business on some of work-from-home days, what will you do?
	Multip	le choice Required Vertical Single-select
	a) b)	Continue to work from home on those days Come into my employer's place of business on some of those days and work from home on the others
	c)	Come into my employer's place of business on the same days as my manager
	v if Any aff_siz	y selection for Q_total_workers OR any selection other than "No staff but myself" for e
204.		nost of your <u>coworkers</u> work from home on the same days as you after the emic is over?
	Multip	le choice Required Vertical Single-select
	a) b)	Yes No
[Q20	05 logi	ic: Show if Q204 selected choice is "Yes"]
205.		rr <u>coworkers</u> start coming into your employer's place of business on some of work-from-home days, what will you do?
	Multip	le choice Required Vertical Single-select
	a) b)	Continue to work from home on those days Come into my employer's place of business on some of those days and work from home on the others
	c)	Come into my employer's place of business on the same days as my coworkers
9.		9 (before COVID) approximately how many hours a week did you work when
		yea? er Required Min: 0 Max: 100 Decimals: 1
	INVITIDE	ה דרפעוויפע דיאוווי. ע דיאמא. דטע דעפטוויומא. ד

_____ hours

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

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

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

_____ hours

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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

Combination | Required

You commute to your employer's or client's worksite?	Number input
You work from home?	minutes
	Min: 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 / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

210. <u>In 2019 (before COVID)</u>, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am

- i) 9:30am
- j) 10:00am
- k) 10:30am
- I) After 10:30am

[Q211 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"]

211. <u>Last week</u>, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am
- i) 9:30am
- j) 10:00am
- k) 10:30am
- I) After 10:30am
- m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

During 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

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
- I) 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
- I) Other (please specify) [text input]

15. How much did you earn by working in 2019?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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
- 18. What is your race or ethnicity?

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

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

Section 2

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

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

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

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have *not* worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your *own room to work in*?

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5 days a week on your** employer's premises <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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

- 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

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

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform <u>all</u> of my job
- b) Yes, to perform part of my job
- c) No

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

[Q212 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"]

212. What percentage of your <u>total working time</u> <u>*last week*</u> did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)

[Q213 logic: Show if random_group_future is group1]

213. <u>After COVID, in 2022 or later</u>, what percentage of your <u>total working time</u> would you <u>like</u> <u>to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q225 logic: Show if random_group_future is group2]

225. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q214 logic: Show if random_group_future is group1]

214. <u>After COVID, in 2022 or later</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plant to work in 2022

[Q226 logic: Show if random_group_future is group2]

226. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plant to work in 2022

[Q217 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" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. On the days that you work at your employer's worksite, do you have <u>the option</u> to work at more than one site operated by <u>that employer</u>?

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

- a) Yes
- b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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

- 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 efficientf) Over 35% more efficient

		c: Show if Q144 selected choice is "Worse I am less efficient at home than business premises"]		
146.	How much less efficient are you working from home than on business premises?			
	Multipl	e choice Required Vertical Single-select		
	a) b) c) d) e) f)	Under 5% less efficient 5% to 15% less efficient 5% to 10% less efficient 15% to 25% less efficient 25% to 35% less efficient Over 35% less efficient		
		if Q144 selected choice is "Better I am more efficient at home than working on emises"		
35.	ls tim home	e saved by not commuting part of your extra efficiency when working from ?		
	Multipl	e choice Required Vertical Single-select		
	a) b)	Yes No		
[Q3	6 logic	: Show if Q35 selected choice is "Yes"]		
36.	save [Pleas is due to time Slider	nuch of your extra efficiency when working from home is due to the time you by not commuting? Se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.] Required Min: 0 Max: 100 one , 0% All, 100%		
137.	•	from saving time by not commuting, <i>why are you <u>more efficient</u> when working home?</i> Please select all that apply.		
	Multipl	e choice Required Vertical Multi-select Randomize		
	a) b) c) d) e) f) g)	My home is quieter and has fewer interruptions I have fewer or shorter meetings when working from home Mealtimes, chores, and/or childcare are more efficient when I work from home My internet connection is better at home I have better equipment at home than at work I feel less stressed at home Other, please specify [text input]		
r 02'	7 logio	Chew if 0444 calested she iss is "Weres I am loss afficient at home then		

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you *less efficient* when working from home? Please select all that apply.

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

- a) I don't have a quiet room to work in
- b) I am frequently interrupted by my kids
- c) I am frequently interrupted by my partner or other adults I live with
- d) I don't have an adequate internet connection
- e) My home computer is not good enough
- f) I need specialized equipment to do my job
- g) My job involves many tasks that cannot be done remotely
- h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state_job_curr to From ZIP

42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week 49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on February 1, 2022? Multiple choice | Required | Vertical | Single-select I would comply and return to the worksite a) I would start looking for a job that lets me work from home at least 1 or 2 days a b) week, but return to the worksite if I don't find one by February 1st. C) I would quit my job on or before February 1st, regardless of whether I got another job. [Q197 logic: Show if answered 5+ days per week OR I have no employer for Q 2022 WFH/Q end WFH] 197. On a scale of 0 to 10, how anxious are you about returning to work on business premises? Multiple choice | Required | Horizontal | Single-select 0 - not at all a) b) 1 c) 2 d) 3 4 e) 5 f) 6 g) 7 h) 8 i) j) 9 k) 10 - very much

200. Have you quit or voluntarily left a job in the past 6 months?

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

- a) Yes
- b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. When did you quit/leave that job?

(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

- a) Earlier this month (December)
- b) Last month (November)
- c) October
- d) September
- e) August
- f) July
- g) June

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. Why did you voluntarily quit/leave that job? Please pick <u>up to 3 reasons</u> and rank them. (If you quit/left more than one job in the past 6 months, please answer based on the most recent one.)

Rank | Required | Randomize | Rank 3 options

- a) Because my ability to work from home on that job was being cut back.
- b) To take a job that let me work from home.
- c) To look for a job that would let me work from home.
- d) I moved to a new area (for reasons other than a job offer).
- e) To take a job with better pay, benefits or hours.
- f) To care for relatives or children.
- g) Because I can support myself on public assistance.
- h) To start my own business.
- i) The job was temporary or seasonal.
- j) Because I retired.
- k) To become a full-time student.
- I) Fear of COVID infection or exposure
- m) Other, please specify [text input]

Set random_group_2021_earnings to: 50% group1 50% group2

[Q53 logic: Show for group1 (random_group_2021_earnings)]

53. Approximately how much will you earn by working in 2021, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$ _____ ,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2 (random_group_2021_earnings)]

54. Approximately how much will you earn by working in 2021, on a before-tax basis?

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]
- I) \$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]
- p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

____ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

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

- a) I need to have *in-person face-to-face* interactions with clients, customers, or patients
- b) I need to have <u>in-person face-to-face</u> interactions with colleagues

c) I need to <u>interact physically</u> with a machine or equipment at my <u>employer's</u> <u>worksite</u> d) Other (please specify) [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

Questions and Responses SWAA January 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=7500; Maximum N=7500

<u>Legend</u>

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ [TERMINATE]
- 2. Last week what was your 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

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)?

- 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* <u>work from home</u> last week?

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?

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

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

[Q5 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"]

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

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 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 "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant *increase* in demand/business/sales
- e) Yes significant decrease in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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>

223. After 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

222. *After the pandemic ends,* 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

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH

Set random_scheduling_question to randomly show one of the two questions in this block

BLOCK HIDDEN

127. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

- a) **Each employee** sets their own home workdays
- b) **Teams** decide their schedule of home workdays
- c) My employer sets one common home workday schedule
- d) <u>My employer</u> determines a home workday schedule that <u>differs</u> across people or teams
- e) My employer has not discussed this matter with me or announced a policy about it

227. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

- a) <u>My employer</u> determines a home workday schedule that <u>differs</u> across people or teams
- b) **Each employee** sets their own home workdays
- c) **Teams** decide their schedule of home workdays
- d) <u>My employer</u> sets <u>one</u> common home workday schedule
- e) My employer has not discussed this matter with me or announced a policy about it

240. Who sets your work-from-home schedule?

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

- a) I set <u>my own</u> work-from-home schedule
- b) My manager or employer sets my work-from-home schedule
- c) My employer has not set a policy about work-from-home schedules

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

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

- a) Coordinating with co-workers
- b) Coordinating with my spouse or domestic partner
- c) Coordinating with customers or clients
- d) Commuting when there's less traffic and congestion

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my workfrom-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

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

- a) A <u>common</u> schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
- b) Schedules <u>differ</u> across people and work teams

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

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

- a) Once per week or more
- b) Once or twice a month
- c) Rarely or never
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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

Combination | Required

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

228. Which of the following would you do each morning when you travel to work?

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

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

229. Which of the following would you do each morning when you work from home?

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

	Ye	es	No
Shower/bathe			
Brush teeth			
Use deodorant			
Put on makeup			
Shave			
Wear fresh clothes			
Set an alarm to wake up			

Set commuting trip types to:

- a) Drive alone
- b) Carpool
- c) Public transit (train, bus, ferry)
- d) Bicycle
- e) Walking
- f) Taxi / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

210. <u>In 2019 (before COVID)</u>, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am
- i) 9:30am
- j) 10:00am
- k) 10:30am
- I) After 10:30am

[Q211 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"]

211. <u>Last week</u>, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am
- i) 9:30am
- j) 10:00am
- *k*) 10:30am
- l) After 10:30am
- m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

During 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

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
- I) 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
- I) Other (please specify) [text input]

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

- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

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

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

Section 2

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3 days a week on your** employer's premises and **2 days at home** <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra
- 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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0

Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

show block 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"

212. What percentage of your <u>total working time</u> *last week* did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home [TAG: third party]
- e) Co-working space [TAG: third party]
- f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set primary_working_location to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the <u>friend or family</u> <u>member's home</u> where you usually work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting <u>to and from</u> the f<u>riend or family member's</u> <u>home</u> where you usually work?

Combination | Required

Time commuting <u>to</u> the *friend or family member's home* Time commuting <u>back from</u> the *friend or family member's home* Number input minutes <u>Min</u>: 0 Max: 120

Show if primary work site is Co-working space primary working location = coworking space

234. What is your primary transportation mode for commuting to the **co-working space where**

you usually work?

236.	How long do you usually spend commuting <i>to and from</i> the <i>co-v you usually work?</i>	vorking space where
	Combination Required	
	e commuting <u>to</u> the co-working space e commuting <u>back from</u> the co-working space	Number input minutes <u>Min</u> : 0 <u>Max</u> : 120
sho	w if primary work site is Public space	
orim	ary_working_location = public space	
	ary_working_location = public space What is your primary transportation mode for commuting to the <u>I</u> <u>library, etc.</u>) where you usually work?	public space (cafe,
	What is your primary transportation mode for commuting to the	oublic space (cafe <u>.</u>
	What is your primary transportation mode for commuting to the <u>I</u> <u>library, etc.</u>) where you usually work?	oublic space (cafe <u>.</u>
233.	What is your primary transportation mode for commuting to the <u>Iibrary, etc.</u>) where you usually work? Multiple choice Required Vertical Single-select	
233.	What is your primary transportation mode for commuting to the <u>I</u> <u>Iibrary, etc.</u>) where you usually work? Multiple choice Required Vertical Single-select Dynamic choices: commuting_trip_types How long do you usually spend commuting <u>to and from</u> the <u>publ</u>	
233. 237.	What is your primary transportation mode for commuting to the <u>I</u> <u>Iibrary, etc.</u>) where you usually work? Multiple choice Required Vertical Single-select Dynamic choices: commuting_trip_types How long do you usually spend commuting <u>to and from</u> the <u>public</u> <u>etc.</u>) where you usually work?	

225. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

226. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home

- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plant to work in 2022

[Q217 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" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. On the days that you work at your employer's worksite, do you have <u>the option</u> to work at more than one site operated by <u>that employer</u>?

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

- a) Yes
- b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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

	a) b) c) d) e) f)	Under 5% more efficient 5% to 10% more efficient 10% to 15% more efficient 15% to 25% more efficient 25% to 35% more efficient Over 35% more efficient
_	-	c: Show if Q144 selected choice is "Worse I am less efficient at home than business premises"]
146.	How m	nuch <i>less efficient</i> are you working from home than on business premises?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Under 5% less efficient 5% to 15% less efficient 5% to 10% less efficient 15% to 25% less efficient 25% to 35% less efficient Over 35% less efficient
		if Q144 selected choice is "Better I am more efficient at home than working on emises"
35.	home	e saved by not commuting part of your extra efficiency when working from ? e choice Required Vertical Single-select Yes No
[Q3		Show if Q35 selected choice is "Yes"]
36.	save [Pleas is due to time Slider	huch of your extra efficiency when working from home is due to the time you by not commuting? e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.] Required Min: 0 Max: 100 one , 0% All, 100%
137.		from saving time by not commuting, why are you <u>more efficient</u> when working home? Please select all that apply.
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b) c) d) e) f)	My home is quieter and has fewer interruptions I have fewer or shorter meetings when working from home Mealtimes, chores, and/or childcare are more efficient when I work from home My internet connection is better at home I have better equipment at home than at work I feel less stressed at home

g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you *less efficient* when working from home? Please select all that apply.

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

- a) I don't have a quiet room to work in
- b) I am frequently interrupted by my kids
- c) I am frequently interrupted by my partner or other adults I live with
- d) I don't have an adequate internet connection
- e) My home computer is not good enough
- f) I need specialized equipment to do my job
- g) My job involves many tasks that cannot be done remotely
- h) Other, please specify [text input]
- 38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job_curr to From ZIP

42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on March 1, 2022?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
- c) I would quit my job on or before February 1st, regardless of whether I got another job.

200. Have you quit or voluntarily left a job in the past 6 months?

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

- a) Yes
- b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. *When* did you quit/leave that job?

(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

- a) Earlier this month (December)
- b) Last month (November)
- c) October
- d) September
- e) August
- f) July
- g) June

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. Why did you voluntarily quit/leave that job? Please pick <u>up to 3 reasons</u> and rank them. (If you quit/left more than one job in the past 6 months, please answer based on the most recent one.)

Rank | Required | Randomize | Rank 3 options

- a) Because my ability to work from home on that job was being cut back.
- b) To take a job that let me work from home.
- c) To look for a job that would let me work from home.
- d) I moved to a new area (for reasons other than a job offer).
- e) To take a job with better pay, benefits or hours.
- f) To care for relatives or children.
- g) Because I can support myself on public assistance.
- h) To start my own business.
- i) The job was temporary or seasonal.
- j) Because I retired.
- k) To become a full-time student.
- I) Fear of COVID infection or exposure
- m) Other, please specify [text input]

Set random_group_2021_earnings to: 50% group1 50% group2

00,0 g.odp : 00,0 g.odp2

[Q53 logic: Show for group1 (random_group_2021_earnings)]

53. Approximately how much did you earn by working in 2021, on a before-tax basis?

Number | Required | Min: 0 | Max: 1000

\$_____,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2 (random_group_2021_earnings)]

54. Approximately how much did you earn by working in 2021, on a before-tax basis?

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]
- I) \$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]
- p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home

- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

_____% of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

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

- a) I need to have *in-person face-to-face* interactions with clients, customers, or patients
- b) I need to have *in-person face-to-face* interactions with colleagues
- c) I need to *interact physically* with a machine or equipment at my <u>employer's</u> worksite
- d) Other (please specify) [text input]

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

[Q230 logic: QUESTION HIDDEN]

230. 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) Not very strong Republican
- f) Strong Republican
- g) Other party
- h) Don't know or rather not say

[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

[Q231 logic: QUESTION HIDDEN]

231. 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 (Neither Party)
- d) Independent, close to Democrat
- e) Not very strong Democrat
- f) Strong Democrat
- g) Other party
- h) 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

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	<u>Min</u> : 0
	<u>Max</u> : 550

Questions and Responses SWAA February 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

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

Geography: United States of America

Sample size: Target N=7500; Maximum N=7500

<u>Legend</u>

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[TERMINATE]**
- 2. Last week what was your 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

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)?

- 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* <u>work from home</u> last week?

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?*

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked from	Worked at <i>employer or client</i>
	hours	home	site

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

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?*

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

- a) Yes
- b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_I4m is Yes

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 | Randomize

- a) Yes, I avoid jobs with high infection risk
- b) Yes, I require <u>higher pay</u> for jobs with high infection risk
- c) Yes, I require <u>higher benefits</u> for jobs with high infection risk
- d) Yes, I prefer jobs allowing me to work from home
- e) No

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

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

- a) I am **only** considering jobs allowing me to work from home
- b) I prefer jobs allowing me to work from home, but this is not a deal breaker
- c) No preference about working from home

NILF

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

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

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

- a) Yes, the main reason
- b) Yes, a <u>secondary</u> reason
- c) No
- 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 | Randomize

- a) Yes, <u>definitely</u>
- b) Yes, possibly
- c) No

Set wfh last week to Q207 choices by row some choice is "Worked from home"

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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 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 "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant *increase* in demand/business/sales
- e) Yes significant decrease in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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>

223. After 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

222. *After the pandemic ends,* 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

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH

Set random scheduling question to randomly show one of the two questions in this block

1		
240.	Who s	ets your work-from-home schedule?
Multiple choice Required Vertical Single-select Randomize		
	a) b) c)	l set <u>my own</u> work-from-home schedule My <u>manager or employer</u> sets my work-from-home schedule My employer <u>has not set a policy</u> about work-from-home schedules
[Q24	41 logi	c: Show if Q240 selected choice is "I set my own work-from-home schedule"]
241.		actors do you consider when setting your work-from-home schedule? e select all that apply:
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b) c) d)	Coordinating with co-workers Coordinating with my spouse or domestic partner Coordinating with customers or clients Commuting when there's less traffic and congestion
_	-	c: Show if Q240 selected choice is "My manager or employer sets my work- schedule"]
242.	What t	type of work-from-home schedule does your manager or employer set?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	A <u>common</u> schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
	b)	Schedules differ across people and work teams
244.	Would	you like your co-workers to come into work on the same days as you?
	Multiple	e choice Required Vertical Single-select
	a) b)	Yes No

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

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

- a) Once per week or more
- b) Once or twice a month
- c) Rarely or never
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____hours

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

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

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

_____hours

138. How long do you usually spend *commuting to and from work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | *Required* | *Randomize*

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 0
	Max: 90

Set commuting trip types to:

- a) Drive alone
- b) Carpool
- c) Public transit (train, bus, ferry)
- d) Bicycle
- e) Walking
- f) Taxi / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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 at employer or client site", "Worked from home"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting trip types

210. In 2019 (before COVID), when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

- Before 6:00am a)
- 6:00am b)
- c) 6:30am
- d) 7:00am
- 7:30am e)
- f) 8:00am
- 8:30am g)
- 9:00am h)
- i) 9:30am
- j) 10:00am
- k) 10:30am
- After 10:30am 1)

[Q211 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"]

211. Last week, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this guestion

- Before 6:00am a)
- 6:00am b)
- 6:30am c)
- 7:00am d)
- e) 7:30am
- 8:00am f)
- 8:30am g)
- 9:00am h)
- 9:30am i)
- 10:00am i)
- 10:30am k)
- After 10:30am I)
- m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. During 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
- 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
- I) 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
- I) Other (please specify) [text input]
- 15. How much did you earn by working *in <u>2019</u>, on a <u>before-tax</u> basis?*

- 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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

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
- 18. What is your race or ethnicity?

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

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

Section 2

Worked five days a week

show if they worked 5+ days a week

22. Assuming it doesn't matter for your pay, which working arrangements would you

prefer after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3** days a week on your employer's premises and **2** days at home <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra
- 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	4 5 6
Child 8	6
	7
	8 9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

- 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

show block 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"

212. What percentage of your <u>total working time</u> *last week* did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home [TAG: third party]
- e) Co-working space [TAG: third party]
- f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set primary_working_location to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the <u>friend or family</u> <u>member's home</u> where you usually work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting <u>to and from</u> the <u>friend or family member's</u> <u>home</u> where you usually work?

Combination | Required

Time commuting to the friend or family member's home	Number input
Time commuting back from the friend or family member's home	minutes

		<u>Min</u> : 0 <u>Max</u> : 120	
Sha	wif primary work aita ia Ca working apaga		
	w if primary work site is Co-working space ary_working_location = coworking space		
234.	What is your primary transportation mode for commuting to the <u>co</u> you usually work?	working space where	
	Multiple choice Required Vertical Single-select		
	Dynamic choices: commuting_trip_types		
236.	How long do you usually spend commuting <u>to and from</u> the <u>co-wor</u> you usually work?	r <u>king space</u> where	
	Combination Required		
	e commuting <u>to</u> the co-working space e commuting <u>back from</u> the co-working space	Number input minutes <u>Min</u> : 0 Max: 120	
01			
	w if primary work site is Public space ary working location = public space		
233. What is your primary transportation mode for commuting to the <u>public space (c</u> <u>library, etc.)</u> where you usually work?			
	Multiple choice Required Vertical Single-select		
	Dynamic choices: commuting_trip_types		
237.	How long do you usually spend commuting <u>to and from</u> the <u>public</u> <u>etc.</u>) where you usually work?	space (cafe, library,	
	Combination Required		
i			
	e commuting <u>to</u> the <i>public space (cafe, library, etc.)</i> e commuting <u>back from</u> the <i>public space (cafe, library, etc.)</i>	Number input minutes <u>Min</u> : 0 Max: 120	

225. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)

- g) I don't plan to work in 2022
- 226. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q217 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" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. On the days that you work at your employer's worksite, do you have <u>the option</u> to work at more than one site operated by <u>that employer</u>?

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

- a) Yes
- b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises</u> last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

- 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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

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%

38. Compared to your expectations *before COVID (in 2019)* how has working from home

turned out for you? Multiple choice | Required | Vertical | Single-select Hugely better -- I am 20%+ more productive than I expected a) Substantially better -- I am to 10% to 20% more productive than I expected b) Better -- I am 1% to 10% more productive than I expected c) d) About the same as I expected Worse -- I am 1% to 10% less productive than I expected e) Substantially worse -- I am to 10% to 20% less productive than I expected f) g) Hugely worse -- I am 20%+ less productive than I expected 245. Which of the following would make your job *more efficient?* Multiple choice | Required | Vertical | Single-select | Randomize Your coworkers **come into work on the <u>same days</u>** to interact in person a) Each of your coworkers **decides individually when they come into work** b) c) No difference 246. Which of the following would you prefer? Multiple choice | Required | Vertical | Single-select | Randomize Your coworkers **come into work on the same days** to interact in person a) Each of your coworkers decides individually when they come into work b) No preference c) 254. When you are **working on your employer's premises,** how would you like to hold **small** meetings with your coworkers? Multiple choice | Required | Vertical | Single-select | Randomize In person, all in the same room a) On video call, e.g. Zoom from individual offices b) No preference c) 247. What are the top 3 benefits of working from home? Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options a) No commute Less time aetting ready for work b) Flexibility over when I work c) Fewer meetings d) Individual quiet time e) Spending more time with family and friends f) Other g) 248. What are the top 3 benefits of working on your employer's business premises? Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options a) Face-to-face collaboration Socializing with co-workers b) Face time with my manager c) d) Better equipment

e) Quiet

f)	Clearer boundaries between work and personal time
g)	Other

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

42. **Once the COVID-19 pandemic has ended**, 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on April 1, 2022?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
- c) I would quit my job on or before February 1st, regardless of whether I got another job.
- 54. Approximately how much did you earn by working in 2021, on a before-tax basis?

- 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]
- I) \$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]
- p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

___ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

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

- a) I need to have <u>in-person face-to-face</u> interactions with clients, customers, or patients
- b) I need to have *in-person face-to-face* interactions with colleagues
- c) I need to *interact physically* with a machine or equipment at my <u>employer's</u> worksite

d) Other (please specify) [text input]

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

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

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

- a) Yes
- b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

Questions and Responses

SWAA March 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

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

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

2. Last week what was your 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

[If Q260 answer is not 7, TERMINATE]

Set group 14w telework to show to group1 10% of time, group2 90% of time

Show if group_I4w_telework is group1

[Q259 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"] 259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) No b) 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)? Multiple choice | Required | Vertical | Single-select a) 1 day [TAG: 1] 2 days [TAG: 2] b) 3 days [TAG: 3] c) 4 days [TAG: 4] d) 5+ days [TAG: 5] e) 4. You have indicated that you worked last week. How many full paid working days did you work from home last week? 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)." **None**, all my paid working days were on business premises [TAG: 0] a) **1 full paid day** working from home [TAG: 1] b) c) 2 full paid days working from home [TAG: 2] 3 full paid days working from home [TAG: 3] d) 4 full paid days working from home [TAG: 4] e) 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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>

		hours	home	site	
	/ block i home"	if Q2 selected choic	e is "Working for pay,	whether on business	s premises or working
261.	How m	nany full-time jobs de	o you currently have?		
	Multiple	e choice Required V	/ertical Single-select		
	a)	1			
	b)	2 3 or more			
	c)	S OF MOLE			
[Q2	62 logio	c: Show if Q261 se	lected choice is any	of "2", "3 or more"	1
262.	Do any	y of your employers	know you have anoth	er full-time job?	
	Multiple	e choice Required V	/ertical Single-select	Randomize	
	a)	Yes			
	b)	No			
	mploye				
		if Q2 selected choic all to my old job"	e is any of "Unemploy	ed, looking for work'	', "Unemployed,
[Q2	50 logi	c: Show if Q2 selec	ted choice is "Unen	iployed, awaiting re	ecall to my old job"]
250.			be called back to wo	ork, have you been <u>Ic</u>	oking for work
	-	y the last 4 weeks?		Pondomizo	
	a)	Yes	/ertical Single-select	lanuonnize	
	b)	No			
Soa	ching				
		work_status is Une	mployed - Looking O	R -Q_looking_l4m is	Yes
251.			hing COVID or other Please select all that a		s affected the type of
	Multiple	e choice Required \	/ertical Multi-select R	andomize	
	a)		ith high infection risk		
	b) c)		<u>er pay</u> for jobs with hi <u>er benefits</u> for jobs wi		
	d)	•	Illowing me to work fr	-	
	e)	No			
252.	Which	of the following bes	t describes your job s	earch?	
1	Multiple	e choice Required \	/ertical Single-select	Randomize	
	a) b)		ing jobs allowing me ng me to work from h		a deal breaker

c) No preference about working from home

NILF

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

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

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

- a) Yes, the main reason
- b) Yes, a <u>secondary</u> reason
- c) No
- 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 | Randomize

- a) Yes, <u>definitely</u>
- b) Yes, possibly

c) No

Set wfh last week to Q207 choices by row some choice is "Worked from home"

[Q5 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"]

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

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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 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 "I am self-employed and run my own business"

139. When did you start your own business?

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)
- 142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select No staff other than myself a) b) Less than 10 staff members 10 to 49 staff members c) 50 to 99 staff members d) 100+ staff members e) [Q140 logic: Show if Q139 selected choice is "Before March 2020"] 140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, it pushed us to implement or expand our digital sales strategy a) b) Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work c) Yes significant increase in demand/business/sales d) Yes significant decrease in demand/business/sales e) Yes, some other reason [text input] f) g) No [Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"] 141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, lockdowns and social distancing directly generated the market for my a) business b) Yes, I started my business after losing my job due to lockdowns and social distancing Yes, it pushed us to implement or expand our digital sales strategy c) Yes, it pushed us to digitize our supply or internal management processes d) Yes, it made recruiting talent easier due to remote work e) Yes, some other reason [text input] f) g) No

[Q147 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 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers

- e) 500+ workers
- 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>

223. *After 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
- 222. *After the pandemic ends,* 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

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH

Set random scheduling question to randomly show one of the two questions in this block

240. Who sets your work-from-home schedule?

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

- a) I set my own work-from-home schedule
- b) My manager or employer sets my work-from-home schedule
- c) My employer has not set a policy about work-from-home schedules

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule?

Please select all that apply:

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

- a) Coordinating with co-workers
- b) Coordinating with my spouse or domestic partner
- c) Coordinating with customers or clients
- d) Commuting when there's less traffic and congestion

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my workfrom-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

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

- a) A <u>common</u> schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
- b) Schedules differ across people and work teams
- 244. Would you like your co-workers to come into work on the same days as you?

Multiple choice | Required | Vertical | Single-select

a) Yes b) No

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

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

- a) Once per week or more
- b) Once or twice a month
- c) Rarely or never
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____hours

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 0
	Max: 90

Set commuting trip types to:

- a) Drive alone
- b) Carpool
- c) Public transit (train, bus, ferry)
- d) Bicycle
- e) Walking
- f) Taxi / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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 at employer or client site", "Worked from home"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

258. On a scale of 0 to 4, how *concerned are you about getting <u>infected</u>* with a serious illness (e.g. COVID-19) *each time* you use the following *modes of transportation?*

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

	Mode 0	1234	
--	--------	------	--

	(not at all concerned)		(serious concern that causes me to avoid this mode if possible)
Car			
Taxi/Rideshare			
Bus			
Subway			
Commuter			
Train			
Bicycle / Walk			

257. How frequently do you use the following modes of transportation for <u>non-work trips</u> (e.g. shopping, socializing, recreation)?

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

Mode	5+ times per week	2 to 4 times per week	Once per week	Rarely or never
Car				
Taxi/Rideshare				
Public Transit				
Bicycle				
Walk				

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. **During 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

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

- I) 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
- I) Other (please specify) [text input]

Set earnings_group_shown to:

25% group1 - show Q15 75% group2 - show Q54

[Q15 logic: Show for group1 (25% of time)]

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

Multiple choice | Required | Vertical | Single-select

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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]

[Q54 logic: Show for group2 (75% of time)]

54. Approximately how much did you earn by working in 2021, on a before-tax basis?

Multiple choice | Required | Vertical | Single-select

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- I) \$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]
- p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

18. What is your race or ethnicity?

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

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

Section 2

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3 days a week on your** employer's premises and **2 days at home** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	4 5 6
Child 8	6
	7
	8 9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

- 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

show block 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"

212. What percentage of your <u>total working time</u> *last week* did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home [TAG: third party]
- e) Co-working space [TAG: third party]
- f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set primary_working_location to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the <u>friend or family</u> <u>member's home</u> where you usually work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting between <u>your home</u> and the <u>friend or family</u> <u>member's home</u> where you usually work?

Combination | Required

Time commuting to the friend or family member's home	Number input
Time commuting back from the friend or family member's home	minutes

primary 234. W ya 236. H <u>si</u> Ca Time ca Time ca Show i	ommuting back from the co-working space	
234. W y M 236. H <u>Show i</u> primary	<pre>/hat is your primary transportation mode for commuting to the <u>co-</u> ou usually work? //ultiple choice Required Vertical Single-select Dynamic choices: commuting_trip_types /ow long do you usually spend commuting between <u>your home</u> and <u>pace</u> where you usually work? /ombination Required //ommuting to the co-working space //ommuting back from the co-working space</pre>	d the <u>co-working</u> Number input minutes <u>Min</u> : 0
y M 236. H Si C C Time c Time c Show i	ou usually work? Aultiple choice Required Vertical Single-select Dynamic choices: commuting_trip_types low long do you usually spend commuting between <u>your home</u> and <u>pace</u> where you usually work? Tombination Required ommuting to the co-working space ommuting back from the co-working space	d the <u>co-working</u> Number input minutes <u>Min</u> : 0
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Show i	pace where you usually work? combination Required ommuting to the co-working space ommuting back from the co-working space	Number input minutes Min: 0
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Time or Show i primary	ommuting back from the co-working space	minutes <u>Min</u> : 0
primary		$Max^{-1}Z0$
primary		
	if primary work site is Public space	
	/_working_location = public space	
	/hat is your primary transportation mode for commuting to the <u>put</u> <u>brary, etc.)</u> where you usually work?	olic space (cafe <u>,</u>
M	lultiple choice Required Vertical Single-select	
	Dynamic choices: commuting_trip_types	
	low long do you usually spend commuting between <u>your home</u> and cafe, library, etc.) where you usually work?	d the public space
С	ombination Required	
 :		
	ommuting <u>to</u> the public space (cafe, library, etc.) ommuting <u>back from</u> the public space (cafe, library, etc.)	Number input minutes <u>Min</u> : 0 Max: 120

225. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)

- g) I don't plan to work in 2022
- 226. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises</u> last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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

- 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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

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%

38. Compared to your expectations *before COVID (in 2019)* how has working from home turned out for you?

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

247. What are the top 3 benefits of working from home?

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) Other

248. What are the top 3 benefits of working on your employer's business premises?

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) Other

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

41. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know

- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on May 1, 2022?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
- c) I would quit my job on or before February 1st, regardless of whether I got another job.

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

256. What percentage of your total working time do you usually spend on tasks that **cannot** be done remotely?

Number | Required | Min: 0 | Max: 100

% of total working time

[Q216 logic: Show if Q256 answer < 100]

216. Why can't you work remotely 100% of the time?

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

- a) I need to have <u>*in-person face-to-face*</u> interactions with clients, customers, or patients
- b) I need to have *in-person face-to-face* interactions with colleagues
- c) I need to *interact physically* with a machine or equipment at my <u>employer's</u> worksite
- d) Other (please specify) [text input]

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?

- 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

Show if group_I4w_telework is group2

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

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

a) Yes

b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

Questions and Responses

SWAA April 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

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

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ [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?

- 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

Set group 14w telework to show to group1 10% of time, group2 90% of time

Show if group_I4w_telework is group1

[Q259 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"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

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

a) Yes b) No

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)?

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 <u>work from home</u> last week?

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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			

Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	<u>home</u>	site

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

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

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?*

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

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 | Randomize

- a) Yes, I avoid jobs with high infection risk
- b) Yes, I require higher pay for jobs with high infection risk
- c) Yes, I require higher benefits for jobs with high infection risk
- d) Yes, I prefer jobs allowing me to work from home

e) No

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

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

- a) I am **only** considering jobs allowing me to work from home
- b) I prefer jobs allowing me to work from home, but this is not a deal breaker
- c) No preference about working from home

NILF

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

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

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

- a) Yes, the main reason
- b) Yes, a <u>secondary</u> reason
- c) No

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 | Randomize

- a) Yes, <u>definitely</u>
- b) Yes, possibly
- c) No

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?

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> 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"

139. When did you start your own business?

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)

r -		
142.		ling yourself but including employees and independent contractors, how many staff ers are part of your business?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e)	No staff other than myself Less than 10 staff members 10 to 49 staff members 50 to 99 staff members 100+ staff members
[Q1	40 logio	c: Show if Q139 selected choice is "Before March 2020"]
140.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes significant <u>increase</u> in demand/business/sales Yes significant <u>decrease</u> in demand/business/sales Yes, some other reason [text input] No
	41 logio andem	c: Show if Q139 selected choice is "On or after March 2020 (during the COVID- ic)"]
141.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a) b)	Yes, lockdowns and social distancing directly generated the market for my business Yes, I started my business after losing my job due to lockdowns and social
	c) d) e) f) g)	distancing Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes, some other reason [text input] No
busi		c: Show if Q5 selected choice is none of "I am self-employed and run my own "I earn most of my income as an independent contractor, freelancer, or gig
147.		ng all locations where your primary employer operates, what is the total number of is who work for your employer?
	Multiple	e choice Required Vertical Single-select
	a)	Less than 10 workers

b) 10 to 49 workers

- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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>

223. After 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

222. *After the pandemic ends,* 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

Employed and WFH during COVID

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" AND Q6 selected choice is "Yes"

267. Has working from home made it **easier or harder to <u>interview for prospective new</u> <u>jobs?</u>**

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

- a) Easier
- b) Harder
- c) No difference
- d) I haven't been seeking a new job

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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 / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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 at employer or client site", "Worked from home"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

258. On a scale of 0 to 4, how *concerned are you about getting <u>infected</u>* with a serious illness (e.g. COVID-19) *each time* you use the following *modes of transportation?*

Mode	N/A (Rarely or never	0	12	23	4
	use this mode)	(not at all			(serious concern that causes me to
		concerned)			avoid this mode if possible)
Car					
Taxi/Rideshare					
Bus					
Subway					
Commuter					
Train					
Bicycle / Walk					

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

257. How frequently do you use the following modes of transportation for <u>non-work trips</u> (e.g. shopping, socializing, recreation)?

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

Mode	5+ times per week	2 to 4 times per week	Once per week	Rarely or never
Car				
Taxi/Rideshare				
Public Transit				
Bicycle				
Walk				

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) Other (please specify) [text input]

Set earnings_group_shown to: 25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you earn by working in 2021, on a before-tax basis?

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]

- 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]
- I) \$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]
- p) Prefer not to answer
- 16. What is your sex?

Multiple choice | Required | Vertical | Single-select

- a) Female
- b) Male
- c) Other or prefer not to say
- 18. What is your race or ethnicity?

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

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

Section 2

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much extra pay would it take for you to prefer working **3 days a week on your**

employer's premises and 2 days at home after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

- 28. Please provide the age of each child under 18 who you live with.
 - **Note:** While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with</u>. So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	

a	
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	,
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

	home"	if Q2 selected choice is "Working for pay, whether on business pre OR Q207 columns selected in any row includes any of "Worked free employer or client site"			
212.	2. What percentage of your <u>total working time</u> <u>last week</u> did you spend at the following locations?				
	Allocat	tion Required Randomize Total: 100			
	a) b) c) d) e) f)	Your home Your employer's worksite Client or customer's worksite Friend or family member's home [TAG: third party] Co-working space [TAG: third party] Public space (cafe, library, etc.) [TAG: third party]			
		a 3rd party location			
		if Q212 choices with positive allocation includes any of "Friend or f -working space", "Public space (cafe, library, etc.)"	amily member's		
	oriman <mark>ation</mark>	ry_working_location to working location tagged as "third party	" with highest		
Sho	w if pri	mary work site is Friend/Family home			
prim	ary_wo	prking_location = friend/family home			
		<u></u>			
	<u>mem</u> l	is your primary transportation mode for commuting to the <u>friend or</u> ber's home where you usually work?	<u>r family</u>		
	<u>memi</u> Multipi	is your primary transportation mode for commuting to the <u>friend or</u> ber's home where you usually work? le choice Required Vertical Single-select	<u>r family</u>		
	<u>memi</u> Multipi	is your primary transportation mode for commuting to the <u>friend or</u> ber's home where you usually work?	<u>r family</u>		
232.	<u>memi</u> Multipl Dy How	is your primary transportation mode for commuting to the <u>friend or</u> ber's home where you usually work? le choice Required Vertical Single-select			
232.	<i>memi</i> Multipu Dy How	is your primary transportation mode for commuting to the <u>friend of</u> ber's home where you usually work? le choice Required Vertical Single-select ynamic choices: commuting_trip_types long do you usually spend commuting between <u>your home</u> and the			
232. 235. Time	memi Multipu Dy How <u>memi</u> Combi	is your primary transportation mode for commuting to the <u>friend of</u> ber's home where you usually work? le choice Required Vertical Single-select ynamic choices: commuting_trip_types long do you usually spend commuting between <u>your home</u> and the ber's home where you usually work? ination Required huting to the friend or family member's home huting back from the friend or family member's home			
232. 235. Time Time	memi Multipl Dy How <u>memi</u> Combi	is your primary transportation mode for commuting to the <u>friend of</u> ber's home where you usually work? le choice Required Vertical Single-select ynamic choices: commuting_trip_types long do you usually spend commuting between <u>your home</u> and the ber's home where you usually work? ination Required huting to the friend or family member's home huting back from the friend or family member's home	e f <u>riend or family</u> Number input minutes <u>Ain</u> : 0		
232. 235. Time Time	memi Multipl Dy How <u>memi</u> Combi e comm e comm	is your primary transportation mode for commuting to the <u>friend of</u> ber's home where you usually work? le choice Required Vertical Single-select ynamic choices: commuting_trip_types long do you usually spend commuting between <u>your home</u> and the ber's home where you usually work? ination Required huting to the friend or family member's home huting back from the friend or family member's home	e f <u>riend or family</u> Number input minutes <u>/lin</u> : 0		
232. 235. Time Time Sho y	memi Multipu Dy How <u>memi</u> Combu combu e comm e comm e comm	is your primary transportation mode for commuting to the <u>friend of</u> ber's home where you usually work? le choice Required Vertical Single-select ynamic choices: commuting_trip_types long do you usually spend commuting between <u>your home</u> and the ber's home where you usually work? ination Required huting to the friend or family member's home huting back from the friend or family member's home	e f <u>riend or family</u> Number input minutes <u>Ain</u> : 0 <u>Max</u> : 120		
232. 235. Time Time	memi Multipu Dy How <u>memi</u> Combi Combi e comm e comm e comm w if pri ary_wo What you u	is your primary transportation mode for commuting to the <u>friend or</u> <u>ber's home</u> where you usually work? le choice Required Vertical Single-select ynamic choices: commuting_trip_types long do you usually spend commuting between <u>your home</u> and the <u>ber's home</u> where you usually work? ination Required huting to the friend or family member's home huting back from the friend or family member's home	e f <u>riend or family</u> Number input minutes <u>Ain</u> : 0 <u>Max</u> : 120		

	Combination Required				
	commuting to the co-working space N commuting back from the co-working space	umber input minutes			
	M	<u>lin</u> : 0 <u>lax</u> : 120			
~					
	v if primary work site is Public space ary working location = public space				
233.	. What is your primary transportation mode for commuting to the <i>public space (cafe,</i> <i>library, etc.)</i> where you usually work?				
	Multiple choice Required Vertical Single-select				
	Dynamic choices: commuting_trip_types				
237.	How long do you usually spend commuting between <u>your home</u> and <u>(cafe, library, etc.)</u> where you usually work?	the public space			
	Combination Required				
Time	commuting <u>to</u> the <i>public space (cafe, library, etc.)</i> commuting <u>back from</u> the <i>public space (cafe, library, etc.)</i>	Number input minutes			

225. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

226. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space

- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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

	a)	Under 5% less efficient
	b)	5% to 15% less efficient
	c) d)	5% to 10% less efficient 15% to 25% less efficient
	e)	25% to 35% less efficient
	f)	Over 35% less efficient
shov	v block	if Q144 selected choice is "Better I am more efficient at home than working on
busi	ness pr	emises"
35.	ls <i>tim</i> home	e saved by not commuting part of your extra efficiency when working from ?
	Multipl	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	6 logic	: Show if Q35 selected choice is "Yes"]
36.	save [Pleas is due	nuch of your extra efficiency when working from home is due to the time you by not commuting? se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]
	Slider	Required Min: 0 Max: 100
		one , 0% ———— All, 100%
38.	Comp	ared to your expectations before COVID (in 2019) how has working from home I out for you?
	Multipl	e choice Required Vertical Single-select
	a) b) c) d) e) f) g)	Hugely better I am 20%+ more productive than I expected Substantially better I am to 10% to 20% more productive than I expected Better I am 1% to 10% more productive than I expected About the same as I expected Worse I am 1% to 10% less productive than I expected Substantially worse I am to 10% to 20% less productive than I expected Hugely worse I am 20%+ less productive than I expected
247.	What	are the top 3 benefits of working from home?
	Multipl	e choice Required Vertical Multi-select Randomize Choose 1-3 options
	a) b) c) d) e) f)	No commute Less time getting ready for work Flexibility over when I work Fewer meetings Individual quiet time Spending more time with family and friends

g) Other

248. What are the top 3 benefits of working on your employer's business premises?

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) Other

264. If your employer said you *need to come to work in person <u>two</u> days a week*, which would you <u>prefer?</u>

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

- a) Come in on Tuesday and Thursday with all of my colleagues
- b) Choose the days I come in, but with only about half of my colleagues in on any given day

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job_curr to From ZIP

41. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most

- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on June 1, 2022?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
- c) I would quit my job on or before February 1st, regardless of whether I got another job.

268. What device are you using to answer this survey?

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

- a) Desktop computer
- b) Laptop computer
- c) Tablet or iPad
- d) Smartphone
- e) Other

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_ percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

256. What percentage of your total working time do you usually spend on tasks that **cannot** be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q256 answer < 100]

216. Why can't you work remotely 100% of the time?

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

- a) I need to have *in-person face-to-face* interactions with clients, customers, or patients
- b) I need to have *in-person face-to-face* interactions with colleagues
- c) I need to *interact physically* with a machine or equipment at my <u>employer's</u> worksite
- d) Other (please specify) [text input]

263. In the past week, how often did you wear a face mask in the following situations?

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

	Never/Rarely	Occasionally	Mostly	Always	Not relevant for me
Indoors at work					
Outdoors for leisure					
When driving in your own car					
In your own house					
Indoors for leisure					

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

Show if group_I4w_telework is group2

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

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

- a) Yes
- b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input

Upload speed	mbps
	Decimal places: 2
	<u>Min</u> : 0
	<u>Max</u> : 550

Questions and Responses

SWAA May 2022

Objective: Survey of Working Arrangement and Attitudes Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old) Geography: United States Sample size: Target N=5000; Maximum N=5000

<u>Legend</u>

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 [TERMINATE]
- b) 20 29
- c) 30 39
- d) 40 49
- e) 50 64
- f) 65+ **[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?

- 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

Set group 14w telework to show to group1 10% of time, group2 90% of time

Show if group I4w telework is group1

[Q259 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"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

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

a) Yes b) No

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)?

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* <u>work from home</u> last week?

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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			

Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) b) No Searching Show if: -Q work status is Unemployed - Looking OR -Q looking I4m is Yes 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 | Randomize Yes, I avoid jobs with high infection risk a) b) Yes, I require higher pay for jobs with high infection risk Yes, I require higher benefits for jobs with high infection risk c) Yes, I prefer jobs allowing me to work from home d) e) No 252. Which of the following best describes your job search? Multiple choice | Required | Vertical | Single-select | Randomize I am **only** considering jobs allowing me to work from home a) I prefer jobs allowing me to work from home, but this is not a deal breaker b) No preference about working from home c)

NILF

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

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

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

- a) Yes, the <u>main</u> reason
- b) Yes, a <u>secondary</u> reason
- c) No

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 | Randomize

a) Yes, <u>definitely</u>

b) Yes, <u>possibly</u>

c) No

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?

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)
- 142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy

	b)	Yes, it pushed us to digitize our supply or internal management processes
	c)	Yes, it made recruiting talent easier due to remote work
	d)	Yes significant increase in demand/business/sales
	e)	Yes significant decrease in demand/business/sales
	f)	Yes, some other reason [text input]
	ġ)	No
	41 logi andem	c: Show if Q139 selected choice is "On or after March 2020 (during the COVID- ic)"]
141.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a)	Yes, lockdowns and social distancing directly generated the market for my business
	b)	Yes, I started my business after losing my job due to lockdowns and social distancing
	c)	Yes, it pushed us to implement or expand our digital sales strategy
	d)	Yes, it pushed us to digitize our supply or internal management processes
	e)	Yes, it made recruiting talent easier due to remote work
	f)	Yes, some other reason [text input]
	g)	No
busi		c: Show if Q5 selected choice is none of "I am self-employed and run my own "I earn most of my income as an independent contractor, freelancer, or gig
147.		ing all locations where your primary employer operates, what is the total number of ns who work for your employer?
	Multiple	e choice Required Vertical Single-select
	a)	Less than 10 workers
	b)	10 to 49 workers
	c)	50 to 99 workers
	d)	100 to 499 workers
	e)	500+ workers

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>
- 223. After the pandemic ends, how often would you like to have paid workdays at home?

- 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

222. *After the pandemic ends,* 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

[Q271 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

271. You said your employer is planning for you to work **one or more full days at home each** week <u>after the pandemic ends</u>.

Are you already following your employer's plan?

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

- a) Yes
- b) No, some or all of the plan is <u>not yet **implemented**</u>
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

hours

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

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

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

hours_

Employed and WFH during COVID

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" AND Q6 selected choice is "Yes"

267. Has working from home made it **easier or harder to <u>interview for prospective new</u> jobs?**

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

- a) Easier
- b) Harder
- c) No difference
- d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. *How much of your workday* does it take to interview for a prospective job via:

Combination | Required

an <u>online</u> interview?	Number input
an in-person interview?	hours
	Min: 0
	<u>Max</u> : 8

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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 / Ridehailing
- g) Did not commute to work

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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 at employer or client site", "Worked from home"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

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

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
- I) 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
- I) Other (please specify) [text input]

Set earnings_group_shown to: 25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you earn by working in 2021, on a before-tax basis?

Multiple choice | Required | Vertical | Single-select

- a) Less than \$5,000 [TAG: 4] [TERMINATE]
- b) \$5,000 to \$10,000 [TAG: 7.5] [TERMINATE]
- 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]
- i) \$80,000 to \$99,999 [TAG: 90]
- k) \$100,000 to \$124,999 [TAG: 113]
- I) \$125,000 to 149,999 [TAG: 138]
- m) \$150,000 to \$199,999 [TAG: 176]
- n) \$200,000 to \$499,999 [TAG: 225]
- o) \$500,000+ [TAG: 500]
- p) Prefer not to answer

16. What is your sex?

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

18. What is your race or ethnicity?

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

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

Section 2

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3 days a week on your** employer's premises and **2 days at home** <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises after COVID is under control?

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises</u> last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I <u>worked</u> 4 days at my <u>employer's premises</u> [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

business premises?

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

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

	Nc	one , 0% ——— All, 100%		
247.	What a	are the top benefits of working from home? Please choose up to <u>three</u>.		
	Multiple	e choice Required Vertical Multi-select Randomize Choose 1-3 options		
	a) b) c) d) e) f) g)	No commute Less time getting ready for work Flexibility over when I work Fewer meetings Individual quiet time Spending more time with family and friends Other [text input]		
248.	248. What are the <i>top benefits</i> of working on your employer's <u>business premises?</u> Please choose up to <u>three</u> .			
		e choice Required Vertical Multi-select Randomize Choose 1-3 options		
	a) b)	Face-to-face collaboration Socializing with co-workers		
	c)	Face time with my manager		
	d) e)	Better equipment Quiet		
	e) f) g)	Clearer boundaries between work and personal time Other [text input]		
264.		employer said you need to come to work in person <u>two</u> days a week , which you <u>prefer?</u>		
	Multiple	e choice Required Vertical Single-select Randomize		
	a) b)	Come in on Tuesday and Thursday with all of my colleagues Choose the days I come in, but with only about half of my colleagues in on any given day		

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job_curr to From ZIP

41. Since the COVID pandemic began, *how have perceptions about working from home (WFH) changed among people you know?*

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know
- 42. **Once the COVID-19 pandemic has ended,** 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 ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on July 1, 2022?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
- c) I would quit my job on or before February 1st, regardless of whether I got another job.

Working and not self employed

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" 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" AND Q222 selected choice is not "I have no employer"

278. Last week, did you come into work as many days as your employer wanted you to

come	e in?	
Multip	le choice Required Vertical Single-select Randomize	
a) b)	Yes No	
[Q279 log	ic: Show if Q278 selected choice is "No"]	
279. <u>Last</u>	<i>week</i> , how many days:	
Comb	ination Required	
Requ	ire row one answer to be less than or equal to row two	
Did vou co	me into work?	Dropdown
	mployer want you to come into work?	1 day
-		
		2 days
		3 days
		3 days 4 days
		3 days 4 days 5 days
		3 days 4 days
<u>fewe</u>	has your employer responded to employees who work or <u>r</u> days than requested? Please select all that apply.	3 days 4 days 5 days 6 days 7 days
<u>fewe</u>	r days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize	3 days 4 days 5 days 6 days 7 days
<u>fewel</u> Multip a)	r days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize No response	3 days 4 days 5 days 6 days 7 days
<u>fewel</u> Multip a) b)	<u>r</u> days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize No response Verbal reprimand	3 days 4 days 5 days 6 days 7 days
<u>fewel</u> Multip a) b) c)	r days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize No response Verbal reprimand Negative performance review	3 days 4 days 5 days 6 days 7 days
<u>fewer</u> Multip a) b) c) d)	r days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize No response Verbal reprimand Negative performance review Reduction in pay or bonus	3 days 4 days 5 days 6 days 7 days
fewer Multip a) b) c) d) e)	days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize No response Verbal reprimand Negative performance review Reduction in pay or bonus Threat to terminate if it continues	3 days 4 days 5 days 6 days 7 days
<u>fewer</u> Multip a) b) c) d)	r days than requested? Please select all that apply. le choice Required Vertical Single-select Randomize No response Verbal reprimand Negative performance review Reduction in pay or bonus	3 days 4 days 5 days 6 days 7 days

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

____ percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation

- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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" 273. During a typical workday, how many coworkers, customers, and clients do you engage in person or by video? Multiple choice | Required | Dropdown | Single-select a) 0 b) 1 2 c) d) 3 4 e) 5 f) 6 g) 7 h) i) 8 9 j) 10 k) I) More than 10 274. What percentage of your typical workday do you spend *meeting or talking to people?* Number | Required | Min: 0 | Max: 100 % 275. What percentage of your typical workday do you spend *in meetings that include* coworkers? Number | Required | Min: 0 | Max: 100 %

133. **Before COVID (in 2019),** when you were introduced to somebody at work what did you do:

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

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

276. Currently, when you are introduced to somebody at work, what do you do?

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

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

263. In the past week, how often did you wear a face mask in the following situations?

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

	Never/Rarely	Occasionally	Mostly	Always	Not relevant for me
Indoors at work					
Outdoors for leisure					
When driving in your own car					
In your own house					
Indoors for leisure					

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?

- 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

Show if group_I4w_telework is group2

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

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

a) Yes

b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input	
Upload speed	mbps	
	Decimal places: 2	
	Min: 0	
	<u>Max</u> : 550	

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

Text input | Optional | Multi-line

Questions and Responses

SWAA June 2022

Objective: Survey of Working Arrangement and Attitudes Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old) Geography: United States Sample size: Target N=7500; Maximum N=7500

<u>Legend</u>

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

Introduction

Screening questions

1. How old are you?

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?

- 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)?
     Multiple choice | Required | Vertical | Single-select
            1 day [TAG: 1]
       a)
            2 days [TAG: 2]
       b)
            3 days [TAG: 3]
       c)
            4 days [TAG: 4]
       d)
       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?
     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]
            1 full paid day working from home [TAG: 1]
       b)
            2 full paid days working from home [TAG: 2]
       c)
            3 full paid days working from home [TAG: 3]
       d)
            4 full paid days working from home [TAG: 4]
       e)
       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	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked from	Worked at <u>employer or client</u>
	hours	home	site

Unemployed

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

[Q250) logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]		
		hough you expect to be called back to work, have you been <u>looking for work</u> a the last 4 weeks?		
Λ	Multiple choice Required Vertical Single-select Randomize			
	a) b)	Yes No		
Searc	hina			
		work_status is Unemployed - Looking OR -Q_looking_l4m is Yes		
Set ra	andom	_worries_question to select each question 50% of time		
[Q25 ⁻	1 logi	c: Show 50% of time]		
		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.		
/	Multiple	e choice Required Vertical Multi-select Randomize		
	a) b) c) d) e)	Yes, I avoid jobs with high infection risk Yes, I require <u>higher pay</u> for jobs with high infection risk Yes, I require <u>higher benefits</u> for jobs with high infection risk Yes, I <u>prefer</u> jobs allowing me to work from home No		
[Q29 [,]	1 logi	c: Show 50% of time]		
		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.		
1	Multiple	e choice Required Vertical Multi-select Randomize		
	a) b) c) d) e)	No Yes, I avoid jobs with high infection risk Yes, I require <u>higher pay</u> for jobs with high infection risk Yes, I require <u>higher benefits</u> for jobs with high infection risk Yes, I <u>prefer</u> jobs allowing me to work from home		
Set ra	andom	_jobsearch_question to select each question 50% of time		
[Q252	2 logi	c: Show 50% of time]		
252. \	Which	of the following best describes your job search?		
1	Multiple	e choice Required Vertical Single-select Randomize		
	a) b) c)	I am only considering jobs allowing me to work from home I prefer jobs allowing me to work from home, but this is not a deal breaker No preference about working from home		
[Q29:	3 logi	c: Show 50% of time]		

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

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

- a) No preference about working from home
- b) I am only considering jobs allowing me to work from home
- c) I prefer jobs allowing me to work from home, but this is not a deal breaker

NILF

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

Set random covid question to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

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

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

- a) Yes, the main reason
- b) Yes, a <u>secondary</u> reason
- c) No

[Q282 logic: Show other 50% of time]

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

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

a) No

- b) Yes, the <u>main</u> reason
- c) Yes, a <u>secondary</u> reason

Set random searchwork question to select each question 50% of time

[Q253 logic: Show 50% of time]

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 | Randomize

- a) Yes, definitely
- b) Yes, **possibly**
- c) No

[Q290 logic: Show 50% of time]

290. 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 | Randomize

a) No

	b) c)	Yes, <u>definitely</u> Yes, <u>possibly</u>
Set 1	,	st week to Q207 choices by row some choice is "Worked from home"
_	—	
		if Q2 selected choice is any of "Working for pay, whether on business premises or n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Multiple	e choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> 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) d)	I am self-employed and run my own business I earn most of my income as an independent contractor , freelancer, or gig worker.
Self-	emplo	yed
shov	v block	if Q5 selected choice is "I am self-employed and run my own business"
139.	When	did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a) b)	Before March 2020 On or after March 2020 (after the start the COVID-19 pandemic)
142.		ling yourself but including employees and independent contractors, how many staff ers are part of your business?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e)	No staff other than myself Less than 10 staff members 10 to 49 staff members 50 to 99 staff members 100+ staff members
[Q1	40 logi	c: Show if Q139 selected choice is "Before March 2020"]
140.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes significant <u>increase</u> in demand/business/sales Yes significant <u>decrease</u> in demand/business/sales Yes, some other reason [text input] No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 logic: Show 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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 random wfh wording to:

50% of time select old path 50% of time select new path

[Q223 logic: Show for old path]

223. After 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

[Q287 logic: Show for new path]

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

[Q222 logic: Show for old path]

222. *After the pandemic ends,* 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

[Q286 logic: Show for new path]

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

- 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 for old path

[Q271 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

271. You said your employer has told you how often they are planning for you to work from home (or not) *after the pandemic ends.*

Are you already following your employer's plan?

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

a) Yes

b) No, some or all of the plan is <u>not yet **implemented**</u>

Show for new path

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) <u>as the pandemic ends</u>.

Are you *already following your employer's* plan?

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

a) Yes

- b) No, some or all of the plan is <u>not yet **implemented**</u>
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

hours

Employed and WFH during COVID

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" AND Q6 selected choice is

"Yes"		
jobs	•	arder to <u>interview for prospective new</u> ct Randomize
a) b) c) d)	Easier Harder No difference I haven't been seeking a new job	
[Q272 log	ic: Show if Q267 selected choice is a	any of "Easier", "Harder", "No difference"]
	<i>much of your workday</i> does it take to bective job via:	interview <i>including travel time</i> for a
Comb	ination Required	
an <u>online</u> i an <u>in-pers</u>	interview? <u>on</u> interview?	Number input hours Min: 0
		Max: 8

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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 at employer or client site", "Worked from home"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) Other (please specify) [text input]

Set earnings_group_shown to:

25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you earn by working in 2021, on a before-tax basis?

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]
- I) \$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?

Multiple choice | Required | Vertical | Single-select

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

18. What is your race or ethnicity?

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

- a) Asian
- b) Black or African American
- c) Hispanic or Latin American descent (of any race)

- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week

22. Assuming it <u>doesn't matter for your pay</u>, which working arrangements would you <u>prefer</u> after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3 days a week on your** employer's premises and **2 days at home** <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra
- 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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q212 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"]

212. What percentage of your <u>total working time</u> <u>*last week*</u> did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home [TAG: third party]
- e) Co-working space [TAG: third party]
- f) Public space (cafe, library, etc.) [TAG: third party]

[Q226 logic: Show for old path]

226. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q283 logic: Show for new path]

283. <u>As the pandemic ends,</u> what percentage of your <u>total working time</u> do you (and your employer) <u>plan for you to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q225 logic: Show for old path]

225. <u>After the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q284 logic: Show for new path]

284. <u>As the pandemic ends</u>, what percentage of your <u>total working time</u> would you <u>like to</u> spend at the following locations?

Allocation | Required | Randomize | Total: 100

- a) Your home
- b) Your employer's worksite
- c) Client or customer's worksite
- d) Friend or family member's home
- e) Co-working space
- f) Public space (cafe, library, etc.)
- g) I don't plan to work in 2022

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises</u> last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

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 Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

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

	home	?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q30	6 logic	Show if Q35 selected choice is "Yes"]
36.	save l [Pleas is due	nuch of your extra efficiency when working from home is due to the time you by not commuting? e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	one , 0% ———•——— All, 100%
247.		are the <i>top benefits</i> of <i>working from home?</i> Please choose up to <u>three</u> .
	a) b) c) d) e) f) g) h)	No commute Less time getting ready for work Flexibility over when I work Fewer meetings Individual quiet time Spending more time with family and friends Save on gas and lunch costs Other [text input]
248.		are the top benefits of working on your employer's <u>business premises?</u> Please e up to <u>three</u> .
	Multiple	e choice Required Vertical Multi-select Randomize Choose 1-3 options
	a) b) c) d) e) f) g)	Face-to-face collaboration Socializing with co-workers Face time with my manager Better equipment Quiet Clearer boundaries between work and personal time Other [text input]

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

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?

Text input | Required | Single line

Require valid zip code

Min length: 5 Max length: 5

Set state job curr to From ZIP

[Q42 logic: Show for old path]

42. **Once the COVID-19 pandemic has ended,** 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

[Q288 logic: Show for new path]

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

		Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH ay/week
49.		would you respond if your employer announced that all employees must return to the site 5+ days a week starting on August 1, 2022?
	Multip	le choice Required Vertical Single-select
	a) b) c)	I would comply and return to the worksite I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by August 1st. I would quit my job on or before August 1st, regardless of whether I got another job.

Work	ing ar	nd not self employed	
Show	if Wo	orked for pay last week (Q_work_status) AND Wage/salary employment) AND (Q_end_WFH_old OR Q_end_WFH_r	
emplo			
	Last w come	/eek, did you come into work as many days as your emp <i>in?</i>	oloyer wanted you to
1	Multipl	e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
[Q27	9 logi	c: Show if Q278 selected choice is "No"]	
279.	Last v	<i>veek</i> , how many days:	
-	Combi	nation Required	
	Requi	re row one answer to be less than or equal to row two	
		ne into work? nployer want you to come into work?	Dropdown 1 day 2 days 3 days 4 days 5 days 6 days 7 days
		has your employer responded to employees who work on days than requested? Please select all that apply.	business premises
	Multipl	e choice Required Vertical Multi-select Randomize	
	a) b) c) d) e) f) g) h)	Nothing Verbal reprimand Negative performance review Reduction in pay or bonus Threat to terminate if it continues Termination Other [text input] I don't know	
		vould your employer react if you <i>consistently <u>failed to co</u> e select all that apply.</i>	omplete work on time?
	Multiple choice Required Vertical Multi-select Randomize Choose at least 1 option		
	a)	Nothing	
	b) c)	Verbal reprimand Negative performance review	
	d)	Reduction in pay or bonus	
	e)	Threat to terminate if it continues	
	f)	Termination	

g)	Other [text input]
h)	l don't know

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

___ percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block 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"

289. During a typical workday, *how many coworkers, customers, and clients do you* <u>engage</u> in person or by video?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) 1 to 10
- c) 11 to 50
- d) 51 to 100
- e) 101 to 500
- f) 500 or more
- 274. What percentage of your typical workday do you spend *meeting or talking to people?*

Number | Required | Min: 0 | Max: 100

____%

275. What percentage of your typical workday do you spend *in meetings that include coworkers?*

Number | Required | Min: 0 | Max: 100

%

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

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses

SWAA July 2022

Objective: Survey of Working Arrangement and Attitudes Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old) Geography: United States of America Sample size: Target N=10000; Maximum N=10000

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 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

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

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

- 4 full paid days working from home [TAG: 4] e)
- 5+ full paid days working from home [TAG: 5] f)

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

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.		hough you expect to be called back to work, have you been <u>looking for work</u> a the last 4 weeks?
	-	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
	rching	
Shov	<i>w</i> if: -Q_	work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Set :	random	_worries_question to select each question 50% of time
[Q2	51 logi	c: Show 50% of time]
251.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b) c) d) e)	Yes, I avoid jobs with high infection risk Yes, I require <u>higher pay</u> for jobs with high infection risk Yes, I require <u>higher benefits</u> for jobs with high infection risk Yes, I <u>prefer</u> jobs allowing me to work from home No
[Q2	91 logi	c: Show 50% of time]
291.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b) c) d) e)	No Yes, I avoid jobs with high infection risk Yes, I require <u>higher pay</u> for jobs with high infection risk Yes, I require <u>higher benefits</u> for jobs with high infection risk Yes, I <u>prefer</u> jobs allowing me to work from home
Set 1	random	_jobsearch_question to select each question 50% of time
[Q2	52 logi	c: Show 50% of time]
252.	Which	of the following best describes your job search?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b) c)	I am only considering jobs allowing me to work from home I prefer jobs allowing me to work from home, but this is not a deal breaker No preference about working from home
[Q2	93 logi	c: Show 50% of time]
293.	Which	of the following best describes your job search?

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

- a) No preference about working from home
- b) I am **only** considering jobs allowing me to work from home
- c) I prefer jobs allowing me to work from home, but this is not a deal breaker

NILF

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

Set random covid question to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

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

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

- a) Yes, the <u>main</u> reason
- b) Yes, a <u>secondary</u> reason
- c) No

[Q282 logic: Show other 50% of time]

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

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

- a) No
- b) Yes, the main reason
- c) Yes, a secondary reason

Set random searchwork question to select each question 50% of time

[Q253 logic: Show 50% of time]

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 | Randomize

- a) Yes, <u>definitely</u>
- b) Yes, possibly
- c) No

[Q290 logic: Show 50% of time]

290. 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 | Randomize

- a) No
- b) Yes, <u>definitely</u>
- c) Yes, possibly

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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (after the start the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Q staff size | Multiple choice | Required | Vertical | Single-select

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant *increase* in demand/business/sales
- e) Yes significant *decrease* in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 logic: Show 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Q total workers | Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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>

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

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) <u>as the pandemic ends</u>.

Are you already following your employer's plan?

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

- a) Yes
- b) No, some or all of the plan is <u>not yet **implemented**</u>
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

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

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

hours

Employed and WFH during COVID

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" AND Q6 selected choice is "Yes"

267. Has working from home made it easier or harder to interview for prospective new

	jobs? Multiple choice Required Vertical Single-select Randomize		
a) b) c) d)	Easier Harder No difference I haven't been seeking a new job		
[Q272 log	[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]		
272. How much of your workday does it take to interview <u>including travel time</u> for a prospective job via:			
Comb	Combination Required		

138. How long do you usually spend *commuting to and from work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting <u>to work</u>	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) Other (please specify) [text input]

Set earnings_group_shown to: 25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you earn by working in 2021, 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)

g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it <u>doesn't matter for your pay</u>**, which working arrangements would you <u>prefer</u> **after COVID is under control?**

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much <u>extra pay</u> would it take for you to prefer working **3 days a week on your** employer's premises and **2 days at home** <u>after COVID is under control</u>?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much <u>extra pay</u> would it take for you to prefer working **5** days a week on your employer's premises after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises</u> last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

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

Q wfh efficiency | 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

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than

working on business premises"] 145. How much more efficient are you working from home than on business premises? Multiple choice | Required | Vertical | Single-select Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) Over 35% more efficient f) [Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"] 146. How much less efficient are you working from home than on business premises? Multiple choice | Required | Vertical | Single-select Under 5% less efficient a) 5% to 15% less efficient b) 5% to 10% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e) Over 35% less efficient f) show block if Q144 selected choice is "Better --- I am more efficient at home than working on business premises" 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% 247. What are the top benefits of working from home? Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options No commute a) Less time getting ready for work b)

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]
- 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) Other [text input]

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

Show								
		Jnemployed awaiting recall OR 2) Being paid but not working ay/week	3) Working and WFH					
49.	How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2022?							
	Multiple choice Required Vertical Single-select							
	a) b) c)	I would comply and return to the worksite I would start looking for a job that lets me work from home at week, but return to the worksite if I don't find one by Septem I would quit my job on or before September 1st, regardless of another job.	ber 1st.					
Sho	w if Wo	nd not self employed orked for pay last week (Q_work_status) AND Wage/salary em						
(Q_0	current_	employment) AND Q_end_WFH_new is not "I have no emplo	yer"					
278.	Last v <i>come</i>	reek, did you come into work as many days as your employ in?	er wanted you to					
	Multipl	e choice Required Vertical Single-select Randomize						
	a) b)	Yes No						
[Q2	79 loai	c: Show if Q278 selected choice is "No"]						
_	-							
279.		veek , how many days:						
	Combi	nation Required						
	Requi	re row one answer to be less than or equal to row two						
Did		na into work?	Drondown					
	•	ne into work? polover want you to come into work?	Dropdown 0 days					
	•	ne into work? aployer want you to come into work?	0 days					
	•		0 days 1 day					
	•		0 days					
	•		0 days 1 day 2 days 3 days					
	•		0 days 1 day 2 days 3 days 4 days					
	•		0 days 1 day 2 days 3 days					
	•		0 days 1 day 2 days 3 days 4 days 5 days					
Did	your en		0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					
Did	your en How f	ployer want you to come into work? as your employer responded to employees who work on bus	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					
Did	your en How f	ployer want you to come into work? as your employer responded to employees who work on bus days than requested? Please select all that apply.	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					
Did	your en How h <u>fewer</u> Multipl	as your employer responded to employees who work on bus days than requested? Please select all that apply. e choice Required Vertical Multi-select Randomize	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					
Did	your en How h <u>fewer</u> Multipl a)	as your employer responded to employees who work on bus days than requested? Please select all that apply. e choice Required Vertical Multi-select Randomize Nothing	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					
Did	your en How h <u>fewer</u> Multipl a) b)	as your employer responded to employees who work on bus days than requested? Please select all that apply. e choice Required Vertical Multi-select Randomize Nothing Verbal reprimand Negative performance review Reduction in pay or bonus	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					
Did	How h How h <u>fewer</u> Multipl a) b) c)	as your employer responded to employees who work on bus days than requested? Please select all that apply. e choice Required Vertical Multi-select Randomize Nothing Verbal reprimand Negative performance review	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days					

g) Other [text input]

h) I don't know

Working from home 1+ days per week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q4 selected choice is any of "1 full paid day working from home", "2 full paid days working from home", "3 full paid days working from home", "4 full paid days working from home", "5+ full paid days working from home" OR Q207 columns selected in any row includes "Worked from home"

240. Who sets your work-from-home schedule?

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

- a) I set my own work-from-home schedule
- b) My manager or employer sets my work-from-home schedule
- c) My employer has not set a policy about work-from-home schedules

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my workfrom-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

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

- a) A <u>common</u> schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
- b) Schedules differ across people and work teams

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

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

- a) Coordinating with co-workers
- b) Coordinating with my spouse or domestic partner
- c) Coordinating with customers or clients
- d) Commuting when there's less traffic and congestion

281. How would your employer react if you consistently <u>failed to complete work on time</u>? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

- 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

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

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

- a) I did not want to be employed at this time
- b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
- c) I am/was caring for children not in school or daycare
- d) I am/was caring for an elderly person
- e) I was concerned about getting or spreading the coronavirus
- f) I am/was sick (not coronavirus related) or disabled
- g) I am retired
- h) I am/was laid off or furloughed due to coronavirus pandemic
- i) My employer went out of business due to the coronavirus pandemic
- j) I do/did not have transportation to work
- k) Other reason [text input]

Set random big5 to show "Big 5" block for 50% of respondents

Big 5 etc

Show for 50% of respondents

296. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q big5 1 | Matrix | Required | Group by: Row | Single-select | Randomize rows

	Very	Moderately	Neither accurate	Moderately	Very
	inaccurate	inaccurate	nor inaccurate	accurate	accurate
l have a vivid					
imagination					
I sympathize with					
others' feelings					
I make a mess of					
things					
I am the life of the					
party					
I have frequent					
mood swings					

297.	Here are a number of statements that may or may not apply to you. Please indicate the
	extent to which they are accurate or inaccurate descriptions of yourself.

Q big5 2 | Matrix | Required | Group by: Row | Single-select | Randomize rows

	Very	Moderately	Neither accurate	Moderately	Very
	inaccurate	inaccurate	nor inaccurate	accurate	accurate
I don't talk a lot					
I am not interested in					
abstract ideas					
I often forget to put					
things back in their					
proper place					
I seldom feel blue					
I am not really					
interested in others					

Set qc_big5_2 to flag true if straightlines Q_big5_2

[Q304 logic: Show if qc_big5_1 and qc_big5_2 both true (straightlined both questions)]

304. You picked the same answer for <u>all choices</u> in the previous two questions. Are you <u>sure</u> about your answers to those questions?

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

- a) Yes
- b) No
- 298. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q big5 3 | Matrix | Required | Group by: Row | Single-select

	Very	Moderately	Neither accurate	Moderately	Very
	inaccurate	inaccurate	nor inaccurate	accurate	accurate
I feel others'					
emotions					
I get upset easily					
I get chores done right away					
I do not have a good imagination					
I keep in the background					

Set qc big5 3 to flag true if straightlines Q_big5_3

299. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_4 | Matrix | Required | Group by: Row | Single-select

Very Moderately Neither accurate Moderately Very	,
--	---

	inaccurate	inaccurate	nor inaccurate	accurate	accurate
l have difficulty understanding abstract ideas					
I am relaxed most of the time					
I am not interested in other people's problems					
I talk to a lot of different people at parties					
l like order					

Set <code>qc_big5_4</code> to flag true if straightlines Q_big5_4

[Quality terminate if straightlines ALL of the 4 "Big 5" matrix questions, QC remove]

300. Please rank (drag and drop) the following job attributes by how important they are to you (1=most important, 5=least important)

Rank | Required | Randomize

- a) Chances for advancement
- b) Work is important and gives a feeling of accomplishment
- c) No danger of being fired
- d) High income
- e) Working hours are short, lots of free time

[Q301 logic: QUESTION HIDDEN]

301. Please rank (drag and drop) the following items by how important they are in your life (1=most important, 6=least important)

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

- a) Family
- b) Friends
- c) Work
- d) Politics
- e) Leisure time
- f) Religion/spirituality

303. Please rank (drag and drop) the following items by how important they are in your life (1=most important, 6=least important)

Rank | Required | Randomize

- a) Family
- b) Friends
- c) Work
- d) Politics
- e) Leisure time
- f) Religion/spirituality

302. Please indicate the extent to which you agree or disagree with the following statement:

I am willing to work harder than I have to in order to help the firm or organization I work for succeed.

Multiple choice | Required | Horizontal | Single-select

- a) Strongly agree
- b) Agree
- c) Neither agree nor disagree
- d) Disagree
- e) Strongly disagree

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses

SWAA August 2022

Objective: Survey of Working Arrangement and Attitudes Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old) Geography: United States of America Sample size: Target N=10000; Maximum N=10000

<u>Legend</u>

```
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 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

	v block if Q2 selected choice is "Working for pay, whether on business premises or working home"					
3.	How many full days did you work last week (whether at home or on business premises)? <code>Q_all_days Multiple choice Required Vertical Single-select</code>					
	 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 <i>full paid working days did you</i> <u>work from home</u> last week?					
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>					
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

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 <u>looking for work</u> during the last 4 weeks?
<pre>Q_looking_l4w Multiple choice Required Vertical Single-select Randomize</pre>
a) Yes b) No
Searching
Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Set random_worries_question to select each question 50% of time
[Q251 logic: Show 50% of time]
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 Randomize
 a) Yes, I avoid jobs with high infection risk b) Yes, I require <u>higher pay</u> for jobs with high infection risk c) Yes, I require <u>higher benefits</u> for jobs with high infection risk d) Yes, I <u>prefer</u> jobs allowing me to work from home e) No
[Q291 logic: Show 50% of time]
291. 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 Randomize
 a) No b) Yes, I avoid jobs with high infection risk c) Yes, I require <u>higher pay</u> for jobs with high infection risk d) Yes, I require <u>higher benefits</u> for jobs with high infection risk e) Yes, I <u>prefer</u> jobs allowing me to work from home
Set random_jobsearch_question to select each question 50% of time
[Q252 logic: Show 50% of time]
252. Which of the following best describes your job search?
Multiple choice Required Vertical Single-select Randomize
 a) I am only considering jobs allowing me to work from home b) I prefer jobs allowing me to work from home, but this is not a deal breaker

c) No preference about working from home

[Q293 logic: Show 50% of time]

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

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

- a) No preference about working from home
- b) I am only considering jobs allowing me to work from home
- c) I prefer jobs allowing me to work from home, but this is not a deal breaker

NILF

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

Set random covid question to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

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

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

- a) Yes, the main reason
- b) Yes, a <u>secondary</u> reason
- c) No

[Q282 logic: Show other 50% of time]

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

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

- a) No
- b) Yes, the <u>main</u> reason
- c) Yes, a <u>secondary</u> reason

Set random searchwork question to select each question 50% of time

[Q253 logic: Show 50% of time]

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 | Randomize

- a) Yes, <u>definitely</u>
- b) Yes, <u>possibly</u>
- c) No

[Q290 logic: Show 50% of time]

290. 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 | Randomize

a) No

b) Yes, **definitely**

c) Yes, possibly

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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

- a) Before March 2020
- b) On or after March 2020 (after the start the COVID-19 pandemic)
- 142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Q staff size | Multiple choice | Required | Vertical | Single-select

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work

d) Yes significant increase in demand/business/sales

- e) Yes significant decrease in demand/business/sales
- f) Yes, some other reason [text input]
- g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [text input]
- g) No

[Q147 logic: Show 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."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Q total workers | Multiple choice | Required | Vertical | Single-select

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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>

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

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) <u>as the pandemic ends</u>. Are you <u>already following your employer's</u> plan?

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

- a) Yes
- b) No, some or all of the plan is <u>not yet **implemented**</u>
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

hours

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

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

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

hours

Employed and WFH during COVID

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" AND Q6 selected choice is "Yes"

267. Has working from home made it **easier or harder to <u>interview for prospective new</u> <u>jobs?</u>**

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

- a) Easier
- b) Harder
- c) No difference
- d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. *How much of your workday* does it take to interview <u>including travel time</u> for a prospective job via:

Combination | Required

an <u>online</u> interview?	Number input
an <u>in-person</u> interview?	hours
	Min: 0
	<u>Max</u> : 8

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | *Required* | *Randomize*

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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

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
- I) 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
- I) Other (please specify) [text input]

Set earnings_group_shown to:

25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you earn by working in 2021, 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]
- I) \$125,000 to 149,999 [TAG: 138]
- m) \$150,000 to \$199,999 [TAG: 175]
- m) \$150,000 to \$199,999 [IAG: 1/5]
- 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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

Section 2

Worked five days a week show if they worked 5+ days a week (based on days worked) Not currently WFH show block if Q207 choices by row no choice is "Worked from home" Set no wfh increase to: 1 day per week from home a) b) 3 days per week from home c) entirely from home 306. How would you feel about working no wfh increase, with no change in your number of workdays? Multiple choice | Required | Vertical | Single-select | Randomize Positive – I would like it a) b) Neutral Negative – I would dislike it c) Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"] 307. What percentage **pay cut** would you value the same as working no wfh increase? Number | Required | Min: 0 | Max: 50 % pay cut [Q308 logic: Show if Q306 selected choice is "Positive – I would like it"] 308. What percentage *pay raise* would you value the same as working *no wfh increase*? Number | Required | Min: 0 | Max: 50 % pay raise All days WFH show block if Q207 choices by row no choice is "Worked at employer or client site" Set all wfh decrease to: 3 days per week from home and 2 days per week on your employer's a) premises

b) **4 days per week from home and 1 day per week on your employer's**

promises
c) <u>entirely from your employer's premises</u> with <u>no change</u> in your number of workdays
315. How would you feel about working <u>all wfh decrease</u> ?
Multiple choice Required Vertical Single-select Randomize
a) Positive - I would like it
b) Neutralc) Negative - I would dislike it
[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]
316. What percentage <i>pay cut</i> would you value the same as working <u>all wfh decrease</u> ?
Number Required Min: 0 Max: 50
% pay cut
[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]
317. What percentage <i>pay raise</i> would you value the same as working <u>all wfh decrease</u> ?
Number Required Min: 0 Max: 50
% pay raise
Some days WFH
show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"
Set some wfh change to:
a) <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u>
 than you currently do <u>1 fewer day per week at home</u> and <u>1 more day at your employer's premises</u>
than you currently do
 c) <u>entirely from home,</u> with <u>no change</u> in your number of workdays d) <u>entirely from your employer's premises</u> with <u>no change</u> in your number of workdays
324. How would you feel about working some wfh change?
Multiple choice Required Vertical Single-select Randomize
a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it
[Q325 logic: Show if Q324 selected choice is "Negative - I would dislike it"]
325. What percentage <i>pay cut</i> would you value the same as working <u>some_wfh_change</u> ?
Number Required Min: 0 Max: 50
% pay cut

[Q326 logic: Show if Q324 selected choice is "Positive - I would like it"]

326. What percentage *pay raise* would you value the same as working some wfh change?

Number | Required | Min: 0 | Max: 50

% pay raise

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises</u> last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]

- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

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 | Randomize

- 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

[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 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient

	f)	Over 35% less efficient
Show	v if "Bet	ter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2
35.	ls time home	e saved by not commuting part of your extra efficiency when working from ?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	6 logic:	Show if Q35 selected choice is "Yes"]
36.	save k	nuch of your extra efficiency when working from home is due to the time you by not commuting? e 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 <u>all</u> of your extra efficiency is due exactly saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	ne , 0% ———• All, 100%
247.		are the <i>top benefits</i> of <i>working from home?</i> Please choose up to <u>three</u> .
	a) b) c) d) e) f) g) h)	No commute Less time getting ready for work Flexibility over when I work Fewer meetings Individual quiet time Spending more time with family and friends Save on gas and lunch costs Other [text input]
248.		are the <i>top benefits</i> of working on your employer's <i>business premises?</i> Please e up to <u>three</u> .
	Multiple	e choice Required Vertical Multi-select Randomize Choose 1-3 options
	a) b) c) d) e) f) g)	Face-to-face collaboration Socializing with co-workers Face time with my manager Better equipment Quiet Clearer boundaries between work and personal time Other [text input]
39.	What is	s the ZIP code of your <i>current</i> 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

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on October 1, 2022?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by October 1st.
- c) I would quit my job on or before October 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set random_section to select random presenteeism section 50/50

Presenteeism: 1 more day than coworkers

Show 50% of time

55. If you were to work from home one more day per week than your co-workers, how

-		
	•	this affect your <i>chance of a promotion in the next 3 years?</i>
	Multipl	e choice Required Vertical Single-select
	a)	It would reduce my chance of a promotion
	b) c)	No effect It would increase my chance of a promotion
[Q5	6 logic	: Show if Q55 selected choice is "It would reduce my chance of a promotion"]
56.		nuch of a reduction in your chance of a promotion would <u>working from home one</u> <u>day per week than your co-workers</u> cause?
	Numbe	er Required Min: 0 Max: 100
		% lower chance of a promotion
[Q5]	7 logic	: Show if Q55 selected choice is "It would increase my chance of a promotion"
57.		nuch of an increase in your chance of a promotion would <u>working from home one</u> day per week than your co-workers cause?
	Numbe	er Required Min: 0 Max: 100
		% higher chance of a promotion
Dree		om 5 dava WEH va aawarkara an husinasa nremiasa
	w 50%	sm: 5 days WFH vs coworkers on business premises of time
60.	premi	were to work from home 5+ days a week and your co-workers work on business ises 5+ days a week, how might this affect your chance of a promotion in the B years?
	Multipl	e choice Required Vertical Single-select
	Rando	omize order Q55/Q101
	a) b)	It would reduce my chance of a promotion No effect
	c)	It would increase my chance of a promotion
[Q5]	8 logic	: Show if Q60 selected choice is "It would increase my chance of a promotion"
58.		nuch of an increase in your chance of a promotion would working from home 5+ a week while your co-workers work on the business premises 5+ days a week ?
	Numbe	er Required Min: 0 Max: 100
	_	% higher chance of a promotion
[Q5	9 logic	: Show if Q60 selected choice is "It would reduce my chance of a promotion"]
59.		nuch of a reduction in your chance of a promotion would working from home 5+ a week while your co-workers work on the business premises 5+ days a week

	cause?	
	Number Required Min: 0 Max: 100	
	% lower chance of a promotion	
278.	Last week, did you come into work <i>as many days as your employ come in?</i>	ver wanted you to
	Multiple choice Required Vertical Single-select Randomize	
	a) Yes b) No	
[Q27	79 logic: Show if Q278 selected choice is "No"]	
279.	<i>Last week</i> , how many days:	
	Combination Required	
	Require row one answer to be less than or equal to row two	
Did y	rou come into work? rour employer want you to come into work?	Dropdown 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days
280.	How has your employer responded to employees who work on bus <u>fewer</u> days than requested? Please select all that apply.	siness premises
	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 	
Wor	king from home 1+ days per week	
show from days home	v block if Q2 selected choice is "Working for pay, whether on busines home" AND Q4 selected choice is any of "1 full paid day working fro working from home", "3 full paid days working from home", "4 full pa e", "5+ full paid days working from home" OR Q207 columns selecte ked from home"	om home", "2 full paid aid days working from
	Who sets your work-from-home schedule?	

	Multiple	choice Required Vertical Single-select Randomize
	a) b) c)	I set <u>my own</u> work-from-home schedule My <u>manager or employer</u> sets my work-from-home schedule My employer <u>has not set a policy</u> about work-from-home schedules
_	-	:: Show if Q240 selected choice is "My manager or employer sets my work- schedule"]
242.	What t	ype of work-from-home schedule does your manager or employer set?
	Multiple	choice Required Vertical Single-select Randomize
	a)	A <u>common</u> schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
	b)	Schedules differ across people and work teams
[Q24	41 logic	: Show if Q240 selected choice is "I set my own work-from-home schedule"]
241.		actors do you consider when setting your work-from-home schedule? select all that apply:
	Multiple	choice Required Vertical Multi-select Randomize
	a) b) c) d)	Coordinating with co-workers Coordinating with my spouse or domestic partner Coordinating with customers or clients Commuting when there's less traffic and congestion
202.	Will <u>yo</u>	<i>ur manager</i> work from home on the same days as you after the pandemic is over
	Multiple	choice Required Vertical Single-select
	a)	Yes
	b) c)	No I have no manager
[Q20)3 logio	: Show if Q202 selected choice is "Yes"]
203.		<u>manager</u> starts coming into your employer's place of business on some of vork-from-home days, what will you do?
	Multiple	choice Required Vertical Single-select
	a) b)	Continue to work from home on those days Come into my employer's place of business on some of those days and work from home on the others
	c)	Come into my employer's place of business on the same days as my manager
204.		ost of your <u>coworkers</u> work from home on the same days as you after the nic is over?
	Q_most	wfh_over Multiple choice Required Vertical Single-select
	a) b)	Yes No

[Q20	5 logia	: Show if Q204 selected choice is "Yes"]	
205.	lf your	r <u>coworkers</u> start coming into your employer's place of business on some of york-from-home days, what will you do?	
	Multiple choice Required Vertical Single-select		
	a) b)	Continue to work from home on those days Come into my employer's place of business on some of those days and work from home on the others	
	c)	Come into my employer's place of business on the same days as my coworkers	
	281. How would your employer react if you <i>consistently <u>failed to complete work on time</u>?</i> Please select all that apply.		
1	Multiple	choice Required Vertical Multi-select Randomize Choose at least 1 option	
	a) b) c) d) e)	Nothing Verbal reprimand Negative performance review Reduction in pay or bonus Threat to terminate if it continues	

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

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

- a) I did not want to be employed at this time
- b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
- c) I am/was caring for children not in school or daycare
- d) I am/was caring for an elderly person
- e) I was concerned about getting or spreading the coronavirus
- f) I am/was sick (not coronavirus related) or disabled
- g) I am retired
- h) I am/was laid off or furloughed due to coronavirus pandemic
- i) My employer went out of business due to the coronavirus pandemic
- j) I do/did not have transportation to work
- k) Other reason [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses

SWAA September 2022

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: Canada, United States of America Sample size: Target N=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>
	 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 <i>full paid working days did you <u>work from home</u> last week?</i>
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	<u>home</u>	<u>site</u>

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

Uner	nploye	ed
show	block	if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, call to my old job"
[Q25	50 logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
250.		though you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_loc	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Sear	ching	
		_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Set ∿	a) b) c) d) e)	es_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1] Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2] Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3] Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4] No [TAG: 5]
Set j	order	arch_changes_order to: shown to respondent based on numerical tag of options in es_jobsearch_changes_e.g. 54321 or 12345
251.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multip	le choice Required Vertical Multi-select
	Dy	<pre>/namic choices: worries_jobsearch_changes</pre>
Set j		arch_wfh_options to: I am only considering jobs allowing me to work from home [TAG: 1] I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2] No preference about working from home [TAG: 3]
Set j	order	arch_wfh_order to: shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	of the following best describes your job search?
	Multip	le choice Required Vertical Single-select
	Dy	<pre>/namic choices: jobsearch_wfh_options</pre>
NIII =		
NILF		

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

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?	
Multiple choice Required Vertical Single-select	
Dynamic choices: notlooking_reasons	
Set start_looking_wfh to: a) Yes, <u>definitely</u> [TAG: 1] b) Yes, <u>possibly</u> [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 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 of working from home", "Still employed and paid, but not working"	r
5. Which of the following best describes your current employment situation?	
<pre>Q_current_employment Multiple choice Required Vertical Single-select</pre>	

- a) I am a **wage and salary employee**, and my <u>main job</u> 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"

139.	When	did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a) b)	Before March 2020 On or after March 2020 (after the start the COVID-19 pandemic)
142.		ling yourself but including employees and independent contractors, how many staff ers are part of your business?
	Q_sta	ff_size Multiple choice Required Vertical Single-select
	a) b) c) d) e)	No staff other than myself Fewer than 10 staff members 10 to 49 staff members 50 to 99 staff members 100+ staff members
[Q14	40 logio	: Show if Q139 selected choice is "Before March 2020"]
140.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes significant <u>increase</u> in demand/business/sales Yes significant <u>decrease</u> in demand/business/sales Yes, some other reason <u>[text input]</u> No
		:: Show if Q139 selected choice is "On or after March 2020 (after the start the pandemic)"]
141.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a)	Yes, lockdowns and social distancing directly generated the market for my business
	b)	Yes, I started my business after losing my job due to lockdowns and social distancing
	c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes, some other reason [text input] No
busi		:: Show if Q5 selected choice is none of "I am self-employed and run my own "I earn most of my income as an independent contractor, freelancer, or gig

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Q total workers | Multiple choice | Required | Vertical | Single-select

- a) Fewer than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers
- 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>

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

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) <u>as the pandemic ends</u>.

Are you already following your employer's plan?

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

- a) Yes
- b) No, some or all of the plan is not yet implemented
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

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

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

_ hours

Employed and WFH during COVID

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" AND Q6 selected choice is "Yes"

267. Has working from home made it **easier or harder to <u>interview for prospective new</u> jobs?**

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

- a) Easier
- b) Harder
- c) No difference
- d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. How much of your workday does it take to interview <u>including travel time</u> for a prospective job via:

Combination | Required

an <u>online</u> interview?	Number input
an <u>in-person</u> interview?	hours
	Min: 0

Max:	8
------	---

138. How long do you usually spend *commuting* <u>to and from</u> work (in minutes)? If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	Max: 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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]

337. Is your current (or most recent) job in the tech sector?

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

- a) Yes
- b) No

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

[[]Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

- h) Professional and related
- i) Sales and related
- j) Service
- k) Transportation and material moving
- I) Other (please specify) [text input]

Set earnings_group_shown to:

25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you earn by working in 2021, 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week (based on days_worked)

Not		
		Iy WFH if Q207 choices by row no choice is "Worked from home"
51100	DIUCK	
Set r	no wfh	increase to :
		<u>1 day per week from home</u>
	b)	3 days per week from home
	c)	entirely from home
306.	How w workda	rould you feel about working <u>no wfh increase</u> , with no change in your number of ays?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Positive – I would like it
	b)	Neutral
	C)	Negative – I would dislike it
[Q3	07 logi	c: Show if Q306 selected choice is "Negative – I would dislike it"]
307.	What p	percentage <u>pay cut</u> would you value the same as working <u>no wfh increase</u> ?
	Numbe	r Required Min: 0 Max: 50
		% <u>pay cut</u>
[Q3	08 logi	c: Show if Q306 selected choice is "Positive – I would like it"]
308.	What p	percentage pay raise would you value the same as working <u>no wfh increase</u> ?
	Numbe	r Required Min: 0 Max: 50
		% pay raise
All d	ays Wl	FH Contraction of the second sec
show	/ block	if Q207 choices by row no choice is "Worked at employer or client site"
Cat		
Set a		h_decrease to:
	a)	<u>3 days per week from home and 2 days per week on your employer's premises</u>
	b)	<u>4 days per week from home and 1 day per week on your employer's</u>
	~)	premises
	c)	entirely from your employer's premises with no change in your number of
		workdays
315.	How w	ould you feel about working <u>all wfh decrease</u> ?
	Multiple	e choice Required Vertical Single-select Randomize
1	a)	Positive - I would like it
1	b)	Neutral
1	c)	Negative - I would dislike it
[03		c: Show if Q315 selected choice is "Negative - I would dislike it"]
	i v ivyl	a anomini servi accenten energe la integative - i would diblike it i j

N	lumber Required Min: 0 Max: 50
	% <u>pay cut</u>
[Q317	logic: Show if Q315 selected choice is "Positive - I would like it"]
317. V	Vhat percentage <i>pay raise</i> would you value the same as working all wfh decrease
Λ	lumber Required Min: 0 Max: 50
	% pay raise
Some	days WFH
show b	lock if Q207 choices by row some choice is "Worked from home" AND Q207 choices by me choice is "Worked at employer or client site"
Set so	 me_wfh_change to: a) <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u> than you currently do b) <u>1 fewer day per week at home</u> and <u>1 more day at your employer's premises</u> than you currently do c) <u>entirely from home</u>, with <u>no change</u> in your number of workdays d) <u>entirely from your employer's premises</u> with <u>no change</u> in your number of workdays
324. H	low would you feel about working <pre>some_wfh_change?</pre>
h	lultiple choice Required Vertical Single-select Randomize
	 a) Positive - I would like it b) Neutral c) Negative - I would dislike it
[Q325	logic: Show if Q324 selected choice is "Negative - I would dislike it"]
	Vhat percentage <u>pay cut</u> would you value the same as working <u>some_wfh_change</u> ? lumber Required Min: 0 Max: 50 % <u>pay cut</u>
[Q326	logic: Show if Q324 selected choice is "Positive - I would like it"]
	Vhat percentage <u>pay raise</u> would you value the same as working <u>some_wfh_change</u> ? Iumber Required Min: 0 Max: 50
	% pay raise

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

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	Dropdown	
Child 2	0	
Child 3	1	
Child 4	2	
Child 5	3	
Child 6	4	
Child 7	5	
Child 8	6	
	7	
	8	
	9	
	10	
	11	
	12	
	13	
	14	
	15	
	16	
	17	
	18+	

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

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 15% less efficient
- c) 5% to 10% 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"]

save by not commuting? Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficienc is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is du to time saved from your commute.] Slider Required Min: 0 Max: 100		
None , 0% ——— • — All, 100%		
What are the top benefits of working from home? Please choose up to three.		
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] 		
What are the <i>top benefits</i> 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) Other [text input] 		
t S V V V C		

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

Set random_endcovid_question to: 75% select Q288 25% select Q349

[Q288 logic: Show 75% of time]

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

[Q349 logic: Show 25% of time]

349. *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) No return to pre-COVID activities, as I will continue to social distance
- b) 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
- c) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
- d) Complete return to pre-COVID activities

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2022?

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

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
- c) I would quit my job on or before November 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set 1	candom_section to select random presenteeism section 50/50				
278.	Last week, did you come into work as many days as your em come in?	ployer wanted you to			
	Aultiple choice Required Vertical Single-select Randomize				
	a) Yes				
	b) No				
[Q2 [.]	79 logic: Show if Q278 selected choice is "No"]				
279.	<i>Last week</i> , how many days:				
Combination Required					
	Require row one answer to be less than or equal to row two				
Did y	You come into work? Your employer want you to come into work? How has your employer responded to employees who work on <u>fewer</u> days than requested? Please select all that apply. Multiple choice Required Vertical Multi-select Randomize a) Nothing	Dropdown O days 1 day 2 days 3 days 4 days 5 days 6 days 7 days			
	b) Verbal reprimand				
	c) Negative performance reviewd) Reduction in pay or bonus				
	e) Threat to terminate if it continues				
	f) Termination				
	 g) Other [text input] h) I don't know 				
14/					
	king from home 1+ days per week / block if Q2 selected choice is "Working for pay, whether on bus	siness premises or working			
from days hom	home" AND Q4 selected choice is "working for pay, whether on bus working from home", "3 full paid days working from home", "4 fu e", "5+ full paid days working from home" OR Q207 columns sel ked from home"	g from home", "2 full paid Ill paid days working from			
240.	Who sets your work-from-home schedule?				
	Multiple choice Required Vertical Single-select Randomize				
	a) I set my own work-from-home schedule				

	b) c)	My manager or employer sets my work-from-home schedule My employer <u>has not set a policy</u> about work-from-home schedules		
		c: Show if Q240 selected choice is "My manager or employer sets my work- e schedule"]		
242.	What	type of work-from-home schedule does your manager or employer set?		
	Multip	le choice Required Vertical Single-select Randomize		
	a)	A <u>common</u> schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)		
	b)	Schedules differ across people and work teams		
[Q24	41 logi	c: Show if Q240 selected choice is "I set my own work-from-home schedule"]		
241.		factors do you consider when setting your work-from-home schedule? e select all that apply:		
	Multip	le choice Required Vertical Multi-select Randomize		
	a) b) c) d)	Coordinating with co-workers Coordinating with my spouse or domestic partner Coordinating with customers or clients Commuting when there's less traffic and congestion		
202.	Will your manager work from home on the same days as you after the pandemic is over?			
	Multip	le choice Required Vertical Single-select		
	a)	Yes		
	b) c)	No I have no manager		
[Q2	03 logi	c: Show if Q202 selected choice is "Yes"]		
203.		r <u>manager</u> starts coming into your employer's place of business on some of work-from-home days, what will you do?		
	Multip	le choice Required Vertical Single-select		
	a) b)	Continue to work from home on those days Come into my employer's place of business on some of those days and work from		
	c)	home on the others Come into my employer's place of business on the same days as my manager		
204.		nost of your <u>coworkers</u> work from home on the same days as you after the emic is over?		
	Q_mos	st_wfh_over Multiple choice Required Vertical Single-select		
	a) b)	Yes No		
[Q2	05 logi	c: Show if Q204 selected choice is "Yes"]		
205.	lf you	r <u>coworkers</u> start coming into your employer's place of business on some of		

your work-from-home days, what will you do?

Multiple choice | Required | Vertical | Single-select

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from home on the others
- c) Come into my employer's place of business on the same days as my coworkers
- 281. How would your employer react if you consistently <u>failed to complete work on time</u>? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

- 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

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

___ percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

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

- a) I did not want to be employed at this time
- b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
- c) I am/was caring for children not in school or daycare
- d) I am/was caring for an elderly person
- e) I was concerned about getting or spreading the coronavirus
- f) I am/was sick (not coronavirus related) or disabled
- g) I am retired
- h) I am/was laid off or furloughed due to coronavirus pandemic
- i) My employer went out of business due to the coronavirus pandemic
- j) I do/did not have transportation to work
- k) Other reason [text input]

338. Have you had a positive diagnosis for COVID-19?

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

a) Yes, I tested positive

- b) No
- c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you *believe you have been <u>infected</u> at some point?*

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

- a) Yes
- b) No
- c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

340. Have you been hospitalized to treat COVID-19?

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

- a) Yes
- b) No

[Q341 logic: Show if Q340 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

____ days

343. Did you have any *symptoms lasting 3 months or longer* that you did not have prior to having coronavirus or COVID-19?

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

- a) Yes
- b) No
- c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What symptoms lasted 3 months or longer that you did not have prior to having coronavirus or COVID-19? Please select all that apply.

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

- a) Tiredness or fatigue
- b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
- c) Difficulty breathing or shortness of breath
- d) Joint or muscle pain
- e) Fast-beating or pounding heart (also known as "heart palpitations")
- f) Chest pain
- g) Dizziness on standing

h) Menstrual changes

- i) Changes to taste/smell
- j) Inability to exercise
- k) Other [text input]
- I) Prefer not to say

342. Do you have any *close friends or family members* who have been hospitalized to treat COVID?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

348. Have any *close friends or family members* of yours experienced *symptoms lasting 3 months or longer* that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

345. Has your **spouse or somebody under your care** experienced **symptoms lasting 3 months or longer** that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Prefer not to say

347. Do you live with or care for someone who would be *more vulnerable than the general population to COVID-19 or other infectious diseases?*

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses

SWAA October 2022

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=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n 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 <i>full paid working days did you</i> <u>work from home</u> last week? <i>Q</i> 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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	<u>home</u>	<u>site</u>

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

Unei	mploye	ed
show	v block	if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, call to my old job"
[Q2	50 logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
250.		though you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_loc	<pre>bking_14w Multiple choice Required Vertical Single-select Randomize</pre>
	a) b)	Yes No
Sear	ching	
Shov	w if: -Q	_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Set v	worrie a) b) c) d) e)	es_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1] Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2] Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3] Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4] No [TAG: 5]
Set <u>-</u>	order	arch_changes_order to: shown to respondent based on numerical tag of options in es_jobsearch_changes_e.g. 54321 or 12345
251.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multip	le choice Required Vertical Multi-select
	D	ynamic choices: worries_jobsearch_changes
Set <u>-</u>		arch_wfh_options to: I am only considering jobs allowing me to work from home [TAG: 1] I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2] No preference about working from home [TAG: 3]
Set :	order	arch_wfh_order to: shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	n of the following best describes your job search?
	Multip	le choice Required Vertical Single-select
	D	ynamic choices: jobsearch_wfh_options
NILF	•	

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

Sot manage	ns notlooking section to select "original" or "detailed" sections 50%/50%
Reasons f Show 50%	or not looking: original version
	oking_reasons to:
b)	Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2]
c)	No [TAG: 3]
Set notlo	oking_reasons_order to:
	shown to respondent based on numerical tag of options in
notio	oking_reasons_order e.g. 321 or 123
	orries about catching COVID or other infectious diseases a factor in your decision seek work at this time?
Q_co	vid_not_looking Multiple choice Required Vertical Single-select
D	ynamic choices: notlooking_reasons
Possons f	or not looking: new (more detailed) version
Show 50%	
Cat	
Set reaso a)	ns_not_working to: 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) h)	Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7] I don't need to work, and I prefer not to [TAG: 8]
i)	Other reason (please specify) [text input] [TAG: 9]
Set reaso	ns_notworking_order to order of reasons_not_working
372. What	is the <i>main reason</i> you are <i>not currently working and not seeking work?</i>
Q_pr	imary_not_working Multiple choice Required Vertical Single-select
D	ynamic choices: reasons_not_working
	is the <u>second most important reason</u> you are not currently working and not ing work?
Q_se	condary_not_working Multiple choice Required Vertical Single-select
	ynamic choices: reasons_not_working with primary reason removed (unless Dther" was primary reason) + None
Sot at a st	looking with to:
Jel start	looking_wfh to :

infect Multip D Set wfh_1a show block working fro 5. Which Q_cun a) b) c) d) Self-emplo	bu more worried about catching COVID or more worried about catching other ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? errent_employment Multiple choice Required Vertical Single-select 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 <u>extra income from side</u> jobs I am self-employed and run my own business I earn most of my income as an independent contractor, freelancer, or gig worker.
infect Multip D Set wfh_1a show block working fro 5. Whick Q_cun a) b) c)	<pre>ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select 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 I am self-employed and run my own business I earn most of my income as an independent contractor, freelancer, or gig</pre>
infect Multip D Set wfh_1a show block working fro 5. Which Q_cun a)	<pre>ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select 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</pre>
infect Multip D Set wfh_1a show block working fro 5. Which Q_cur	<pre>ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select I am a wage and salary employee, and my main job accounts for most of my</pre>
infect Multip D Set wfh_1a show block working fro 5. Which Q_cum	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select
infect Multip D Set wfh_1a show block working fro 5. Which	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation?
infect Multip D Set wfh_1a show block working fro	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working"
infect Multip De Set wfh_la	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home"
infect Multip	ious diseases? le choice Required Vertical Single-select
infect	ious diseases?
worry abo Q_second	ic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases
	ed_option_order to store order of worried options shown (e.g. 123 or 213)
a) b) c)	More worried about COVID [TAG: 1] More worried about other infectious diseases [TAG: 2] Equally worried about both [TAG: 3]
	ed_covid_other to:
	ynamic choices: start_looking_wfh
_	le choice Required Vertical Single-select
	d you start seeking work if you were guaranteed to find a job allowing you to work nome?
321 0	r 123
	shown to respondent based on numerical tag of options in start_looking_wfh e.g.
order	
order	shown to respondent based on numerical tag of options in start_looking_wfh e.g.

139.	When	did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a) b)	Before March 2020 On or after March 2020 (after the start the COVID-19 pandemic)
355.	How m	nany people does your business employ (excluding yourself)?
	Q_num	_employees Number Required Min: 0 Max: 1000
		employees
[Q3	71 logio	c: Show if Q355 answer > 50]
371.	You re	sponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes, that is correct No. The correct number of employees is: [text input]
369.		nany locations (separate factories, offices, shops, etc.) does your business operate? r Required Min: 1 Max: 100 locations
370	When	did your business hire its <i>first employee</i> ?
		r Required Min: 1950 Max: 2022
[Q1	40 logio	: Show if Q139 selected choice is "Before March 2020"]
140.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes significant <u>increase</u> in demand/business/sales Yes significant <u>decrease</u> in demand/business/sales Yes, some other reason <u>[text input]</u> No
		c: Show if Q139 selected choice is "On or after March 2020 (after the start the bandemic)"]
141.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a)	Yes, lockdowns and social distancing directly generated the market for my business

Γ

	b)	Yes, I started my business after losing my job due to lockdowns and social distancing
	c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes, some other reason [text input] No
		f Q5 selected choice is none of "I am self-employed and run my own business", "I
earn	most of	f my income as an independent contractor, freelancer, or gig worker."
353.		many locations (separate factories, offices, shops, etc.) does your primary /er operate?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e)	Only 1 location 2 to 4 locations 4 to 9 locations 10 to 99 locations 100+ locations
351.	Counti	ng all of its locations, how many employees work for your primary employer?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Fewer than 10 employees 10 to 49 employees 50 to 99 employees 100 to 499 employees 500 to 4999 employees 5000+ employees
352.	When	did your your employer hire its <i>first employee (at <u>any</u> location)?</i>
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f) g) h) i)	2022 2021 2020 2019 2018 2017 2016 2011 to 2015 2006 to 2010 Before 2006
emp	loyer o	:: Show if Q207 columns selected in any row does not include "Worked at r client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 "4 to 9 locations", "100+ locations"]
354.	When	did your employer start operations at the location <u>you are assigned to</u>?

Multiple choice | Required | Vertical | Single-select a) 2022 2021 b) 2020 c) d) 2019 e) 2018 f) 2017 2016 g) 2011 to 2015 h) i) 2006 to 2010 Before 2006 j) k) 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) 2022 b) 2021 c) 2020 d) 2019 2018 e) 2017 f) 2016 g) 2011 to 2015 h) 2006 to 2010 i) i) Before 2006 375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

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>
- 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

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) <u>as the pandemic ends</u>.

Are you already following your employer's plan?

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

- a) Yes
- b) No, some or all of the plan is <u>not yet **implemented**</u>
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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

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
- I) 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]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the tech sector?

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

- a) Yes
- b) No

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
- I) Other (please specify) [text input]
- 54. Approximately how much did you earn by working in 2021, 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week (based on days_worked)

Not currently WFH

show block if Q207 choices by row no choice is "Worked from home"

Set r	a) b)	_increase to: <u>1 day per week from home</u> <u>3 days per week from home</u> <u>entirely from home</u>
306.	How w workda	ould you feel about working <u>no wfh increase</u> , with no change in your number of lys?
	Multiple	choice Required Vertical Single-select Randomize
	,	Positive – I would like it Neutral Negative – I would dislike it
[Q3	07 logic	: Show if Q306 selected choice is "Negative – I would dislike it"]
307.	What p	percentage <u>pay cut</u> would you value the same as working <u>no wfh increase</u> ?
	Number	r Required Min: 0 Max: 50
		% <u>pay cut</u>
[Q3	08 logic	:: Show if Q306 selected choice is "Positive – I would like it"]
308.	What p	percentage <i>pay raise</i> would you value the same as working <i>no wfh increase</i> ?
	Number	r Required Min: 0 Max: 50
		% pay raise
	ays WF	H
		f Q207 choices by row no choice is "Worked at employer or client site"
Sot -	511fl	h decrease to:
		<u>3 days per week from home and 2 days per week on your employer's</u>
	b)	<u>premises</u> <u>4 days per week from home and 1 day per week on your employer's</u>
	c)	<u>premises</u> <u>entirely from your employer's premises</u> with <u>no change</u> in your number of workdays
315.	How w	ould you feel about working <u>all wfh decrease</u> ?
	Multiple	choice Required Vertical Single-select Randomize
	a) b) c)	Positive - I would like it Neutral Negative - I would dislike it
[Q3	16 logic	: Show if Q315 selected choice is "Negative - I would dislike it"]
316.	What p	percentage <i>pay cut</i> would you value the same as working <u>all wfh decrease?</u>
	Number	r Required Min: 0 Max: 50

		% pay cut
[Q3′	17 logi	c: Show if Q315 selected choice is "Positive - I would like it"]
317.	What	percentage pay raise would you value the same as working all wfh decrease?
	Numbe	er Required Min: 0 Max: 50
		% pay raise
Som	e days	S WFH
		if Q207 choices by row some choice is "Worked from home" AND Q207 choices by hoice is "Worked at employer or client site"
363.		osing you kept a five-day workweek, <i>how many days would you ideally like to</i> from home, and how many days on business premises?
	Alloca	tion Required Total: 5
	a) b)	Ideal amount of <u>work on business premises</u> Ideal amount of <u>work from home</u>
368.	Do yo questi	u <u>currently</u> have the ideal working arrangement you specified in the previous on?
	Multipl	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q30	65 logi	c: Show if Q368 selected choice is "No"]
365.		percentage <u>pay cut</u> would you be willing to accept in return for working your ideal er of days at home and on business premises?
	Numbe	er Required Min: 0 Max: 50
		% pay cut
		mber of days
show	/ block	if Q368 selected choice is "Yes"
Set a	some_v a) b)	<pre>wfh_change to: <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u> than you currently do <u>1 fewer day per week at home</u> and <u>1 more day at your employer's premises</u> than you currently do</pre>
325.	What	percentage <u>pay cut</u> would you value the same as working <u>some_wfh_change</u> ?
	Numb	er Required Min: 0 Max: 50
		% <u>pay cut</u>

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
- 27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q357 logic: Show if Q27 selected choice is "Yes"]

357. Please provide the year of birth for each child under 18 who you live with. Note: While you may give details for up to 8 children, please <u>only provide details for as</u> <u>many children as you actually live with.</u> So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 born	Dropdown	
Child 2 born	2022	
Child 3 born	2021	
Child 4 born	2020	
Child 5 born	2019	
Child 6 born	2018	
Child 7 born	2017	
Child 8 born	2016	
	2015	
	2014	
	2013	
	2012	
	2011	
	2010	
	2009	
	2008	
	2007	
	2006	
	2005	
	2004	
	2003	

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

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 Better -- I am more efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Worse -- I am less efficient at home than working on business premises c) [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 Worse -- I am less efficient at home than working on business premises a) About the same -- I'm equally efficient in both places b) Better -- I am more efficient at home than working on business premises C) [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 Under 5% more efficient a) b) 5% to 10% more efficient 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) Over 35% more efficient f) [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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) d) 15% to 25% less efficient 25% to 35% less efficient e) Over 35% less efficient f) Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 Is time saved by not commuting part of your extra efficiency when working from 35. home? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) 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%

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

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on December 1, 2022?

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

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
- c) I would quit my job on or before December 1st, regardless of whether I got another job.

Working and not self employed		
Show if Worked for pay last week (
(Q_current_employment) AND Q_e	nd_WFH_new is not "I have no	employer"
Set random_section to select rar	ndom presenteeism section 50/5	50
278. Last week, did you come into v come in?	work as many days as your e i	mployer wanted you to
Multiple choice Required Vertic	cal Single-select Randomize	
a) Yes b) No		
[Q279 logic: Show if Q278 select	ed choice is "No"]	
279. <u>Last week</u> , how many days:		
Combination Required		
Require row one answer to be	e less than or equal to row two	
Did you come into work? Did your employer want you to com	e into work?	Dropdown 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days
Set random_employer_response 50% see Q280 + Q281 50% s		
Show 50% of time		
280. How has your employer respo premises <u>fewer</u> days than re	nded to employees who <i>consis</i> equested? Please select all tha	
Multiple choice Required Vertie	cal Multi-select Randomize	
 a) Nothing b) Verbal reprimand c) Negative performance d) Reduction in pay or bo 		

- e) Threat to terminate if it continues
 - f) Termination
 - g) Other [text input]
 - h) I don't know

Show 50% of time

Set consequences_list to:

- a) Nothing [TAG: 1]
- b) Verbal reprimand [TAG: 2]
- c) Negative performance review [TAG: 3]
- d) Reduction in pay or bonus [TAG: 4]
- e) Threat to terminate if it continues [TAG: 5]
- f) Termination [TAG: 6]
- g) Other [text input] [TAG: 7]

Set consequences order to order of consequences list shown (either 1234567 or 6543217)

359. Which consequence would be *most likely* if you *consistently worked on business premises <u>fewer</u> days than your employer requested?*

Multiple choice | Required | Vertical | Single-select

Dynamic choices: consequences_list

361. Which consequence would be most likely if you consistently <u>failed to complete work on</u> <u>time</u>?

Multiple choice | Required | Vertical | Single-select | Choose at least 1 option

Dynamic choices: consequences_list

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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]
- I) \$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]

338. Have you had a positive diagnosis for COVID-19?

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

- a) Yes, I tested positive
- b) No
- c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you *believe you have been <u>infected</u> at some point?*

Q covid infected | Multiple choice | Required | Vertical | Single-select | Randomize

- a) Yes
- b) No
- c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid 376. Have you been hospitalized for at least one day to treat COVID-19? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) No b) [Q341 logic: Show if Q376 selected choice is "Yes"] 341. How many days were you hospitalized to treat COVID-19? Number | Required | Min: 1 | Max: 100 ____ days 343. Did you have any symptoms lasting 3 months or longer that you did not have prior to having coronavirus or COVID-19? Multiple choice | Required | Vertical | Single-select | Randomize a) Yes No b) c) Prefer not to say [Q344 logic: Show if Q343 selected choice is "Yes"] 344. What symptoms lasted 3 months or longer that you did not have prior to having coronavirus or COVID-19? Please select all that apply. Multiple choice | Required | Vertical | Multi-select | Randomize Tiredness or fatigue a) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes b) referred to as "brain fog") Difficulty breathing or shortness of breath C) d) Joint or muscle pain Fast-beating or pounding heart (also known as "heart palpitations") e) Chest pain f) Dizziness on standing g) Menstrual changes h) Changes to taste/smell i) Inability to exercise j) Other [text input] k) I) Prefer not to say

342. Do you have any *close friends or family members* who have been hospitalized to treat COVID?

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

- a) Yes
- b) No

c) Don't know or prefer not to say

348. Have any *close friends or family members* of yours experienced *symptoms lasting 3 months or longer* that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

345. Has your **spouse or somebody under your care** experienced **symptoms lasting 3 months or longer** that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Prefer not to say

347. Do you live with or care for someone who would be *more vulnerable than the general population to COVID-19 or other infectious diseases?*

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses

SWAA November 2022

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=1500; Maximum N=1500

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	 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 <u>work from home</u> last week?
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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 o 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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	<u>home</u>	<u>site</u>

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

Uner	mploye	ed
show	/ block	if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, call to my old job"
[Q2	50 logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
250.		though you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_loc	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Sear	ching	
Shov	w if: -Q	_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Set v	worrie a) b) c) d) e)	es_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1] Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2] Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3] Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4] No [TAG: 5]
Set <u>-</u>	order	arch_changes_order to: shown to respondent based on numerical tag of options in es_jobsearch_changes_e.g. 54321 or 12345
251.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multip	le choice Required Vertical Multi-select
	Dy	<pre>/namic choices: worries_jobsearch_changes</pre>
Set <u>-</u>		arch_wfh_options to: I am only considering jobs allowing me to work from home [TAG: 1] I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2] No preference about working from home [TAG: 3]
Set <u>-</u>	order	arch_wfh_order to: shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	of the following best describes your job search?
	Multip	le choice Required Vertical Single-select
	Dy	<pre>/namic choices: jobsearch_wfh_options</pre>
NILF		

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

Set reason	s_notlooking_section to select "original" or "detailed" sections 50%/50%
Reasons fo	or not looking: original version
Show 50%	
a) b)	vking_reasons to: Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2] No [TAG: 3]
order	king_reasons_order to: shown to respondent based on numerical tag of options in king_reasons_order_e.g. 321 or 123
	orries about catching COVID or other infectious diseases a factor in your decision seek work at this time?
Q_cov	id_not_looking Multiple choice Required Vertical Single-select
Dy	mamic choices: notlooking_reasons
Show 50%	or not looking: new (more detailed) version
a) b) c) d) e) f) g) h) i)	I am retired [TAG: 1] I am a full-time student [TAG: 2] I worry about catching COVID or other infectious diseases [TAG: 3] I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4] My health makes it hard to work [TAG: 5] Child-care responsibilities [TAG: 6] Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7] I don't need to work, and I prefer not to [TAG: 8] Other reason (please specify) [text input] [TAG: 9]
Set reason	s_notworking_order to order of reasons_not_working
Q_pri	s the <u>main reason</u> you are not currently working and not seeking work? mary_not_working Multiple choice Required Vertical Single-select mamic choices: reasons_not_working
	s the <u>second most important reason</u> you are not currently working and not ng work?
Q_sec	ondary_not_working Multiple choice Required Vertical Single-select
	rnamic choices: reasons_not_working with primary reason removed (unless ther" was primary reason) + None
Set start	looking_wfh to :

a) b) c)	Yes, <u>definitely</u> [TAG: 1] Yes, <u>possibly</u> [TAG: 2] No [TAG: 3]
Set start	looking order to:
	shown to respondent based on numerical tag of options in start_looking_wfh e.g.
253. Would from h	d you start seeking work if you were guaranteed to find a job allowing you to work nome?
Multipl	le choice Required Vertical Single-select
Dy	<pre>/namic choices: start_looking_wfh</pre>
Set worrie a) b) c)	ed_covid_other to: More worried about COVID [TAG: 1] More worried about other infectious diseases [TAG: 2] Equally worried about both [TAG: 3]
Set worrie	ed_option_order to store order of worried options shown (e.g. 123 or 213)
	c: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I
Q_seconda] 374. Are yo	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases?
Q_seconda] 374. Are yo infecti	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other
Q_seconda] 374. Are yo infecti <i>Multipl</i>	ou more worried about catching COVID or more worried about catching other othe
Q_seconda] 374. Are yo infecti <i>Multipl</i> Dy Set wfh_1a	<pre>ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases? // e choice Required Vertical Single-select //namic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or</pre>
Q_seconda] 374. Are yo infecti <i>Multipl</i> Dy Set wfh_1a show block working from	<pre>ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases? // e choice Required Vertical Single-select // namic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working"</pre>
Q_seconda 374. Are yo infecti <i>Multipl</i> Dy Set wfh_la show block working from 5. Which	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" of the following best describes your current employment situation?
Q_seconda 374. Are you infection Multiple Dy Set wfh_land show block working from 5. Which Q_cure	<pre>ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases? // e choice Required Vertical Single-select // namic choices: worried_covid_other // ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working"</pre>
Q_seconda 374. Are yo infecti <i>Multipl</i> Dy Set wfh_la show block working from 5. Which	<pre>but catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select I am a wage and salary employee, and my main job accounts for most of my</pre>
Q_seconda 374. Are you infection Multiple Dy Set wfh_land show block working from 5. Which Q_cure	<pre>but catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" but more worried about catching COVID or more worried about catching other ous diseases? be choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select 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 <u>extra income from side</u></pre>
Q_seconda 374. Are you infecti Multiple Dy Set wfh_1a show block working from 5. Which Q_curr a)	<pre>but catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ous diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select I am a wage and salary employee, and my main job accounts for most of my earnings</pre>
Q_seconda 374. Are you infection Multiple Dy Set wfh_lat show block working from 5. Which Q_cur a) b) c)	<pre>but catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" but more worried about catching COVID or more worried about catching other ous diseases? be choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" of the following best describes your current employment situation? exent_employment Multiple choice Required Vertical Single-select 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 <u>extra income from side jobs</u> I am self-employed and run my own business I earn most of my income as an independent contractor, freelancer, or gig worker.</pre>

139.	When	did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a) b)	Before March 2020 On or after March 2020 (after the start the COVID-19 pandemic)
355.	How m	nany people does your business employ (excluding yourself)?
	Q_num	_employees Number Required Min: 0 Max: 1000
		employees
[Q3	71 logio	c: Show if Q355 answer > 50]
371.	You re	sponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes, that is correct No. The correct number of employees is: [text input]
369.		nany locations (separate factories, offices, shops, etc.) does your business operate? r Required Min: 1 Max: 100 locations
370	When	did your business hire its <u>first employee</u> ?
070.		r Required Min: 1950 Max: 2022
[Q1	40 logio	c: Show if Q139 selected choice is "Before March 2020"]
140.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g)	Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes significant <u>increase</u> in demand/business/sales Yes significant <u>decrease</u> in demand/business/sales Yes, some other reason <u>[text input]</u> No
		c: Show if Q139 selected choice is "On or after March 2020 (after the start the bandemic)"]
141.	Did the apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multiple	e choice Required Vertical Multi-select
	a)	Yes, lockdowns and social distancing directly generated the market for my business

Γ

	b)	Yes, I started my business after losing my job due to lockdowns and social
	c) d) e) f) g)	distancing Yes, it pushed us to implement or expand our digital sales strategy Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work Yes, some other reason [text input] No
show	/ block	if Q5 selected choice is none of "I am self-employed and run my own business", "I
		f my income as an independent contractor, freelancer, or gig worker."
353.		/ many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e)	Only 1 location 2 to 4 locations 4 to 9 locations 10 to 99 locations 100+ locations
351.	Counti	ng all of its locations, how many employees work for your primary employer?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Fewer than 10 employees 10 to 49 employees 50 to 99 employees 100 to 499 employees 500 to 4999 employees 5000+ employees
352.	When	did your employer hire its <u>first</u> employee (at <u>any</u> location)?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f) g) h) i)	2022 2021 2020 2019 2018 2017 2016 2011 to 2015 2006 to 2010 Before 2006
emp	loyer o	c: Show if Q207 columns selected in any row does not include "Worked at r client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 "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) 2022 2021 b) 2020 c) d) 2019 e) 2018 f) 2017 2016 g) 2011 to 2015 h) i) 2006 to 2010 Before 2006 j) k) 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) 2022 b) 2021 c) 2020 d) 2019 2018 e) 2017 f) 2016 g) 2011 to 2015 h) 2006 to 2010 i) i) Before 2006 375. In what year did you start working for your current employer?

- Number | Required | Min: 1950 | Max: 2022
- 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>
- 287. As the pandemic ends, how often would you like to have paid workdays at home?

- 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

Work from home now or in future plans

show block if Q207 columns selected in any row includes "Worked from home" OR Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week"

Set wfh_change_opts to:

- a) They will probably **increase** ↑ my working from home days [TAG: 1]
- b) No [TAG: 2]
- c) They will probably <u>decrease</u> ↓ my working from home days [TAG: 3]

Set wfh change order to order of wfh_change_opts displayed

377. Do you think your employer will <u>change</u> your number of work from home days if the economy enters a recession?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: wfh_change_opts

[Q383 logic: Show if Q377 selected choice is increase]

383. How much will your employer *increase* your working from home days?

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

[Q384 logic: Show if Q377 selected choice is decrease]

384. How much will your employer <u>decrease</u> your working from home days?

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

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

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

____ hours

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

Worked last week

show block 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"

378. Last week, how many times did you travel from your home <u>to work</u> at each of the following locations?

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite	Number input
Client or customer's worksite	<u>Min</u> : 0
Public space (cafe, library, etc.)	<u>Max</u> : 10
Co-working space	
Friend or family member's home (that is NOT your primary residence)	

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

Set primary_work_location to Select most used nonstandard work location in the past week

379. How long did it take you to travel to the primary_work_location that you worked at most recently?

Number | Required | Min: 0 | Max: 90

____ minutes

380. Approximately what time of day did you travel to the primary_work_location that you worked at most recently?

Multiple choice | Required | Dropdown | Single-select

	a)	Before 7:00am	
	a) b)	7:00am - 7:59am	
		8:00am - 8:59am	
	c) d)	9:00am - 9:59am	
	,		
	e)	10:00am - 10:59am	
	f)	11:00am - 11:59am	
	g)	12:00pm - 12:59pm	
	h)	1:00pm - 1:59pm	
	i)	2:00pm - 2:59pm	
	j)	3:00pm - 3:59pm	
	k)	4:00pm or later	
381.	locatio	nany times per week <u>would you like to</u> travel to work at each of ins? nation Required Randomize	the following
	Combi		
		yer's worksite	Number input
		stomer's worksite	<u>Min</u> : 0
Frier	nd or fa	mily member's home (that is NOT your primary residence)	<u>Max</u> : 10
Co-v	working	space	

Co-working space Public space (cafe, library, etc.)

[Q12 logic: Show if Q6 selected choice is "Yes"]

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

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
- I) 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]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the tech sector?

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

- a) Yes
- b) No

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
- I) Other (please specify) [text input]

54. Approximately how much did you earn by working in 2021, 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week (based on days_worked)

Not currently WFH

show block if Q207 choices by row no choice is "Worked from home"

Set no_wfh_increase **to**:

- a) **1 day per week from home**
- b) **3 days per week from home**
- c) entirely from home

306. How would you feel about working <u>no wfh increase</u>, with no change in your number of workdays?

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

- a) Positive I would like it
- b) Neutral
- c) Negative I would dislike it

[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]

307. What percentage *pay cut* would you value the same as working *no wfh increase*?

Number | Required | Min: 0 | Max: 50

<u>% pay cut</u>

[Q3	08 logi	c: Show if Q306 selected choice is "Positive – I would like it"]
308.	What p	percentage <u>pay raise</u> would you value the same as working <u>no wfh increase</u> ?
	Numbe	er Required Min: 0 Max: 50
		% pay raise
	lays Wl	FH if Q207 choices by row no choice is "Worked at employer or client site"
SHOV	VDIUCK	I Q207 choices by fow no choice is worked at employer or client site
Set a	all_wf	h_decrease to:
	a)	<u>3 days per week from home and 2 days per week on your employer's</u>
	b)	<u>premises</u> 4 days per week from home and 1 day per week on your employer's
	0)	premises
	c)	<u>entirely from your employer's premises</u> with <u>no change</u> in your number of workdays
315.	How w	ould you feel about working all wfh decrease?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Positive - I would like it
	b)	Neutral
	c)	Negative - I would dislike it
[Q3	16 logi	c: Show if Q315 selected choice is "Negative - I would dislike it"]
316.	What p	percentage <u>pay cut</u> would you value the same as working <u>all wfh decrease?</u>
	Numbe	er Required Min: 0 Max: 50
		% <u>pay cut</u>
[Q3	17 logi	c: Show if Q315 selected choice is "Positive - I would like it"]
317.	What p	percentage pay raise would you value the same as working <u>all wfh decrease</u> ?
	Numbe	er Required Min: 0 Max: 50
		<u>% pay raise</u>
Sam		
	e days v block	if Q207 choices by row some choice is "Worked from home" AND Q207 choices by
		hoice is "Worked at employer or client site"
363.		sing you kept a five-day workweek, how many days would you ideally like to from home, and how many days on business premises?
		ion Required Total: 5
	a)	Ideal amount of <u>work on business premises</u>
	b)	Ideal amount of work from home

b) Ideal amount of work from home

1368		u <u>currently</u> have the ideal working arrangement you specified in the previous
000.	quest	
	Multip	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	65 logi	c: Show if Q368 selected choice is "No"]
365.		percentage <i>pay cut</i> would you be willing to accept in return for working your ideal er of days at home and on business premises?
	Numb	er Required Min: 0 Max: 50
		% pay cut
	_	// pay cut
At id		mber of days
	leal nu	
shov	leal nu v block	if Q368 selected choice is "Yes"
shov	leal nu v block	mber of days
shov	leal nu v block	imber of days if Q368 selected choice is "Yes" wfh_change to: <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u>
shov Set s	<mark>leal nu</mark> v block some_v a) b)	imber of days if Q368 selected choice is "Yes" wfh_change to: <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u> than you currently do <u>1 fewer day per week at home</u> and <u>1 more day at your employer's premises</u>
shov Set s	leal nu v block some_v a) b) What	index of days if Q368 selected choice is "Yes" wfh_change to: <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u> than you currently do <u>1 fewer day per week at home</u> and <u>1 more day at your employer's premises</u> than you currently do

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

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 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 <u>in 2015 or later?</u>	
		nale_children Multiple choice Required Vertical Single-select	
	_		
	a) b)	1 [TAG: 1] 2 [TAG: 2]	
	c)	3 [TAG: 3]	
	d)	4 [TAG: 4]	
	e)	5 [TAG: 5]	
	f)	6 [TAG: 6]	
Male	e fertili	tv	
		if Q16 selected choice is "Male"	
386	Are v	ou the biological father of any children <i>born in <u>2015 or later?</u></i>	
000.	•	Le fathered Multiple choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
г О Э			
၂ ပုဒ	87 log	ic: Show if Q386 selected choice is "Yes"]	
387.	How I	many children <u>born in 2015 or later</u> are you the biological father of?	
	Q_mai	le_children Multiple choice Required Vertical Single-select	
	a)	1 [TAG: 1]	
	b)	2 [TAG: 2]	
	c)	3 [TAG: 3]	
	d)	4 [TAG: 4]	
	e) f)	5 [TAG: 5] 6 [TAG: 6]	
	1)	0 [TAG. 0]	
Had	childr	en since 2015	
Show	v if birt	hed or fathered any kids since 2015	
Set r	num cl	nildren parented to number of children birthed/fathered from Q_fema	ale children
		e_children	
[Q3	88 loq	ic: Show if birthed/fathered 1 child]	
_			
388.		at year was that child born?	
	Comb	ination Required	
Child	1 1	Number input	
CUIIC		Number input Min: 2015	
		<u>Mar</u> : 2013 Max: 2022	
r			
[Q3	95 log	ic: Show if birthed/fathered more than 1 child]	

395. In what year were those children born? Combination Required					
Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	Number input Min: 2015 Max: 2022				

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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			

[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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

- 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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you work on your employer's premises last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

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 About the same -- I'm equally efficient in both places b) Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) d) 15% to 25% more efficient 25% to 35% more efficient e) Over 35% more efficient f) [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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient C) d) 15% to 25% less efficient 25% to 35% less efficient e) Over 35% less efficient f) Show if "Better" selected in Q wfh efficiency1 or Q wfh efficiency2 Is time saved by not commuting part of your extra efficiency when working from 35. 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%

19. How reliable is your internet connection?

- 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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more
- 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?

- 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

Worl	king ar	d not self employed	
		rked for pay last week (Q_work_status) AND Wage/sal	
Q_c	urrent_	employment) AND Q_end_WFH_new is not "I have no	employer"
Set 1	andom	_section to select random presenteeism section 50/5	50
278.	Last w <i>come</i>	eek, did you come into work as many days as your e i in?	mployer wanted you to
	Multiple	e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
Q27	79 logi	: Show if Q278 selected choice is "No"]	
79.	<u>Last v</u>	/eek , how many days:	
	Combi	nation Required	
	Requi	e row one answer to be less than or equal to row two	
		ne into work?	Dropdown
Did y	our em	ployer want you to come into work?	0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days
Set 1		_employer_responseQs to: ee Q280 + Q281 50% see Q359 + Q361	

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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?

- 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

229. Which of the following would you do each morning when you work from home?

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

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

228. Which of the following would you do each morning when you travel to work?

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

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

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]
- I) \$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]

338. Have you had a positive diagnosis for COVID-19?

Q covid test pos | Multiple choice | Required | Vertical | Single-select | Randomize

- a) Yes, I tested positive
- b) No
- c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you *believe you have been <u>infected</u> at some point?*

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

- a) Yes
- b) No
- c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

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

- a) Yes
- b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

___ days

343. Did you have any **symptoms lasting 3 months or longer** that you did not have prior to having coronavirus or COVID-19?

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

a) Yes

b) No

c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What **symptoms lasted 3 months or longer** that you did not have prior to having coronavirus or COVID-19?

Please select all that apply.

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

- a) Tiredness or fatigue
- b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
- c) Difficulty breathing or shortness of breath
- d) Joint or muscle pain
- e) Fast-beating or pounding heart (also known as "heart palpitations")
- f) Chest pain
- g) Dizziness on standing
- h) Menstrual changes
- i) Changes to taste/smell
- j) Inability to exercise
- k) Other [text input]
- I) Prefer not to say

342. Do you have any *close friends or family members* who have been hospitalized to treat COVID?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

348. Have any *close friends or family members* of yours experienced *symptoms lasting 3 months or longer* that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

345. Has your **spouse or somebody under your care** experienced **symptoms lasting 3 months or longer** that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Prefer not to say
- 347. Do you live with or care for someone who would be *more vulnerable than the general population to COVID-19 or other infectious diseases?*

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses

SWAA December 2022

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=10000; Maximum N=10000

<u>Legend</u>

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n 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 <i>full paid working days</i> did you <u>work from home</u> 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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

WFH and recession

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

from home" 407. If the economy enters a recession, do you think it will affect how many full days per week vou work from home? Multiple choice | Required | Vertical | Single-select | Randomize a) Yes b) No [Q410 logic: Show if Q407 selected choice is "Yes"] 410. Okay, how many full days per week do you expect to work from home if the economy enters a recession? Multiple choice | Required | Vertical | Single-select a) None b) 1 full dav per week 2 full days per week c) d) 3 full days per week e) 4 full days per week 5+ full days per week f) [Q408 logic: QUESTION HIDDEN. SUPERSEDED BY QUESTION 410 ABOVE] 408. Okay, how many *full days per week* do you expect to work from home if the economy enters a recession? Multiple choice | Required | Vertical | Single-select 1 full day per week a) 2 full days per week b) 3 full days per week c) d) 4 full days per week e) 5+ full days per week

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

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_I4m is Yes

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 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 <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?
	<pre>Q_covid_not_looking Multiple choice Required Vertical Single-select</pre>
	Dynamic choices: notlooking_reasons
Poss	ons for not looking: new (more detailed) version
	v 50% of time
Set r	 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 r	<pre>reasons_notworking_order to order of reasons_not_working</pre>
372.	What is the main reason you are not currently working and not seeking work?
	<pre>Q_primary_not_working Multiple choice Required Vertical Single-select</pre>
	Dynamic choices: reasons_not_working
373.	What is the second most important reason you are not currently working and not seeking work?
	<i>Q_secondary_not_working</i> <i>Multiple choice</i> <i>Required</i> <i>Vertical</i> <i>Single-select</i>
	Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None
Set s	<pre>tart_looking_wfh to: a) Yes, definitely [TAG: 1] b) Yes, possibly [TAG: 2] c) No [TAG: 3]</pre>
Set s	tart_looking_order to: order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123
	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

[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 January 2020 a) February 2020 b) C) March 2020 April 2020 d) May 2020 e) f) June 2020 July 2020 g) August 2020 h) September 2020 i) j) October 2020 November 2020 k) December 2020 I) 370. In what year did your business hire its *first employee*? Number | Required | Min: 1950 | Max: 2022 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 [Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "2020"] 140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, it pushed us to implement or expand our digital sales strategy a) b) Yes, it pushed us to digitize our supply or internal management processes Yes, it made recruiting talent easier due to remote work C) Yes significant increase in demand/business/sales d) Yes significant *decrease* in demand/business/sales e)

f) Yes, some other reason [text input]

	g)	No
[Q1	41 logi	c: Show if Q404 selected choice is any of "2020", "2021", "2022"]
141.	Did th apply.	e COVID-19 pandemic change the nature of your business? Please select all that
	Multipl	e choice Required Vertical Multi-select
	a)	Yes, lockdowns and social distancing directly generated the market for my
	b)	business Yes, I started my business after losing my job due to lockdowns and social
		distancing
	c)	Yes, it pushed us to implement or expand our digital sales strategy
	d)	Yes, it pushed us to digitize our supply or internal management processes
	e)	Yes, it made recruiting talent easier due to remote work
	f)	Yes, some other reason [text input]
	g)	No
- 1		
		if Q5 selected choice is none of "I am self-employed and run my own business", "I of my income as an independent contractor, freelancer, or gig worker."
353.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multipl	e 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.	Count	ing all of its locations, how many employees work for your primary employer?
		e 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 <i>first employee (at any location)?</i>
	Multipl	e choice Required Vertical Single-select
	a)	2022
	b)	2021
	c)	2020
	d)	2019
	e)	2018
	f)	2017
	g)	2016

	h)	2011 to 2015
	i) j)	2006 to 2010 Before 2006
emp	loyer o	c: Show if Q207 columns selected in any row does not include "Worked at or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 "4 to 9 locations", "100+ locations"]
354.	When	did your employer start operations at the location you are assigned to?
		e choice Required Vertical Single-select
	5/	2022 2021 2020 2019 2018 2017 2016 2011 to 2015 2006 to 2010 Before 2006 Does not apply I'm not assigned to a particular location
or cl	ient sit	c: Show if Q207 columns selected in any row includes "Worked at employer ae" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", ations", "100+ locations"]
356.	When	did your employer start operations at the location you are assigned to?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f) g) h) i) j)	2022 2021 2020 2019 2018 2017 2016 2011 to 2015 2006 to 2010 Before 2006
375.		at year did you start working for your current employer? er Required Min: 1950 Max: 2022

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?

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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

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

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

_____ hours

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes
	Min: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

Worked last week

show block 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"

378. Last week, how many times did you travel from your home <u>to work</u> at each of the following locations?

Q	work_locations Combination Required Randomize	
		Number of trips
Client o Public Co-woi	mployer's worksite or customer's worksite space (cafe, library, etc.) ^r king space or family member's home (that is NOT your primary residence)	Number input Min: 0 Max: 10
Worke	d at a third location	
-	f has worked in public space, co-working space or friend/family home	
Set pr week	<pre>imary_work_location to Select most used nonstandard work locat</pre>	on in the past
rr	ow long did it take you to travel to the primary_work_location than nost recently?	t you worked at
N	lumber Required Min: 0 Max: 90	
	minutes	
	pproximately what time of day did you travel to the primary_work_le orked at most recently?	ocation that you
N	lultiple choice Required Dropdown Single-select	
	 a) Before 7:00am b) 7:00am - 7:59am c) 8:00am - 8:59am d) 9:00am - 9:59am e) 10:00am - 10:59am f) 11:00am - 11:59am g) 12:00pm - 12:59pm h) 1:00pm - 1:59pm i) 2:00pm - 2:59pm j) 3:00pm - 3:59pm k) 4:00pm or later 	
lo	ow many times per week <u>would you like to</u> travel to work at each of th cations? ombination Required Randomize	ne following
Client o Friend Co-wol	mployer's worksite or customer's worksite or family member's home (that is <u>NOT</u> your primary residence) ^r king space space (cafe, library, etc.)	Number input <u>Min</u> : 0 <u>Max</u> : 10

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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?

- 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
- I) Other (please specify) [text input]

54. Approximately how much did you earn by working in 2021, 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week (based on days_worked)

Not currently WFH

show block if Q207 choices by row no choice is "Worked from home"

Set no wfh increase to:

- a) <u>1 day per week from home</u>
- b) <u>3 days per week from home</u>
- c) entirely from home

306. How would you feel about working <u>no wfh increase</u> , with no change in your number of workdays?
Multiple choice Required Vertical Single-select Randomize
a) Positive – I would like it
 b) Neutral c) Negative – I would dislike it
[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]
307. What percentage <i>pay cut</i> would you value the same as working <u>no wfh increase</u> ?
Number Required Min: 0 Max: 50
% <u>pay cut</u>
[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]
308. What percentage <i>pay raise</i> would you value the same as working <i>no wfh increase</i> ?
Number Required Min: 0 Max: 50
% pay raise
All days WFH
show block if Q207 choices by row no choice is "Worked at employer or client site"
Set all_wfh_decrease to: a) <u>3 days per week from home</u> and 2 days per week on your employer's
premises
b) <u>4 days per week from home and 1 day per week on your employer's</u> premises
 c) <u>entirely from your employer's premises</u> with <u>no change</u> in your number of workdays
315. How would you feel about working all wfh decrease?
Multiple choice Required Vertical Single-select Randomize
a) Positive - I would like it
b) Neutralc) Negative - I would dislike it
[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]
316. What percentage <i>pay cut</i> would you value the same as working <u>all wfh decrease?</u>
Number Required Min: 0 Max: 50
% <u>pay cut</u>
[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]
317. What percentage <i>pay raise</i> would you value the same as working <u>all wfh decrease</u> ?

Number | Required | Min: 0 | Max: 50

% pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

363. Supposing you kept a five-day workweek, how many days would you ideally like to work from home, and how many days on business premises?

Allocation | Required | Total: 5

- a) Ideal amount of work on business premises
- b) Ideal amount of work from home
- 368. Do you *currently have* the *ideal working arrangement* you specified in the previous question?

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

- a) Yes
- b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage *pay cut* would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____% <u>pay cut</u>

At ideal number of days

show block if Q368 selected choice is "Yes"

Set some wfh change to:

- a) <u>1 more day per week at home</u> and <u>1 fewer day at your employer's premises</u> than you currently do
- b) <u>1 fewer day per week at home</u> and <u>1 more day at your employer's premises</u> than you currently do
- 325. What percentage *pay cut* would you value the same as working some wfh change?

Number | Required | Min: 0 | Max: 50

% pay cut

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

Male	or fen	nalo
		if Q16 selected choice is any of "Female", "Male"
	bioon	in a to consider shores to any or it sinals ; mais
Fem	ale fer	tility
shov	v block	if Q16 selected choice is "Female"
385.	Have	you given birth to any children in <u>2015 or later?</u>
	Q_fen	nale_birthed Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Q3	90 logi	c: Show if Q385 selected choice is "Yes"]
390.	How r	nany children have you given birth to <u>in 2015 or later?</u>
	Q_fen	nale_children Multiple choice Required Vertical Single-select
	a) b)	1 [TAG: 1] 2 [TAG: 2]
	c)	3 [TAG: 3]
	d)	4 [TAG: 4]
	e)	5 [TAG: 5]
	f)	6 [TAG: 6]
Male	efertili	tv
		if Q16 selected choice is "Male"
51101		
386.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
	Q_mal	le_fathered Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Q3	87 logi	c: Show if Q386 selected choice is "Yes"]
387.	How r	many children born in 2015 or later are you the biological father of?
	Q_mal	e_children Multiple choice Required Vertical Single-select
	a)	1 [TAG: 1]
	b)	2 [TAG: 2]
	c)	3 [TAG: 3]
	d) e)	4 [TAG: 4] 5 [TAG: 5]
	f)	6 [TAG: 6]
	.,	
Had	childr	en since 2015
Sho	v if birt	hed or fathered any kids since 2015
Sot		a i I dream margant ad to number of children birthed/fathered from O famela, children
		nildren_parented <mark>to number of children birthed/fathered from Q_female_childre</mark> e_children

OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	Number input	
	<u>Min</u> : 2015	
	<u>Max</u> : 2022	

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1	Number input	
Child 2	Min: 2015	
Child 3	Max: 2022	
Child 4		
Child 5		
Child 6		

396. How many biological children do you have in total?

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 Q396 answer is 0

398. Would you like 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 would you like 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 like to have your first child**?

Number | Required | Min: 20 | Max: 60

_ years old

Currently has children

show block if Q396 answer > 0

399. Would you like 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 would you like 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 like 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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			

[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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I <u>worked</u> 4 days at my <u>employer's premises</u> [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

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	?
	Multip	le choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	6 logic	: Show if Q35 selected choice is "Yes"]
36.	save [Plea: is due	much of your extra efficiency when working from home is due to the time you by not commuting? se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]
36.	save [Pleas is due to tim	by not commuting? se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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: 2002

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]
- I) \$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]

338. Have you had a positive diagnosis for COVID-19?

Q covid test pos | Multiple choice | Required | Vertical | Single-select | Randomize

- a) Yes, I tested positive
- b) No
- c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you *believe you have been <u>infected</u> at some point?*

Q covid infected | Multiple choice | Required | Vertical | Single-select | Randomize

- a) Yes
- b) No
- c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

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

- a) Yes
- b) No

[Q34	41 logi	c: Show if Q376 selected choice is "Yes"]
341.	How n	nany days were you hospitalized to treat COVID-19?
	Numbe	er Required Min: 1 Max: 100
		days
343.		ou have any symptoms lasting 3 months or longer that you did not have prior to goronavirus or COVID-19?
	Multipl	e choice Required Vertical Single-select Randomize
	a) b) c)	Yes No Prefer not to say
[Q34	44 logi	c: Show if Q343 selected choice is "Yes"]
344.	corona	symptoms lasted 3 months or longer that you did not have prior to having avirus or COVID-19? e select all that apply.
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b) c) d) e) f) g)	Tiredness or fatigue Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog") Difficulty breathing or shortness of breath Joint or muscle pain Fast-beating or pounding heart (also known as "heart palpitations") Chest pain Dizziness on standing
	h) i)	Menstrual changes Changes to taste/smell
	j)	Inability to exercise Other [text input]
	k) I)	Prefer not to say

342. Do you have any *close friends or family members* who have been hospitalized to treat COVID?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

348. Have any *close friends or family members* of yours experienced *symptoms lasting 3 months or longer* that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Don't know or prefer not to say

345. Has your **spouse or somebody under your care** experienced **symptoms lasting 3 months or longer** that they did not have prior to a COVID infection?

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

- a) Yes
- b) No
- c) Prefer not to say

347. Do you live with or care for someone who would be *more vulnerable than the general population to COVID-19 or other infectious diseases?*

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Prefer not to say

409. How tall are you?

Combination | Required

Your height	Number input	Number input	
	feet	inches	
	<u>Min</u> : 3	<u>Min</u> : 0	
	<u>Max</u> : 8	<u>Max</u> : 12	

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	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

Questions and Responses

SWAA January 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=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n 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]
	 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 <i>full paid working days did you <u>work from home</u> last week?</i>
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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 o 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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	<u>home</u>	<u>site</u>

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

Uner	mploye	ed
show	/ block	if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, call to my old job"
[Q2	50 logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
250.		though you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_loc	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Sear	ching	
Shov	w if: -Q	_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Set v	worrie a) b) c) d) e)	es_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1] Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2] Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3] Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4] No [TAG: 5]
Set <u>-</u>	order	arch_changes_order to: shown to respondent based on numerical tag of options in es_jobsearch_changes_e.g. 54321 or 12345
251.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multip	le choice Required Vertical Multi-select
	Dy	<pre>/namic choices: worries_jobsearch_changes</pre>
Set <u>-</u>		arch_wfh_options to: I am only considering jobs allowing me to work from home [TAG: 1] I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2] No preference about working from home [TAG: 3]
Set <u>-</u>	order	arch_wfh_order to: shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	of the following best describes your job search?
	Multip	le choice Required Vertical Single-select
	Dy	<pre>/namic choices: jobsearch_wfh_options</pre>
NILF	-	

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

Set reasor	ns_notlooking_section to select "original" or "detailed" sections 50%/50%
Reasons fo	or not looking: original version
Show 50%	
	oking_reasons to: Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2] No [TAG: 3]
order	oking_reasons_order to: shown to respondent based on numerical tag of options in king_reasons_order_e.g. 321 or 123
	orries about catching COVID or other infectious diseases a factor in your decision seek work at this time?
Q_COV	rid_not_looking Multiple choice Required Vertical Single-select
Dy	mamic choices: notlooking_reasons
Reasons to Show 50%	or not looking: new (more detailed) version
a) b) c) d) e) f) g) h) i)	I am retired [TAG: 1] I am a full-time student [TAG: 2] I worry about catching COVID or other infectious diseases [TAG: 3] I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4] My health makes it hard to work [TAG: 5] Child-care responsibilities [TAG: 6] Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7] I don't need to work, and I prefer not to [TAG: 8] Other reason (please specify) [text input] [TAG: 9]
Set reasor	ns_notworking_order to order of reasons_not_working
Q_pri	is the <u>main reason</u> you are not currently working and not seeking work? <pre>mary_not_working Multiple choice Required Vertical Single-select ynamic choices: reasons_not_working</pre>
	is the <u>second most important reason</u> you are not currently working and not ng work?
Q_sec	condary_not_working Multiple choice Required Vertical Single-select
	<pre>/namic choices: reasons_not_working with primary reason removed (unless ther" was primary reason) + None</pre>
Set start	looking_wfh to:

 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 to ther infectious diseases [TAG: 2] c) Equally worried about other infectious diseases [TAG: 2] c) Equally worried about to store order of worried options shown (e.g. 123 or 213) [G374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working -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? <i>Q_current_employment</i> 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 <u>extra income from side jobs</u> c) I am self-employed and run my own business d) I car most of my income as an independent contractor, freelancer, or gig worker. 	Self-e	 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.
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 - 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 <u>extra income from side iobs</u> c) I am stor my mincome as an independent contractor, freelancer, or gig		 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
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 tother infectious diseases [TAG: 2] c) Equally worried about tother infectious diseases [TAG: 2] c) Equally worried about tother 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 - 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 working from home" Set working from home". "Still employed and paid, but not working" 5. Which of the following best describes your current employment situation? <i>Q_current_employment Multiple choice Required Vertical Single-select</i> a) I am a wage and salary employee, and my <u>main job</u> accounts for most of my earnings b) I am a wage and salary employee who also earns a lot of <u>extra income from side</u>		
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 - 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? <i>Q_current_employment</i> Multiple choice Required Vertical Single-select a) I am a wage and salary employee, and my main job accounts for most of my		
 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) C374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - 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? <i>Multiple choice</i> <i>Required</i> <i>Vertical</i> <i>Single-select</i> 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? <i>Q_current_employment</i> Multiple choice Required Vertical Single-select <i>Q_current_employment</i> Multiple choice Required Vertical Single-select Still employed and paid, but not working" 5. Which of the following best describes your current employment situation?		
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Set start_looking_order to: order shown to respondent based on numerical tag of options in start_looking_wfh e.g.		
c) No [TAG: 3]		tart_looking_order to:
 a) Yes, <u>definitely</u> [TAG: 1] b) Yes, <u>possibly</u> [TAG: 2] 		

-		
404.	-	year did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a)	Before 2017
	b) c)	2017 2018
	d)	2019
	e)	2020
	f)	2021
	g) h)	2022 2023
[Q40	06 logi	c: Show if Q404 selected choice is "2020"]
406.	In wha	at month of 2020 did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a)	January 2020
	b) c)	February 2020 March 2020
	d)	April 2020
	e)	May 2020
	f) g)	June 2020 July 2020
	9) h)	August 2020
	i)	September 2020
	j) k)	October 2020 November 2020
	k) I)	December 2020
370.	In wha	at year did your business hire its <u>first employee</u> ?
	Numbe	er Required Min: 1950 Max: 2023
	Allow	skipping with checkbox labeled: "My business has never had any employees"
355.	How r	many people does your business currently employ (excluding yourself)?
	Q_num	_employees Number Required Min: 0 Max: 1000
		employees
[Q3]	71 logi	c: Show if Q355 answer > 50]
371.	You re	esponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Yes, that is correct
	b)	No. The correct number of employees is: [text input]
369.	How n	nany locations (separate factories, offices, shops, etc.) does your business operate?
	Numbe	r Required Min: 1 Max: 100

Number | Required | Min: 1 | Max: 100

locations [Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "2020"] 140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, it pushed us to implement or expand our digital sales strategy a) Yes, it pushed us to digitize our supply or internal management processes b) Yes, it made recruiting talent easier due to remote work c) Yes significant **increase** in demand/business/sales d) Yes significant *decrease* in demand/business/sales e) f) Yes, some other reason [text input] No g) Q141 logic: Show if Q404 selected choice is any of "2020", "2021", "2022", "2023"] 141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, lockdowns and social distancing directly generated the market for my a) business b) Yes, I started my business after losing my job due to lockdowns and social distancing Yes, it pushed us to implement or expand our digital sales strategy c) Yes, it pushed us to digitize our supply or internal management processes d) Yes, it made recruiting talent easier due to remote work e) Yes, some other reason [text input] f) a) No 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 4 to 9 locations c) 10 to 99 locations d) 100+ locations e) 351. Counting all of its locations, how many employees work for your primary employer? Multiple choice | Required | Vertical | Single-select Fewer than 10 employees a) b) 10 to 49 employees 50 to 99 employees C)

	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)?
	Multip	le choice Required Vertical Single-select
	a)	2023
	b)	2022
	c)	2021
	d)	2020
	e)	2019
	f)	2018 2017
	g) h)	2017
	i)	2010 2015
	;) j)	2006 to 2010
	k)	Before 2006
emp	loyer	ic: Show if Q207 columns selected in any row does not include "Worked at or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 , "4 to 9 locations", "100+ locations"]
354.		did your employer start operations at the location you are assigned to?
	Multip	le choice Required Vertical Single-select
	a)	2023
	b)	2022
	C)	2021
	d)	2020
	e) f)	2019 2018
	g)	2018
	9) h)	2016
	i)	2011 to 2015
	j)	2006 to 2010
	k)	Before 2006
	I)	Does not apply I'm not assigned to a particular location
or cl	lient si	ic: Show if Q207 columns selected in any row includes "Worked at employer te" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", ations", "100+ locations"]
356.	When	did your employer start operations at the location you are assigned to?
	Multip	le choice Required Vertical Single-select
	a)	2023
	b)	2022
	c)	2021
1	d)	2020

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 <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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

hours

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

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

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

_____ hours

138. How long do you usually spend *commuting to and from work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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

Combination | Required

Number input
minutes
<u>Min</u> : 0
<u>Max</u> : 90

Set commuting_trip_types to:

- 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

Worked last week

show block 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"

378. Last week, how many times did you travel from your home <u>to work</u> at each of the following locations?

Q work locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite	Number input
Client or customer's worksite	<u>Min</u> : 0
Public space (cafe, library, etc.)	<u>Max</u> : 10
Co-working space	
Friend or family member's home (that is NOT your primary residence)	

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

Set primary_work_location to Select most used nonstandard work location in the past week

379. How long did it take you to travel to the primary_work_location that you worked at most recently?

Number | Required | Min: 0 | Max: 90

____ minutes

380. Approximately what time of day did you travel to the primary work location that you

worke	d at most recently?	
WOIKE	d at most recently?	
Multip	e choice Required Dropdown Single-select	
a)	Before 7:00am	
b)	7:00am - 7:59am	
c)	8:00am - 8:59am	
d)	9:00am - 9:59am	
e)	10:00am - 10:59am	
f)	11:00am - 11:59am	
g)	12:00pm - 12:59pm	
h)	1:00pm - 1:59pm	
i)	2:00pm - 2:59pm	
j)	3:00pm - 3:59pm	
k)	4:00pm or later	
locatio	nany times per week <u>would you like to</u> travel to work at each ons? nation Required Randomize	of the following
0011101		
	yer's worksite	Number input
	stomer's worksite	Min: 0
	mily member's home (that is NOT your primary residence)	<u>Max</u> : 10
Co-working		
Public space	e (cafe, library, etc.)	

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

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 in 2015 or later?

Q female children | Multiple choice | Required | Vertical | Single-select

a)	1 [TAG: 1]
h)	$2 [T \Delta G \cdot 2]$

- 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 Q16 selected choice is "Male"

386.	•	C C	ther of any children <i>born in <u>2015 or later?</u></i>	
			iple choice Required Vertical Single-select Randomize	
	a) b)	Yes No		
[Q38	37 logi	c: Show if Q386 s	elected choice is "Yes"]	
387.	How n	nany children <u>born</u>	n in 2015 or later are you the biological father of?	
	Q_mal	e_children Multi	iple choice Required Vertical Single-select	
	a) b) c) d) e) f)	1 [TAG: 1] 2 [TAG: 2] 3 [TAG: 3] 4 [TAG: 4] 5 [TAG: 5] 6 [TAG: 6]		
-	childre	en since 2015	v kida since 2015	
51104		ned of fathered any		
		nildren_parente e_children	ed to number of children birthed/fathered from Q_fem	ale_children
[035	0.1			
ເພວດ	se iogi	c: Show if birthed	d/fathered 1 child]	
_		c: Show if birthed at year was that chi	-	
_	In wha		-	
388.	In wha Combi	at year was that chi	ild born?	
_	In wha Combi	at year was that chi	-	
388. Child	In wha Combi	at year was that chi	ild born? Number input <u>Min</u> : 2015	
388. Child	In wha Combi	at year was that chi	ild born? Number input <u>Min</u> : 2015 <u>Max</u> : 2023 d/fathered more than 1 child]	
388. Child	In wha Combi I 1 95 logi In wha	at year was that chi ination Required c: Show if birthed	ild born? Number input <u>Min</u> : 2015 <u>Max</u> : 2023 d/fathered more than 1 child]	
388. Child [Q39 395.	In wha Combi I 1 95 logi In wha Combi	at year was that chi ination Required c: Show if birthed at year were those	ild born? Number input Min: 2015 Max: 2023 A/fathered more than 1 child] children born?	
388. Child [Q39 395. Child	In wha Combi	at year was that chi ination Required c: Show if birthed at year were those	ild born? Number input Min: 2015 Max: 2023 A/fathered more than 1 child] children born? Number input	
388. Child [Q39 395. Child Child	In wha Combi	at year was that chi ination Required c: Show if birthed at year were those	ild born? Number input Min: 2015 Max: 2023 J/fathered more than 1 child] children born? Number input Min: 2015	
388. Child [Q39 395. Child Child Child	In wha Combi	at year was that chi ination Required c: Show if birthed at year were those	ild born? Number input Min: 2015 Max: 2023 A/fathered more than 1 child] children born? Number input	
388. Child [Q39 395. Child Child	In wha Combi I 1 95 logi In wha Combi I 1 I 2 I 3 I 4 I 5	at year was that chi ination Required c: Show if birthed at year were those	ild born? Number input Min: 2015 Max: 2023 J/fathered more than 1 child] children born? Number input Min: 2015	

396. How many biological children do you have in total?

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 Q396 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 Q396 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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

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	Howr	nuch <i>more efficient</i> are you working from home than on business premises?
140.		le choice Required Vertical Single-select
	,	
	a) b)	Under 5% more efficient 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
[Q1	46 logi	c: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
146.	How r	nuch less efficient are you working from home than on business premises?
	Multipl	le choice Required Vertical Single-select
	a)	Under 5% less efficient
	b) c)	5% to 10% less efficient 10% to 15% less efficient
	d)	15% to 25% less efficient
	e)	25% to 35% less efficient
	f)	Over 35% less efficient
Sho	w if "Be	tter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2
35.	ls tim home	e saved by not commuting part of your extra efficiency when working from ?
	Multip	le choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q3	6 logic	: Show if Q35 selected choice is "Yes"]
36.		nuch of your extra efficiency when working from home is due to the time you
		by not commuting?
		se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due
		e saved from your commute.]
	0// /	L De printed L Mine O L Mary 400
	Slider	Required Min: 0 Max: 100
		one , 0% ———•—— All, 100%

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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

Working or WFH at some point during COVID - for video call 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" OR Q6 selected choice is "Yes"

Set camera column order to randomly select to show columns as-is or reverse ordering

Set camera on opts to:

- a) Never
- b) Occasionally
 - (10 to 30% of the time) Sometimes
- c) Sometimes (40 to 60% of the time)
- d) Mostly (70 to 90% of the time)
- e) Always
- (>90% of the time)
- f) Does not apply

411. During **work meetings** on Teams, Zoom, Webex, or other video-conferencing platforms, how often do you **have your camera** <u>on</u> (showing your face)?

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

				camera	a_on_op	ots	
Small mee							
(2 to 4 peo	ople)						
Medium m							
(5 to 10 pe							
Large mee	0						
(10 to 30 p							
	type meetings						
(>30 peop	ole)						
Sot asmar	a organization to to						
a)	ra_engagement_opts to: Very negatively						
a)	(engagement down >50%)						
b)	Negatively						
 c) Negativery (engagement <u>down</u> 10 to 40%) c) No impact d) Positively 							
	(engagement up 10 to 40%)						
e)	Very positively						
	(engagement <u>up</u> >50%)						
f)	Does not apply						
	ng work meetings on Teams, Zoom, V						
	does having your camera <u>on</u> (show	•••	ce) imp	act you	ır <u>enga</u>	gemer	<u>1t</u> ?
Matri	x Required Group by: Row Single-sele	ect					
Impact of having your camera <u>on</u>			camer	a_enga	gemen	t_opts	
Small mee							
(2 to 4 peo							
Medium m	neetings						
(5 to 10 pe							

Large meetings (10 to 30 people)			
Townhall type meetings (>30 people)			

413. During work meetings on Teams, Zoom, Webex, or other video-conferencing platforms, how often do <u>others in your organization</u> have their camera <u>on</u> (showing their faces)?

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

		Ca	amera_	on_op	ts	
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

414. During work meetings on Teams, Zoom, Webex, or other video-conferencing platforms, how does having camera <u>on</u> (showing their face) impact the <u>engagement</u> of <u>others in</u> <u>your organization</u>?

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

Impact of having their camera <u>on</u>	camera_engagement_opts					
Small meetings						
(2 to 4 people)						
Medium meetings						
(5 to 10 people)						
Large meetings						
(10 to 30 people)						
Townhall type meetings						
(>30 people)						

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]
- I) \$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]

409. How tall are you?

Combination | Required

Your height	Number input	Number input	
	feet	inches	
	<u>Min</u> : 3	Min: 0	
	<u>Max</u> : 8	<u>Max</u> : 12	

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	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

Questions and Responses SWAA February 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=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working home"				
3.	How many full days did you work last week (whether at home or on business premises)?				
	 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 <i>full paid working days did you <u>work from home</u> last week?</i>				
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>				
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

	nploye	
		if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed,
awan	ing rec	all to my old job"
[Q25	0 logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
		hough you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_100	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Sear	ching	
		_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Cot		a deba e such a bas ses to :
Set w	orrie a)	es_jobsearch_changes to: 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 <u>higher benefits</u> 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]
251.	Have	s_jobsearch_changes e.g. 54321 or 12345 <i>worries about catching COVID or other infectious diseases</i> affected the type of ou are looking for? Please select all that apply.
	Multipl	e choice Required Vertical Multi-select
	Dy	mamic choices: worries_jobsearch_changes
Set j	obsea	arch wfh options to:
	a) b)	I am only considering jobs allowing me to work from home [TAG: 1] 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 j	obsea	arch wfh order to :
		shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	of the following best describes your job search?
	Multiple	e choice Required Vertical Single-select
	Dy	mamic choices: jobsearch_wfh_options
NILF		
show	block	if Q2 selected choice is "Not working, and not looking for work"

Set reasor	ns_notlooking_section to select "original" or "detailed" sections 50%/50%
Reasons fo	or not looking: original version
Show 50%	
	oking_reasons to: Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2] No [TAG: 3]
order	oking_reasons_order to: shown to respondent based on numerical tag of options in king_reasons_order_e.g. 321 or 123
	orries about catching COVID or other infectious diseases a factor in your decision seek work at this time?
Q_COV	rid_not_looking Multiple choice Required Vertical Single-select
Dy	mamic choices: notlooking_reasons
Reasons to Show 50%	or not looking: new (more detailed) version
a) b) c) d) e) f) g) h) i)	I am retired [TAG: 1] I am a full-time student [TAG: 2] I worry about catching COVID or other infectious diseases [TAG: 3] I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4] My health makes it hard to work [TAG: 5] Child-care responsibilities [TAG: 6] Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7] I don't need to work, and I prefer not to [TAG: 8] Other reason (please specify) [text input] [TAG: 9]
Set reasor	ns_notworking_order to order of reasons_not_working
Q_pri	is the <u>main reason</u> you are not currently working and not seeking work? <pre>mary_not_working Multiple choice Required Vertical Single-select ynamic choices: reasons_not_working</pre>
	is the <u>second most important reason</u> you are not currently working and not ng work?
Q_sec	condary_not_working Multiple choice Required Vertical Single-select
	<pre>/namic choices: reasons_not_working with primary reason removed (unless ther" was primary reason) + None</pre>
Set start	looking_wfh to:

a) b) c)	Yes, <u>definitely</u> [TAG: 1] Yes, <u>possibly</u> [TAG: 2] No [TAG: 3]
Set start	looking order to:
order	shown to respondent based on numerical tag of options in start_looking_wfh e.g.
	d you start seeking work if you were guaranteed to find a job allowing you to work home?
Multip	le choice Required Vertical Single-select
D	ynamic choices: start_looking_wfh
Set worri a) b) c)	ed_covid_other to: More worried about COVID [TAG: 1] More worried about other infectious diseases [TAG: 2] Equally worried about both [TAG: 3]
Set worri	ed_option_order to store order of worried options shown (e.g. 123 or 213)
[Q374 log	ic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I
worry abo Q_second] 374. Are y	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other tious diseases?
worry abo Q_second] 374. Are y infect	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other
worry abo Q_second] 374. Are y infect <i>Multip</i>	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other tious diseases?
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 show block	ut catching COVID or other infectious diseases" OR - lary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other tious diseases? ble choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" k if Q2 selected choice is any of "Working for pay, whether on business premises or
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 show block	ut catching COVID or other infectious diseases" OR - lary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other tious diseases? whe choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home"
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 show block working fro	ut catching COVID or other infectious diseases" OR - lary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other tious diseases? ble choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" k if Q2 selected choice is any of "Working for pay, whether on business premises or
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 show block working fro 5. Whick	ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other tious diseases? <i>Me choice Required Vertical Single-select</i> ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" of Q2 selected choice is any of "Working for pay, whether on business premises or the home", "Still employed and paid, but not working"
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 show block working fro 5. Whick	ut catching COVID or other infectious diseases" OR - hary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ious diseases? ble choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" k if Q2 selected choice is any of "Working for pay, whether on business premises or im home", "Still employed and paid, but not working" h of the following best describes your current employment situation? rrent_employment Multiple choice Required Vertical Single-select I am a wage and salary employee, and my main job accounts for most of my
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 Show block working fro 5. Whick Q_cu.	<pre>ut catching COVID or other infectious diseases" OR - lary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ious diseases? ble choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" kif Q2 selected choice is any of "Working for pay, whether on business premises or om home", "Still employed and paid, but not working" h of the following best describes your current employment situation? rrent_employment Multiple choice Required Vertical Single-select 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 <u>extra income from side</u></pre>
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 Show block working fro 5. Whick <i>Q_cu.</i> a)	ut catching COVID or other infectious diseases" OR - hary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ious diseases? ble choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" k if Q2 selected choice is any of "Working for pay, whether on business premises or im home", "Still employed and paid, but not working" h of the following best describes your current employment situation? rrent_employment Multiple choice Required Vertical Single-select I am a wage and salary employee, and my main job accounts for most of my earnings
worry abo Q_second] 374. Are y infect <i>Multip</i> D Set wfh_1 Show block working fro 5. Whick Q_cu. a) b) c)	<pre>ut catching COVID or other infectious diseases" OR - ary_not_working - "I worry about catching COVID or other infectious diseases" ou more worried about catching COVID or more worried about catching other ious diseases? whe choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" kif Q2 selected choice is any of "Working for pay, whether on business premises or im home", "Still employed and paid, but not working" h of the following best describes your current employment situation? rrrent_employment Multiple choice Required Vertical Single-select 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 <u>extra income from side jobs</u> I am self-employed and run my own business I earn most of my income as an independent contractor, freelancer, or gig worker.</pre>

-						
404.	-	year did you start your own business?				
	Multiple choice Required Vertical Single-select					
	a)	Before 2017				
	b) c)	2017 2018				
	d)	2019				
	e)	2020				
	f)	2021				
	g) h)	2022 2023				
[Q40	06 logi	c: Show if Q404 selected choice is "2020"]				
406.	In wha	at month of 2020 did you start your own business?				
	Multiple	e choice Required Vertical Single-select				
	a)	January 2020				
	b) c)	February 2020 March 2020				
	d)	April 2020				
	e)	May 2020				
	f) g)	June 2020 July 2020				
	9) h)	August 2020				
	i)	September 2020				
	j) k)	October 2020 November 2020				
	k) I)	December 2020				
370.	In wha	at year did your business hire its <u>first employee</u> ?				
	Numbe	er Required Min: 1950 Max: 2023				
	Allow	skipping with checkbox labeled: "My business has never had any employees"				
355.	How r	many people does your business currently employ (excluding yourself)?				
	Q_num	_employees Number Required Min: 0 Max: 1000				
		employees				
[Q3]	71 logi	c: Show if Q355 answer > 50]				
371.	You re	esponded that your firm has <code>Q_num_employees</code> employees? Is that correct?				
	Multiple	e choice Required Vertical Single-select Randomize				
	a)	Yes, that is correct				
	b)	No. The correct number of employees is: [text input]				
369.	How n	nany locations (separate factories, offices, shops, etc.) does your business operate?				
	Numbe	r Required Min: 1 Max: 100				

Number | Required | Min: 1 | Max: 100

locations [Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "2020"] 140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, it pushed us to implement or expand our digital sales strategy a) Yes, it pushed us to digitize our supply or internal management processes b) Yes, it made recruiting talent easier due to remote work c) Yes significant **increase** in demand/business/sales d) Yes significant *decrease* in demand/business/sales e) f) Yes, some other reason [text input] No g) Q141 logic: Show if Q404 selected choice is any of "2020", "2021", "2022", "2023"] 141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply. Multiple choice | Required | Vertical | Multi-select Yes, lockdowns and social distancing directly generated the market for my a) business b) Yes, I started my business after losing my job due to lockdowns and social distancing Yes, it pushed us to implement or expand our digital sales strategy c) Yes, it pushed us to digitize our supply or internal management processes d) Yes, it made recruiting talent easier due to remote work e) Yes, some other reason [text input] f) a) No 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 4 to 9 locations c) 10 to 99 locations d) 100+ locations e) 351. Counting all of its locations, how many employees work for your primary employer? Multiple choice | Required | Vertical | Single-select Fewer than 10 employees a) b) 10 to 49 employees 50 to 99 employees C)

	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)?
	Multip	le choice Required Vertical Single-select
	a)	2023
	b)	2022
	c)	2021
	d)	2020
	e)	2019
	f)	2018 2017
	g) h)	2017
	i)	2010 2015
	;) j)	2006 to 2010
	k)	Before 2006
emp	loyer	ic: Show if Q207 columns selected in any row does not include "Worked at or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 , "4 to 9 locations", "100+ locations"]
354.		did your employer start operations at the location you are assigned to?
	Multip	le choice Required Vertical Single-select
	a)	2023
	b)	2022
	C)	2021
	d)	2020
	e) f)	2019 2018
	g)	2018
	9) h)	2016
	i)	2011 to 2015
	j)	2006 to 2010
	k)	Before 2006
	I)	Does not apply I'm not assigned to a particular location
or cl	lient si	ic: Show if Q207 columns selected in any row includes "Worked at employer te" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", ations", "100+ locations"]
356.	When	did your employer start operations at the location you are assigned to?
	Multip	le choice Required Vertical Single-select
	a)	2023
	b)	2022
	c)	2021
1	d)	2020

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

418. Are you hired through a *temp agency*, or *directly by the firm* you work at?

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

- a) Yes, through a temp agency
- b) No, I'm directly hired by the firm I work at

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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

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

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

_____ hours

138. How long do you usually spend *commuting <u>to and from</u> work (in minutes)?* If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	Min: 0
	<u>Max</u> : 240

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

Combination | Required

Г

You commute to your employer's or client's worksite?	Number input

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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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

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
- I) 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
- I) 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]
- I) \$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
- Male b)
- Other or prefer not to say C)

18. What is your race or ethnicity?

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

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

Section 2

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

Multiple choice | Required | Vertical | Multi-select

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

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 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]
h)	$2 [TAG \cdot 2]$

- 2 [TAG: 2] 3 [TAG: 3]
- c) d) 4 [TAG: 4]
- 5 [TAG: 5] e)
- f) 6 [TAG: 6]

Male fertility

show block if Q16 selected choice is "Male"

386. Are you the biological father of any children <i>born in <u>2015 or later?</u></i>						
a) Yes						
b) No						
[Q387 logic: Show if Q386 s	elected choice is "Yes"]					
387. How many children born	n in 2015 or later are you the biological father of?					
Q_male_children Mult	iple 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 Show if birthed or fathered an	v kids since 2015					
Show it birthed of fathered an						
Set num_children_parent OR Q_male_children	ed to number of children birthed/fathered from Q_female_children					
[Q388 logic: Show if birthed	/fathered 1 child]					
388. In what year was that ch	ild born?					
Combination Required						
Child 1	Number input Min: 2015 Max: 2023					
[Q395 logic: Show if birthed	[Q395 logic: Show if birthed/fathered more than 1 child]					
395. In what year were those children born?						
Combination Required						
Child 1 Number input						
Child 2 Min: 2015 Child 3 Max: 2023						
Child 4						
Child 5						
Child 6						

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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

[Q20 logic: Show 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 Worse -- I am less efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient C) 15% to 25% more efficient d) 25% to 35% more efficient e) 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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) d) 15% to 25% less efficient 25% to 35% less efficient e) Over 35% less efficient f) Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 Is time saved by not commuting part of your extra efficiency when working from 35. home? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) 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%

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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

[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]
- I) \$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]

409. How tall are you?

Combination | Required

Your height	Number input	Number input	
	feet	inches	
	Min: 3	Min: 0	
	Max: 8	Max: 12	

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	Min: 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses SWAA March 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=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>
	 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 <i>full paid working days did you <u>work from home</u> last week?</i>
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

	nploye	
		if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed,
awan	ing rec	all to my old job"
[Q25	io logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
		hough you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_100	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Sear	ching	
		_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Cot		a deba e such a bas ses to :
Set w		es_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1]
	a) b)	Yes, I require higher pay for jobs with high infection risk [TAG: 2]
	c)	Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 2]
	d)	Yes, I prefer jobs allowing me to work from home [TAG: 4]
	e)	No [TAG: 5]
251.	Have	s_jobsearch_changes e.g. 54321 or 12345 worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multipl	e choice Required Vertical Multi-select
	Dy	mamic choices: worries_jobsearch_changes
Set i	obsea	arch wfh options to:
		I am only considering jobs allowing me to work from home [TAG: 1] 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 j	obsea	urch wfh order to :
		shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	of the following best describes your job search?
	Multipl	e choice Required Vertical Single-select
	Dy	mamic choices: jobsearch_wfh_options
NILF		
show	block	if Q2 selected choice is "Not working, and not looking for work"

Cat	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Sel reaso	ns_notlooking_section to select "original" or "detailed" sections 50%/50%
Reasons f Show 50%	or not looking: original version
5110W 30 /0	or time
	oking_reasons to: Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2]
c)	No [TAG: 3]
	oking_reasons_order to:
	shown to respondent based on numerical tag of options in oking_reasons_order e.g. 321 or 123
	orries about catching COVID or other infectious diseases a factor in your decision seek work at this time?
Q_c0	vid_not_looking Multiple choice Required Vertical Single-select
D	ynamic choices: notlooking_reasons
Reasons f	or not looking: new (more detailed) version
Show 50%	
a) b) c) d) e) f) g) h) i)	ns_not_working to: I am retired [TAG: 1] I am a full-time student [TAG: 2] I worry about catching COVID or other infectious diseases [TAG: 3] I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4] My health makes it hard to work [TAG: 5] Child-care responsibilities [TAG: 6] Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7] I don't need to work, and I prefer not to [TAG: 8] Other reason (please specify) [text input] [TAG: 9]
Set reaso	ns_notworking_order to order of reasons_not_working
372. What	is the <i>main reason</i> you are <i>not currently working and not seeking work?</i>
	<pre>imary_not_working Multiple choice Required Vertical Single-select</pre>
D	ynamic choices: reasons_not_working
	is the <u>second most important reason</u> you are not currently working and not ing work?
Q_se	condary_not_working Multiple choice Required Vertical Single-select
	ynamic choices: reasons_not_working with primary reason removed (unless Other" was primary reason) + None
Set start	looking wfh to :

infect Multip D Set wfh_1a Show block working fro 5. Which Q_cun a) b) c) d) Self-emplo	bu more worried about catching COVID or more worried about catching other ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select 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 <u>extra income from side</u> jobs I am self-employed and run my own business I earn most of my income as an independent contractor, freelancer, or gig worker. byed if Q5 selected choice is "I am self-employed and run my own business"
infect Multip D Set wfh_1a show block working fro 5. Which Q_cun a) b) c)	<pre>ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crrent_employment Multiple choice Required Vertical Single-select 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 I am self-employed and run my own business I earn most of my income as an independent contractor, freelancer, or gig</pre>
infect Multip Description Set wfh_1a Show block working fro 5. Which Q_cun a)	<pre>ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crrent_employment Multiple choice Required Vertical Single-select 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</pre>
infect Multip D Set wfh_1a show block working fro 5. Which Q_cum	<pre>ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crrent_employment Multiple choice Required Vertical Single-select I am a wage and salary employee, and my main job accounts for most of my</pre>
infect Multip D Set wfh_1a show block vorking fro 5. Which Q_cum	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation? crent_employment Multiple choice Required Vertical Single-select
infect Multip D Set wfh_1a show block vorking fro 5. Which	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working" n of the following best describes your current employment situation?
infect Multip D Set wfh_1a show block vorking fro	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home" . if Q2 selected choice is any of "Working for pay, whether on business premises or m home", "Still employed and paid, but not working"
infect Multip De Set wfh_la	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other ast_week to Q207 choices by row some choice is "Worked from home"
infect Multip	ious diseases? le choice Required Vertical Single-select ynamic choices: worried_covid_other
infect Multip	ious diseases? le choice Required Vertical Single-select
infect	ious diseases?
vorry abo Q_second	ut catching COVID or other infectious diseases" OR
	ic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working -
et worrie	ed option order to store order of worried options shown (e.g. 123 or 213)
a) b) c)	More worried about COVID [TAG: 1] More worried about other infectious diseases [TAG: 2] Equally worried about both [TAG: 3]
Set worrie	ed covid other to:
	ynamic choices: start_looking_wfh
-	le choice Required Vertical Single-select
	d you start seeking work if you were guaranteed to find a job allowing you to work nome?
order 321 o	
order	_looking_order to: shown to respondent based on numerical tag of options in start_looking_wfh_e.g. r 123
order	shown to respondent based on numerical tag of options in start_looking_wfh e.g.

404.	-	year did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a)	Before 2017
	b) c)	2017 2018
	d)	2019
	e)	2020
	f)	2021
	g) h)	2022 2023
[Q40	06 logi	c: Show if Q404 selected choice is "2020"]
406.	In wha	at month of 2020 did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a)	January 2020
	b)	February 2020 March 2020
	c) d)	April 2020
	e)	May 2020
	f)	June 2020
	g) h)	July 2020 August 2020
	i)	September 2020
	j)	October 2020
	k)	November 2020
	I)	December 2020
370.		at year did your business hire its <u>first employee</u> ?
		er Required Min: 1950 Max: 2023
	Allow	skipping with checkbox labeled: "My business has never had any employees"
355.		many people does your business currently employ (excluding yourself)?
	Q_num	_employees Number Required Min: 0 Max: 1000
		employees
[Q3]	71 logi	c: Show if Q355 answer > 50]
371.	You re	esponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Yes, that is correct
	b)	No. The correct number of employees is: [text input]
369.	How n	nany locations (separate factories, offices, shops, etc.) does your business operate?
1	Numbe	r Required Min: 1 Max: 100

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 Yes a) 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 Personal/family home equity loan a) Personal/family savings b) Personal credit card carrying balances c) Business credit card carrying balances d) Government-guaranteed business loan from a bank or financial institution, e) including SBA-guaranteed loans Business loan from a bank or financial institution f) Business loan from federal, state, or local government g) Business loan/investment from family/friends h) Equity capital from outside investors (other than family/friends) i) Other [text_input] j) Did not require capital k) 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 Working from home helps my business access customers remotely C) d) Working from home helps my business recruit talent Other [text input] e) None of the above f) 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 Only 1 location a) b) 2 to 4 locations C) 4 to 9 locations 10 to 99 locations d) 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 10 to 49 employees b) 50 to 99 employees c) d) 100 to 499 employees 500 to 4999 employees e) f) 5000+ employees 352. When did your employer hire its *first employee (at any location)?* Multiple choice | Required | Vertical | Single-select 2023 a) 2022 b) c) 2021 d) 2020 2019 e) f) 2018 2017 g) 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 2023 a) b) 2022 2021 c) 2020 d) 2019 e) 2018 f) g) 2017 2016 h)

	i) j)	2011 to 2015 2006 to 2010
	k) I)	Before 2006 Does not apply I'm not assigned to a particular location
or cl	ient sit	c: Show if Q207 columns selected in any row includes "Worked at employer e" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", tions", "100+ locations"]
356.	When	did your employer start operations at the location you are assigned to?
	Multiple	e choice Required Vertical Single-select
	a)	2023
	b) c)	2022 2021
	d)	2020
	e) f)	2019 2018
	g)	2017
	h) i)	2016 2011 to 2015
	j)	2006 to 2010
	k)	Before 2006
375.	In wha	t year did you start working for your current employer?
	Numbe	er Required Min: 1950 Max: 2023
418.	Are yo	u hired through a <u>temp agency</u> , or <u>directly by the firm</u> you work at?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes, through a temp agency No, I'm directly hired by the firm I work at
Mana	ageme	nt questions
415.	Do γοι	u directly manage or supervise other employees in your organization?
	-	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
	c)	Yes, but only rarely
[Q4′	16 logi	c: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]
416.	How m	nany employees do you <i>directly manage or supervise</i> ?
	Numbe	er 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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

138. How long do you usually spend commuting to and from work (in minutes)?

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

Male or female

show	block	if Q16 selected choice is any of "Female", "Male"
	ale fer	illity if Q16 selected choice is "Female"
5110 W	DIOCK	
385.		you given birth to any children in <u>2015 or later?</u>
	Q_fen	nale_birthed Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
	D)	
Q39	90 logi	c: Show if Q385 selected choice is "Yes"]
390.	How r	nany children have you given birth to <u>in 2015 or later?</u>
	Q_fen	nale_children Multiple choice Required Vertical Single-select
	a)	1 [TAG: 1]
	b) c)	2 [TAG: 2] 3 [TAG: 3]
	d)	4 [TAG: 4]
	e) f)	5 [TAG: 5] 6 [TAG: 6]
	'/	
	fertili	
SHOW	DIOCK	if Q16 selected choice is "Male"
386.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
	Q_mai	e_fathered Multiple choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
Q38	37 logi	c: Show if Q386 selected choice is "Yes"]
387.	How r	nany children <i>born in 2015 or later</i> are you the biological father of?
	Q_mai	e_children Multiple choice Required Vertical Single-select
	a)	1 [TAG: 1]
	b) c)	2 [TAG: 2] 3 [TAG: 3]
	d)	4 [TAG: 4]
	e) f)	5 [TAG: 5] 6 [TAG: 6]
		en since 2015
5000	v it dirt	hed or fathered any kids since 2015
		nildren_parented to number of children birthed/fathered from Q_fema
JR C	ي_male	e_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was t	pat child horn?	
Soo. III what year was th		
Combination Requi	red	
Child 1	Number input	
	Min: 2015	
	<u>Max</u> : 2023	
CO20E legies Show if h	inthe diffethered more then 4 shild 1	
[Q395 logic: Show if b	irthed/fathered more than 1 child]	
	the end of the large the sure Q	
395. In what year were	those children born?	
395. In what year were Combination Requi		
-		
Combination Requi	red	
Combination Requi	ned Number input	
Combination Requi	Number input <u>Min</u> : 2015	
Combination Requi	ned Number input	
Combination Requi	Number input <u>Min</u> : 2015	
Combination Requi	Number input <u>Min</u> : 2015	

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 Don't know C) [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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's 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			

[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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

[Q20 logic: Show 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
Show	v if "Pot	tter" selected in Q with efficiency 1 or Q with efficiency 2
51100		tter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2
35.	ls <i>time</i> home	e saved by not commuting part of your extra efficiency when working from ?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q36	6 logic:	Show if Q35 selected choice is "Yes"]
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due a saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	ne , 0% ———●——— All, 100%
248.		are the <i>top benefits</i> of working on your employer's <u>business premises?</u> Please e up to <u>three</u> .
	Multiple	e 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 a	are the top benefits of working from home? Please choose up to <u>three</u> .
	Multiple	e 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

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

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

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

[Q425 logic: Show if Q426 selected choice 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	Number input
Mentoring others	minutes
Discussing your performance with your supervisor	<u>Min</u> : 0
Discussing the performance of employees who you supervise	<u>Max</u> : 240
Formal training	Skip label:
Professional development and learning	

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

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

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more
- 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

[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]
- I) \$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 <u>currently</u> <i>limit you* in these activities?

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

	lim	it_o	pts
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing <u>one</u> flight of stairs			

Bending, kneeling, or stopping		
Walking <u>more than a mile</u>		
Walking <u>several blocks</u>		
Walking <u>one block</u>		
Bathing or dressing yourself		

409. How tall are you?

Combination | Required

Your height	Number input	Number input
_	feet	inches
	<u>Min</u> : 3	<u>Min</u> : 0
	<u>Max</u> : 8	<u>Max</u> : 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input	
Upload speed	mbps	
	Decimal places: 2	
	Min: 0	
	<u>Max</u> : 550	

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

Text input | Optional | Multi-line

Questions and Responses SWAA April 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=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>
	 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 <i>full paid working days</i> did you <u>work from home</u> last week?
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

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

	nploye	
		if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed,
awalt	ing rec	all to my old job"
[Q25	50 logi	c: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]
250.		hough you expect to be called back to work, have you been <u>looking for work</u> g the last 4 weeks?
	Q_100	king_14w Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Sear	ching	
		_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
Cot		
Set w	orrie a)	s_jobsearch_changes to: 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 <u>higher benefits</u> 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 j	order	rch_changes_order to: shown to respondent based on numerical tag of options in s_jobsearch_changes_e.g. 54321 or 12345
251.		worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
	Multiple	e choice Required Vertical Multi-select
	Dy	mamic choices: worries_jobsearch_changes
Set j	obsea	rch wfh options to:
		I am only considering jobs allowing me to work from home [TAG: 1] 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 j	obsea	rch wfh order to :
		shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252.	Which	of the following best describes your job search?
	Multiple	e choice Required Vertical Single-select
	Dy	mamic choices: jobsearch_wfh_options
NILF		
show	block	if Q2 selected choice is "Not working, and not looking for work"

Set reason	s_notlooking_section to select "original" or "detailed" sections 50%/50%
Reasons fo	or not looking: original version
Show 50%	
	oking_reasons to: Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2] No [TAG: 3]
order	oking_reasons_order to: shown to respondent based on numerical tag of options in king_reasons_order_e.g. 321 or 123
	orries about catching COVID or other infectious diseases a factor in your decision seek work at this time?
Q_cov	id_not_looking Multiple choice Required Vertical Single-select
Dy	mamic choices: notlooking_reasons
Show 50%	or not looking: new (more detailed) version
a) b) c) d) e) f) g) h) i)	I am retired [TAG: 1] I am a full-time student [TAG: 2] I worry about catching COVID or other infectious diseases [TAG: 3] I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4] My health makes it hard to work [TAG: 5] Child-care responsibilities [TAG: 6] Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7] I don't need to work, and I prefer not to [TAG: 8] Other reason (please specify) [text input] [TAG: 9]
Set reasor	ns_notworking_order to order of reasons_not_working
Q_pri	is the <u>main reason</u> you are not currently working and not seeking work? <pre>mary_not_working Multiple choice Required Vertical Single-select mamic choices: reasons_not_working</pre>
	is the <u>second most important reason</u> you are not currently working and not ng work?
Q_sec	ondary_not_working Multiple choice Required Vertical Single-select
-	<pre>rnamic choices: reasons_not_working with primary reason removed (unless ther" was primary reason) + None</pre>
Set start	looking_wfh to:

Self	d) -emplo	worker. ved
	01	I earn most of my income as an independent contractor, freelancer, or gig
	c)	<u>jobs</u> I am self-employed and run my own business
	b)	I am a wage and salary employee who also earns a lot of extra income from side
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	Q_cur	rent_employment Multiple choice Required Vertical Single-select
•	Which	of the following best describes your current employment situation?
		n home", "Still employed and paid, but not working"
	_	st_week to Q207 choices by row some choice is "Worked from home" if Q2 selected choice is any of "Working for pay, whether on business premises or
Cet		
	-	e choice Required Vertical Single-select mamic choices: worried_covid_other
	infectio	bus diseases?
74	Arovo	ou more worried about catching COVID or more worried about catching other
		ry_not_working - "I worry about catching COVID or other infectious diseases
		c: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - It catching COVID or other infectious diseases" OR -
et	worrie	d_option_order to store order of worried options shown (e.g. 123 or 213)
	c)	Equally worried about both [TAG: 3]
	b)	More worried about other infectious diseases [TAG: 2]
Set 1	worrie a)	d_covid_other to: More worried about COVID [TAG: 1]
	-	mamic choices: start_looking_wfh
	-	e choice Required Vertical Single-select
	from h	
53.		you start seeking work if you were guaranteed to find a job allowing you to work
	321 or	shown to respondent based on numerical tag of options in start_looking_wfh e.g. 123
		looking_order to:
Set a	c)	No [TAG: 3]
et		Yes, <u>definitely</u> [TAG: 1] Yes, <u>possibly</u> [TAG: 2]

404.	-	year did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a)	Before 2017
	b)	2017
	c) d)	2018 2019
	e)	2020
	f)	2021
	g) h)	2022 2023
[Q40	06 logi	c: Show if Q404 selected choice is "2020"]
406.	In wha	at month of 2020 did you start your own business?
	Multiple	e choice Required Vertical Single-select
	a)	January 2020
	b) c)	February 2020 March 2020
	d)	April 2020
	e)	May 2020
	f)	June 2020
	g) h)	July 2020 August 2020
	i)	September 2020
	j)	October 2020
	k) I)	November 2020 December 2020
	1)	December 2020
370.		at year did your business hire its <i>first employee</i> ?
	Numbe	er Required Min: 1950 Max: 2023
	Allow	skipping with checkbox labeled: "My business has never had any employees"
355.		many people does your business currently employ (excluding yourself)?
	Q_num	_employees Number Required Min: 0 Max: 1000
		employees
[Q37	71 logi	c: Show if Q355 answer > 50]
371.	You re	sponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Yes, that is correct
1	b)	No. The correct number of employees is: [text input]
369.	How m	nany locations (separate factories, offices, shops, etc.) does your business operate?
1	Numbe	or Required Min: 1 Max: 100

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 Personal/family home equity loan a) Personal/family savings b) Personal credit card carrying balances c) Business credit card carrying balances d) Government-guaranteed business loan from a bank or financial institution, e) including SBA-guaranteed loans Business loan from a bank or financial institution f) Business loan from federal, state, or local government g) Business loan/investment from family/friends h) Equity capital from outside investors (other than family/friends) i) Other [text_input] j) Did not require capital k) 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 Working from home helps my business access customers remotely C) d) Working from home helps my business recruit talent Other [text input] e) None of the above f) 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 Only 1 location a) b) 2 to 4 locations C) 4 to 9 locations 10 to 99 locations d) 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 10 to 49 employees b) 50 to 99 employees c) d) 100 to 499 employees 500 to 4999 employees e) f) 5000+ employees 352. When did your employer hire its *first employee (at any location)?* Multiple choice | Required | Vertical | Single-select 2023 a) 2022 b) c) 2021 d) 2020 2019 e) f) 2018 2017 g) 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 2023 a) b) 2022 2021 c) 2020 d) 2019 e) 2018 f) g) 2017 2016 h)

	i) j) k)	2011 to 2015 2006 to 2010 Before 2006
	I)	Does not apply I'm not assigned to a particular location
clien	t site"	c: Show if Q207 columns selected in any row includes "Worked at employer or AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 ns", "100+ locations"]
356.	When	did your employer start operations at the location you are assigned to?
	Multiple	e choice Required Vertical Single-select
	a)	2023
	b) c)	2022 2021
		2020
	e) f)	2019 2018
	g)	2018
	h)	2016
	i) j)	2011 to 2015 2006 to 2010
	k)	Before 2006
375.	In wha	t year did you start working for your current employer?
	Numbe	r Required Min: 1950 Max: 2023
418.	Are vo	u hired through a <i>temp agency</i> , or <i>directly by the firm</i> you work at?
	-	e choice Required Vertical Single-select Randomize
	a) b)	Yes, through a temp agency No, I'm directly hired by the firm I work at
Man	ademe	nt questions
415.	-	a <u>directly manage</u> or supervise other employees in your organization?
		e choice Required Vertical Single-select Randomize
	a) b)	Yes No
	c)	Yes, but only rarely
[Q4 ⁻	16 logi	c: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]
416.	How m	nany employees do you <u>directly manage or supervise</u> ?
	Numbe	er 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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

138. How long do you usually spend commuting to and from work (in minutes)?

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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 Max: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

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 2015 or later? Q female birthed | Multiple choice | Required | Vertical | Single-select | Randomize Yes a) 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] 3 [TAG: 3] C) d) 4 [TAG: 4] 5 [TAG: 5] e) f) 6 [TAG: 6] Male fertility

show block if Q16 selected choice is "Male"

-				
-	ou the biological fat	her of any children born in 2015 or later2		
() ma	386. Are you the biological father of any children <i>born in <u>2015 or later?</u></i>			
¥	<pre>Q_male_fathered Multiple choice Required Vertical Single-select Randomize</pre>			
a) Yes				
b)	No			
[Q387 log	ic: Show if Q386 se	elected choice is "Yes"]		
207 How	many childron born	in 2015 or later are you the biological father of?		
Q_ma.	le_children Multip	ple 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]			
llad abilde				
	en since 2015	kide einen 2015		
Show II bin	hed or fathered any	Rids since 2015		
Sot and a	hildnen nenete	a to number of children birthod/fethered from O fem	ala abildran	
		ed to number of children birthed/fathered from Q_fem		
OR Q_mal	e_children			
[0388 log	ia. Chaw if hirthad			
[Q 300 IU <u>Y</u>		lfatharad 1 abild 1		
	ic: Show II birthea	/fathered 1 child]		
Ī		-		
388. In wh	at year was that chil	-		
388. In wh		-		
388. In wh	at year was that chil	-		
388. In wh Comb	at year was that chil	ld born?		
388. In wh	at year was that chil	ld born?		
388. In wh Comb	at year was that chil	ld born? Number input Min: 2015		
388. In wh Comb	at year was that chil	ld born?		
388. In wh <i>Comb</i>	at year was that chil ination Required	ld born? Number input <u>Min</u> : 2015 <u>Max</u> : 2023		
388. In wh <i>Comb</i>	at year was that chil ination Required	ld born? Number input Min: 2015		
388. In wh <i>Comb</i> Child 1 [Q395 log	at year was that chil ination Required ic: Show if birthed	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child]		
388. In wh <i>Comb</i> Child 1 [Q395 log	at year was that chil ination Required	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child]		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh	at year was that chil ination Required ic: Show if birthed	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child]		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child]		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child]		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh <i>Comb</i>	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child] children born?		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh <i>Comb</i>	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child] children born? Number input		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh <i>Comb</i> Child 1 Child 1 Child 2	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child] children born? Number input Min: 2015		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh <i>Comb</i> Child 1 Child 2 Child 3	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child] children born? Number input		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh <i>Comb</i> Child 1 Child 2 Child 3 Child 4	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child] children born? Number input Min: 2015		
388. In wh <i>Comb</i> Child 1 [Q395 log 395. In wh <i>Comb</i> Child 1 Child 2 Child 3	at year was that chil ination Required ic: Show if birthed at year were those o	Id born? Number input Min: 2015 Max: 2023 /fathered more than 1 child] children born? Number input Min: 2015		

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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you **work on your** <u>employer's premises last week?</u>

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I worked 1 day at my employer's premises [TAG: 1]
- c) I worked 2 days at my employer's premises [TAG: 2]
- d) I worked 3 days at my employer's premises [TAG: 3]
- e) I worked 4 days at my employer's premises [TAG: 4]
- f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

[Q20 logic: Show 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 Worse -- I am less efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) 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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e) Over 35% less efficient f) Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 Is time saved by not commuting part of your extra efficiency when working from 35. home? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) 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% •-----248. What are the top benefits of working on your employer's business premises? Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options a) Face-to-face collaboration Socializing with co-workers b) Face time with my manager c) d) Better equipment Quiet e) Clearer boundaries between work and personal time f) Better professional development, learning, and mentoring experience g) Other [text input] h) 247. What are the **top benefits** of **working from home?** Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options No commute a) Less time getting ready for work b) Flexibility over when I work c) Fewer meetings d) Individual quiet time e) Spending more time with family and friends f) Save on gas and lunch costs g) Other [text input] h) 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) 426. Last random day of week which of the following did you do: Multiple choice | Required | Vertical | Single-select | Randomize Worked from home the **full day** a) Worked on employer, client, or business premises b) C) Did not work [Q425 logic: Show if Q426 selected choice 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	Number input
Mentoring others	minutes
Discussing your performance with your supervisor	<u>Min</u> : 0
Discussing the performance of employees who you supervise	<u>Max</u> : 240

Formal training	Skip label:
Professional development and learning	

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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

[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]
- I) \$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** <u>currently</u> limit you in these activities?

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

	lim	it_o	ots
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 <u>more than a mile</u>			
Walking <u>several blocks</u>			
Walking <u>one block</u>			
Bathing or dressing yourself			

[Q428 logic: Show if Q423 choices by row for "Walking one block" is any of "yes_a_lot", "yes_a_little" OR Q423 choices by row for "Walking several blocks" is any of "yes_a_lot", "yes_a_little"]

428. You said you had difficulty walking one or several blocks.

Can you explain why in your own words?

Text input | Required | Multi-line

[Q429 logic: Show if Q423 choices by row for "Climbing one flight of stairs" is any of "yes_a_lot", "yes_a_little" OR Q423 choices by row for "Climbing several flights of stairs" is any of "yes_a_lot", "yes_a_little"]

429. You said you had difficulty climbing one or several flights of stairs.

Can you explain why in your own words?

Text input | Required | Multi-line

409. How tall are you?

Combination | Required

Your height	Number input	Number input
-	feet	inches
	<u>Min</u> : 3	<u>Min</u> : 0
	Max: 8	Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	mbps
	Decimal places: 2
	<u>Min</u> : 0
	<u>Max</u> : 550

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

Text input | Optional | Multi-line

Questions and Responses SWAA May 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=10000; Maximum N=10000

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 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

Set ${\tt show_old_questions}$ to randomly select whether to show/hide below block with 75% weight to showing

Sho	w if show_old_questions is true
	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>
	 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 <i>full paid working days did you <u>work from home</u> last week?</i>
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	<u>home</u>	site

show block 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*?

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

[Q436 logic: Show if Q435 selected choice is none of "Never", "I don't have any coworkers"]

436. When you do meet your coworkers, for how long do you meet?

Multiple choice | Required | Vertical | Single-select

- a) A few hours
- b) One day
- c) Multiple days
- d) One workweek or more

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

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 14w | 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 <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 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 <u>second most important reason</u> 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"

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 <u>main job</u> 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
- ĥ) 2023

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

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

- 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
- I) 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 <code>Q_num_employees</code> 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)

- 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.		DUSANDS OF DOLLARS What was the total amount of capital that you used to rinitially acquire your business?
	For ex	ample, if the amount is \$25,000 please enter '25' below.
	(Capita busine	al includes savings, other assets, and borrowed funds used to start or acquire your ess.)
	Numbe	er Required Min: 0 Max: 5000
	\$_	THOUSAND DOLLARS
427.		vorking from home impacted your decision to start or keep your business? Please all that apply.
	Multiple	e choice Required Vertical Multi-select Randomize
	a) b)	Working from home reduces office costs 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) f)	Other [text input] None of the above
	1)	
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f my income as an independent contractor, freelancer, or gig worker."
353.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e)	Only 1 location 2 to 4 locations 4 to 9 locations 10 to 99 locations 100+ locations
351.		ing all of its locations, how many employees work for your primary employer?
		e 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 500 to 4999 employees
	e) f)	500 to 4999 employees 5000+ employees
352.	,	did your employer hire its <i>first employee (at <u>any</u> location)?</i>

a)	2023
b)	2022
c) d)	2021 2020
e)	2019
f)	2018
g)	2017
h)	2016
i)	2011 to 2015
j)	2006 to 2010
k)	Before 2006
employer c	c: Show if Q207 columns selected in any row does not include "Worked at or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 "4 to 9 locations", "100+ locations"]
354. When	did your employer start operations at the location you are assigned to?
Multipl	e choice Required Vertical Single-select
a)	2023
b)	2022
c) d)	2021 2020
e)	2019
f)	2018
g)	2017
h)	2016
i)	2011 to 2015
j) k)	2006 to 2010 Before 2006
l)	Does not apply I'm not assigned to a particular location
client site"	c: Show if Q207 columns selected in any row includes "Worked at employer or AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 ons", "100+ locations"]
356. When	did your employer start operations at the location you are assigned to?
Multipl	e choice Required Vertical Single-select
a)	2023
b)	2022
c) d)	2021 2020
u) e)	2020
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

418. Are you hired through a *temp agency*, or *directly by the firm* you work at?

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

- a) Through a temp agency
- b) Directly hired by the firm I work at

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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

_____ hours

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

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

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

_____ hours

138. How long do you usually spend commuting to and from work (in minutes)?

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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?	Number input
You work from home?	minutes

<u>Min</u> : 0 <u>Max</u> : 90
<u>IVIAA</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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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
- I) 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
- I) 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

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 in 2015 or later?

Q female children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]

b)	2 [TAG: 2]			
c) d)	3 [TAG: 3] 4 [TAG: 4]			
e)	5 [TAG: 5]			
f)	6 [TAG: 6]			
Male fertilit				
SNOW DIOCK	if Q16 selected choice is "Male"			
386. Are yo	ou the biological father of any children born in 2015 or later?			
Q_mal	e_fathered Multiple choice Required Vertical Single-select Randomize			
a)	Yes			
b)	No			
[Q387 logi	c: Show if Q386 selected choice is "Yes"]			
387. How n	nany children born in 2015 or later are you the biological father of?			
Q_mal	e_children Multiple choice Required Vertical Single-select			
a)	1 [TAG: 1]			
b)	2 [TAG: 2]			
C)	3 [TAG: 3]			
d) e)	4 [TAG: 4] 5 [TAG: 5]			
f)	6 [TAG: 6]			
/				
	en since 2015			
Show if birth	ned or fathered any kids since 2015			
Set num_ch OR Q_male	ildren_parented <mark>to number of children birthed/fathered from Q_fema</mark> _children	le_children		
[Q388 logi	c: Show if birthed/fathered 1 child]			
388. In wha	at year was that child born?			
Combi	nation Required			
Child 1	Number input <u>Min</u> : 2015 <u>Max</u> : 2023			
[Q395 logic: Show if birthed/fathered more than 1 child]				
395. In what year were those children born?				
Combination Required				

Child 1	Number input	
Child 2	Min: 2015	
Child 3	Max: 2023	
Child 4		
Child 5		
Child 6		

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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

- 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"

[Q20 logic: Show 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

[Q14	45 logio	: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]				
145.	How m	nuch more efficient are you working from home than on business premises?				
Multiple choice Required Vertical Single-select						
	a) b) c) d) e) f)	Under 5% more efficient 5% to 10% more efficient 10% to 15% more efficient 15% to 25% more efficient 25% to 35% more efficient Over 35% more efficient				
[Q1/	46 logio	: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]				
146.	How m	nuch less efficient are you working from home than on business premises?				
	Multiple	e choice Required Vertical Single-select				
	a)	Under 5% less efficient				
	b)	5% to 10% less efficient				
	c) d)	10% to 15% less efficient 15% to 25% less efficient				
	e)	25% to 35% less efficient				
	f)	Over 35% less efficient				
Shov	w if "Bet	ter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2				
35.	ls time home	e saved by not commuting part of your extra efficiency when working from ?				
	Multiple	e choice Required Vertical Single-select Randomize				
	a) b)	Yes No				
[Q3	6 logic:	Show if Q35 selected choice is "Yes"]				
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?				
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due saved from your commute.]				
	Slider	Required Min: 0 Max: 100				
	No	ne , 0% ———• All, 100%				
248.		are the <i>top benefits</i> of working on your employer's <i>business premises?</i> Please oup to three.				
		e choice Required Vertical Multi-select Randomize Choose 1-3 options				
	a) b)	Face-to-face collaboration 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 three.

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)

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

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

[Q425 logic: Show if Q426 selected choice 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	Number input
Mentoring others	minutes
Discussing your performance with your supervisor	<u>Min</u> : 0
Discussing the performance of employees who you supervise	<u>Max</u> : 240
Formal training	Skip label:
Professional development and learning	

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) Other (please specify) [text input]
- h) None of the above

Work communications: currently working or employed

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"

432. Which of the following channels do you use to *communicate with others for <u>work</u> <u>purposes</u>? Please select all that apply.*

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

- a) Email
- b) Slack
- c) Messaging on your <u>personal phone</u> (text, WhatsApp, etc.)
- d) Zoom
- e) Microsoft Teams
- f) <u>Office</u> phone calls
- g) <u>Home or personal phone calls</u>
- h) None of the above

skip block if Q432 selected choices includes "None of the above"

434. In your current job, how often do you <u>use</u> each of these work-related communications?

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

	Hourly	Daily	Weekly	Once or twi	ce per <u>month</u>	
Q432 selected choices with write-ins t	for 'other'					
437. In your current job, how often do of the following?	you <u>overlook</u> w	ork-re	lated co	ommunicatio	ons on each	
Matrix Required Group by: Row	Matrix Required Group by: Row Single-select					
	Often, at least once pe		ometime	,	Rarely or never	

week

month

Q432 selected choices with write-ins for 'other'		
for 'other'		

433. In your current job, do you respond to <u>work-related</u> communications <u>after hours or on</u> <u>weekends</u> on any of the following?

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

	Daily	Weekly	One or twice per year, for emergencies	Never
Q432 selected choices with write- ins for 'other'				

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

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

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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

[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]
- I) \$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** <u>currently</u> limit you in these activities?

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

	lim	it_o	pts
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing one flight of stairs			

Bending, kneeling, or stopping		
Walking <u>more than a mile</u>		
Walking <u>several blocks</u>		
Walking <u>one block</u>		
Bathing or dressing yourself		

276. Currently, when you are introduced to somebody at work, what do you do?

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

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

409. How tall are you?

Combination | Required

Your height	Number input	Number input	
	feet	inches	
	<u>Min</u> : 3	<u>Min</u> : 0	
	<u>Max</u> : 8	<u>Max</u> : 12	

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	Number input mbps <u>Decimal places</u> : 2 <u>Min</u> : 0 <u>Max</u> : 550	

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

Text input | Optional | Multi-line

Questions and Responses SWAA June 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=10000; Maximum N=10000

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>
	 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 <i>full paid working days</i> did you <u>work from home</u> last week?
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

show block 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*?

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

[Q436 logic: Show if Q435 selected choice is none of "Never", "I don't have any coworkers"]

436. When you do meet your coworkers, for how long do you meet?

Multiple choice | Required | Vertical | Single-select

- a) A few hours
- b) One day
- c) Multiple days
- d) One workweek or more

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

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 14w | 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 <u>higher benefits</u> 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 <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

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)	I don't need to work, and I prefer not to [TAG: 8] Other reason (please specify) [text input] [TAG: 9]
	1)	Other reason (please specify) [text input] [TAG. 9]
Set :	reason	s_notworking_order to order of reasons_not_working
372.	What	is the <i>main reason</i> you are <i>not currently working and not seeking work?</i>
	Q_pri	mary_not_working Multiple choice Required Vertical Single-select
	Dy	mamic choices: reasons_not_working
373.		is the <u>second most important reason</u> you are not currently working and not
		ng work?
		<pre>ondary_not_working Multiple choice Required Vertical Single-select</pre>
		<pre>rnamic choices: reasons_not_working with primary reason removed (unless ther" was primary reason) + None</pre>
		Yes, <u>definitely</u> [TAG: 1] Yes, <u>possibly</u> [TAG: 2] No [TAG: 3]
Set a		looking_order to: shown to respondent based on numerical tag of options in start_looking_wfh_e.g. 123
253.	Would from h	you start seeking work if you were guaranteed to find a job allowing you to work ome?
	Multiple	e choice Required Vertical Single-select
	Dy	mamic choices: start_looking_wfh
Set v	vorrie a) b) c)	d_covid_other to: More worried about COVID [TAG: 1] More worried about other infectious diseases [TAG: 2] Equally worried about both [TAG: 3]
Set v	vorrie	d_option_order to store order of worried options shown (e.g. 123 or 213)
worr	y abou	c: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I at catching COVID or other infectious diseases" OR - ary_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 <u>extra income from side</u> 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
- h) 2023

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

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

- a) January 2020
- b) February 2020
- c) March 2020
- d) April 2020
- e) May 2020
- f) June 2020
- g) July 2020
- h) August 2020

	December 2020
In wha	at year did your business hire its <i>first employee</i> ?
Numbe	er Required Min: 1950 Max: 2023
Allow	skipping with checkbox labeled: "My business has never had any employees"
How	many people does your business currently employ (excluding yourself)?
Q_num	employees Number Required Min: 0 Max: 1000
	employees
71 logi	c: Show if Q355 answer > 50]
You re	esponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
Multiple	e choice Required Vertical Single-select Randomize
a) b)	Yes, that is correct No. The correct number of employees is: [text input]
Numbe	nany locations (separate factories, offices, shops, etc.) does your business operate? er Required Min: 1 Max: 100 locations
	all or part of your business operate as a franchise? e choice Required Vertical Single-select Randomize
	Yes
b)	No
What what ap	was the source(s) of capital used to start or initially acquire this business? (Select al oply)
Multiple	e choice Required Vertical Multi-select
a) b) c) d) e) f) g) h) i) j) k)	Personal/family home equity loan Personal/family savings Personal credit card carrying balances Business credit card carrying balances Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans Business loan from a bank or financial institution Business loan from federal, state, or local government Business loan/investment from family/friends Equity capital from outside investors (other than family/friends) Other [text input] Did not require capital
	How r Q_num T1 logi You re Multiple a) b) How n Number Does a Multiple a) b) What v that ap Multiple a) b) What v that ap Multiple a) b) C) d) e) f) g) h) i) j)

	start o	r initially acquire your business?				
	For ex	ample, if the amount is \$25,000 please enter '25' below.				
	(Capita busine	al includes savings, other assets, and borrowed funds used to start or acquire your ss.)				
	Number Required Min: 0 Max: 5000					
	\$_	THOUSAND DOLLARS				
427.	27. Has working from home impacted your decision to start or keep your business? Pleas select all that apply.					
	Multiple	e choice Required Vertical Multi-select Randomize				
	a) b)	Working from home reduces office costs Working from home allowed me to work on my business while I also worked on my main job				
	c) d) e)	Working from home helps my business access customers remotely Working from home helps my business recruit talent Other [text input]				
	f)	None of the above				
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f 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) b) c) d) e)	Only 1 location 2 to 4 locations 4 to 9 locations 10 to 99 locations 100+ locations				
351.	Counti	ng all of its locations, how many employees work for your primary employer?				
		e choice Required Vertical Single-select				
	a) b) c) d) e) f)	Fewer than 10 employees 10 to 49 employees 50 to 99 employees 100 to 499 employees 500 to 4999 employees 5000+ employees				
352.	When	did your employer hire its <i>first employee (at <u>any</u> location)?</i>				
	Multiple	e choice Required Vertical Single-select				
	a) b) c)	2023 2022 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
- I) 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
- ý) 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

418. Are you hired through a *temp agency*, or *directly by the firm* you work at?

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

- a) Through a temp agency
- b) Directly hired by the firm I work at

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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

138. How long do you usually spend commuting to and from work (in minutes)?

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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

Combination | Required

Number input
minutes
<u>Min</u> : 0 Max: 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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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

- I) 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
- I) 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]
- I) \$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?

- 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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

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 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]

Mala	for #111	h		
	fertilit	if Q16 selected cho	pice is "Male"	
onon	bioon			
386.	Are yo	ou the biological fath	ner of any children <i>born in <u>2015 or later?</u></i>	
	Q_mal	e_fathered Multip	ble choice Required Vertical Single-select Randomize	
	a) b)	Yes No		
[Q38	37 logi	c: Show if Q386 se	elected choice is "Yes"]	
387.	How r	nany children <u>born</u>	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) f)	5 [TAG: 5] 6 [TAG: 6]		
	- 1)	0[170.0]		
Had	childro	en since 2015		
Shov	v if birtl	hed or fathered any	kids since 2015	
		nildren_parente e_children	ed to number of children birthed/fathered from Q_female	_children
[Q38	38 logi	c: Show if birthed/	fathered 1 child]	
388	In what	at year was that chil	d born?	
500.		•		
	Compl	ination Required		
Chilc	1		Number input	
Orme	• •		Min: 2015	
			Max: 2023	
[Q3	Jo logi	c: Show it birthed/	fathered more than 1 child]	
395.	In wha	at year were those c	children born?	
		ination Required		
	Combi	Πατοπητικοφαίτου		
Chilc	11		Number input	
Chilc			<u>Min</u> : 2015	
Chilc			<u>Max</u> : 2023	
Chilc Chilc				

Child 6

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	Not a	Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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"

[Q20 logic: Show 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
[Q14	46 logi	c: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
146.	How n	nuch less efficient are you working from home than on business premises?
	Multipl	e 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	w if "Be	tter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2
35.	lo tim	e saved by not commuting part of your extra efficiency when working from
35.	home	
	Multipl	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q3	6 logic	: Show if Q35 selected choice is "Yes"]
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?
	is due	se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due a saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	one , 0% ———•—— All, 100%
248.		are the <i>top benefits</i> of working on your employer's <u>business premises?</u> Please e up to <u>three</u> .
	Multipl	e 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 three.

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

[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	Number input	
Mentoring others	minutes	
Discussing your performance with your supervisor	<u>Min</u> : 0	
Discussing the performance of employees who you supervise	<u>Max</u> : 240	
Formal training	Skip label:	
Professional development and learning	-	
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

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more
- 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

[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]
- I) \$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** <u>currently</u> limit you in these activities?

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

	lim	it_o	pts
	_		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing one flight of stairs			
Bending, kneeling, or stopping			
Walking <u>more than a mile</u>			
Walking <u>several blocks</u>			
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 <u>Decimal places</u> : 2 <u>Min</u> : 0 Max: 550	

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

Text input | Optional | Multi-line

Questions and Responses SWAA July 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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"	
3.	How many full days did you work last week (whether at home or on business premises)?	
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>	
	 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 <i>full paid working</i> <u>work from home</u> last week?		
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>	
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	site

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q207 columns selected in any row does not include "Worked at employer or client site"

435. Do you ever meet with your 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

[Q436 logic: Show if Q435 selected choice is none of "Never", "I don't have any coworkers"]

436. When you do meet your coworkers, for how long do you meet?

Multiple choice | Required | Vertical | Single-select

- a) A few hours
- b) One day
- c) Multiple days
- d) One workweek or more

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

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 14w | 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 <u>higher benefits</u> 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 <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

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) d)	I worry about catching COVID or other infectious diseases [TAG: 3] I would lose social assistance benefits (e.g., Medicaid, disability payments, food
	α)	stamps, etc.) [TAG: 4]
	e)	My health makes it hard to work [TAG: 5]
	f) g)	Child-care responsibilities [TAG: 6] Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
	9) h)	I don't need to work, and I prefer not to [TAG: 8]
	i)	Other reason (please specify) [text input] [TAG: 9]
Set :	reasor	ns_notworking_order to order of reasons_not_working
372.	What	is the <i>main reason</i> you are <i>not currently working and not seeking work?</i>
	Q_pri	<pre>mary_not_working Multiple choice Required Vertical Single-select</pre>
	Dy	<pre>/namic choices: reasons_not_working</pre>
373.		is the <u>second most important reason</u> you are not currently working and not ng work?
		condary not working Multiple choice Required Vertical Single-select
		namic choices: reasons_not_working with primary reason removed (unless
		Other" was primary reason) + None
Set s	a) _	_looking_wfh to: Yes, <u>definitely</u> [TAG: 1] Yes, <u>possibly</u> [TAG: 2] No [TAG: 3]
Set a		_looking_order to: shown to respondent based on numerical tag of options in start_looking_wfh_e.g. r 123
253.	Would from h	I you start seeking work if you were guaranteed to find a job allowing you to work nome?
	Multipl	e choice Required Vertical Single-select
	Dy	<pre>/namic choices: start_looking_wfh</pre>
Set v	worrie a) b) c)	ed_covid_other to: More worried about COVID [TAG: 1] More worried about other infectious diseases [TAG: 2] Equally worried about both [TAG: 3]
Set v	worrie	ed_option_order to store order of worried options shown (e.g. 123 or 213)
wori	ry abou	c: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I ut catching COVID or other infectious diseases" OR - ary_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 <u>extra income from side</u> 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
- 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) j) k) I)	September 2020 October 2020 November 2020 December 2020
	at year did your business hire its <u>first employee</u> ? er Required Min: 1950 Max: 2023
	skipping with checkbox labeled: "My business has never had any employees"
Q_num	many people does your business currently employ (excluding yourself)? employees Number Required Min: 0 Max: 1000 employees
71 logi	c: Show if Q355 answer > 50]
	esponded that your firm has <code>Q_num_employees</code> employees? Is that correct? e choice Required Vertical Single-select Randomize Yes, that is correct No. The correct number of employees is: [text input]
	nany locations (separate factories, offices, shops, etc.) does your business operate? er Required Min: 1 Max: 100 locations
Does	all or part of your business operate as a franchise?
Multipl	e choice Required Vertical Single-select Randomize
a) b)	Yes No
	was the source(s) of capital used to start or initially acquire this business? (Select all oply)
Multipl	e choice Required Vertical Multi-select
a) b) c) d) e) f) g) h) i) j) k)	Personal/family home equity loan Personal/family savings Personal credit card carrying balances Business credit card carrying balances Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans Business loan from a bank or financial institution Business loan from federal, state, or local government Business loan/investment from family/friends Equity capital from outside investors (other than family/friends) Other [text input] Did not require capital
	j) k) l) In wha Number Allow How n Q_num 71 logi You re Multipl a) b) How n Number Does ; Multipl a) b) What y that ap Multipl a) b) What y that ap Multipl a) b)

	start o	r initially acquire your business?	
	For ex	ample, if the amount is \$25,000 please enter '25' below.	
	(Capita busine	al includes savings, other assets, and borrowed funds used to start or acquire your ss.)	
	Numbe	r Required Min: 0 Max: 5000	
	\$_	THOUSAND DOLLARS	
427.		orking from home impacted your decision to start or keep your business? Please all that apply.	
	Multiple	e choice Required Vertical Multi-select Randomize	
	a) b)	Working from home reduces office costs Working from home allowed me to work on my business while I also worked on my main job	
	c) d) e)	Working from home helps my business access customers remotely Working from home helps my business recruit talent Other [text input]	
	f)	None of the above	
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f 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	e choice Required Vertical Single-select	
	a) b) c) d) e)	Only 1 location 2 to 4 locations 4 to 9 locations 10 to 99 locations 100+ locations	
351.	Counti	ng all of its locations, how many employees work for your primary employer?	
	Multiple	e choice Required Vertical Single-select	
	a) b) c) d) e) f)	Fewer than 10 employees 10 to 49 employees 50 to 99 employees 100 to 499 employees 500 to 4999 employees 5000+ employees	
352.	When	did your employer hire its <u>first</u> employee (at <u>any</u> location)?	
	Multiple	e choice Required Vertical Single-select	
	a) b) c)	2023 2022 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
- I) 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
- i) 2006 to 2010
- k) Before 2006

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

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a *temp agency*, or *directly by the firm* you work at?

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

- a) Through a temp agency
- b) Directly hired by the firm I work at

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>

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
- 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

9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

____ hours

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

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

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

_____ hours

138. How long do you usually spend commuting to and from work (in minutes)?

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting <u>to work</u>	Number input
Time commuting back from work	minutes
	<u>Min</u> : 0
	<u>Max</u> : 240

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?	Number input
You work from home?	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

208. In 2019 what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[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

[Q12 logic: Show if Q6 selected choice is "Yes"]

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
- 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

- I) 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
- I) 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]
- I) \$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 descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

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 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]

Mala	fortili					
	fertili	if Q16 selected choice is "Male"				
onom						
386.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>				
	<pre>Q_male_fathered Multiple choice Required Vertical Single-select Randomize</pre>					
	a)	Yes				
	b)	No				
[Q38	87 logi	c: Show if Q386 selected choice is "Yes"]				
387.	How r	nany children born in 2015 or later are you the biological father of?				
	Q_mal	e_children Multiple choice Required Vertical Single-select				
	a)	1 [TAG: 1]				
	b)	2 [TAG: 2] 3 [TAG: 3]				
	c) d)	4 [TAG: 4]				
	e)	5 [TAG: 5]				
	f)	6 [TAG: 6]				
Had	childr	en since 2015				
Shov	v if birt	ned or fathered any kids since 2015				
		nildren_parented to number of children birthed/fathered from Q_female_children e_children				
Set o	child	born year opts to:				
	a)	2015				
	b) c)	2016 2017				
	d)	2018				
	e)	2019				
	f)	2020 2021				
	g) h)	2022				
	i)	2023				
[Q44	41 logi	c: Show if birthed/fathered 1 child]				
441.	In what	at year was that child born?				
		nation Required				
Chilc	11	Dropdown				
		child_born_year_opts				
[Q44	43 <u>l</u> ogi	c: Show if birthed/fathered more than 1 child]				

443. In what year were those children born? Combination Required				
	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 <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	399. Do you plan to have another (biological) child someday?				
Mul	tiple choice Required Vertical Single-select Randomize				
a) b) c)					
[Q401 lo	ogic: Show if Q399 selected choice is "Yes"]				
401. Hov	w many more biological children do you plan to have in total?				
Nun	nber Required Min: 1 Max: 20				
	more children				
[Q403 lo	ogic: Show if Q399 selected choice is "Yes"]				
403. At v	vhat age <i>at the <u>latest</u> would you plan to have another child?</i>				
Nun	nber 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

			Increased my desire for
	children	factor	children
My <u>own</u> ability to work from			
home			
Housing costs			
Access to health insurance/care			
My partner's 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			

[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, <u>full time student</u>
- d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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"

[Q20 logic: Show 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 Worse -- I am less efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) 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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e) Over 35% less efficient f) Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 Is time saved by not commuting part of your extra efficiency when working from 35. home? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) 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% -•----248. What are the top benefits of working on your employer's business premises? Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options a) Face-to-face collaboration Socializing with co-workers b) Face time with my manager c) d) Better equipment Quiet e) Clearer boundaries between work and personal time f) Better professional development, learning, and mentoring experience g) Other [text input] h) 247. What are the **top benefits** of **working from home?** Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options No commute a) Less time getting ready for work b) Flexibility over when I work c) Fewer meetings d) Individual quiet time e) Spending more time with family and friends f) Save on gas and lunch costs g) Other [text input] h) 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) d) e) f)	Worked at a co-working space Worked at a public space (e.g. cafe) Worked at a friend or family member's home (where I <u>don't</u> live Did not work	•)
[Q42 work	-	:: Show if Q_random_dow_1 or Q_random_dow_2 answer I	S NOT "Did not
425.		nany <i>minutes of your working day</i> did you spend on each of th andom day of week?	ne following activities
	Combi	nation Required Randomize	1
Cotti	ng mer	torod	Number input
	oring o		minutes
	•	our performance with your supervisor	Min: 0
		he performance of employees who you supervise	Max: 240
	al trair		Skip label:
		I development and learning	
	last ra	u do any of the following <u>during the workday</u> (while on a break andom day of week? e check all that apply. e choice Required Vertical Multi-select Randomize Exercise Read for leisure Play a game on your personal phone or computer Chores other than childcare (e.g. cleaning, laundry, walking the Childcare Personal errands (e.g. a medical appointment, returning a purc Drank alcohol None of the above	e dog)
447.		id you split your workday last random day of week?	
		ion Required Randomize Total: 100	
	a)	Individual work	
	b)	Meetings involving 2 to 4 people Meetings involving 5 or more people	
	c) d)	Lunch	
	e)	Downtime (coffee breaks, games, personal time, chores, etc.)	
448.		you feeling sick, ill, or injured on any days <u>last week?</u>	
	Multiple	e choice Required Vertical Single-select Randomize	
	a)	Yes	
	b)	No	

Felt sick or ill last week

Felt :	<u>sick o</u>	r ill last week
show	/ block	if Q448 selected choice is "Yes"
449.	On ho	ow many <u>workdays</u> did you feel sick, ill or injured <u>last week?</u>
	Q_sic	ck_workdays Multiple choice Required Dropdown Single-select
	a) b) c) d) e) f) g)	1 day [TAG: 1] 2 days [TAG: 2] 3 days [TAG: 3] 4 days [TAG: 4] 5 days [TAG: 5] 6 days [TAG: 6] 7 days [TAG: 7]
450.		about the <code>Q_sick_workdays</code> answer tag <u>workdays</u> that you felt sick, ill, or ed <u>last week.</u>
	On ho	ow many of those days did you:
	Alloca	tion Required Randomize Total: number tag from Q_sick_workdays
	a) b) c)	Go to work anyway? Work from home? <u>Not</u> 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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your *efficiency working from home* increase if you had perfect highspeed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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

[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]
- I) \$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) $\overline{}$ 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** <u>currently</u> limit you in these activities?

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

	lim	it_o	pts
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 <u>several blocks</u>		
Walking <u>one block</u>		
Bathing or dressing yourself		

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	Number input mbps <u>Decimal places</u> : 2 <u>Min</u> : 0 Max: 550

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

Text input | Optional | Multi-line

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<i>Q_all_days</i> <i>Multiple choice</i> <i>Required</i> <i>Vertical</i> <i>Single-select</i>
	 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 <i>full paid working days</i> did you <u>work from home</u> last week?
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	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
Searching	
	_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes
a) b) c)	es_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1] Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2] Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3] Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4] No [TAG: 5]
order	arch_changes_order to: shown to respondent based on numerical tag of options in s_jobsearch_changes_e.g. 54321 or 12345
	worries about catching COVID or other infectious diseases affected the type of ou are looking for? Please select all that apply.
Multiple	e choice Required Vertical Multi-select
Dy	mamic choices: worries_jobsearch_changes
a) b) c)	<pre>arch_wfh_options to: I am only considering jobs allowing me to work from home [TAG: 1] I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2] No preference about working from home [TAG: 3]</pre>
order	arch_wfh_order to: shown to respondent based on numerical tag of options in jobsearch_wfh_options 21 or 123
252. Which	of the following best describes your job search?
Multiple	e choice Required Vertical Single-select
Dy	namic choices: jobsearch_wfh_options
NILF show block	if Q2 selected choice is "Not working, and not looking for work"
Set reason	s_notlooking_section to select "original" or "detailed" sections 50%/50%
	or not looking: original version
Show 50% (of time
Set notloc a) b) c)	oking_reasons to: Yes, the <u>main</u> reason [TAG: 1] Yes, a <u>secondary</u> reason [TAG: 2] 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 <u>second most important reason</u> 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"

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 <u>main job</u> 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

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)

	Multipl	e choice Required Vertical Multi-select
	a) b) c) d) e) f) g) h) i) j) k)	Personal/family home equity loan Personal/family savings Personal credit card carrying balances Business credit card carrying balances Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans Business loan from a bank or financial institution Business loan from federal, state, or local government Business loan/investment from family/friends Equity capital from outside investors (other than family/friends) Other [text input] Did not require capital
420.		DUSANDS OF DOLLARS What was the total amount of capital that you used to r initially acquire your business?
	For ex	ample, if the amount is \$25,000 please enter '25' below.
	(Capit busine	al includes savings, other assets, and borrowed funds used to start or acquire your ess.)
	Numbe	er Required Min: 0 Max: 5000
	\$_	<u>THOUSAND</u> DOLLARS
427.		vorking from home impacted your decision to start or keep your business? Please all that apply.
	Multipl	e choice Required Vertical Multi-select Randomize
	a) b)	Working from home reduces office costs Working from home allowed me to work on my business while I also worked on my main job
	c) d) e) f)	Working from home helps my business access customers remotely Working from home helps my business recruit talent Other [text input] None of the above
	-/	
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f my income as an independent contractor, freelancer, or gig worker."
353.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?
1	Multipl	e choice Required Vertical Single-select
	a) b) c)	Only 1 location 2 to 4 locations 4 to 9 locations
	d) e)	10 to 99 locations 100+ locations

351. Counting all of its locations, how many employees work for your primary employer? Multiple choice | Required | Vertical | Single-select Fewer than 10 employees a) b) 10 to 49 employees 50 to 99 employees c) 100 to 499 employees d) 500 to 4999 employees e) f) 5000+ employees 352. When did your employer hire its first employee (at any location)? Multiple choice | Required | Vertical | Single-select 2023 a) 2022 b) 2021 c) d) 2020 e) 2019 f) 2018 2017 g) 2016 h) 2011 to 2015 i) 2006 to 2010 i) 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 2023 a) 2022 b) 2021 c) d) 2020 e) 2019 2018 f) 2017 g) h) 2016 2011 to 2015 i) j) 2006 to 2010 Before 2006 k) I) 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
- i) 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 iti) 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

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

10. How many hours per week 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>	Number input	
From work to home	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?	Number input
You work from home?	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

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

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
- I) 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
- I) 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]
- I) \$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 more work
- b) No material change
- c) I would accomplish less work

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

470. What percent more 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 less 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.		aid you would accomplish <code>Q_output_decrease2</code> percent <u>less</u> w workweek.	vork by shifting to a		
	Would you like to shift to a 4-day workweek if it means a:				
	Combi	nation Required Randomize			
Q_01	utput	_decrease2 + 5 percent pay cut? _decrease2 percent pay cut? _decrease2 - 5 percent pay cut?	Dropdown Yes No		
		essed_workweek_question to 50/50 selection of first or secon- uestion	d compressed		
[Q4	56 logi	c: Show 50% of time]			
456.		yould you feel about <i>compressing your workweek into 4 days,</i> he <u>same</u> number of hours over the week?	while continuing to		
	(For e day.)	xample, 4 days of work at 10 hours per day instead of 5 days of w	vork at 8 hours per		
	Q_com	pressing_1 Multiple choice Required Vertical Single-select			
	a) b) c)	I would like to compress my workweek No preference I would <u>not</u> like to compress my workweek			
[Q40	62 logi	c: Show 50% of time]			
462.		would you feel about <i>compressing your workweek into 4 days, amount</i> of work over the week?	while doing the		
	Q_com	pressing_2 Multiple choice Required Vertical Single-select			
	a) b) c)	I would like to compress my workweek No preference I would <u>not</u> like to compress my workweek			
-		c: Show if answers "would like to compress" for Q_compress ssing_2]	sing_1 or		
457.		nuch of a pay raise (as a percent of your current pay) would you ressing your workweek to 4 days?	value as much as		
	Multipl	e choice Required Vertical Single-select			
	a) b) c) d) e)	1 to 2% pay raise 3 to 5% pay raise 6 to 10% pay raise 11 to 15% pay raise More than 15% pay raise			

[Q463 logic: Show if answers "would not like to compress" for Q_compressing_1 or Q_compressing_2]

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 <u>4</u> days per week for <u>10</u> 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 fen	nale
		if Q16 selected choice is any of "Female", "Male"
	ale fer	
show	v block	if Q16 selected choice is "Female"
385.		you given birth to any children in <u>2015 or later?</u>
	Q_fen	nale_birthed Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	90 logi	c: Show if Q385 selected choice is "Yes"]
390.	How r	nany children have you given birth to <u>in 2015 or later?</u>
	Q_fem	nale_children Multiple choice Required Vertical Single-select
	a)	1 [TAG: 1]
	b) c)	2 [TAG: 2] 3 [TAG: 3]
	d)	4 [TAG: 4]
	e)	5 [TAG: 5]
	f)	6 [TAG: 6]
Mala	fortili	1
	e fertili	if Q16 selected choice is "Male"
31101		
386.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
	Q_mal	e_fathered Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	87 logi	c: Show if Q386 selected choice is "Yes"]
387.	How r	nany children born in 2015 or later are you the biological father of?
	Q_mal	e_children Multiple choice Required Vertical Single-select
	a)	1 [TAG: 1]
	b)	2 [TAG: 2]
	c)	3 [TAG: 3]
	d) e)	4 [TAG: 4] 5 [TAG: 5]
	f)	6 [TAG: 6]
	,	
		en since 2015
Shov	w if birt	ned or fathered any kids since 2015
Set r	num cł	nildren parented to number of children birthed/fathered from Q_female_children
		e_children

OR Q_male_children

Set child_born_year	_opts to:
a) 2015	
b) 2016	
c) 2017 d) 2018	
d) 2018 e) 2019	
f) 2019	
g) 2020	
h) 2022	
i) 2023	
1, 2020	
[Q441 logic: Show if b	pirthed/fathered 1 child]
441. In what year was t	hat child born?
Combination Requi	ired
	Dropdown
	child_born_year_opts
[Q443 logic: Show if b	pirthed/fathered more than 1 child]
443. In what year were	those children born?
Combination Requi	ired
	Dropdown
	child_born_year_opts
Child 3	
Child 4	
Child 5	
Child 6	

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	Not a	Increased my desire for
	children	factor	children
My own ability to work from home			
Housing costs			
Access to health insurance/care			

My partner's ability to work from		
home		
My <u>own</u> career prospects		
My partner's 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 current 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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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"

[Q20 logic: Show 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 Yes, another room that is not my bedroom b) No, I share a room when I am working c) 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 Better -- I am more efficient at home than working on business premises a) About the same -- I'm equally efficient in both places b) Worse -- I am less efficient at home than working on business premises c) [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 About the same -- I'm equally efficient in both places b) Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) b) 5% to 10% more efficient 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) Over 35% more efficient f) [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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient C) 15% to 25% less efficient d) 25% to 35% less efficient e)

	f)	Over 35% less efficient		
Shov	w if "Bet	ter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2		
35.	5. Is time saved by not commuting part of your extra efficiency when working from home?			
	Multiple	e choice Required Vertical Single-select Randomize		
	a) b)	Yes No		
[Q3	6 logic:	Show if Q35 selected choice is "Yes"]		
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?		
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due a saved from your commute.]		
	Slider	Required Min: 0 Max: 100		
	No	ne , 0% ———•—— All, 100%		
248.		are the <i>top benefits</i> of working on your employer's <u>business premises?</u> Please e up to <u>three</u> .		
	Multiple	e choice Required Vertical Multi-select Randomize Choose 1-3 options		
	a) b) c) d) e) f) g) h)	Face-to-face collaboration Socializing with co-workers Face time with my manager Better equipment Quiet Clearer boundaries between work and personal time Better professional development, learning, and mentoring experience Other [text input]		
247.	What a	are the top benefits of working from home? Please choose up to three.		
	Multiple	e choice Required Vertical Multi-select Randomize Choose 1-3 options		
	a) b) c) d) e) f) g) h)	No commute Less time getting ready for work Flexibility over when I work Fewer meetings Individual quiet time Spending more time with family and friends Save on gas and lunch costs 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 Worked from home the **full day** a) Worked on employer, client, or business premises b) Did not work c) [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 Worked from my home the full day a) Worked on employer, client, or business premises b) Worked at a co-working space c) Worked at a public space (e.g. cafe) d) Worked at a friend or family member's home (where I don't live) e) 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 Exercise a) b) Read for leisure Play a game on your personal phone or computer C) Chores other than childcare (e.g. cleaning, laundry, walking the dog) d) e) Childcare Personal errands (e.g. a medical appointment, returning a purchase, etc.) f) Drank alcohol g) None of the above h) [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

-			1		
	Getting mentored Number input Mentoring others minutes				
			minutes		
	Discussing your performance with your supervisor <u>Min</u> : 0 Discussing the performance of employees who you supervise Max: 240				
	nal trair		Skip label:		
		I development and learning			
448.	Were	you feeling sick, ill, or injured on any days <u>last week?</u>			
	Multipl	e choice Required Vertical Single-select Randomize			
	a)	Yes			
	b)	No			
Folt	sick o	· ill last week			
		if Q448 selected choice is "Yes"			
449.	On ho	w many <u>workdays</u> did you feel sick, ill or injured <u>last week?</u>			
	Q_sic	k_workdays Multiple choice Required Dropdown Single-select			
	a)	1 day [TAG: 1]			
	b)	2 days [TAG: 2]			
	c)	3 days [TAG: 3]			
	d) e)	4 days [TAG: 4] 5 days [TAG: 5]			
	f)	6 days [TAG: 6]			
	g)	7 days [TAG: 7]			
450.		about the <code>Q_sick_workdays</code> answer tag <u>workdays</u> that yo d <u>last week.</u>	ou felt sick, ill, or		
	On ho	w many of those days did you:			
	Alloca	tion Required Randomize Total: number tag from Q_sick_workdays	3		
	a)	Go to work anyway?			
	b)	Work from home?			
	c)	Not work?			
10	Howr	aliable is your internet connection?			

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

[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]
- I) \$125,000 to 149,999 [TAG: 138]
- m) \$150,000 to \$199,999 [TAG: 175]
- $\begin{array}{c} (11) \quad $150,000 \text{ to } $199,999 [TAG. 175] \\ (120) \quad $150,000 \text{ to } $199,000 \text{ to } $199,000 \text{ to } $199,000 \text{ to } $199,000 \text{ to } $190,000 \text{$
- 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 <u>currently</u> <i>limit you* in these activities?

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

	limit_o		pts
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing one flight of stairs			
Bending, kneeling, or stopping			
Walking more than a mile			
Walking <u>several blocks</u>			
Walking <u>one block</u>			
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
	<u>Min</u> : 0 <u>Max</u> : 550

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

Text input | Optional | Multi-line

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 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

	w block if Q2 selected choice is "Working for pay, whether on business premises or working n home"
3.	How many full days did you work last week (whether at home or on business premises)?
	<pre>Q_all_days Multiple choice Required Vertical Single-select</pre>
	 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 <i>full paid working days did you</i> <u>work from home</u> last week?
	<pre>Q_wfh_days Multiple choice Required Vertical Single-select</pre>
	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	Did not work 6 or more	Worked <u>from</u>	Worked at <i>employer or client</i>
week	hours	home	site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
	hours	home	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"

Scre	en nur	mber of days worked			
		if Q2 selected choice is "Working for pay, whether on business premises or working			
TOM	home"				
451.	<i>Last week</i> , did you work as many days as you <i>usually</i> do?				
	Multipl	e choice Required Vertical Single-select Randomize			
	a) b)	Yes, I worked my usual number of days No			
Q4	55 logi	c: Show if Q451 selected choice is "No"]			
455.	. How many days per week do you usually work?				
	<pre>Q_days_worked_typical Multiple choice Required Vertical Single-select</pre>				
	a) b) c) d) e)	1 day per week 2 days per week 3 days per week 4 days per week 5+ days per week			
261.	How r	nany <i>paid</i> full-time jobs do you currently have?			
	Multipl	e choice Required Vertical Single-select			
	a) b) c)	1 2 3 or more			
[Q2	62 logi	c: Show if Q261 selected choice is any of "2", "3 or more"]			
262.	Do an	y of your employers know you have another <i>paid full-time job?</i>			
	Multipl	e choice Required Vertical Single-select Randomize			
	a) b)	Yes 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_I4m 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 <u>higher benefits</u> 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 <u>second most important reason</u> 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] Yes, **possibly** [TAG: 2] b) No [TAG: 3] c) **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] More worried about other infectious diseases [TAG: 2] b) Equally worried about both [TAG: 3] c) 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 I am a wage and salary employee who also earns a lot of extra income from side b) jobs I am **self-employed** and run my own business C) I earn most of my income as an independent contractor, freelancer, or gig d) 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
- 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
- I) 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 <code>Q_num_employees</code> 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 No b) 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 Personal/family home equity loan a) Personal/family savings b) c) Personal credit card carrying balances Business credit card carrying balances d) Government-guaranteed business loan from a bank or financial institution, e) including SBA-guaranteed loans Business loan from a bank or financial institution f) Business loan from federal, state, or local government g) Business loan/investment from family/friends h) Equity capital from outside investors (other than family/friends) i) j) Other [text input] Did not require capital k) 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 Working from home reduces office costs a) Working from home allowed me to work on my business while I also worked on my b) main iob Working from home helps my business access customers remotely c) Working from home helps my business recruit talent d) Other [text input] e) None of the above f)

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 Only 1 location a) 2 to 4 locations b) c) 4 to 9 locations 10 to 99 locations d) 100+ locations e) 351. Counting all of its locations, how many employees work for your primary employer? Multiple choice | Required | Vertical | Single-select Fewer than 10 employees a) b) 10 to 49 employees 50 to 99 employees C) 100 to 499 employees d) 500 to 4999 employees e) f) 5000+ employees 474. When did your employer hire its first employee (at any location)? Multiple choice | Required | Vertical | Single-select 2023 a) 2022 b) C) 2021 d) 2020 2019 e) 2018 f) 2017 g) h) 2016 2011 to 2015 i) 2006 to 2010 j) k) 2000 to 2005 1990 to 1999 I) 1980 to 1989 m) 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 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

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 <u>directly manage or supervise</u> 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 <u>directly manage or supervise</u>? *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?

- 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>	Number input	
<u>From work</u> to home	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

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
- 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
- I) 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
- I) 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]
- I) \$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 <u>same</u> 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
- \dot{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

	comp	ressing your workweek to 4 days?
	Multiple	e choice Required Vertical Single-select
	a)	1 to 2% pay cut
	b)	3 to 5% pay cut
	c)	6 to 10% pay cut
	d) e)	11 to 15% pay cut More than 15% pay cut
453.	Which	of the following would you prefer?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Work <u>4</u> days per week for <u>10</u> hours a day Work <u>5</u> days per week for <u>8</u> hours a day
work of "I	ing fron am a w	if Q2 selected choice is any of "Working for pay, whether on business premises or n home", "Still employed and paid, but not working" AND Q5 selected choice is any age and salary employee, and my main job accounts for most of my earnings", "I and salary employee who also earns a lot of extra income from side jobs"
454.	In the workw	past 12 months, has your manager spoken to you about shifting to a 4-day eek?
	Q_112	m_shift_4day Multiple choice Required Vertical Single-select Randomize
	a) b)	Yes No
Man	ager si	ooke about shifting to a four-day workweek
		if Q454 selected choice is "Yes"
478.		nany <u>times</u> in the past 12 months has your manager spoken to you about shifting -day workweek?
	Multiple	e choice Required Vertical Single-select
	a)	Once
	b)	
	c) d)	Three times Four or more times
479.		did your manager speak to you <u>most recently</u> about shifting to a 4-day veek?
	Multipl	e choice Required Vertical Single-select
	a)	This month (September)
	b) c)	Last month (August) Two to six months ago (March to July)
	d)	More than six months ago (February or earlier)
Set r	nanage	er_messages_workweek to:
	a)	They ruled out shifting to a 4-day workweek
	b)	Shifting to a 4-day workweek was under consideration

- c) Shifting to a 4-day workweek was likely, but not yet planned
- d) Shifting to a 4-day workweek was underway, with plans in place

[Q477 logic: Show if Q_l12m_shift_4day is "Yes"]

477. What was your manager's <u>message</u> when they <u>most recently</u> spoke to you about shifting to a 4-day workweek?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_messages_workweek

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 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]

Mala	fortili	NV			
	fertili	if Q16 selected choice is "Male"			
0.101					
386.	•	ou the biological father of any children <i>born in <u>2015 or later?</u></i>			
	Q_mal	e_fathered Multiple choice Required Vertical Single-select Randomize			
	a)	Yes			
	b)	No			
[Q38	37 logi	c: Show if Q386 selected choice is "Yes"]			
387.	How r	nany children born in 2015 or later are you the biological father of?			
	Q_mal	e_children Multiple choice Required Vertical Single-select			
	a)	1 [TAG: 1]			
	b) c)	2 [TAG: 2] 3 [TAG: 3]			
	d)	4 [TAG: 4]			
	e)	5 [TAG: 5]			
	f)	6 [TAG: 6]			
Had	childr	en since 2015			
Shov	v if birt	ned or fathered any kids since 2015			
		nildren_parented to number of children birthed/fathered from Q_female_children e_children			
Set o	child	born year opts to:			
	a)	2015			
	b) c)	2016 2017			
	d)	2018			
	e)	2019			
	f)	2020 2021			
	g) h)	2022			
	i)	2023			
[Q44	41 logi	c: Show if birthed/fathered 1 child]			
441.	In wha	at year was that child born?			
		nation Required			
Chilc	11	Dropdown			
		child_born_year_opts			
[Q44	43 logi	c: Show if birthed/fathered more than 1 child]			

443. In what year were those children born? Combination Required			
	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 <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. D	o you plan to have another (biological) child someday?
N	Iultiple choice Required Vertical Single-select Randomize
	a) Yes b) No c) Don't know
[Q401	logic: Show if Q399 selected choice is "Yes"]
401. H	low many more biological children do you plan to have in total?
N	lumber Required Min: 1 Max: 20
	more children
[Q403	logic: Show if Q399 selected choice is "Yes"]
403. A	t what age at the <u>latest</u> would you plan to have another child ?
N	lumber 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	Not a	Increased my desire for
	children	factor	children
My own ability to work from home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from			
home			
My <u>own</u> career prospects			
My partner's 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?

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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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"

[Q20 logic: Show 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 Worse -- I am less efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) 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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e) Over 35% less efficient f) Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 Is time saved by not commuting part of your extra efficiency when working from 35. home? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) 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% -•----248. What are the top benefits of working on your employer's business premises? Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options a) Face-to-face collaboration Socializing with co-workers b) Face time with my manager c) d) Better equipment Quiet e) Clearer boundaries between work and personal time f) Better professional development, learning, and mentoring experience g) Other [text input] h) 247. What are the **top benefits** of **working from home?** Please choose up to three. Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options No commute a) Less time getting ready for work b) Flexibility over when I work c) Fewer meetings d) Individual quiet time e) Spending more time with family and friends f) Save on gas and lunch costs g) Other [text input] h) 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) f)	Worked at a friend or family member's home (where I <u>don't</u> live) Did not work
	1)	
431.		u do any of the following <u>during the workday</u> (while on a break, during lunch, etc.)
	last ra	andom day of week?
	Please	e check all that apply.
	Multiple	e 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) Childcare
	e) 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	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q48	84 logio	c: Show if Q448 selected choice is "Yes"]
484.	Last w	eek, when you felt sick, ill or injured were you:
		e choice Required Vertical Single-select Randomize
	a)	Sick/ill and potentially <u>contagious</u> ?
	b)	Sick/ill and NOT contagious ?
	c)	Injured?
Falt	sick or	ill last week
		if Q448 selected choice is "Yes"
449.		w many <u>workdays</u> did you feel sick, ill or injured <u>last week?</u>
	Q_sic	k_workdays Multiple choice Required Dropdown Single-select
	a)	1 day [TAG: 1]
	b)	2 days [TAG: 2]
	c) d)	3 days [TAG: 3] 4 days [TAG: 4]
	d) e)	5 days [TAG: 5]
	f)	6 days [TAG: 6]
1	g)	7 days [TAG: 7]
	y)	
450		about the Q sick workdays answer tag workdays that you felt sick, ill, or

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) <u>Not</u> work?

480. Have you ever been on two video calls at the same time?

(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 multi-tasking

[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.?

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

- c) 40 to 60% of the time multitasking
- d) 60 to 80% of the time multitasking
- e) 80 to 100% of the time multitasking

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 highspeed 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]
- I) \$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** <u>currently</u> 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 <u>several</u> flights of stairs				
Climbing one flight of stairs				
Bending, kneeling, or stopping				
Walking <u>more than a mile</u>				
Walking <u>several blocks</u>				
Walking <u>one block</u>				
Bathing or dressing yourself				

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input
Upload speed	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

Questions and Responses SWAA October 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=12000; Maximum N=12000 Quotas

• <u>some_IP_non_US</u> — 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?

- 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

Set question path to:

1/2 see Standard SWAA questions block 1/4 see Wholesale CPS questions block 1/4 see Modified CPS questions block

Standard SWAA Questions

Show if question_path is swaa

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 <u>work a full day (6 or more hours)</u>, and if so <u>where?</u>

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	home	site
Monday			

Tuesday			1		
Tuesday Wednesday					
Thursday					
Friday					
Saturday					
Sunday					
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>		
Set wfh_la	st_week to Q207 choices by	row some choice	is "Worked from home"		
	orked to Q207 choices by ro employer or client site"	w where value is a	ny of "Worked from home",		
Set days_w client site"	orked_onsite to Q207 cho i	ices by row where	value is "Worked at employer or		
Set days_w	orked_fromhome to Q207 c	hoices by row whe	re value is "Worked from home"		
site -> NO da	ork_status = working, paid AN	working, paid ANI	day from home and NO days on- D works at least 1 days on-site and working, paid, else "hybrid"		
Screen nun	nber of days worked				
show block from home"	if Q2 selected choice is "Work	ing for pay, whethe	er on business premises or working		
451. <u>Last v</u>	veek , did you work as many da	ays as you <u>usuall</u> y	y do?		
Multiple	e choice Required Vertical Sir	ngle-select Randon	nize		
a) b)	Yes, I worked my usual numb No	per of days			
[Q455 logic	c: Show if Q451 selected ch	oice is "No"]			
455. How m	nany days per week do you us	sually work?			
Q_day	<pre>Q_days_worked_typical Multiple choice Required Vertical Single-select</pre>				
 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 					
	2 selected choice is "Worki		Worked at employer or client her on business premises or		
435. Do you	a ever meet with your coworke	ers <u>in person</u> ?			

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

Wholesale CPS questions			
Show	v if que	stion_path is wholesale	
	/ block home"	if Q2 selected choice is "Working for pay, whether on business premises or working	
487. We have some questions related to how the COVID-19 pandemic affected where work.			
	At any	time LAST WEEK did you telework or work at home for pay?	
	Multipl	e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
[Q48	88 logi	c: Show if Q487 selected choice is "Yes"]	
488.	88. Last week, you worked <code>Q_hours_last_week</code> hours. How many of these hours did you <i>telework or work at home for pay?</i>		
	Q_tel	ework_hours_last_week Number Required	
	Min : 0	hours teleworking or working at home for pay	
Max: Q10 answer		Q10 answer	
489. Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?Multiple choice Required Vertical Single-select Randomize			
		e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
[Q49	90 loai	c: Show if Q487 selected choice is "Yes" AND Q489 selected choice is "Yes"]	

490.	 LAST WEEK, did you do more, less, or the same amount of telework or work at home for pay as in February 2020 (before the COVID-19 pandemic? 		
	Multiple	e choice Required Vertical Single-select Randomize	
	a) b) c)	More Less About the same	
	•/		
		PS questions stion path is "modified"	
21100	v ii que:	sion_pain is modified	
	v block i home"	f Q2 selected choice is "Working for pay, whether on business premises or working	
491.	1. Did you spend any time LAST WEEK working at home for your job?		
	Multiple	e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
[Q49	92 logio	: Show if Q491 selected choice is "Yes"]	
492.	2. Last week, you worked <code>Q_hours_last_week</code> hours. How many of these hours did you work at home (or at a friend's place, coffee shop, or the like)?		
	Q_wfh_	_hours_last_week Number Required	
	hours worked at home for your job		
	Min : 0		
	Max: (Q10 answer	
493.	93. Did you spend any time working at home for your job in February 2020 before the COVIE 19 pandemic started?		
	Multiple	e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
[Q49	[Q494 logic: Show if Q491 selected choice is "Yes" AND Q493 selected choice is "Yes"]		
494.	4. LAST WEEK did you do more, less or the same amount of work at home for your job as in February 2020 (before the COVID-19 pandemic)?		
	Multiple	e choice Required Vertical Single-select Randomize	
	a)	More	
	b) c)	Less About the same	
	<i></i>		
	nnlovo		

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

[Q250	[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]			
	Even though you expect to be called back to work, have you been <u>looking for work</u> during the last 4 weeks? <pre>Q_looking_14w Multiple choice Required Vertical Single-select Randomize</pre>			
Q_				
	'	Yes No		
Coorob	ling			
Search Show if		work_status is Unemployed - Looking OR -Q_looking_l4m is Yes		
	a) b) c) d)	s_jobsearch_changes to: Yes, I avoid jobs with high infection risk [TAG: 1] Yes, I require <u>higher pay</u> for jobs with high infection risk [TAG: 2] Yes, I require <u>higher benefits</u> for jobs with high infection risk [TAG: 3] Yes, I <u>prefer</u> jobs allowing me to work from home [TAG: 4] No [TAG: 5]		
or W 251. H	rder s orries ave v	rch_changes_order to: hown to respondent based on numerical tag of options in s_jobsearch_changes e.g. 54321 or 12345 vorries about catching COVID or other infectious diseases affected the type of bu are looking for? Please select all that apply.		
-	•	choice Required Vertical Multi-select		
171	-	namic choices: worries_jobsearch_changes		
	Dyi	Tame choices. wornes_jobsearch_changes		
	a)	<pre>rch_wfh_options to: I am only considering jobs allowing me to work from home [TAG: 1] I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2] No preference about working from home [TAG: 3]</pre>		
01	r <mark>der</mark> s	rch_wfh_order to: hown to respondent based on numerical tag of options in jobsearch_wfh_options 1 or 123		
252. W	/hich	of the following best describes your job search?		
		choice Required Vertical Single-select		
	-	namic choices: jobsearch_wfh_options		
NILF	lock th	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 <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

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 <u>second most important reason</u> 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, <u>definitely</u> [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

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 <u>main job</u> 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?

- a) Before 2017
- b) 2017

c)	2018
d)	2019
e)	2020 2021
f) g)	2021
9) h)	2023
[Q406 log	ic: Show if Q404 selected choice is "2020"]
406. In wh	at month of 2020 did you start your own business?
Multip	le choice Required Vertical Single-select
a)	January 2020
b)	February 2020
c)	March 2020 April 2020
d) e)	May 2020
f)	June 2020
g)	July 2020
h)	August 2020
i) j)	September 2020 October 2020
)) k)	November 2020
I)	December 2020
370. In wh	at year did your business hire its <i>first employee</i> ?
Numb	per 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_nui	n_employees Number Required Min: 0 Max: 1000
_	employees
[Q371 log	ic: Show if Q355 answer > 50]
371. You r	esponded that your firm has <code>Q_num_employees</code> employees? Is that correct?
Multip	le choice Required Vertical Single-select Randomize
a) b)	Yes, that is correct No. The correct number of employees is: [text input]
369. How	many locations (separate factories, offices, shops, etc.) does your business operate?
Numb	er Required Min: 1 Max: 100
-	locations
422. Does	all or part of your business operate as a franchise?
	le 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) b) c) d) e) f) g) h) i) j) k)	Personal/family home equity loan Personal/family savings Personal credit card carrying balances Business credit card carrying balances Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans Business loan from a bank or financial institution Business loan from federal, state, or local government Business loan/investment from family/friends Equity capital from outside investors (other than family/friends) Other [text input] 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	e choice Required Vertical Multi-select Randomize	
	a) b) c)	Working from home reduces office costs Working from home allowed me to work on my business while I also worked on my main job 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	
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f my income as an independent contractor, freelancer, or gig worker."	
353.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?	
	Multipl	e choice Required Vertical Single-select	
	a) b)	Only 1 location 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) 2023
- b) 2022
- c) 2021
- d) 2020
- e) 2019
- f) 2018
- g) 2017
- ĥ) 2016
- i) 2011 to 2015
- j) 2006 to 2010
- k) 2000 to 2005
- I) 1990 to 1999
- m) 1980 to 1989
- n) Before 1980

[Q475 logic: Show if: -employer is multi-location (Q353) AND -Q_work_status is "working, paid" AND (days_worked_onsite = 0 OR Q_telework_hours_last_week = Q_hours_last_week OR Q_wfh_hours_last_week = Q_hours_last_week)]

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

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) n)	1980 to 1989 Before 1980	
	o)	Does not apply I'm not assigned to a particular location	
	0)	Dues not apply Thin for assigned to a particular location	
"wo	[Q476 logic: Show if: -employer is multi-location (Q353) AND -Q_work_status is 'working, paid" AND (days_worked_onsite = 0 OR Q_telework_hours_last_week < Q_hours_last_week OR Q_wfh_hours_last_week < Q_hours_last_week)]		
476.	When	did your employer start operations at the location you are assigned to?	
	Multipl	e choice Required Vertical Single-select	
	a)	2023	
	b)	2022	
	c)	2021	
	d)	2020	
	e)	2019	
	f)	2018 2017	
	g) h)	2016	
	i)	2011 to 2015	
	j)	2006 to 2010	
	k)	2000 to 2005	
	I)	1990 to 1999	
	m)	1980 to 1989	
	n)	Before 1980	
375.	In wha	at year did you start working for your current employer?	
		er Required Min: 1950 Max: 2023	
	numoc	51 Negunea 10m1. 1990 10ax. 2029	
Sho	w only f	for SWAA path	
0110	W Only I	or own opaur	
[Q4	86 logi	c: Show if Q207 choices by row no choice is "Worked at employer or client	
		Q2 selected choice is "Working for pay, whether on business premises or	
		om home" AND Q435 selected choice is any of "Never", "About once per	
		ce per quarter", "Once per month" AND Q353 selected choice is not "Only 1	
ioca	tion"]		
486.	As a f	ully remote employee, does your pay depend on where you live?	
	Multipl	le 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	
N/		nt suppliance	
wan	ageme	nt questions	
415		u 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 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

Show for SWAA path only

[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>	Number input	
<u>From work</u> to home	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?	Number input
You work from home?	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"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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

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
- I) 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
- I) 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]
- I) \$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

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 in 2015 or later?

 ${\it Q_female_children} \ | \ \textit{Multiple choice} \ | \ \textit{Required} \ | \ \textit{Vertical} \ | \ \textit{Single-select}$

a) 1 [TAG: 1]

b) 2 [TAG: 2]

,		
c) d)	3 [TAG: 3] 4 [TAG: 4]	
e)	5 [TAG: 5]	
f)	6 [TAG: 6]	
Mala fartilit	N .	
Male fertilit	y if Q16 selected choice is "Male"	
386. Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>	
Q_mal	e_fathered Multiple choice Required Vertical Single-select Randomize	
a)	Yes	
b)	No	
[Q387 logi	c: Show if Q386 selected choice is "Yes"]	
387. How m	nany children born in 2015 or later are you the biological father of?	
Q mal	e_children Multiple choice Required Vertical Single-select	
a)	1 [TAG: 1]	
b)	2 [TAG: 2]	
C)	3 [TAG: 3]	
d) e)	4 [TAG: 4] 5 [TAG: 5]	
f)	6 [TAG: 6]	
	en since 2015 ned or fathered any kids since 2015	
Set num_ch OR Q_male	nildren_parented <mark>to number of children birthed/fathered from Q_female_children</mark> _ <mark>children</mark>	
Set child	born year opts to:	
a) _	2015	
b)	2016	
c) d)	2017 2018	
e)	2019	
f)	2020	
g) h)	2021 2022	
i)	2022	
[Q441 logic: Show if birthed/fathered 1 child]		
441. In wha	at year was that child born?	
Combi	nation Required	
Child 1	Dropdown	

	child_born_year_opts		
[Q443 logic: Sho	ow if birthed/fathered more than 1 child]		
443. In what year	443. In what year were those children born?		
Combination	Required		
Child 1	Dropdown		
Child 2	child_born_year_opts		
Child 3			
Child 4			
Child 5			
Child 6			

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

Does	sn't cu	rrently have children
shov	v block	if Q417 answer is 0
398.	Do yo	u plan to have your own (biological) children someday?
	Multip	le choice Required Vertical Single-select Randomize
	- /	Yes No Don't know
[Q4	00 logi	c: Show if Q398 selected choice is "Yes"]
400.	How r	many biological children do plan to have in total?
	Numb	er Required Min: 1 Max: 20
	_	total children
[Q4	02 logi	c: Show if Q398 selected choice is "Yes"]
402.	At wh	at age at the <u>latest</u> would you plan to have your first child ?
	Numb	er Required Min: 20 Max: 60
		years old

Curr	ently h	nas children
		if Q417 answer > 0
200		u plan ta hava anothar (higlogiaal) shild aamaday?
399.	D0 y0	u plan to have another (biological) child someday?
	Multipl	e choice Required Vertical Single-select Randomize
	,	Yes No Don't know
[Q4	01 logi	c: Show if Q399 selected choice is "Yes"]
401.	How r	nany more biological children do you plan to have in total?
	Numbe	er Required Min: 1 Max: 20
	_	more children
[Q4	03 logi	c: Show if Q399 selected choice is "Yes"]
403.	At what	at age at the <u>latest</u> would you plan to have another child ?
	Numbe	er 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	Not a	Increased my desire for
	children	factor	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 partner's 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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

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

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"

[Q20 logic: Show 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

[Q3:	36 logio	: Show 50% of time]
336.		oes your efficiency working from home compare to your efficiency working on ss premises?
	Q_wfh	_efficiency2 Multiple choice Required Vertical Single-select
	a) b) c)	Worse I am less efficient at home than working on business premises About the same I'm equally efficient in both places Better I am more efficient at home than working on business premises
[Q14	45 logio	: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
145.	How m	nuch more efficient are you working from home than on business premises?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Under 5% more efficient 5% to 10% more efficient 10% to 15% more efficient 15% to 25% more efficient 25% to 35% more efficient Over 35% more efficient
[Q14	46 logio	: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
146.	How m	nuch <i>less efficient</i> are you working from home than on business premises?
	Multiple	e choice Required Vertical Single-select
	a) b) c) d) e) f)	Under 5% less efficient 5% to 10% less efficient 10% to 15% less efficient 15% to 25% less efficient 25% to 35% less efficient Over 35% less efficient
Shov	w if "Be	ter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2
35.	ls time home	e saved by not commuting part of your extra efficiency when working from ?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	6 logic	Show if Q35 selected choice is "Yes"]
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?
	-	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency 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%

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 don't live)
- f) Did 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 highspeed 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]
- I) \$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 <u>currently</u> <i>limit you* in these activities?

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

	lim	it_o	ots
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing one flight of stairs			
Bending, kneeling, or stopping			
Walking <u>more than a mile</u>			
Walking <u>several blocks</u>			
Walking <u>one block</u>			
Bathing or dressing yourself			

495. How many online surveys have you taken in the past week?

Number | Required | Min: 0 | Max: 50

_____ surveys in the past week

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	Number input	
Upload speed	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

Questions and Responses SWAA November 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=10000; Maximum N=10000 Quotas • some UP non US — Target N=0

- <u>some IP non US</u> Target N=0 Count if some_IP_non_US
- <u>Question path: SWAA</u> Target N=5000; Max N=5000 Count if question_path is "swaa"
- <u>Question path: Wholesale</u> Target N=2500; Max N=2500 Count if question_path is "wholesale"
- <u>Question path: Modified</u> Target N=2500; Max N=2500 Count if question_path is "modified"

<u>Legend</u>

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

Set question_path to:

1/2 see Standard SWAA questions block 1/4 see Wholesale CPS questions block 1/4 see Modified CPS questions block

Standard SWAA Questions

Show if question_path is swaa

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 Did not work 6 or more Worked *from* Worked at employer or client week home hours site Monday Tuesday Wednesday Thursday Friday Saturday Sunday Did not work 6 or more Worked at employer or client Worked *from* hours home site 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 onsite -> "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 3 days per week c) 4 days per week d)

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

Wholesale CPS questions

Show if question_path is wholesale

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

487. We have some questions related to how the COVID-19 pandemic affected where people work.

At any time LAST WEEK did you telework or work at home for pay?

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

a) Yes

b) No

[Q488 logic: Show if Q487 selected choice is "Yes"]

488. Last week, you worked <code>Q_hours_last_week</code> hours. How many of these hours did you *telework or work at home for pay?*

Q telework hours last week | Number | Required

____ hours teleworking or working at home for pay

Min: 0

Max: Q10 answer

489. Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?

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

a) Yes

b) No

[Q490 logic: Show if Q487 selected choice is "Yes" AND Q489 selected choice is "Yes"]

490. LAST WEEK, did you do more, less, or the same amount of telework or work at home for pay as in February 2020 (before the COVID-19 pandemic?

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

- a) More
- b) Less
- c) About the same

Modified CPS questions

Show if question_path is "modified"

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

491. We have some questions related to how the COVID-19 pandemic affected where people work.

Did you spend any time LAST WEEK working at home for your job?

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

- a) Yes
- b) No

[Q492 logic: Show if Q491 selected choice is "Yes"]

492. Last week, you worked <code>Q_hours_last_week</code> hours. How many of these hours did you work at home (or at a friend's place, coffee shop, or the like)?

Q wfh hours last week | Number | Required

_____ hours worked at home for your job

Min: 0

Max: Q10 answer

493. Did you spend any time working at home for your job in February 2020 before the COVID-19 pandemic started?

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

- a) Yes
- b) No

[Q494 logic: Show if Q491 selected choice is "Yes" AND Q493 selected choice is "Yes"]

494.	 LAST WEEK did you do more, less or the same amount of work at home for your job as in February 2020 (before the COVID-19 pandemic)? 		
	Multiple	e choice Required Vertical Single-select Randomize	
	a)	More	
	b) c)	Less About the same	
L	0)		
		f Q2 selected choice is any of "Working for pay, whether on business premises or home", "Still employed and paid, but not working"	
5.	Which	of the following best describes your current employment situation?	
	Q_cur.	rent_employment Multiple choice Required Vertical Single-select	
	a)	I am a wage and salary employee , and my <u>main job</u> 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 i	f Q5 selected choice is none of "I am self-employed and run my own business", "I	
earn	most o	f my income as an independent contractor, freelancer, or gig worker."	
353.		/ many locations (separate factories, offices, shops, etc.) does your primary yer operate?	
	• •	e choice Required Vertical Single-select	
	a)	Only 1 location	
	b)	2 to 4 locations	
	c) d)	4 to 9 locations 10 to 99 locations	
	e)	100+ locations	
351.	Counti	ng all of its locations, how many employees work for your primary employer?	
	Multiple	e choice Required Vertical Single-select	
	a)	Fewer than 10 employees	
	b)	10 to 49 employees	
	c)	50 to 99 employees 100 to 499 employees	
	d) e)	500 to 4999 employees	
	f)	5000+ employees	
locat	ions", "	er_multi_location to Q353 selected choice is any of "2 to 4 locations", "4 to 9 10 to 99 locations", "100+ locations"	
474.	When	did your employer hire its <i>first employee (at <u>any</u> location)?</i>	

Multiple choice | Required | Vertical | Single-select

a) 2023

- b) 2022
- c) 2021
- d) 2021
- e) 2019
- f) 2019
- g) 2017
- h) 2016
- i) 2011 to 2015
- i) 2011 to 2015
- j) 2006 to 2010
- k) 2000 to 2005
- I) 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

Show only for SWAA path

[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

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 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

Show for SWAA path only

[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>	Number input	
From work to home	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?	Number input
You work from home?	minutes
	Min: 0
	Max: 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"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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
- 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
- I) 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
- I) 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]
- I) \$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, <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"

[Q20 logic: Show 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 Yes, another room that is not my bedroom b) No, I share a room when I am working c) 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 Better -- I am more efficient at home than working on business premises a) About the same -- I'm equally efficient in both places b) Worse -- I am less efficient at home than working on business premises c) [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 About the same -- I'm equally efficient in both places b) Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) b) 5% to 10% more efficient 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) Over 35% more efficient f) [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 Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e)

	f)	Over 35% less efficient
Show	wif "Pot	ter" colocted in Q with officiancy 1 or Q with officiancy 2
31100	VII Del	ter" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2
35.	ls time home	e saved by not commuting part of your extra efficiency when working from ?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b)	Yes No
[Q3	6 logic:	Show if Q35 selected choice is "Yes"]
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	ne , 0% ———●——— All, 100%
	home"	f Q2 selected choice is "Working for pay, whether on business premises or working
Set 1	candom	_day_of_week to randomly select a day of the week (Mon-Fri)
Set 1	-	_dow_question to: 426 50% Q440
[Q42	26 logic	:: Show 50% of time]
426.	Last ra	andom day of week which of the following did you do:
	Q_rand	dom_dow_1 Multiple choice Required Vertical Single-select Randomize
	a) b) c)	Worked from home the <u>full</u> day Worked on employer, client, or business premises Did not work
[Q44	40 logic	:: Show 50% of time]
440.	Last ra	andom 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 Worked on employer, client, or business premises Worked at a co-working space b)
- c)
- d)
- Worked at a public space (e.g. cafe) Worked at a friend or family member's home (where I <u>don't</u> live) e)
- Did not work f)

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 highspeed 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]
- I) \$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** <u>currently</u> limit you in these activities?

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

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

495. How many online surveys have you taken in the past week?

Number | Required | Min: 0 | Max: 50

____ surveys in the past week

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

Text input | Optional | Multi-line

Questions and Responses SWAA December 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=10000; Maximum N=10000 Quotas

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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 <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?

Friday Saturday Sunday

Number | Required | Min: 0 | Max: 1000000

	v block if home"	Q2 selected choice	e is "Workir	ng for pay, wheth	ner on business premises or working			
3.	2_all_ a) b) c) d)	any full days did yo days Multiple choid 1 day [TAG: 1] 2 days [TAG: 2] 3 days [TAG: 3] 4 days [TAG: 4] 5+ days [TAG: 5]		,	at home or on business premises)?			
4. You have indicated that you worked last week. How many <i>full paid working days days from home</i> last week? Q wfh days Multiple choice Required Vertical Single-select								
	If this au "The nu	nswer is greater that mber of total days	er is greater than the previous answer, error reads: r of total days working from home this week cannot exceed the total number 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.		h day last week , d Required Group by:	-	-	o<u>r more hours)</u> , and if so <u>where?</u> nize cols			
Day weel	of the <	Did not work 6 c hours	or more	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>			
Mon	day							
Tues								
Wed	nesday							
Thur	sday							

Did not v	vork 6 or more Wor	ked <u>from</u>	Norked at <u>employer or client</u>
hours	hon	ne s	<u>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 <code>days_worked_onsite</code> 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 onsite -> "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. <u>Last week</u>, did you work as many days as you <u>usually</u> 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 <u>last week</u>?*

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" Which of the following best describes your current employment situation? 5. Q current employment | Multiple choice | Required | Vertical | Single-select I am a wage and salary employee, and my main job accounts for most of my a) earnings I am a wage and salary employee who also earns a lot of extra income from side b) jobs I am self-employed and run my own business c) I earn most of my income as an independent contractor, freelancer, or gig d) 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 Only 1 location a) 2 to 4 locations b) c) 4 to 9 locations d) 10 to 99 locations 100+ locations e) 351. Counting all of its locations, how many employees work for your primary employer? Multiple choice | Required | Vertical | Single-select Fewer than 10 employees a) b) 10 to 49 employees 50 to 99 employees c) 100 to 499 employees d) 500 to 4999 employees e) 5000+ employees f) 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 <u>any</u> location)?* Multiple choice | Required | Vertical | Single-select 2023 a) b) 2022 c) 2021 d) 2020 2019 e) 2018 f) 2017 g) h) 2016 2011 to 2015 i) 2006 to 2010 i) 2000 to 2005 k) 1990 to 1999 I) 1980 to 1989 m) Before 1980 n) 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" 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 No - fully remote employees are paid the same across the US b) 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 Yes, but only rarely c) [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 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
- I) 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
- I) 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]
- I) \$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, <u>full time student</u>
- d) Not working, other

497. Do you live with any pets? Select all that apply

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

- a) No
- b) Yes, dog(s)
- c) Yes, cat(s)
- d) Yes, fish
- e) Yes, rabbit(s)
- f) Yes, hamster(s), rat(s), or guinea pig(s)
- g) Yes, lizard(s), turtle(s), or snake(s)
- h) Yes, owl(s), falcon(s) or other bird(s)
- i) 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

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%

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 highspeed 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

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" 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"

498. Is your employer hosting a *holiday party* this year (2023)?

Did they host an one in 2022, 2021, 2020, or 2019?

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

Holiday party		This year (2023)	Last year (2022)	2021	2020	2019
Yes, <u>in-per</u> s						
Yes, by <u>vid</u>	eo call					
No						
[Q499 log	ic: Show if	Q498 choices by colu	mn some choice is not	t "No"]		
	n was the <u>m</u> 5 years?	<u>ost enjoyable</u> employ	er-hosted holiday part	y you atte	ended in	n the
Multip	le choice Re	equired Vertical Single-	select			
a) b) c) d) e) f)	This year Last year In 2021 In 2020 In 2019 None were					
[Q500 log	ic: Show if	Q498 choices by colu	mn some choice is no	t "No"]		
	n was the <u>m</u> 5 years?	<u>ost unpleasant</u> emplo	oyer-hosted holiday pa	r <i>ty</i> you at	tended	in the
Multip	le choice Re	equired Vertical Single-	select			
a) b) c) d)	This year Last year In 2021 In 2020					

e) In 2019

f) None were unpleasant

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

Learning 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"

Learning questions WFH

show block if Q6 selected choice is "Yes"

501. In your current job, where do you solve problems faster?

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

- a) Working from home
- b) About the same
- c) Working on your employer's premises

[Q502 logic: Show if Q501 selected choice is "Working from home"]

502. How much faster do you <u>solve problems</u> when you are working from home?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% faster
- b) 5 to 10% faster
- c) 10 to 20% faster
- d) 20 to 30% faster
- e) More than 30% faster

[Q503 logic: Show if Q501 selected choice is "Working on your employer's premises"]

503. *How much faster do you <u>solve problems</u>* when you are working on your <u>employer's</u> <u>premises</u>?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% faster
- b) 5 to 10% faster
- c) 10 to 20% faster
- d) 20 to 30% faster
- e) More than 30% faster

504. In your current job, where do you learn new things faster?

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

- a) Working from home
- b) About the same
- c) Working on your employer's premises

[Q505 logic: Show if Q504 selected choice is "Working from home"]

505. *How much faster do you <u>learn new things</u>* while working from home?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% faster
- b) 5 to 10% faster
- c) 10 to 20% faster
- d) 20 to 30% faster
- e) More than 30% faster

[Q506 logic: Show if Q504 selected choice is "Working on your employer's premises"]

506.	6. <i>How much faster do you <u>learn new things</u> while working on your employer's premises?</i>						nises?	
	Multiple choice Required Vertical Single-select							
	a) b) c) d) e)	Under 5% 5 to 10% 10 to 20% 20 to 30% More that	faster 6 faster					
507.	When	you need	help doing your job, \	what percent of the time	e do you	:		
	Allocati	on Requir	ed Total: 100					
	a) b) c)	Go to a <u>p</u>	upervisor or <u>higher-up</u> ? <u>eer</u> ? where else or solve it o					
508.	In the p	oast month	n, how many <u>hours</u> di	d you spend on each of	the follo	owing activities	s?	
	Q_hou	rs_activ	ities_pastmonth Cor	mbination Required Rai	ndomize			
			discussing your perforr by colleagues or highe	mance with your superv r-ups	visor	Number inpu hours		
Work of wo	-related ork (e.g.	d courses , by extern	or seminars taught by nal providers, at trade f	y persons <u>outside</u> your airs, colleges, or univer t, books, magazines, et	sities)	the past mont Min: 0 Max: 100		
Set a	ctivi	ties_pas	stmonth to Activities w	ith at least 1 hour spen	it in the j	past month		
[Q50 mont		: Show if	spent some time on	work-related courses	or semi	inars in past		
509.		any of the llege or ur		r seminars you attende	d in the	past month ta	ught	
	Multiple	e choice R	equired Vertical Single	-select Randomize				
	a) b)	Yes No						
Set a	ctivi	ties_que	estion to 50/50 split b	etween Q510 and Q51	1			
[Q5 1	[Q510 logic: Show 50% of time]							
510.	Think a	about the I	earning activities you'v	e had in the <u>past month</u>	<u>ı</u> .			
	In vou	rich hov	v often do vou use wha	at you learned in each c	f these :	activities?		
	-	• ·	Group by: Row Single-	•				
			Rarely or never (once a year or less)	About once a month	About o	once a week	Daily	

activities_pastmonth				
Q511 logic: Show 5	0% of time]			
511. Think about the l	earning activities you've had in the page	<u>st month</u> .		
<u>Please rank</u> tho: <u>another job?</u>	se activities by how much you have lea	arned that	would be <u>us</u>	eful in
Rank Required				
. ,	oices: activities_pastmonth			
Dynamic ch 513. <i>In 2019 (before</i>	Dices: activities_pastmonth COVID), did you spend <i>more, fewer, o</i> ving activities than you do now?	or the sa	me hours a n	nonth in
Dynamic ch 513. <i>In 2019 (before</i> each of the follow	<i>COVID),</i> did you spend <i>more, fewer,</i> o		me hours a n	nonth in
Dynamic ch 513. <i>In 2019 (before</i> each of the follow	COVID), did you spend more, fewer, o ving activities than you do now?		me hours a n About the same	nonth in Fewer hours
Dynamic ch 513. <i>In 2019 (before</i> each of the follow <i>Matrix</i> <i>Required</i> <u>Getting mentored</u> or	COVID), did you spend more, fewer, o ving activities than you do now?	ze cols More hours	About the	Fewer
Dynamic ch 513. <i>In 2019 (before</i> each of the follow <i>Matrix</i> <i>Required</i> <u>Getting mentored</u> or supervisor	<i>COVID),</i> did you spend <i>more, fewer, o</i> ving activities than you do now? <i>Group by: Row Single-select Randomiz</i> discussing your performance with your	ze cols More hours	About the	Fewer
Dynamic ch 513. In 2019 (before each of the follow Matrix Required Getting mentored or supervisor Training sessions led	COVID), did you spend more, fewer, o ving activities than you do now? Group by: Row Single-select Randomiz discussing your performance with your by colleagues or higher-ups	ze cols More hours	About the	Fewer
Dynamic ch 513. In 2019 (before each of the follow Matrix Required Getting mentored or supervisor Training sessions led	COVID), did you spend more, fewer, o ving activities than you do now? Group by: Row Single-select Randomiz discussing your performance with your by colleagues or higher-ups or seminars taught by persons	ze cols More hours	About the	Fewer

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]
- I) \$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?

	lim	it_op	ots
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing <u>one</u> flight of stairs			
Bending, kneeling, or stopping			
Walking <u>more than a mile</u>			
Walking <u>several blocks</u>			
Walking <u>one block</u>			
Bathing or dressing yourself			

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

495. How many online surveys have you taken in the past week?

Number | Required | Min: 0 | Max: 50

____ surveys in the past week

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

Text input | Optional | Multi-line

Questions and Responses

SWAA January 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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* <u>work from home</u> 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?*

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

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 onsite -> "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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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
- I) 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

Management questions

- 415. Do you <u>directly manage</u> or <u>supervise</u> 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 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
- I) 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
- I) 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]
- I) \$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

497. Do you live with any pets? Select all that apply

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

- a) No
- b) Yes, dog(s)
- c) Yes, cat(s)
- d) Yes, fish
- e) Yes, rabbit(s)
- f) Yes, hamster(s), rat(s), or guinea pig(s)
- g) Yes, lizard(s), turtle(s), or snake(s)
- h) Yes, owl(s), falcon(s) or other bird(s)
- i) 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 Yes, my bedroom a) Yes, another room that is not my bedroom b) No, I share a room when I am working c) 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 Better -- I am more efficient at home than working on business premises a) About the same -- I'm equally efficient in both places b) Worse -- I am less efficient at home than working on business premises c) [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 About the same -- I'm equally efficient in both places b) Better -- I am more efficient at home than working on business premises c) [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 Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) d) 15% to 25% more efficient

e) 25% to 35% more e	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%

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 highspeed 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

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

Set random dow question to Randomly select one of the two following questions to show

Set random_day_of_week to Randomly select a day of the week to show in following questions (only 1 of which is shown for any respondent)

[Q426 logic: Show if Q6 selected choice is "Yes"]

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 **<u>full</u> day**
- b) Worked on employer, client, or business premises
- c) Did not work

[Q518 logic: Show if Q6 selected choice is "No"]

518. 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 on employer, client, or business premises
- b) Did not work

Show if Q_random_dow_1 or Q_random_dow_2 is not "Did not work"

[Q514 logic: Show 50% of time]

514. Last random day of week how many hours of your workday did you spend:

Combination | *Required* | *Randomize*

In meetings over video call or phone?	Number input
In in-person face-to-face meetings?	hours

	nail or t	ext conversations?	<u>Decimal places</u> : 1						
Doin	g indivi	dual work (reading, writing, analyzing)?	<u>Min</u> : 0						
On d	On downtime (lunch, coffee breaks, games, personal time, chores, etc.) <u>Max</u> : 8								
[Q51	15 logio	c: Show 50% of time]							
515.	515. How did you split your workday last random day of week?								
	Allocation Required Randomize Total: 100								
	a)	Meetings over video call or phone							
	b)	In-person, face-to-face meetings							
	c)	Email or text conversations							
	d)	Individual work (reading, writing, analyzing)							
	e)	Downtime (lunch, coffee breaks, games, personal time, cho	ores, etc.)						
	a)	e choice Required Vertical Single-select 0 days (fully in person)							
	b)	1 day							
	c)	2 days							
	d)	3 days							
	e)	4 days							
	f)	5 days (fully remote)							
	517. If you worked 5 days per week, how many <u>work-from-home days per week</u> would be best for your <u>mental</u> health?								
	Multiple	e choice Required Vertical Single-select							
	a)	0 days (fully in person)							
	b)	1 day							
	c)	2 days							
	d)	3 days							
	e)	4 days							

f) 5 days (fully remote)

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]
- I) \$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 <u>currently</u> <i>limit you* in these activities?

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

	lim	it_opts	S
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing <u>several</u> flights of stairs			
Climbing <u>one</u> flight of stairs			
Bending, kneeling, or stopping			
Walking <u>more than a mile</u>			
Walking <u>several blocks</u>			
Walking <u>one block</u>			
Bathing or dressing yourself			

495. How many online surveys have you taken in the past week?

Number | Required | Min: 0 | Max: 50

_____ surveys in the past week

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

Text input | Optional | Multi-line

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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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 <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?

Friday Saturday Sunday

Number | Required | Min: 0 | Max: 1000000

from home"							
	How many full days did you work last week (whether at home or on business premises)?						
a) b) c)	1 day [TAG: 1] 2 days [TAG: 2] 3 days [TAG: 3] 4 days [TAG: 4] 5+ days [TAG: 5]						
	ve indicated that you worke rom home last week?	ed last week. How m	nany full paid working days did you				
Q_wfh_	_days Multiple choice Requ	uired Vertical Single	-select				
"The n	nswer is greater than the p umber of total days working you said you worked this	g from home this we	ek cannot exceed the total number				
a) b) c) d) e) f)	None, all my paid working 1 full paid day working from 2 full paid days working from 3 full paid days working from 4 full paid days working from 5+ full paid days working	om home [TAG: 1] rom home [TAG: 2] rom home [TAG: 3] rom home [TAG: 4]					
	ch day last week , did you <u>y</u> Required Group by: Row S	-	<u>r more hours)</u> , and if so <u>where?</u> hize cols				
Day of the week	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> site				
Monday							
iviuliuav							
Tuesday							

Did not work	6 or more Worke	ed <u>from</u> Worke	ed at <u>employer or client</u>
hours	home	site	

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 <code>days_worked_onsite</code> 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 onsite -> "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. <u>Last week</u>, did you work as many days as you <u>usually</u> 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 <u>last week</u>?*

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" Which of the following best describes your current employment situation? 5. Q current employment | Multiple choice | Required | Vertical | Single-select I am a wage and salary employee, and my main job accounts for most of my a) earnings I am a wage and salary employee who also earns a lot of extra income from side b) jobs I am self-employed and run my own business c) I earn most of my income as an independent contractor, freelancer, or gig d) 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 Only 1 location a) 2 to 4 locations b) c) 4 to 9 locations d) 10 to 99 locations 100+ locations e) 351. Counting all of its locations, how many employees work for your primary employer? Multiple choice | Required | Vertical | Single-select Fewer than 10 employees a) b) 10 to 49 employees 50 to 99 employees c) 100 to 499 employees d) 500 to 4999 employees e) 5000+ employees f) 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 <u>any</u> location)?*

Multiple choice | Required | Vertical | Single-select

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

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	
Shov	v if "Bet	ter" 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	e choice Required Vertical Single-select Randomize	
	a) b)	Yes No	
[Q3	6 logic:	Show if Q35 selected choice is "Yes"]	
36.		nuch of your extra efficiency when working from home is due to the time you by not commuting?	
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due saved from your commute.]	
	Slider	Required Min: 0 Max: 100	
	No	ne , 0% ———•—— All, 100%	
ΡΤΟ	otc O	uestions	
show	/ block i	f Q2 selected choice is any of "Working for pay, whether on business premises or home", "Still employed and paid, but not working"	
519.	How o	ften do you work in an <u>office space?</u>	
	Multiple	e choice Required Vertical Single-select	
	a) b) c) d) e)	Never Occasionally about once a month Regularly about once a week Most days at least 2 or 3 days each week Every day	
		office, at least occasionally	
show	/ block	f Q519 selected choice is not "Never"	
532.		you work in an office, how important are each of the following? Please choose up p factors	
	Multiple	e choice Required Vertical Multi-select Randomize Choose 1-3 options	
	a) b) c) d) e) f)	Quality of office space Ease of traveling to the office space Equipment in the office space - computers, telephones, machinery Location for example nearby shopping, restaurants, or entertainment Availability of lunch, drinks, or refreshments <u>at the office</u> 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 <u>in-person</u> 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 <u>in-person</u> 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** <u>comply</u> 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 <u>don't comply</u> 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
	f) g)	Other [text input]
	h)	I don't know
	,	
		nts questions
acco	unts fo	if Q5 selected choice is any of "I am a wage and salary employee, and my main job most of my earnings", "I am a wage and salary employee who also earns a lot of e from side jobs"
526.		your employer hold occasional offsite events that bring employees together for a work and social activities?
	Multiple	e choice Required Vertical Single-select Randomize
	a) b) c)	Yes No I don't know
		nolds events
show	/ block	if Q526 selected choice is "Yes"
527.	brougl <i>Multipl</i> a) b)	3, how often did you participate in offsite events, sponsored by your employer, that ht employees together for a mix of work and social activities? e choice Required Vertical Single-select Never Once
	c) d) e) f)	Twice 3 Times 4 times 5 or more times
-		+ offsite event
shov	v block	if Q527 selected choice is not "Never"
528.		nany employees typically participated in the offsite employer-sponsored event(s) ou attended in 2023?
	Numbe	er Required Min: 0 Max: 1000
		employees attended each event
529.	How I	ong did these offsite employer-sponsored events typically last in 2023?
		e choice Required Vertical Single-select
	a) b) c) d) e)	Less than a full day 1 full day 2 days 3 days 4 days or more

534. *How many <u>hours</u>* 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]
- I) \$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

Questions and Responses

SWAA March 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

• <u>some_IP_non_US</u> — 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 <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

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* <u>work from home</u> 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?*

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

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 onsite -> "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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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
- I) 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

542. How old are you?

Number | Required | Min: 20 | Max: 71

____ years old

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
- I) 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
- I) 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]
- I) \$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** <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
- 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

Wor	ked fro	om home
show	v block	if Q6 selected choice is "Yes"
Set 1	randor	n_efficiency_question to select one of the efficiency questions 50/50
[Q14	44 logi	c: Show 50% of time]
144.		does your efficiency working from home compare to your efficiency working on ess premises?
	Q_wfh	n_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
[Q3	36 logi	c: Show 50% of time]
336. How does your efficiency working from home compare to your efficiency working business premises?		
<pre>Q_wfh_efficiency2 Multiple choice Required Vertical Single-select</pre>		n_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
[Q14	45 logi	c: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
145.	How r	nuch <i>more efficient</i> are you working from home than on business premises?
	Multip	le 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
		c: 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%

Remote interactions 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"

Please think back to your most recent workday before today.

535. What day of the week was your most recent workday before today? Multiple choice | Required | Vertical | Single-select a) Monday b) Tuesday c) Wednesday d) Thursday e) Friday f) Saturday Sunday g) 536. How many work-related meetings did you have on your most recent workday? Number | Required | Min: 0 | Max: 20 work-related meetings show block if Q536 answer > 0 **Set** selected meeting time **to**: first work-related meeting of the day a) b) last work-related meeting before lunch c) first work-related meeting after lunch d) last work-related meeting of the day Now consider your meeting time on your most recent workday 537. How many people (including yourself) participated in that meeting? Multiple choice | Required | Vertical | Single-select 2 people (one-on-one meeting) a) b) 3 to 5 people c) 6 to 10 people d) 11 people or more I did not have any meetings before lunch <Show if selected meeting time is last e) before lunch>

- f) I did not have any meetings after lunch <Show if selected_meeting_time is first after lunch>
- 538. How long did the meeting last?

Number | Required | Min: 0 | Max: 120

___ minutes

539. How did meeting participants engage with one another in that meeting?

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

- a) We <u>all</u> met <u>in person</u>
- b) We <u>all</u> met via <u>video conference</u>
- c) A <u>mix</u> of <u>in-person</u> and <u>remote participants</u>

[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>	Number input
From work to home	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"

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"]

209. Last week what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

show block if Q6 selected choice is "Yes"

Set commuting_time_question to Randomly select 1 of the commuting time questions (50%/50%)

[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

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?	Number input
You work from home?	minutes
	<u>Min</u> : 0
	<u>Max</u> : 90

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

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

Questions and Responses SWAA April 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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 <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

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?*

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

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 onsite -> "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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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
- I) 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

542. How old are you?

Number | Required | Min: 20 | Max: 71

____ years old

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
- I) 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
- I) 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]
- I) \$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** <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
- 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

Wor	ked fro	om home
show	v block	if Q6 selected choice is "Yes"
Set 1	randor	n_efficiency_question to select one of the efficiency questions 50/50
[Q14	44 logi	ic: Show 50% of time]
144.		does your efficiency working from home compare to your efficiency working on ess premises?
	Q_wfł	n_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
[Q3	36 logi	ic: Show 50% of time]
336. How does your efficiency working from home compare to your efficiency working o business premises?		
	Q_wfł	n_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
[Q1	45 logi	ic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
145.	How r	much <i>more efficient</i> are you working from home than on business premises?
	Multip	le 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
	10 1	ic: 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%

Remote interactions 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"

Please think back to your most recent workday before today.

535. What day of the week was your most recent workday before today? Multiple choice | Required | Vertical | Single-select a) Monday b) Tuesday c) Wednesday d) Thursday e) Friday f) Saturday Sunday g) 545. On your most recent workday did you: Multiple choice | Required | Vertical | Single-select | Randomize Work from home the full day <hide if Q6 selected choice is "No"> a) b) Work on employer or client premises 536. How many work-related meetings did you have on your most recent workday? Number | Required | Min: 0 | Max: 20 __work-related meetings show block if Q536 answer > 0 **Set** selected meeting time to: first work-related meeting of the day a) last work-related meeting before lunch b) first work-related meeting after lunch c) d) last work-related meeting of the day Now consider your meeting time on your most recent workday 537. How many people (including yourself) participated in that meeting? Multiple choice | Required | Vertical | Single-select 2 people (one-on-one meeting) a)

- b) 3 to 5 people
 - c) 6 to 10 people
 - d) 11 people or more
 - e) I did not have any meetings before lunch <Show if selected_meeting_time is last before lunch>
 - f) I did not have any meetings after lunch <Show if selected_meeting_time is first after lunch>

show block if Q537 selected choice is none of "I did not have any meetings before lunch", "I did not have any meetings after lunch"

546. Who attended the meeting beside yourself? Please select all that apply

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

- a) Peers
- b) People who supervise you
- c) People you manage
- d) Customers or clients from outside your organization
- e) Others [text input]

538. How long did the meeting last?

Number | Required | Min: 0 | Max: 120

____ minutes

539. How did meeting participants engage with one another in that meeting?

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

- a) We <u>all</u> met <u>in person</u>
- b) We <u>all</u> met via <u>video conference</u>
- c) A <u>mix</u> of <u>in-person</u> and <u>remote participants</u>
- 543. Was the meeting scheduled in advance?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes, within one to two days

c) Yes within one week

d) Yes, more than one week before

544. Did the meeting have a clear agenda or purpose?

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

- a) Yes
- b) No

547. Did you actively participate in the meeting or just listen?

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

- a) Yes, I led the meeting or gave a presentation
- b) Yes, I participated in the discussion
- c) No, I just listened
- 548. What percent of the meeting were you actively participating?

Number | Required | Min: 0 | Max: 100

__ % actively participating

549. How valuable was the meeting for you personally?

Multiple choice | Required | Vertical | Single-select

- a) It was a complete waste of my time
- b) 1% to 19% of the meeting was useful
- c) 20% to 49% of the meeting was useful
- d) 50% to 79% of the meeting was useful
- e) 80% to 100% of the meeting was useful

550. How valuable do you think the meeting was for other participants?

Multiple choice | Required | Vertical | Single-select

- a) It was a complete waste of time
- b) 1% to 19% of the time was useful
- c) 20% to 49% of the time was useful
- d) 50% to 79% of the time was useful
- e) 80% to 100% of the time was useful

[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>	Number input
From work to home	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"

show block if Q6 selected choice is "Yes"

Set commuting_time_question to Randomly select 1 of the commuting time questions (50%/50%)

[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
- 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?	Number input
You work from home?	minutes
	<u>Min</u> : 0
	<u>Max</u> : 90

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

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

Questions and Responses SWAA May 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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 <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

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* <u>work from home</u> 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?*

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

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 onsite -> "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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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
- I) 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

542. How old are you?

Number | Required | Min: 20 | Max: 71

____ years old

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
- I) 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
- I) 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]
- I) \$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, <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

	1.1.1.1.1	
shov	v block	if Q6 selected choice is "Yes"
Set 1	rando	m_efficiency_question to select one of the efficiency questions 50/50
[Q1	44 log	ic: Show 50% of time]
144.		does your efficiency working from home compare to your efficiency working on ess premises?
	Q_wfl	n_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
[Q3	36 log	ic: Show 50% of time]
336. How does your efficiency working from home compare to your efficiency working business premises?		
	Q_wfl	h_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
[Q1	45 log	ic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]
145.	How	much <i>more efficient</i> are you working from home than on business premises?
	Multip	le 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
		ic: 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%

Remote interactions 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"

Please think back to your most recent workday before today.

535. What day of the week was your most recent workday before today? Multiple choice | Required | Vertical | Single-select a) Monday b) Tuesday c) Wednesday d) Thursday e) Friday f) Saturday Sunday g) 545. On your most recent workday did you: Multiple choice | Required | Vertical | Single-select | Randomize Work from home the full day <hide if Q6 selected choice is "No"> a) b) Work on employer or client premises 536. How many work-related meetings did you have on your most recent workday? Number | Required | Min: 0 | Max: 20 __work-related meetings show block if Q536 answer > 0 **Set** selected meeting time to: first work-related meeting of the day a) last work-related meeting before lunch b) first work-related meeting after lunch c) d) last work-related meeting of the day Now consider your meeting time on your most recent workday 537. How many people (including yourself) participated in that meeting? Multiple choice | Required | Vertical | Single-select 2 people (one-on-one meeting) a)

- b) 3 to 5 people
 - c) 6 to 10 people
 - d) 11 people or more
 - e) I did not have any meetings before lunch <Show if selected_meeting_time is last before lunch>
 - f) I did not have any meetings after lunch <Show if selected_meeting_time is first after lunch>

show block if Q537 selected choice is none of "I did not have any meetings before lunch", "I did not have any meetings after lunch"

546. Who attended the meeting beside yourself? Please select all that apply

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

- a) Peers
- b) People who supervise you
- c) People you manage
- d) Customers or clients from outside your organization
- e) Others [text input]

538. How long did the meeting last?

Number | Required | Min: 0 | Max: 120

____ minutes

539. How did meeting participants <u>engage with one another</u> in that meeting?

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

- a) We <u>all</u> met <u>in person</u>
- b) We <u>all</u> met via <u>video conference</u>
- c) A <u>mix</u> of <u>in-person</u> and <u>remote participants</u>

[Q551 logic: Show if Q539 selected choice is "A mix of in-person and remote participants"]

551. Were there any other meeting participants <u>*in the same room as you*</u> during the meeting?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

543. Was the meeting scheduled in advance?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes, within one to two days
- c) Yes within one week
- d) Yes, more than one week before

544. Did the meeting have a clear agenda or purpose?

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

- a) Yes
- b) No

547. Did you actively participate in the meeting or just listen?

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

- a) Yes, I led the meeting or gave a presentation
- b) Yes, I participated in the discussion
- c) No, I just listened

548. What percent of the meeting were you actively participating?

Number | Required | Min: 0 | Max: 100

____ % actively participating

549. How valuable was the meeting for you personally?

Multiple choice | Required | Vertical | Single-select

- a) It was a complete waste of my time
- b) 1% to 19% of the meeting was useful
- c) 20% to 49% of the meeting was useful
- d) 50% to 79% of the meeting was useful
- e) 80% to 100% of the meeting was useful

550. How valuable do you think the meeting was for other participants?

Multiple choice | Required | Vertical | Single-select

- a) It was a complete waste of time
- b) 1% to 19% of the time was useful
- c) 20% to 49% of the time was useful
- d) 50% to 79% of the time was useful
- e) 80% to 100% of the time was useful

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"

Set dresscode_section **to**:

Select first section 2/3 of time Select second section 1/3 of time

Dress code questions

Show 2/3 of time

552. Currently, what is the dress code at your workplace?

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

- a) Business formal -- suits and ties (for men) required
- b) Business/smart casual -- collared shirts and slacks, no sneakers
- c) Relaxed -- sneakers and activewear allowed
- d) Uniform -- e.g. retail or law enforcement
- e) Safety -- safety concerns dictate what can be worn (e.g. medical or emergency services)
- f) Anything goes -- swimwear, torn t-shirts, etc. allowed

553. What was the dress code at your workplace in 2019?

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

a) Business formal -- suits and ties (for men) required

	b) Business/smart casual collared shirts and slacks, no sneakers				
	c)	Relaxed sneakers and activewear allowed			
	d)	Uniform e.g. retail or law enforcement			
	e)	Safety safety concerns dictate what can be worn (e.g. medical or emergency services)			
	f)	Anything goes sw	imwear, torn t-shirts, etc. allowed		
554.	54. Are you currently working for the same employer in the same type of job as in 2019?				
	Multiple	e choice Required Ve	ertical Single-select Randomize		
	a)	Yes			
	b)	No			
Dress	s code	questions (colorfu	I)		
Show	/ 1/3 of	time			
555.	How m	nany days per week o	do you wear the following <u>for work?</u>		
	Combir	nation Required			
		:4	Nume han in mut		
Blazer or suit Number input					
Dress	s shoes	5	days per week		
			<u>Min</u> : 0		
Max			<u>Max</u> : 5		
556	In 201	9 how many days pe	er week did you wear the following <u>for work?</u>		
		nation Required	i week ald you wear the following <u>ror work:</u>		
Blaze	er or su	it	Number input		
Dress	s shoes	6	days per week		
			Min: 0		
1					

		<u>Max</u> : 5		
557. Are you currently working for the same employer in the same type of job as in 2019				
	Multiple	e choice Required Vertical Single-select Randomize		
	a)	Yes		
	b)	No		

[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?

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

Combination | *Required* | *Randomize*

[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"

show block if Q6 selected choice is "Yes"

Set commuting_time_question to Randomly select 1 of the commuting time questions (50%/50%)

[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

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

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

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

Questions and Responses

SWAA June 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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]
- 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 <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

29. 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q25 choices by row some choice is "Worked from home"

Set days_worked to Q25 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q25 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q25 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 onsite -> "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"

52. 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

[Q53 logic: Show if Q52 selected choice is "No"]

53. 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

[Q49 logic: Show if Q25 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"]

49. 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 <u>last week</u>?*

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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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."

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

- a) Only 1 location
- b) 2 to 4 locations
- c) 4 to 9 locations
- d) 10 to 99 locations
- e) 100+ locations
- 33. 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 Q34 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

56. 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
- I) 2000 to 2005
- m) 1990 to 1999
- n) 1980 to 1989
- o) Before 1980

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

Number | Required | Min: 1950 | Max: 2024

[Q58 logic: Show if Q25 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 Q49 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q34 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

58. 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

[Q6 logic: Show 2/3 of time]

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)

Q wfh since 2020 1 | 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>

[Q68 logic: Show 1/3 of time]

68. Since 2020 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)

Q wfh since 2020 2 | 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>

[Q67 logic: Show if "no" in Q6/Q570]

67. 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

55. 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
- 54. *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
- 26. 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

59. 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

- 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
- I) 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
- I) 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]
- I) \$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
- 48. 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
- 23. 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 if "Yes" in Q6/Q570

Set random efficiency question to select one of the efficiency questions 50/50

[Q20 logic: Show 50% of time]

20. 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

Q32 logic: Show 50% of time] 32. How does your efficiency working from home compare to your efficiency working on business premises? Q wfh efficiency2 | Multiple choice | Required | Vertical | Single-select Worse -- I am less efficient at home than working on business premises a) About the same -- I'm equally efficient in both places b) Better -- I am more efficient at home than working on business premises c) [Q21 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2] 21. How much more efficient are you working from home than on business premises? Multiple choice | Required | Vertical | Single-select Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) f) Over 35% more efficient [Q22 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2] 22. How much *less efficient* are you working from home than on business premises? Multiple choice | Required | Vertical | Single-select Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e) Over 35% less efficient f)

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?			
	Multipl	e choice Required Vertical Single-select Randomize		
	a)	Yes		
	b)	No		
[Q1	6 logic	: Show if Q15 selected choice is "Yes"]		
16.		nuch of your extra efficiency when working from home is due to the time you by not commuting?		
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]		
	Slider	Required Min: 0 Max: 100		
	No	one , 0% ———•——All, 100%		

Г

Value	Value of WFH questions		
Ever	yone		
60.		ould you feel about <u>working from home</u> 2 or 3 days a week , compared to <u>working</u> <u>r employer's site</u> every workday?	
	Multiple	e choice Required Vertical Single-select Randomize	
	a)	Positively, I would like to work from home 2 or 3 days a week.	
	b)	Neutral	
	c)	Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week.	
_		Show if Q60 selected choice is "Positively, I would like to work from home 2 week."]	
61.		ig a <u>pay cut</u> would you accept to <u>work from home</u> 2 or 3 days a week (rather than <u>g at your employer's site</u> every workday)?	
	Multiple	e choice Required Vertical Single-select	
	a)	None	

b)	A small pay cut, less than 5% of your current pay

- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% pay cut

[Q62 logic: Show if Q60 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week."]

62. How much <u>extra pay</u> would you need to willingly <u>work from home</u> **2 or 3 days a week** (rather than <u>working at your employer's site</u> **every workday**)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small raise, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% raise

Follow-up

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" AND Q25 columns selected in any row does not include "Worked at employer or client site"

66. How would you feel about <u>working from home</u> 2 or 3 days a week, compared to <u>working</u> <u>from home</u> every workday?

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

- a) Positively, I would like to *work from home* **2 or 3 days a week.**
- b) Neutral
- c) Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week

[Q69 logic: Show if Q66 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

69. How big a <u>pay cut</u> would you accept to <u>work from home</u> 2 or 3 days a week (rather than <u>working from home</u> every workday)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small pay cut, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% pay cut

[Q70 logic: Show if Q66 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

70. How much <u>extra pay</u> would you need to willingly <u>work from home</u> 2 or 3 days a week (rather than working from home every workday)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small raise, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% raise

Fertility block

show block if Q10 selected choice is not "Other or prefer not to say"

Female fertility

shov	v block	if Q10 selected choice is "Female"	
36.	. Have you <i>given birth</i> to any children in <u>2015 or later?</u>		
	<pre>Q_female_birthed Multiple choice Required Vertical Single-select Randomize</pre>		
	a)	Yes	
	b)	No	
[Q3	9 logic	: Show if Q36 selected choice is "Yes"]	
39.	How r	nany children have you given birth to <u>in 2015 or later?</u>	
	Q_fem	nale_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]	
<u> </u>			
Male	e fertilit	ty	
shov	v block	if Q10 selected choice is "Male"	
37.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>	
	Q_mal	e_fathered Multiple choice Required Vertical Single-select Randomize	
	a)	Yes	
	b)	No	
[Q3	8 logic	: Show if Q37 selected choice is "Yes"]	
38.	How r	nany children <u>born in 2015 or later</u> are you the biological father of?	
	Q_mal	e_children Multiple choice Required Vertical Single-select	
	a)	1 [TAG: 1]	
	b)	2 [TAG: 2]	
	c)	3 [TAG: 3]	

4 [TAG: 4] d) e) 5 [TAG: 5] f) 6 [TAG: 6] Set num children parented to based on Q_female_children or Q_male_children **Set** child_born_year_opts **to**: 2015 a) 2016 b) 2017 c) d) 2018 e) 2019 2020 f) 2021 g) 2022 h) 2023 i) 2024 j) [Q50 logic: Show if birthed/fathered 1 child] 50. In what year was that child born? Combination | Required Dropdown Child 1 child_born_year_opts [Q51 logic: Show if birthed/fathered more than 1 child] 51. In what year were those children born? Combination | Required

Child	1		Dropdown	
Child 2			child_born_year_opts	
Child 3				
Child 4				
Child				
Child				
Crinc	10			
47.	How n	nany biolo	gical children have you had in your life?	
	Numbe	er Require	ed Min: 0 Max: 20	
		tota	al children	
40.	Are yo	ou current	y expecting a baby?	
	Multipl	e choice l	Required Vertical Single-select Randomize	
	a)	Yes		
	b)	No		
Curr	ently r	no childre	n	
show	v block	if Q47 an	swer is 0 AND Q40 selected choice is "No"	
41.	Do yo	u plan to l	nave your own (biological) children someday?	
	Multipl	e choice	Required Vertical Single-select Randomize	
	a)	Yes		
	b)	No		
	c)	Don't kn	ow	
[Q4	3 logic	: Show if	Q41 selected choice is "Yes"]	
43.	How r	nany biolo	ogical children do plan to have in total?	
	Numbe	er Require	ed Min: 1 Max: 20	
	_	tota	al children	
[Q4	5 logic	: Show if	Q41 selected choice is "Yes"]	
45.	At what	at age at :	the <u>latest</u> would you plan to have your first child?	

	Numbe	er Required Min: 20 Max: 60
		years old
Cur	rently h	nas children
shov	v block	if Q47 answer > 0
	brook	
42.	Do yo	u plan to have another (biological) child someday?
	Multipl	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
	c)	Don't know
[Q4	4 logic	: Show if Q42 selected choice is "Yes"]
44.	How r	nany more biological children do you plan to have in total?
	Numbe	er Required Min: 1 Max: 20
	_	more children
[Q4	6 logic	: Show if Q42 selected choice is "Yes"]
46.	At what	at age at the <u>latest</u> would you plan to have another child ?
	Numbe	er Required Min: 20 Max: 60
	_	years old
1		

Set limit opts to:

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

Health questions

63. The following items are about activities you might do during a typical day.

Are you *currently limited* in your ability to do these activities?

		limit_opt
Lifting or a	arrying more than 50 pounds (a 5-gallon water jug)	
•	nore than one flight of stairs	
Walking <u>1</u>	00 yards (the length of a football field)	
Sitting at a	a desk for <u>more than 1 hour</u>	
Eating foo	d in a common space (breakroom, cafeteria)	
Working u	nder fluorescent light	
Using a p	iblic restroom	
Bending, I	neeling, or stopping	
Sharing a	common workspace like an open floor plan office	
Participati	ng in small talk with colleagues	
At least s	ome limitation	
	k if Q63 columns selected in any row includes any of "yes_a_lot", "	yes_a_little"
show bloc		
64. Doe	s your employer provide accommodations for some or all of the limitated above?	tations you
64. Doe sele	• • • •	itations you
64. Doe sele Multi	cted above?	itations you
64. Doe sele Multi	oted above? ole choice Required Vertical Single-select	itations you

- 65. Can you describe the type of accommodations that your employer provides? (Optional) *Text input* | *Optional* | *Multi-line*
- 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

57. 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

31. *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

24. 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)

[Q27 logic: Show 50% of the time]

27. 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

[Q28 logic: Show 50% of the time]

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

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

Text input | Optional | Multi-line

Questions and Reponses SWAA July 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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?

- 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 <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

33. 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* <u>work from home</u> 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at <u>employer or client</u>
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q29 choices by row some choice is "Worked from home"

Set days_worked to Q29 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q29 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q29 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 onsite -> "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"

56. 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

[Q57 logic: Show if Q56 selected choice is "No"]

57. 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

[Q53 logic: Show if Q29 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"]

53. 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 <u>last week</u>?*

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 <u>main job</u> accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of <u>extra income from side</u> 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."

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

- a) Only 1 location
- b) 2 to 4 locations
- c) 4 to 9 locations
- d) 10 to 99 locations
- e) 100+ locations
- 37. 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 Q38 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

60. 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
- I) 2000 to 2005
- m) 1990 to 1999
- n) 1980 to 1989
- o) Before 1980

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

Number | Required | Min: 1950 | Max: 2024

[Q62 logic: Show if Q29 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 Q53 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q38 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

62. 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

72. 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>

[Q71 logic: Show if Q72 selected choice is "No"]

71. 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
- 59. Looking one year ahead, how often would you like to have paid workdays at home?

- 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

58. *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
- 30. 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

63. 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
- I) 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*?

- 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
- I) 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]
 - I) \$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

52. 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
- 27. 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 Q72 selected choice is "Yes"

Set random efficiency question to select one of the efficiency questions 50/50

[Q24 logic: Show 50% of time]

24. 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

[Q36 logic: Show 50% of time]

36. 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

[Q25 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

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

- a) Under 5% more efficient
- b) 5% to 10% more efficient

c) 10% to 15% more ef	fficient
-----------------------	----------

- d) 15% to 25% more efficient
- e) 25% to 35% more efficient
- f) Over 35% more efficient

[Q26 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

26. 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 <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%

Everyone

64. How would you feel about <u>working from home</u> 2 or 3 days a week, compared to <u>at your employer's site</u> every workday?					
	Multiple	e choice Required Vertical Single-select Randomize			
	a)	Positively, I would like to work from home 2 or 3 days a week.			
	b)	Neutral			
	c)	Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week.			
		Show if Q64 selected choice is "Positively, I would like to work from home 2 week."]			
23.	23. How much <u>extra pay</u> would you need to willingly <u>work at your employer's site</u> every workday (rather than <u>working from home</u> 2 or 3 days a week)?				
	Multiple	e choice Required Vertical Single-select			
	a)	None			
	b)	A small raise, less than 5% of your current pay			
	c)	5% to 10%			
	d)	10% to 15%			
	e)	15% to 25%			
	f)	25% to 35%			
	g)	More than a 35% pay cut			
-		Show if Q64 selected choice is "Negatively, I would not like to work from B days a week."]			
66.		nuch <u>extra pay</u> would you need to willingly <u>work from home</u> 2 or 3 days a week than <u>working at your employer's site</u> every workday)?			
	Multiple	e choice Required Vertical Single-select			
	a)	None			
	b)	A small raise, less than 5% of your current pay			
	c)	5% to 10%			

- d) 10% to 15%
 - e) 15% to 25%
 - f) 25% to 35%
 - g) More than a 35% raise

Follow-up

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" AND Q29 choices by row no choice is "Worked at employer or client site"

70. How would you feel about <u>working from home</u> 2 or 3 days a week, compared to <u>working</u> <u>from home</u> every workday?

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

- a) Positively, I would like to *work from home* 2 or 3 days a week.
- b) Neutral
- c) Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week

[Q22 logic: Show if Q70 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

22. How much <u>extra pay</u> would you need to willingly <u>work from home</u> every workday (rather than <u>working from home</u> 2 or 3 days a week)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small raise, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% pay cut

[Q74 logic: Show if Q70 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

74. How much <u>extra pay</u> would you need to willingly <u>work from home</u> 2 or 3 days a week (rather than <u>working from home</u> every workday)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small raise, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% raise

Fertility block

show block if Q10 selected choice is not "Other or prefer not to say"

Female fertility

show block if Q10 selected choice is "Female"

40. 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

[Q43 logic: Show if Q40 selected choice is "Yes"]

43. 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]

 f) 6 [TAG: 6] Male fertility Show block if Q10 selected choice is "Male" 41. 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 2 (242 logic: Show if Q41 selected choice is "Yes"] 42. 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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 		e)	5 [TAG: 5]
 Are you the biological father of any children born in 2015 or later? Q_male_fathered Multiple choice Required Vertical Single-select Randomizera) a) Yes b) No [Q42 logic: Show if Q41 selected choice is "Yes"] 42. 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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 		f)	6 [TAG: 6]
 Are you the biological father of any children born in 2015 or later? Q_male_fathered Multiple choice Required Vertical Single-select Randomizera) a) Yes b) No [Q42 logic: Show if Q41 selected choice is "Yes"] 42. 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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 			
 41. Are you the biological father of any children <i>born in 2015 or later?</i> Q_male_fathered Multiple choice Required Vertical Single-select Randomizential No 2042 logic: Show if Q41 selected choice is "Yes"] 42. How many children <i>born in 2015 or later</i> 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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 	Male	e fertili	ty
<pre>Q_male_fathered Multiple choice Required Vertical Single-select Randomize a) Yes b) No [Q42 logic: Show if Q41 selected choice is "Yes"] 42. How many children <u>born in 2015 or later</u> are you the biological father of?</pre>	shov	w block	if Q10 selected choice is "Male"
 a) Yes b) No (Q42 logic: Show if Q41 selected choice is "Yes"] 42. How many children <u>born in 2015 or later</u> 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: 6] Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 	41.	Are y	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
 b) No (Q42 logic: Show if Q41 selected choice is "Yes"] 42. How many children <u>born in 2015 or later</u> are you the biological father of? O_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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 		Q_mai	le_fathered Multiple choice Required Vertical Single-select Randomize
<pre>(Q42 logic: Show if Q41 selected choice is "Yes"] (Q42 logic: Show if Q41 selected choice is "Yes"] (Q245 logic: Show if Q41 selected choice is "Yes"] (Q245 logic: Q417 logic: Q418 logic: Q419 logic: Q418 logic</pre>		a)	Yes
 42. How many children <u>born in 2015 or later</u> are you the biological father of? <i>Q_male_children</i> 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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 		b)	No
<pre>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: 5] f) 6 [TAG: 6] Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019</pre>	[Q4	2 logio	: Show if Q41 selected choice is "Yes"]
<pre>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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019</pre>	42.	How I	many children <u>born in 2015 or later</u> are you the biological father of?
<pre>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_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019</pre>		Q_mai	le_children Multiple choice Required Vertical Single-select
<pre>c) 3 [TAG: 3] d) 4 [TAG: 4] e) 5 [TAG: 5] f) 6 [TAG: 6] Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019</pre>		a)	1 [TAG: 1]
<pre>d) 4 [TAG: 4] e) 5 [TAG: 5] f) 6 [TAG: 6] Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019</pre>		b)	2 [TAG: 2]
 e) 5 [TAG: 5] f) 6 [TAG: 6] Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 		c)	3 [TAG: 3]
<pre>f) 6[TAG: 6] Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019</pre>		d)	4 [TAG: 4]
Set num_children_parented to based on Q_female_children or Q_male_children Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019		e)	5 [TAG: 5]
Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019		f)	6 [TAG: 6]
Set child_born_year_opts to: a) 2015 b) 2016 c) 2017 d) 2018 e) 2019	Set 1	num cl	nildren parented to based on Q female children or Q male childre
 a) 2015 b) 2016 c) 2017 d) 2018 e) 2019 	Set a	- child	born year opts to:
 c) 2017 d) 2018 e) 2019 		a)	2015
 d) 2018 e) 2019 		b)	2016
e) 2019		c)	2017
		e)	2019
		f)	2020

g)

1	h)	2022	
	i)	2023	
	j)	2024	
[Q54	4 logio	: Show i	f birthed/fathered 1 child]
54.	ln wh	at year w	as that child born?
	Comb	ination R	equired
Chilo	1		Dropdown
			child_born_year_opts
[Q5	5 loaid	:: Show i	f birthed/fathered more than 1 child]
55.		ination R	ere those children born?
	Comb	ination R	
Chilo	1		Dropdown
Child	d 2		child_born_year_opts
Child	d 3		
Chilo Chilo			
	d 4		
Chilo Chilo	d 4 d 5		
Chilo	d 4 d 5		
Chilo Chilo	d 4 d 5 d 6 How 1	-	ogical children have you had in your life?
Child Child Child	d 4 d 5 d 6 How 1	er Requii	red Min: 0 Max: 20
Child Child Child	d 4 d 5 d 6 How 1	er Requii	
Child Child Child	d 4 d 5 d 6 How 1 <i>Numb</i>	er Requii tot	red Min: 0 Max: 20
Chilc Chilc Chilc 51.	d 4 d 5 d 6 How i <i>Numb</i> –	er Requii tot ou curren	red Min: 0 Max: 20 al children
Chilc Chilc Chilc 51.	d 4 d 5 d 6 How i <i>Numb</i> –	er Requii tot ou curren	red <i>Min: 0</i> <i>Max: 20</i> al children tly expecting a baby?

Currently no children show block if Q51 answer is 0 AND Q44 selected choice is "No" 45. Do you plan to have your own (biological) children someday? Multiple choice | Required | Vertical | Single-select | Randomize a) Yes No b) Don't know c) [Q47 logic: Show if Q45 selected choice is "Yes"] 47. How many biological children do plan to have in total? Number | Required | Min: 1 | Max: 20 total children [Q49 logic: Show if Q45 selected choice is "Yes"] 49. 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 Q51 answer > 0 46. Do you plan to have another (biological) child someday? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) b) No Don't know c) [Q48 logic: Show if Q46 selected choice is "Yes"] 48. How many more biological children do you plan to have in total? Number | Required | Min: 1 | Max: 20

more children

[Q50 logic: Show if Q46 selected choice is "Yes"]

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

Number | Required | Min: 20 | Max: 60

___ years old

Set limit opts to:

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

Health questions

67. The following items are about activities you might do during a typical day.

Are you *currently limited* in your ability to do these activities?

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

limit_opts

At least some limitation

show block if Q67 columns selected in any row includes any of "yes_a_lot", "yes_a_little"

20. Does your employer help you deal with some or all the limitations you mentioned while working?

Multiple choice | Required | Vertical | Single-select

- a) Yes, for all
- b) Yes, for some
- c) No

[Q21 logic: Show if Q20 selected choice is any of "Yes, for all", "Yes, for some"]

21. Can you describe how your employer helps you deal with your limitations? (Optional) *Text input* | *Optional* | *Multi-line*

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

61. 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

28. 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)

[Q31 logic: Show 50% of the time]

31. 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

[Q32 logic: Show 50% of the time]

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

- 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

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

Text input | Optional | Multi-line

Questions and Responses SWAA August 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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?

- 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

35. 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 <u>work from home</u> 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q31 choices by row some choice is "Worked from home"

Set days_worked to Q31 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q31 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q31 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 onsite -> "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"

58. 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

[Q59 logic: Show if Q58 selected choice is "No"]

59. 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

[Q55 logic: Show if Q31 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"]

55. 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 <u>last week</u>?*

Q hours last week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

shov	v block i	f Q2 selected choice is any of "Working for pay, whether on business premises or
		n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Q_cur.	rent_employment Multiple choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	b)	I am a wage and salary employee who also earns a lot of <u>extra income from side</u> 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.
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f my income as an independent contractor, freelancer, or gig worker."
40.		/ many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multiple	e choice Required Vertical Single-select
	a)	Only 1 location
	b)	2 to 4 locations
	c)	4 to 9 locations
	d)	10 to 99 locations

39.	Count	ing all of its locations, how many employees work for your primary employer?
	Multiple	e 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
		<pre>rer_multi_location to Q40 selected choice is any of "2 to 4 locations", "4 to 9 10 to 99 locations", "100+ locations"</pre>
62.	When	did your employer hire its <i>first employee (at <u>any</u> location)?</i>
	Multiple	e 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
	I)	2000 to 2005
	m)	1990 to 1999
	n)	1980 to 1989
	o)	Before 1980
41.	In wha	at year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q64 logic: Show if Q31 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 Q55 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q40 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

64. 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

74. 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>

[Q73 logic: Show if Q74 selected choice is "No"]

73. 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
- 61. Looking one year ahead, how often would you like to have paid workdays at home?

- 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

60. *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
- 32. 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

65. 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
- I) 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*?

- 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
- I) 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]
- I) \$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

54. 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** <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, full time student
- d) Not working, other
- 29. 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 Q74 selected choice is "Yes"

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

[Q26 logic: Show 50% of time]

26. 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

[Q38 logic: Show 50% of time]

38. 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

[Q27 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

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

- 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

[Q28 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

28. 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 <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%
-------	-------	---	--------	------

Valu	alue of WFH questions			
Eve	eryone			
66.	How would you feel about <u>working from home</u> 2 or 3 days a week , compared to <u>working</u> <u>at your employer's site</u> every workday?			
	Multip	le choice Required Vertical Single-select Randomize		
	a)	Positively, I would like to work from home 2 or 3 days a week.		
	b)	Neutral		
	c)	Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week.		
-	-	: Show if Q66 selected choice is "Positively, I would like to work from home 2 week."]		
23.		nuch <u>extra pay</u> would you need to willingly <u>work at your employer's site</u> every day (rather than <u>working from home</u> 2 or 3 days a week)?		
	Multip	le choice Required Vertical Single-select		
	a)	None		
	b)	A small raise, less than 5% of your current pay		
	c)	5% to 10%		
	d)	10% to 15%		
	e)	15% to 25%		
	f)	25% to 35%		
	g)	More than a 35% pay cut		
	-	: Show if Q66 selected choice is "Negatively, I would not like to work from 3 days a week."]		
24.		pig a <u>pay cut</u> would you accept to <u>work at your employer's site</u> every workday r than <u>working from home</u> 2 or 3 days a week)?		
	Multip	le choice Required Vertical Single-select		
	a)	None		

- b) A small pay cut, less than 5% of your current pay
 - c) 5% to 10%
 - d) 10% to 15%
 - e) 15% to 25%
 - f) 25% to 35%
 - g) More than a 35% raise

Follow-up

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" AND Q31 choices by row no choice is "Worked at employer or client site"

72. How would you feel about <u>working from home</u> 2 or 3 days a week, compared to <u>working</u> <u>from home</u> every workday?

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

- a) Positively, I would like to *work from home* 2 or 3 days a week.
- b) Neutral
- c) Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week

[Q22 logic: Show if Q72 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

22. How much <u>extra pay</u> would you need to willingly <u>work from home</u> every workday (rather than <u>working from home</u> 2 or 3 days a week)?

- a) None
- b) A small raise, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% pay cut

[Q25 logic: Show if Q72 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

25. How big a pay cut would you accept to <u>work from home</u> every workday (rather than <u>working from home</u> 2 or 3 days a week)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small pay cut, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% raise

Fertility block

show block if Q10 selected choice is not "Other or prefer not to say"

Female fertility

show block if Q10 selected choice is "Female"

42. 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

[Q45 logic: Show if Q42 selected choice is "Yes"]

45. 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	e fertili	ty
shov	w block	if Q10 selected choice is "Male"
43.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
	Q_mal	le_fathered Multiple choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q4	4 logic	: Show if Q43 selected choice is "Yes"]
44.	How r	many children <u>born in 2015 or later</u> are you the biological father of?
	Q_mai	le_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_cł	nildren_parented to based on 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
j)	2024
[Q56 logic:	Show if birthed/fathered 1 child]
	t year was that child born?
Combii	nation Required
Child 1	Dropdown
	child_born_year_opts
	nation Required
Child 1	Dropdown
Child 2	child_born_year_opts
Child 3	
Child 3 Child 4	
Child 4	
Child 4 Child 5 Child 6	nany biological children have you had in your life?
Child 4 Child 5 Child 6 53. How n	nany biological children have you had in your life? or Required Min: 0 Max: 20
Child 4 Child 5 Child 6 53. How n	
Child 4 Child 5 Child 6 53. How n <i>Numbe</i>	er Required Min: 0 Max: 20
Child 4 Child 5 Child 6 53. How n <i>Numbe</i> 46. Are yo	er Required Min: 0 Max: 20 total children
Child 4 Child 5 Child 6 53. How n <i>Numbe</i> 46. Are yo	total children u currently expecting a baby?

	b)	No
Curr	ently n	o children
show	block	if Q53 answer is 0 AND Q46 selected choice is "No"
47.	Do νοι	u plan to have your own (biological) children someday?
	•	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
	c)	Don't know
[Q49	logic:	Show if Q47 selected choice is "Yes"]
49.	How m	nany biological children do plan to have in total?
	Numbe	r Required Min: 1 Max: 20
		total children
[Q51	l logic:	Show if Q47 selected choice is "Yes"]
51.	At wha	at age at the <u>latest</u> would you plan to have your first child ?
		r Required Min: 20 Max: 60
		years old
Curr	ently h	as children
show	block	if Q53 answer > 0
48.	Do you	u plan to have another (biological) child someday?
	Multiple	e choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
	c)	Don't know
[Q50) logic:	Show if Q48 selected choice is "Yes"]
50.	How m	nany more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

more children

[Q52 logic: Show if Q48 selected choice is "Yes"]

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

Number | Required | Min: 20 | Max: 60

___ years old

Set limit_opts to:

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

Health questions

69. The following items are about activities you might do during a typical day.

Are you *currently limited* in your ability to do these activities?

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

lim	it_opts

At least some limitation

show block if Q69 columns selected in any row includes any of "yes_a_lot", "yes_a_little"

20. Does your employer help you deal with some or all the limitations you mentioned while working?

Multiple choice | Required | Vertical | Single-select

- a) Yes, for all
- b) Yes, for some
- c) No

[Q21 logic: Show if Q20 selected choice is any of "Yes, for all", "Yes, for some"]

- 21. Can you describe how your employer helps you deal with your limitations? (Optional) *Text input* | *Optional* | *Multi-line*
- 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

63. 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

30. 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)

[Q33 logic: Show 50% of the time]

33. 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

[Q34 logic: Show 50% of the time]

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

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

Text input | Optional | Multi-line

Questions and Responses

SWAA September 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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?

- 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

45. 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 <u>work from home</u> 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q41 choices by row some choice is "Worked from home"

Set days_worked to Q41 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q41 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q41 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 onsite -> "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"

68. 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

[Q69 logic: Show if Q68 selected choice is "No"]

69. 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

[Q65 logic: Show if Q41 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"]

65. 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 <u>last week</u>?*

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

_____ hours

		if Q2 selected choice is any of "Working for pay, whether on business premises or n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Q_cur	rrent_employment Multiple choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	b)	I am a wage and salary employee who also earns a lot of <u>extra income from side</u> j <u>obs</u>
	c)	I am self-employed and run my own business
	d)	l earn most of my income as an independent contractor, freelancer, or gig worker.
		if Q5 selected choice is none of "I am self-employed and run my own business", "I of my income as an independent contractor, freelancer, or gig worker."
50.		v many locations (separate factories, offices, shops, etc.) does your primary over operate?
	Multipl	
	,	e choice Required Vertical Single-select
	a)	
		e choice Required Vertical Single-select
	a)	e choice Required Vertical Single-select Only 1 location
	a) b)	e choice Required Vertical Single-select Only 1 location 2 to 4 locations

49.	Counti	ing all of its locations, how many employees work for your primary employer?
	Multiple	e 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
		<pre>ver_multi_location to Q50 selected choice is any of "2 to 4 locations", "4 to 9 10 to 99 locations", "100+ locations"</pre>
72.	When	did your employer hire its <i>first employee (at <u>any</u> location)?</i>
	Multiple	e 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
	I)	2000 to 2005
	m)	1990 to 1999
	n)	1980 to 1989
	o)	Before 1980
51.	In wha	at year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q74 logic: Show if Q41 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 Q65 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q50 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

74. 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 ${\tt wfh_since_2020_question}$ to Show Q6 2/3 of time and Q570 1/3 of time

84. 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>

[Q83 logic: Show if Q84 selected choice is "No"]

83. 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
- 71. Looking one year ahead, how often would you like to have paid workdays at home?

- 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

70. *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
- 42. 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

75. 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
- I) 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*?

- 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
- I) 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]
- I) \$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

64. 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** <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, full time student
- d) Not working, other
- 39. 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 Q84 selected choice is "Yes"

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

[Q36 logic: Show 50% of time]

36. 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

[Q48 logic: Show 50% of time]

48. 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

[Q37 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

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

- 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

[Q38 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

38. 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 <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% ———	•• A	АII,	100%
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Valu	ue of W	FH questions
Eve	ryone	
76.		vould you feel about <u>working from home</u> 2 or 3 days a week, compared to <u>working</u> r employer's site every workday?
	Multipl	e choice Required Vertical Single-select Randomize
	a)	Positively, I would like to work from home 2 or 3 days a week.
	b)	Neutral
	c)	Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week.
_	-	: Show if Q76 selected choice is "Positively, I would like to work from home 2 week."]
30.		ig a <u>pay cut</u> would you accept to <u>work from home</u> 2 or 3 days a week (rather than <u>ag at your employer's site</u> every workday)?
	Multipl	e choice Required Vertical Single-select
	a)	None
	b)	A small pay cut, less than 5% of your current pay
	c)	5% to 10%
	d)	10% to 15%
	e)	15% to 25%
	f)	25% to 35%
	g)	More than a 35% pay cut
_	-	: Show if Q76 selected choice is "Negatively, I would not like to work from 3 days a week."]
24.		ig a <u>pay cut</u> would you accept to <u>work at your employer's site</u> every workday r than <u>working from home</u> 2 or 3 days a week)?
	Multipl	e choice Required Vertical Single-select
	a)	None

- b) A small pay cut, less than 5% of your current pay
 - c) 5% to 10%
 - d) 10% to 15%
 - e) 15% to 25%
 - f) 25% to 35%
 - g) More than a 35% pay cut

Follow-up

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" AND Q41 choices by row no choice is "Worked at employer or client site"

82. How would you feel about <u>working from home</u> 2 or 3 days a week, compared to <u>working</u> <u>from home</u> every workday?

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

- a) Positively, I would like to *work from home* **2 or 3 days a week.**
- b) Neutral
- c) Negatively, I would <u>not</u> like to <u>work from home</u> 2 or 3 days a week

[Q31 logic: Show if Q82 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

31. How big a pay cut would you accept to <u>work from home</u> 2 or 3 days a week (rather than <u>working from home</u> every workday)?

- a) None
- b) A small pay cut, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% pay cut

[Q25 logic: Show if Q82 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

25. How big a pay cut would you accept to <u>work from home</u> every workday (rather than <u>working from home</u> 2 or 3 days a week)?

Multiple choice | Required | Vertical | Single-select

- a) None
- b) A small pay cut, less than 5% of your current pay
- c) 5% to 10%
- d) 10% to 15%
- e) 15% to 25%
- f) 25% to 35%
- g) More than a 35% pay cut

Set limit_opts to:

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

Health questions

33. The following items are about activities you might do during a typical day.

Are you currently physically limited in your ability to do these activities?

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

	lin	nit_o	ots
Lifting or carrying more than 50 pounds (a 5-gallon water jug)			
Climbing more than one flight of stairs			
Walking 100 yards (the length of a football field)			
Sitting at a desk for <u>more than 1 hour</u>			
Bending, kneeling, or stopping			

Being on your feet for more than 1 hour At least some limitation show block if Q33 columns selected in any row includes any of "yes a lot", "yes a little" 20. Does your employer help you deal with some or all the physical limitations you mentioned while working? Multiple choice | Required | Vertical | Single-select Yes, for all a) Yes, for some b) c) No [Q21 logic: Show if Q20 selected choice is any of "Yes, for all", "Yes, for some"] 21. Can you describe how your employer helps you deal with your limitations? (Optional) Text input | Optional | Multi-line Set comfort opts to: Yes, very uncomfortable a) b) Yes, a little uncomfortable Not uncomfortable c) 32. The following items are about activities you might do during a typical day. Do you currently feel personally uncomfortable doing these activities? Matrix | Required | Group by: Row | Single-select | Randomize rows comfort opts Eating food in a common space (breakroom, cafeteria) Working under fluorescent light Using a public restroom Sharing a common workspace like an open floor plan office Participating in small talk with colleagues

 Working in crowded spaces

 Uncomfortable for 1+ situation

 show block if Q32 columns selected in any row includes any of "Yes_very_uncomfortable",

 "Yes_a_little_uncomfortable"

 34. Does your employer help you deal with some or all of the situations you find uncomfortable while working?

 Multiple choice | Required | Vertical | Single-select

 a)
 Yes, for all

 b)
 Yes, for some

 c)
 No

 [Q35 logic: Show if Q34 selected choice is any of "Yes, for all", "Yes, for some"]

 35. Can you describe how your employer helps you deal with your discomfort? (Optional)

Text input | Optional | Multi-line

News module

26. For general economic news, which of these sources do you regard as most reliable?

Please select up to three sources, and rank them as "1" being most reliable, "2" being the next most reliable, and so on.

Rank | Required | Randomize | Rank 1-3 options

- a) The Wall Street Journal
- b) The New York Times
- c) The Washington Post
- d) USA Today
- e) Fox News
- f) CNBC
- g) CNN
- h) MSNBC

- i) Bloomberg TV
 - j) Social media
 - k) Podcasts
 - I) Local newspaper
 - m) Other (specify) [text input]

[Q27 logic: Show if Q26 ranked choices in order includes "Social media"]

27. Which social media site or app do you regard as most reliable for <u>general economic</u> <u>news</u>?

Text input | Required | Multi-line

[Q28 logic: Show if Q26 ranked choices in order includes "Podcasts"]

28. Which **podcast** do you regard as most reliable for **general economic news**?

Text input | Required | Multi-line

[Q29 logic: Show 1/3 of time]

 Please list the sources that you find most useful for news related to your <u>personal</u> interests

Text input | Required | Multi-line

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

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

- 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

40. 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)

[Q43 logic: Show 50% of the time]

43. 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

[Q44 logic: Show 50% of the time]

44. 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
- 46. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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?

- 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 <u>work from home</u> 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?*

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

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 onsite -> "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 <u>last week</u>?*

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

_____ hours

1.1		
		if Q2 selected choice is any of "Working for pay, whether on business premises or n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Q_cur	rent_employment Multiple choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	b)	I am a wage and salary employee who also earns a lot of <u>extra income from side</u> j <u>obs</u>
	c)	I am self-employed and run my own business
	d)	l earn most of my income as an independent contractor, freelancer, or gig worker.
		if Q5 selected choice is none of "I am self-employed and run my own business", "I of my income as an independent contractor, freelancer, or gig worker."
54.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multipl	e choice Required Vertical Single-select
	a)	Only 1 location
	b)	2 to 4 locations
	c)	4 to 9 locations
	c) d)	4 to 9 locations 10 to 99 locations

53.	Count	ing all of its locations, how many employees work for your primary employer?
	Multipl	e 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
		<pre>ver_multi_location to Q54 selected choice is any of "2 to 4 locations", "4 to 9 10 to 99 locations", "100+ locations"</pre>
76.	When	did your employer hire its <i>first employee (at <u>any</u> location)?</i>
	Multipl	e 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
	I)	2000 to 2005
	m)	1990 to 1999
	n)	1980 to 1989
	o)	Before 1980
55.	ln wha	at 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 ${\tt wfh_since_2020_question}$ 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?

- 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
- I) 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*?

- 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
- I) 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]
- I) \$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?

- 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 <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%

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 <u>outside your regular working</u> <u>hours?</u>

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 <u>evenings, weekends</u> or otherwise <u>outside normal business hours?</u>

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 <u>current job</u>, 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 <u>2015 or later?</u>

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 <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	 Q_male_fathered Multiple choice Required Vertical Single-select Randomize a) Yes b) No 258 logic: Show if Q57 selected choice is "Yes"] c. 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] 	
show	/ block	if Q10 selected choice is "Male"
57.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
	Q_mal	le_fathered Multiple choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q58	8 logic	: Show if Q57 selected choice is "Yes"]
58.	How r	nany children <u>born in 2015 or later</u> are you the biological father of?
	Q_mai	le_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]
1		

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	Dropdown
	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	Dropdown	
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 i	f 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	4 logic:	Show if Q62 selected choice is "Yes"]	
64.	How m	/ many more biological children do you plan to have in total	
	Numbe	r Required Min: 1 Max: 20	
		more children	
[Q6	6 logic:	Show if Q62 selected choice is "Yes"]	
66.	At wha	t age <i>at the <u>latest</u> would you plan to have another child?</i>	
	Numbe	r 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?

- 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

Questions and Responses

WFH November 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

• <u>some_IP_non_US</u> — 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?

- 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

63. 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 <u>work from home</u> 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q59 choices by row some choice is "Worked from home"

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q59 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q59 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 onsite -> "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"

86. 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

[Q87 logic: Show if Q86 selected choice is "No"]

87. 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

[Q83 logic: Show if Q59 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"]

83. 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 <u>last week</u>?*

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

_____ hours

show	v block i	f Q2 selected choice is any of "Working for pay, whether on business premises or
		n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Q_cur.	rent_employment Multiple choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	b)	I am a wage and salary employee who also earns a lot of <u>extra income from side</u> <u>jobs</u>
	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.
		if Q5 selected choice is none of "I am self-employed and run my own business", "I f my income as an independent contractor, freelancer, or gig worker."
68.		/ many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multiple	e 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

67.	Count	ing all of its locations, how many employees work for your primary employer?
	e 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
		ver_multi_location to Q68 selected choice is any of "2 to 4 locations", "4 to 9 10 to 99 locations", "100+ locations"
90.	When	did your employer hire its <u>first</u> employee (at <u>any</u> location)?
	Multipl	e 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
	I)	2000 to 2005
	m)	1990 to 1999
	n)	1980 to 1989
	o)	Before 1980
69.	In wha	at year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q92 logic: Show if Q59 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 Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

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

[Q52 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

52. What type of facility best describes where you work?

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

- a) Office
- b) Factory or warehouse
- c) Retail
- d) Food, drink, or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

[Q53 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

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

a) Office

- b) Factory or warehouse
 - c) Retail
 - d) Food, drink, or accommodation
 - e) Construction, agriculture, or mining
 - f) School or university
 - g) Hospital or other healthcare

Set wfh since 2020 question to Show Q6 2/3 of time and Q570 1/3 of time

102. 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. 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

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

- 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
- 88. *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

Existing RTO

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

45. Has your main employer announced a new push for in-person work, for example a returnto-office (RTO) or return-to-work (RTW) mandate *in the past 6 months?*

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

- a) Full return -- 5+ days/week at the worksite
- b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

93. 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

- 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
- I) 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

47. Who is your employer?

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

- a) Federal government
- b) State government
- c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

49. Who is your employer?

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

- a) Federal government
- b) State government
- c) Local government
- d) A private sector employer

[Q44 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"]

44. Is your main job covered by a collective bargaining agreement?

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

- a) Yes
- b) No
- 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
- I) 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]
- I) \$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
- 82. 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
- 57. 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 Q102 selected choice is "Yes"

Set random efficiency question to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

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

Q wfh efficiency2 | Multiple choice | Required | Vertical | Single-select Worse -- I am less efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Better -- I am more efficient at home than working on business premises c) [Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2] How much more efficient are you working from home than on business premises? 55. Multiple choice | Required | Vertical | Single-select Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) e) 25% to 35% more efficient f) Over 35% more efficient [Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2] 56. How much *less efficient* are you working from home than on business premises? Multiple choice | Required | Vertical | Single-select Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) 15% to 25% less efficient d) 25% to 35% less efficient e) Over 35% less efficient f) 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
[Q10	6 logic	: Show if Q15 selected choice is "Yes"]
16.		nuch of your extra efficiency when working from home is due to the time you by not commuting?
	is due	se pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]
	Slider	Required Min: 0 Max: 100
	No	one , 0% ———•——— All, 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"

38. In your <u>current job</u>, do you currently feel any of the following? Please select all that apply.

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
- f) None of the above

Set rto_question_show to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 columns selected in any row includes "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-towork policy **requiring all employees to come into work 5+ days a week starting in** <u>January 2025</u>?

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

- a) <u>**Comply**</u> with the new policy
- b) <u>Start looking for a job</u> that lets me <u>work from home at least 1 day a week</u>, but comply if I don't find one by January
- c) **Quit** my job on or before January 2025, regardless of whether I got another job

Show 50% of time

New RTO Question

show block if Q102 selected choice is "Yes"

41. The latest labor market data shows the unemployment rate was 4.1% in October.

If a downturn in business conditions caused the <u>unemployment rate to double to 8.2%</u>, how do you think your ability to <u>work-from-home</u> would change?

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

- a) I'd get <u>more</u> work-from-home days each week
- b) No change in my ability to work from home
- c) I'd get <u>fewer</u> work-from-home days each week

Set downturn wfh_opts to:

- a) None -- 0 <u>work-from-home</u> days per week
- b) 1 work-from-home day per week
- c) 2 <u>work-from-home</u> days per week
- d) 3 <u>work-from-home</u> days per week
- e) 4 <u>work-from-home</u> days per week

f) 5 or more <u>work-from-home</u> days per week

42. If a downturn in business conditions caused the <u>unemployment rate to double to 8.2%</u>, how many <u>work-from-home</u> days per week would you expect to get?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: downturn_wfh_opts

43. Would you be willing to start or join a strike over any of the following job features?

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

	No	Maybe	Yes
Pay			
Non-pay benefits (e.g. paid time off, health insurance)			
Ability to work from home			
Hours			
Job security			

Fem	ale fer	tility
shov	v block	if Q10 selected choice is "Female"
70.	Have	you given birth to any children in <u>2015 or later?</u>
	Q_fen	nale_birthed Multiple choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q7	3 logic	: Show if Q70 selected choice is "Yes"]
73.	How r	many children have you given birth to <u>in 2015 or later?</u>
	Q_fen	nale_children Multiple choice Required Vertical Single-select
	a)	1 [TAG: 1]
	b)	2 [TAG: 2]
	c)	3 [TAG: 3]
	d)	4 [TAG: 4]

f) 6 [TAG: 6]

Male	e fertili	ty			
shov	v block	if Q10 selected choice is "Male"			
71.	. Are you the biological father of any children <i>born in <u>2015 or later?</u></i>				
	Q_mal	le_fathered Multiple choice Required Vertical Single-select Randomize			
	a)	Yes			
	b)	No			
[Q7	2 logic	: Show if Q71 selected choice is "Yes"]			
72.	How r	nany children <u>born in 2015 or later</u> are you the biological father of?			
	Q_mal	e_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

[Q84 logic: Show if birthed/fathered 1 child]

84. In what year was that child born?

Combination | Required

Child 1	Dropdown
	child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child]

85. In what year were those children born?

Combination | Required

Child 1	Dropdown	
Child 2	child_born_year_opts	
Child 3		
Child 4		
Child 5		
Child 6		

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

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

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

- a) Yes
- b) No

Currently has children

show block if Q81 answer > 0 OR Q74 selected choice is "Yes"

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

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

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

[Q78 logic: Show if Q76 selected choice is "Yes"]

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

Number | Required | Min: 1 | Max: 20

____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age *at the <u>latest</u>* would you plan to have another child? Number | Required | Min: 20 | Max: 60

___ years old

Currently no children

show block if Q81 answer is 0 AND Q74 selected choice is "No"

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

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

Number | Required | Min: 1 | Max: 20

total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age **at the <u>latest</u>** 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

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

58. 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)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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. Did you vote in the 2024 presidential election?

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

- a) Yes
- b) No

[Q51 logic: Show if Q50 selected choice is "Yes"]

51. Who did you vote for?

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

a) Kamala Harris

- b) Donald Trump
- c) Someone else
- d) Prefer not to say
- 64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA December 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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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?

- 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

63. 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 <u>work from home</u> 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q59 choices by row some choice is "Worked from home"

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q59 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q59 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 onsite -> "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"

86. 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

[Q87 logic: Show if Q86 selected choice is "No"]

87. 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

[Q83 logic: Show if Q59 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"]

83. 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 <u>last week</u>?*

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

_____ hours

		if Q2 selected choice is any of "Working for pay, whether on business premises or n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Q_cur	rrent_employment Multiple choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	b)	I am a wage and salary employee who also earns a lot of <u>extra income from side</u> <u>jobs</u>
	c)	I am self-employed and run my own business
	d)	l earn most of my income as an independent contractor, freelancer, or gig worker.
		if Q5 selected choice is none of "I am self-employed and run my own business", "I of my income as an independent contractor, freelancer, or gig worker."
68.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multipl	e choice Required Vertical Single-select
	a)	Only 1 location
	b)	2 to 4 locations
	c)	4 to 9 locations
	(ام	10 to 99 locations
	d)	

67.	Count	ing all of its locations, how many employees work for your primary employer?
	Multipl	e 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 Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"		
90.	When	did your employer hire its <u>first</u> employee (at <u>any</u> location)?
	Multipl	e 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
	I)	2000 to 2005
	m)	1990 to 1999
	n)	1980 to 1989
	o)	Before 1980
69.	In what year did you start working for your current employer?	

Number | Required | Min: 1950 | Max: 2024

[Q92 logic: Show if Q59 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 Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

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

[Q52 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

52. What type of facility best describes where you work?

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

- a) Office
- b) Factory or warehouse
- c) Retail
- d) Food, drink, or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

[Q53 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

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

a) Office

- b) Factory or warehouse
 - c) Retail
 - d) Food, drink, or accommodation
 - e) Construction, agriculture, or mining
 - f) School or university
 - g) Hospital or other healthcare

Set wfh since 2020 question to Show Q6 2/3 of time and Q570 1/3 of time

102. 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. 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

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

- 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
- 88. *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

Existing RTO

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

45. Has your main employer announced a new push for in-person work, for example a returnto-office (RTO) or return-to-work (RTW) mandate *in the past 6 months?*

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

- a) Full return -- 5+ days/week at the worksite
- b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

93. 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

- 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
- I) 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

47. Who is your employer?

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

- a) Federal government
- b) State government
- c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

49. Who is your employer?

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

- a) Federal government
- b) State government
- c) Local government
- d) A private sector employer

[Q44 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"]

44. Is your main job covered by a collective bargaining agreement?

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

- a) Yes
- b) No
- 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
- I) 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]
- I) \$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
- 82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

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

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

- b) Working from home 3 to 4 days per week
- c) Working from home 5+ days per week
- d) Working all days on business premises
- e) Not working, <u>full time student</u>
- f) Not working, other
- 57. 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 Q102 selected choice is "Yes"

Set random efficiency question to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

Q66 logic: Show 50% of time]

66. How does your efficiency working from home compare to your efficiency working on business premises? Q wfh efficiency2 | Multiple choice | Required | Vertical | Single-select Worse -- I am less efficient at home than working on business premises a) b) About the same -- I'm equally efficient in both places Better -- I am more efficient at home than working on business premises c) [Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2] How much *more efficient* are you working from home than on business premises? 55. Multiple choice | Required | Vertical | Single-select Under 5% more efficient a) 5% to 10% more efficient b) 10% to 15% more efficient c) 15% to 25% more efficient d) 25% to 35% more efficient e) Over 35% more efficient f) [Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2] How much *less efficient* are you working from home than on business premises? 56. Multiple choice | Required | Vertical | Single-select Under 5% less efficient a) 5% to 10% less efficient b) 10% to 15% less efficient c) d) 15% to 25% less efficient 25% to 35% less efficient e) Over 35% less efficient f) 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 <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%

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"

38. In your <u>current job</u>, do you currently feel any of the following? Please select all that apply.

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
- f) None of the above

Set rto_question_show to 50% new question 50% old question

Old RTO Question Show 50% of time [Q40 logic: Show if Q59 columns selected in any row includes "Worked from home"] 40. How would you respond if your employer announced a return-to-office (RTO) or return-to work policy requiring all employees to come into work 5+ days a week starting in January 2025? Multiple choice Required Vertical Single-select Randomize a) Comply with the new policy b) Start looking for a job that lets me work from home at least 1 day a week, but comply if I don't find one by January c) Quit my job on or before January 2025, regardless of whether I got another job Show 50% of time [[Q105 logic: Show if Q59 columns selected in any row includes "Worked from home"] 105. How likely do you think your employer will announce a return-to-office (RTO) policy requiring all employees to come into work 5+ days a week at some point in 2025? Multiple choice Required Vertical Single-select a) Very unlikely, less than 20% chance b) Uncertain - 40 to 60% chance c) Uncertain - 40 to 60% chance a) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols Pay						
[Q40 logic: Show if Q59 columns selected in any row includes "Worked from home"] 40. How would you respond if your employer announced a return-to-office (RTO) or return-to work policy requiring all employees to come into work 5+ days a week starting in January 2025? Multiple choice Required Vertical Single-select Randomize a) Comply with the new policy b) Start looking for a job that lets me work from home at least 1 day a week, but comply if I don't find one by January c) Quit my job on or before January 2025, regardless of whether I got another job Show 50% of time [Q105 logic: Show if Q59 columns selected in any row includes "Worked from home"] 105. How likely do you think your employer will announce a return-to-office (RTO) policy requiring all employees to come into work 5+ days a week <u>at some point in 2025?</u> Multiple choice Required Vertical Single-select a) Very unlikely, less than 20% chance b) Uncertain - 40 to 60% chance c) Uncertain - 40 to 60% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols	Old	RTO Q	uestion			
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 a) <u>Comply</u> with the new policy b) <u>Start looking for a job</u> that lets me work from home at least 1 day a week, but comply if I don't find one by January c) <u>Quit</u> my job on or before January 2025, regardless of whether I got another job Show 50% of time [Q105 logic: Show if Q59 columns selected in any row includes "Worked from home"] 105. How likely do you think your employer will announce a return-to-office (RTO) policy requiring all employees to come into work 5+ days a week <u>at some point in 2025?</u> <i>Multiple choice</i> <i>Required</i> <i>Vertical</i> <i>Single-select</i> a) Very unlikely, less than 20% chance b) Unlikely - 20 to 40% chance c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? <i>Matrix</i> <i>Required</i> <i>Group by: Row</i> <i>Single-select</i> <i>Randomize rows</i> <i>Randomize cols</i>	40.	work p	oolicy requiring all employees to come into work 5+ days a w	•	,	
 b) Start looking for a job that lets me work from home at least 1 day a week, but comply if I don't find one by January c) Quit my job on or before January 2025, regardless of whether I got another job Show 50% of time [Q105 logic: Show if Q59 columns selected in any row includes "Worked from home"] 105. How likely do you think your employer will announce a return-to-office (RTO) policy requiring all employees to come into work 5+ days a week <u>at some point in 2025?</u> <i>Multiple choice</i> <i>Required</i> <i>Vertical</i> <i>Single-select</i> a) Very unlikely, less than 20% chance b) Unlikely - 20 to 40% chance c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? <i>Matrix</i> <i>Required</i> <i>Group by: Row</i> <i>Single-select</i> <i>Randomize rows</i> <i>Randomize cols</i>		Multiple	e choice Required Vertical Single-select Randomize			
 comply if I don't find one by January c) Quit my job on or before January 2025, regardless of whether I got another job Show 50% of time [Q105 logic: Show if Q59 columns selected in any row includes "Worked from home"] 105. How likely do you think your employer will announce a return-to-office (RTO) policy requiring all employees to come into work 5+ days a week <u>at some point in 2025?</u> <i>Multiple choice</i> <i>Required</i> <i>Vertical</i> <i>Single-select</i> a) Very unlikely, less than 20% chance b) Unlikely - 20 to 40% chance c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? <i>Matrix</i> <i>Required</i> <i>Group by: Row</i> <i>Single-select</i> <i>Randomize rows</i> <i>Randomize cols</i>		a)	Comply with the new policy			
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requiring all employees to come into work 5+ days a week at some point in 2025? Multiple choice Required Vertical Single-select a) Very unlikely, less than 20% chance b) Unlikely - 20 to 40% chance c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols No Maybe	[Q1	05 logi	c: Show if Q59 columns selected in any row includes "Work	ed fi	om home	e"]
 a) Very unlikely, less than 20% chance b) Unlikely - 20 to 40% chance c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols No Maybe Yes	105.			•	,	, -
 b) Unlikely - 20 to 40% chance c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols 		Multiple	e choice Required Vertical Single-select			
 c) Uncertain - 40 to 60% change d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? 43. Would you be willing to start or join a strike over any of the following job features? 43. Mould you be willing to start or join a strike over any of the following job features? 43. Would you be willing to start or join a strike over any of the following job features? 43. Mould you be willing to start or join a strike over any of the following job features? 		a)	Very unlikely, less than 20% chance			
 d) Likely - 60 to 80% chance e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols 		b)	Unlikely - 20 to 40% chance			
 e) Very likely - 80% to 100% chance 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols 		c)	Uncertain - 40 to 60% change			
 43. Would you be willing to start or join a strike over any of the following job features? Matrix Required Group by: Row Single-select Randomize rows Randomize cols		d)	Likely - 60 to 80% chance			
Matrix Required Group by: Row Single-select Randomize rows Randomize cols		e)	Very likely - 80% to 100% chance			
No Maybe Yes	43.	Would	you be willing to start or join a strike over any of the following jo	b fea	itures?	
		Matrix	Required Group by: Row Single-select Randomize rows Random	nize d	ols	
Pay				No	Maybe	Yes
	Pay					+

Г

Non-pay benefits (e.g. paid time off, health insurance)		
Ability to work from home		
Hours		
Job security		

AI Use Questions

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include *ChatGPT*, *Gemini*, and *Midjourney*.

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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" AND Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

- a) ChatGPT
- b) Claude
- c) Gemini
- d) DALL-E
- e) Github Copilot
- f) Midjourney
- g) Perplexity
- h) Generative AI tools embedded in existing software (for example Microsoft Copilot)
- i) Other

Present at work last week

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

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Multiple choice | Required | Vertical | Single-select

- a) No, I did not use Generative AI for my job last week
- b) Yes, <u>one workday</u> last week
- c) Yes, more than one workday last week
- d) Yes, <u>every workday</u> last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job? Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

- b) Between 15 minutes and 1 hour per day
- c) Between 1 and 4 hours per day
- d) More than 4 hours per day

Set employed_no_ai_lastweek to Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q109 selected choice is "No, I did not use Generative AI for my job last week"

Set employed_not_working to Q2 selected choice is "Still employed and paid, but not
working"

Not present at work last week, or did not use AI last week

Show if employed but didn't use AI last week OR employed but no working

111. During the LAST 4 WEEKS, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

- a) Less than 15 minutes per day
- b) Between 15 minutes and 1 hour per day
- c) Between 1 and 4 hours per day
- d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113.	You indicated that you do not use Generative AI for your job.		
	Below	is a list of common reasons why people do not use Generative AI for their job.	
	Please	e select all that apply to you.	
	Multiple	e choice Optional Vertical Multi-select	
	a)	Generative AI cannot help with my job	
	b)	I am unsure how to use Generative AI effectively for my job	
	c)	My employer does not want me to use Generative Al	
	d)	I am unsure whether my employer wants me to use Generative AI	
	e)	My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption	
114.	Below job.	is another list of common reasons why people do not use Generative AI for their	
	Please	e select all that apply to you.	
	Multiple	e choice Optional Vertical Multi-select	
	a)	I have privacy or security concerns	
	b)	I have ethical concerns	
	c)	I am skeptical about the quality and accuracy of AI-generated output	
	d)	I am worried that using Generative AI could eventually replace some or all parts of my job	
	e)	I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output	
	f)	Other reasons	
Al us	se at ho	ome	
show	v block i	f Q106 selected choice is "Yes"	

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

	vill now job.	ask some final questions about your experiences with Generative Al outside			
116.	6. Do you use Generative Al outside your job ?				
	Multiple	e choice Required Vertical Single-select			
	a)	No			
	b)	Yes			
Uses	Gener	rative Al outside work			
show	block i	f Q116 selected choice is "Yes"			
117.		of the following Generative AI products do you use outside your job ? all that apply.			
	Multiple	e choice Required Vertical Multi-select Randomize Choose at least 1 option			
	a)	ChatGPT			
	b)	Claude			
	c)	Gemini			
	d)	DALL-E			
	e)	Github Copilot			
	f)	Midjourney			
	g)	Perplexity			
	h)	Generative AI tools embedded in existing software (for example, Microsoft Copilot)			
	i)	Other			
118.	You inc	dicated that you sometimes use Generative Al outside your job.			
	Did yo	u use Generative AI outside your job LAST WEEK?			
	Multiple	e choice Required Vertical Single-select			
	a)	No, I did not use Generative AI last week			
	b)	Yes <u>one</u> day last week			
	c)	Yes <u>more than one</u> day last week			
	d)	Yes <u>every</u> day last week			

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI outside your job.

On average how much time did you spend actively using Generative Al outside your job ?

Multiple choice | Required | Vertical | Single-select

- a) Less than 15 minutes per day
- b) Between 15 minutes and 1 hour per day
- c) Between 1 and 4 hours per day
- d) More than 4 hours per day

Al Outside work, no Al last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI outside your job ?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative Al outside your job.

On average, how much time did you spend actively using Generative AI outside your job ?

Multiple choice | Required | Vertical | Single-select

- a) Less than 15 minutes per day
- b) Between 15 minutes and 1 hour per day
- c) Between 1 and 4 hours per day
- d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative Al outside your job.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

- a) Generative AI cannot help with the type of tasks I do outside my job
- b) I am unsure how to use Generative AI effectively for the type of tasks I do outside my job
- c) I have privacy or security concerns
- d) I have ethical concerns
- e) I am skeptical about the quality and accuracy of AI-generate output
- f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create
- g) Other reasons
- 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

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

58. 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)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

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

Text input | Optional | Multi-line

Questions and Responses

SWAA January 2025

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

• <u>some IP non US</u> — Target N=0 Count if some_IP_non_US

<u>Legend</u>

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

63. 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 <u>work from home</u> 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]

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

Day of the	Did not work 6 or more	Worked <u>from</u>	Worked at employer or client
week	hours	<u>home</u>	<u>site</u>
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked <u>from</u> home	Worked at <u>employer or client</u> <u>site</u>

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

Set wfh last week to Q59 choices by row some choice is "Worked from home"

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q59 choices by row where value is "Worked at employer or client site"

Set days_worked_fromhome to Q59 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 onsite -> "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"

86. 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

[Q87 logic: Show if Q86 selected choice is "No"]

87. 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

[Q83 logic: Show if Q59 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"]

83. 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 <u>last week</u>?*

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

_____ hours

		if Q2 selected choice is any of "Working for pay, whether on business premises or n home", "Still employed and paid, but not working"
5.	Which	of the following best describes your current employment situation?
	Q_cur	rrent_employment Multiple choice Required Vertical Single-select
	a)	I am a wage and salary employee , and my <u>main job</u> accounts for most of my earnings
	b)	I am a wage and salary employee who also earns a lot of <u>extra income from side</u> <u>jobs</u>
	c)	I am self-employed and run my own business
	d)	l earn most of my income as an independent contractor, freelancer, or gig worker.
		if Q5 selected choice is none of "I am self-employed and run my own business", "I of my income as an independent contractor, freelancer, or gig worker."
68.		v many locations (separate factories, offices, shops, etc.) does your primary yer operate?
	Multipl	e choice Required Vertical Single-select
	a)	Only 1 location
	b)	2 to 4 locations
	c)	4 to 9 locations
	(ام	10 to 99 locations
	d)	

67. 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 50 to 99 employees c) d) 100 to 499 employees e) 500 to 4999 employees f) 5000+ employees Set employer_multi_location to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations" 90. When did your employer hire its *first employee (at any location)?* Multiple choice | Required | Vertical | Single-select 2025 a) 2024 b) 2023 c) 2022 d) 2021 e) 2020 f) 2019 g) h) 2018 i) 2017 j) 2016 2011 to 2015 k) I) 2006 to 2010 2000 to 2005 m) 1990 to 1999 n) o) 1980 to 1989 p) Before 1980

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

Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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 Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

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

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

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

- a) Office
- b) Factory or warehouse
- c) Retail
- d) Food, drink, or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"

53. If you had to come into the workplace, what type of facility would that be?

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

- a) Office
- b) Factory or warehouse
- c) Retail
- d) Food, drink, or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

Set wfh since 2020 question to Show Q6 2/3 of time and Q570 1/3 of time

102. 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. 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

89. 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
- 88. *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

Existing RTO

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

45. Has your main employer announced a new push for in-person work, for example a returnto-office (RTO) or return-to-work (RTW) mandate *in the past 6 months?*

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

93. How old are you?

Number | Required | Min: 20 | Max: 72

____ 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
- I) 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

47. Who is your employer?

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

- a) Federal government
- b) State government
- c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

49. Who is your employer?

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

- a) Federal government
- b) State government
- c) Local government
- d) A private sector employer

[Q44 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"]

44. Is your main job covered by a collective bargaining agreement?

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

a) Yes

b) No

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
- I) Other (please specify) [text input]

19. Approximately how much did you earn by working in 2024, 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]
- I) \$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
- 82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

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

Multiple choice | Required | Vertical | Single-select

- a) Working from home 1 to 2 days per week
- b) Working from home 3 to 4 days per week
- c) Working from home 5+ days per week
- d) Working all days on business premises
- e) Not working, full time student
- f) Not working, other
- 57. 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 Q102 selected choice is "Yes"

Set random efficiency question to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

Sho	w if "Be	tter" 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?				
	Multipl	e choice Required Vertical Single-select Randomize		
	a)	Yes		
	b)	No		
[Q1	6 logic	: Show if Q15 selected choice is "Yes"]		
16.		nuch of your extra efficiency when working from home is due to the time you by not commuting?		
	is due	e pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due e saved from your commute.]		
	Slider	Required Min: 0 Max: 100		
	No	one , 0% ———•——— All, 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"

38. In your <u>current job</u>, do you currently feel any of the following? Please select all that apply.

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

I

- e) Disappointment with your career prospects
- f) None of the above

Set rto question show to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-towork policy **requiring all employees to come into the workplace 5+ days a week starting in <u>February 2025**</u>?

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

- a) **<u>Comply</u>** with the new policy
- b) <u>Start looking for a job</u> that lets me <u>work from home at least 1 day a week</u>, but comply if I don't find one by February
- c) **Quit** my job on or before February 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week** <u>at some point in 2025?</u>

Multiple choice | Required | Vertical | Single-select

- a) Very unlikely, less than 20% chance
- b) Unlikely 20 to 40% chance
- c) Uncertain 40 to 60% chance
- d) Likely 60 to 80% chance
- e) Very likely 80% to 100% chance
- 43. Would you be willing to start or join a strike over any of the following job features?

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

	No	Maybe	Yes
Рау			
Non-pay benefits (e.g. paid time off, health insurance)			
Ability to work from home			
Hours			
Job security			

Male	e fertili	ty
shov	v block	if Q10 selected choice is "Male"
71.	Are yo	ou the biological father of any children <i>born in <u>2015 or later?</u></i>
	Q_mal	le_fathered Multiple choice Required Vertical Single-select Randomize
	a)	Yes
	b)	No
[Q7	2 logic	: Show if Q71 selected choice is "Yes"]
72.	How r	nany children <u>born in 2015 or later</u> are you the biological father of?
	Q_mal	le_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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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 No b) [Q73 logic: Show if Q70 selected choice is "Yes"] 73. 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] 3 [TAG: 3] c) d) 4 [TAG: 4] 5 [TAG: 5] e) 6 [TAG: 6] f)

Set num_children_since_2015 to number from Q_male_children or Q_female_children, otherwise 0

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
- k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	Dropdown
	child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1	Dropdown
Child 2	child_born_year_opts
Child 3	
Child 4	
Child 5	
Child 6	

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

Number | Required | Min: 0 | Max: 20

total children

74. Are you currently expecting a baby?

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

- a) Yes
- b) No

Currently no children

show block if Q81 answer is 0 AND Q74 selected choice is "No"

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]
77. How many biological children do plan to have in total?
Number | Required | Min: 1 | Max: 20
_____total children
[Q79 logic: Show if Q75 selected choice is "Yes"]
79. At what age at the latest would you plan to have your first child?
Number | Required | Min: 20 | Max: 60
_____years old

Has biological children show block if Q81 answer > 0 76. Do you plan to have another (biological) child someday? Multiple choice | Required | Vertical | Single-select | Randomize Yes a) b) No Don't know c) [Q78 logic: Show if Q76 selected choice is "Yes"] 78. How many more biological children do you plan to have in total? Number | Required | Min: 1 | Max: 20 more children [Q80 logic: Show if Q76 selected choice is "Yes"] 80. At what age *at the <u>latest</u> would you plan to have another 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

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

58. What year were you born?

Number | Required | Min: 1953 | Max: 2006

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

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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
- 64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line