

Variable dictionary for “WFH Code and Data: May 2020 to February 2024” version of the Survey of Working Arrangements and Attitudes (SWAA) dataset

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1. Variable Labels. See below for a brief explanation of each variable in the main data files: *WFHdata_[MonthYY].csv* and *WFHdata _[MonthYY]_noincreq.csv*. Our replication code in the files *WFH_updatedresults_Master_[MonthYY].do*, *WFH_WPresults_Master_[MonthYY].do* and *WFH_noincreq_Master_[MonthYY].do* label each of the variables using the same descriptions that appear below.

- *cratio100* "Weights to match CPS on {age x sex x education x earnings} , modified so that the relative weight of a given observation is 5 "

Note: Use these weights to produce *updated* statistics that use data from all survey waves of the SWAA (including April 2021 and later). The included code file “*WFH_updatedresults_Master_[MonthYY].do*” uses this variable to produce *updated* results that are analogous to those in the 28 April 2021 working paper version of “Why Working From Home Will Stick” by Barrero Bloom and Davis the paper results but use additional months of data after April 2021. Starting with the 5 October 2021 data release these are winsorized weights that avoid upweighting an individual observation by a large amount.

- *icratio100* "Weights to match CPS on {age x sex x education x earnings} x earnings, where the weights are modified before multiplying with earnings so that the relative weight of a given observation is 5 "

Note: This is just the earnings-weighted version of “*cratio100*.”

- *cratio100_2021m3* "Weights to match CPS on {age x sex x education x earnings} using data only up to March 2021 (all subsequent waves have a weight of zero)"

Note: Use these weights to reproduce the results from the 28 April 2021 working paper version of “Why Working From Home Will Stick” by Barrero Bloom and Davis. The included code file “*WFH_WPresults_Master_May21.do*” uses this variable to reproduce the results from the paper.

- *icratio100_2021m3* "Weights to match CPS on {age x sex x education x earnings} x earnings, using data only up to March 2021 (all subsequent waves have a weight of zero)"

Note: This is just the earnings-weighted version of “*cratio100_2021m3*.”

- *cratio100_nw* "Weights to match CPS on {age x sex x education x earnings}"

Note: These are the “raw” weights to match the CPS before adjusting to avoid giving any observation a relative weight of more than $1/N$, where N = total number of raw observations.

- icratio100_nw "Weights to match CPS on {age x sex x education x earnings} x earnings"

Note: This is just the earnings-weighted version of “cratio100_nw.”

- date "YYYYmM - survey wave"
- income "2019 Earnings, \$ Thousand"
- age_quant "Age in years"
- agebin "Age - categorical bins"
- educ_years "Years of education"
- education "Education - categorical"
- education_s "Education (simplified) - categorical"
- wfhcovid "100 x 1(WFH this week, i.e. during COVID)"
- wfhcovid_ever "100 x 1(Ever WFH during COVID)"
- wfhcovid_frac "Share of paid working days WFH this week (%), i.e. during COVID"
- numwfh_days_postCOVID_s_u "Desired share of paid working days WFH after COVID (%)"
- numwfh_days_postCOVID_boss_s_u "Employer planned share of paid working days WFH after COVID (%)"
- commutetime_quant "Commute time (mins)"
- wfh_feel_quant "How much of a raise/pay cut would you value WFH 2 to 3 days per week? (%)"
- wfh_expect_quant "Relative to expectations before COVID, how productive are you WFH during COVID? (%)"
- wfh_expect "Relative to expectations before COVID, how productive are you WFH during COVID? - categorical"
- wfh_able_quant "How efficient are you at working from home? (%)"
- wfh_eff_COVID_quant "How efficient are you WFH during COVID, relative to on business premises before COVID (%)"
- wfh_invest_quant "Money you & your employer invested in equipment/infrastructure to help you WFH effectively. This variable is winsorized during data preparation."
- wfh_hoursinvest "Hours invested in learning how to WFH effectively"
- work_spend_total "Total weekly spending on meals, entertainment, and shopping near work in 2019. This variable is winsorized during data preparation."
- female "100 x 1(Female)"

- redstate "100 x 1(Red State)"
- workstatus_current "Current working status - categorical"
- income_cat "2019 Earnings, \$ Thousand - categorical (detailed)"
- incomebin "2019 Earnings, \$ Thousand - categorical (coarse), string form"
- iincomebin "2019 Earnings, \$ Thousand - categorical (coarse)"
- ratio "Raw data weights, equal for all observations"
- work_industry "Industry of current or most recent job"
- censusdivision "Census Division of residence"
- region "State of residence"
- gender "Sex (binary)"
- gender_d "Sex, including 'Other or prefer not to say'"
- wfh_days_postCOVID_s "Desired number of paid WFH days after COVID - categorical"
- wfh_days_postCOVID_boss "Employer's planned number of paid WFH days after COVID - categorical"
- wfh_days_postCOVID_ss "Desired number of paid WFH days after COVID – categorical, bundling together rarely and never"
 - Note: The graphs in the paper use *wfh_days_postCOVID_ss*, our preferred variable, instead of *wfh_days_postCOVID_s*
- wfh_days_postCOVID_boss_ss "Employer's planned number of paid WFH days after COVID – categorical, bundling together rarely and never"
 - Note: The graphs in the paper use *wfh_days_postCOVID_boss_ss*, our preferred variable, instead of *wfh_days_postCOVID_boss*
- wfh_able "Are you able to do your job from home? - categorical bins, only for May 2020, July 2020 survey waves"
- wfh_able_qual "Are you able to do your job from home (at least partially)? - categorical Yes/No, only for October 2020 and subsequent survey waves"
- wfh_Dperception "How have perceptions of WFH changed among people you know since the start of the pandemic? - categorical"
- wfh_feel "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical"
- wfh_feel_detailed "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical, this version is most disaggregated and includes data from Sept. 2020 to Feb. 2021"
- wfh_feel_legacy "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical, based on legacy question"

- wfh_feel_quant_actual "Raise/pay cut value of WFH 2 or 3 days per week x Employer planned post-COVID WFH"
- logpop_den_job_preCOVID "Log(Population density of the ZIP code of pre-COVID Job)"
- logpop_den_Feb20 "Log(Population density of the ZIP code of February 2020 residence)"
- logpop_den_current "Log(Population density of the ZIP code of current residence)"
- logpop_den_job_current "Log(Population density of the ZIP code of current job business premises)"
- logpop_den_live_future "Log(Population density of the ZIP code of future (post-move) residence"
- wfh_eff_COVID "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical"
- wfh_eff_COVID_legacy "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical, based on legacy question"
- wfh_ownroom_notbed "100 x 1(Has their own room (not bedroom) to work in while WFH during COVID)"
- goodservices "Industry of current/most recent job is GOODS or SERVICES? - categorical"
- redblue_cook "State of residence Red (Republican) or Blue (Democrat)? - categorical"
- Dem_share_frac "Joe Biden vote share in 2020 GE - measured as of 12 Nov 2020 (%)"
- haschildren "100 x 1(Living with children under 18)"
- logincome "log(2019 labor earnings \$'000s)"
- internet_quality_quant "Internet quality - Fraction of time that internet works"
- habits_postCOVID "If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?"
- concern_vaccine "100 x 1(Would not return to pre-COVID activities completely out of concerns with vaccine safety/effectiveness/take-up) - select all that apply question"
- concern_socdist "100 x 1(Would not return to pre-COVID activities completely, gotten used to social distancing) - select all that apply question"
- concern_otherdisease "100 x 1(Would not return to pre-COVID activities completely out of concerns about other diseases) - select all that apply question"
- concern_none "100 x (No concerns preventing the return to pre-COVID activities)"
- child1_age "Age of child 1 - missing if fewer than 1 children. Only asked from 9/20 onwards"
- child2_age "Age of child 2 - missing if fewer than 2 children. Only asked from 9/20 onwards"
- child3_age "Age of child 3 - missing if fewer than 3 children. Only asked from 9/20 onwards"
- child4_age "Age of child 4 - missing if fewer than 4 children. Only asked from 9/20 onwards"

- child5_age "Age of child 5 - missing if fewer than 5 children. Only asked from 9/20 onwards"
- child6_age "Age of child 6 - missing if fewer than 6 children. Only asked from 9/20 onwards"
- child7_age "Age of child 7 - missing if fewer than 7 children. Only asked from 9/20 onwards"
- child8_age "Age of child 8 - missing if fewer than 8 children. Only asked from 9/20 onwards"
- live_adults "Do you currently live with a partner or other adults"
- live_children "Do you currently live with children under 18? -- categorical by youngest's age"
- hours_cc_you "Currently, how many hours of childcare each week are provided by you?"
- hours_cc_partner "Currently, how many hours of childcare each week are provided by your partner?"
- hours_cc_other "Currently, how many hours of childcare each week are provided by others, e.g. grandparents, babysitters?"
- hours_cc_you_precovid "Before COVID, how many hours of childcare each week were provided by you?"
- hours_cc_partner_precovid "Before COVID, how many hours of childcare each week were provided by your partner?"
- hours_cc_other_precovid "Before COVID, how many hours of childcare each week were provided by others, e.g. grandparents, babysitters?"
- wfh_invest_burs "Percent of money invested in equipment or infrastructure enabling WFH that was paid for or reimbursed by employer. Missing if no WFH or zero investment"
- occupation "Occupation (self-reported)"
- occupation_other "User description when selecting 'Other' occupation"
- race_ethnicity "Race/ethnicity -- categorical"
- race_ethnicity_s "Race/ethnicity -- categorical combines several small categories into 'Other'"
- hourly_wage "Hourly wage = (2019 income)/(pre-COVID weekly work hours * 50 weeks per year)"
- wfh_extraeff_comm_qual "Is time saved by not commuting part of your extra efficiency when working from home? - categorical"
- wfh_extraeff_comm_quant "How much of your extra efficiency when working from home is due to the time you save by not commuting? -- This equals zero if commuting time savings are not included, or if relative efficiency of WFH is negative "
- workhours_preCOVID "Hours worked per week pre-COVID"
- workhours_duringCOVID "Hours worked per week at the time of the survey (during COVID) -- if currently working, otherwise missing"

- extratime_1stjob "Percent of commute time savings spent working on primary or current job"
- extratime_2ndjob "Percent of commute time savings spent on a second or new secondary job"
- extratime_childcare "Percent of commute time savings spent on childcare"
- extratime_chores "Percent of commute time savings spent on home improvement, chores, or shopping"
- extratime_indoorleisure "Percent of commute time savings spent on leisure indoors (e.g. reading, watching TV and movies)"
- extratime_outdoorexercise "Percent of commute time savings spent on exercise or outdoor leisure"
- wfh_feel_new_qual "Assuming it doesn't matter for your pay, which working arrangements would you prefer after COVID is under control? - categorical"
- wfh_feel_pr_bp_quant0 "How much extra pay would it take for you to prefer working 5 days a week on your employer's premises after COVID is under control? - For those who prefer 2 days WFH and 3 days on premises. Equals zero if they already prefer 5 days per week on premises"
- wfh_feel_pr_hyb_quant0 "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? - For those who prefer 5 days on premises. Equals zero if they already prefer 2 days WFH and 3 on premises."
- vaccine_req_boss "Does or will your employer require you to be vaccinated to work on business premises? - categorical"
- vaccine_req_should_gen "Should employers require vaccination before letting workers return to the employer's worksite? - categorical"
- vaccine_req_should_myboss "Should your employer require vaccination before letting you and your co-workers return to the worksite? - categorical"
- prom_eff_1day_qual "If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years? - categorical"
- prom_eff_5day_qual "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? - categorical"
- prom_eff_1day_quant "How much of an increase in your chance of a promotion would working from home one more day per week than your co-workers cause?"
- prom_eff_5day_quant "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?"

- wfh_able_qual_May21 "Do you need to be physically present on business premises to perform your job (current or most recent)? - categorical"
- offer_employed_wfh1days "Would you be more or less likely to take the new job if it let you work from home 1 day a week? - categorical, employed respondents"
- offer_employed_wfh23days "Would you be more or less likely to take the new job if it let you work from home 2 to 3 day a week? - categorical, employed respondents"
- offer_employed_wfh45days "Would you be more or less likely to take the new job if it let you work from home 4 to 5 day a week? - categorical, employed respondents"
- offer_unemployed_wfh1days "Would you be more or less likely to take the job if it let you work from home 1 day a week? - categorical, unemployed respondents"
- offer_unemployed_wfh23days "Would you be more or less likely to take the job if it let you work from home 2 to 3 day a week? - categorical, unemployed respondents"
- offer_unemployed_wfh45days "Would you be more or less likely to take the job if it let you work from home 4 to 5 day a week? - categorical, unemployed respondents"
- wbp_react_qual "How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting [month-after-next]?"

Note: The question text typically specifies the 1st day of the month-after-next as the required return date. For example, the June 2021 wave specified "August 1, 2021." However, the August 2021 wave mistakenly specified "September 1, 2021", i.e. next month rather than month-after-next.

- videocall_small_qual "How does the efficiency of video calls for one-on-one and small group meetings (up to 4 people) compare to the efficiency of in-person meetings? - categorical"
- videocall_small_quant "How does the efficiency of video calls for one-on-one and small group meetings (up to 4 people) compare to the efficiency of in-person meetings? - quantitative"
- videocall_med_qual "How does the efficiency of video calls for medium sized group meetings (up to 5 to 10 people) compare to the efficiency of in-person meetings? - categorical"
- videocall_med_quant "How does the efficiency of video calls for medium sized group meetings (up to 5 to 10 people) compare to the efficiency of in-person meetings? - quantitative"
- videocall_large_qual "How does the efficiency of video calls for large sized group meetings (up to 10 or more people) compare to the efficiency of in-person meetings? - categorical"
- videocall_large_quant "How does the efficiency of video calls for large sized group meetings (up to 10 or more people) compare to the efficiency of in-person meetings? - quantitative"
- wfh_dow_preferM "Would choose Monday as one of 2 WFH days"
- wfh_dow_preferT "Would choose Tuesday as one of 2 WFH days"

- wfh_dow_preferW "Would choose Wednesday as one of 2 WFH days"
- wfh_dow_preferT "Would choose Thursday as one of 2 WFH days"
- wfh_dow_preferF "Would choose Friday as one of 2 WFH days"
- wfh_dow_preferNA "No preference for 2 WFH days"
- wfh_able_intcount "How much would your efficiency working from home increase if you had perfect high-speed internet?"
- employer_arr_qual "What plans does your employer have for working arrangements of full-time employees after COVID, in 2022 or later?"
- who_decides_wfhdays "Who decides which days and how many days employees work remotely?"
- wfh_days_postCOVID_boss_ty "After COVID, in 2022 and later, how many days a week will that typical employee work on business premises? - categorical"
- wfh_days_postCOVID_boss_ty_ss "After COVID, in 2022 and later, how many days a week will that typical employee work on business premises? - categorical bundling together rarely and never"
- choice_prefer "Which of the following would you prefer? a) Being able to choose which days you work from home (if any) b) Your employer sets a policy..."
- handshake_postCOVID "When you return to work in person, and you are introduced to somebody will you...?"
- handshake_preCOVID "Before COVID (in 2019), when you were introduced to somebody at work what did you do?"
- downloadspeed "Internet download speed from speed test. Winsorized at the 1st and 90th percentiles within each category of the 'internet_quality' variable"
- uploadspeed "Internet download speed from speed test. Winsorized at the 1st and 90th percentiles within each category from 'internet_quality' variable"
- self_employed "Which of the following best describes your current employment situation? - categorical"
- ownbusiness_sizecat "Excluding yourself but including employees and independent contractors, how many staff members are part of your business?"
- employer_sizecat "Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?"

Note: This variable is only available for respondents in the August 2021 and later waves who reported being employed and do not own their own business or earn most of their income as independent contractors.
- workstatus_current_new "Currently (this week) what is your work status? - categorical. Version of the question asked since November 2020"

Note: This variable is only available for respondents in the August 2021 and later waves who reported owning their own small business.

- numwfh_days_postCOVID_boss_pre "Employer planned share of paid working days WFH after COVID, before the most recent announcement made in the past 6 months (%)"
- wfh_postCOVID_boss_ann "In the last six months, has your employer announced new plans about working from home after the pandemic ends, in 2022 or later? - categorical"
- wfh_eff_COVID_qual "How does your efficiency working from home during the COVID-19 pandemic compare to your efficiency working on business premises before the pandemic? - categorical"
- wfh_eff_COVID_neg_d "How much less efficient are you while working from home than at the office - if less efficient"

Note: This variable gets deleted when processing the raw data as it is only used to clean the wfh_eff_COVID_quant variable for the updated results code.

- wfh_eff_COVID_pos_d "How much more efficient are you while working from home than at the office - if more efficient"
- wfh_eff_noCOVID_qual "How does your efficiency working from home compare to your efficiency working on business premises? - categorical"
- wfh_eff_noCOVID_neg_d "How much less efficient are you while working from home than at the office - if less efficient & got the question that doesn't mention COVID"
- wfh_eff_noCOVID_pos_d "How much more efficient are you while working from home than at the office - if more efficient & got the question that doesn't mention COVID"
- wfh_eff_COVID_question "Equals 1 if the respondent received the efficiency question that mentions COVID, 0 if they got the question that doesn't mention COVID"
- lesseff_reasons_noroom "Why are you less efficient when working from home? - I don't have a quiet room to work in"
- lesseff_reasons_kidsinterr "Why are you less efficient when working from home? - I am frequently interrupted by my kids"
- lesseff_reasons_adultsinterr "Why are you less efficient when working from home? - I am frequently interrupted by my partner or other adults I live with"
- lesseff_reasons_internet "Why are you less efficient when working from home? - I don't have an adequate internet connection"
- lesseff_reasons_equipment "Why are you less efficient when working from home? - I need specialized equipment to do my job"
- lesseff_reasons_homecomputer "Why are you less efficient when working from home? - My home computer is not good enough"
- lesseff_reasons_tasks "Why are you less efficient when working from home? - My job involves many tasks that cannot be done remotely"

- lesseff_reasons_other "Why are you less efficient when working from home? - Other"
- moreeff_reasons_quieter "Apart from saving time by not commuting, why are you more efficient when working from home? - My home is quieter and has fewer interruptions "
- moreeff_reasons_shortmeet "Apart from saving time by not commuting, why are you more efficient when working from home? - I have fewer or shorter meetings when working from home"
- moreeff_reasons_choreseff "Apart from saving time by not commuting, why are you more efficient when working from home? - Mealtimes, chores, and/or childcare are more efficient when I work from home"
- moreeff_reasons_internet "Apart from saving time by not commuting, why are you more efficient when working from home? - My internet connection is better at home"
- moreeff_reasons_equip "Apart from saving time by not commuting, why are you more efficient when working from home? - I have better equipment at home than at work"
- moreeff_reasons_lesstress "Apart from saving time by not commuting, why are you more efficient when working from home? - I feel less stressed at home"
- moreeff_reasons_other "Apart from saving time by not commuting, why are you more efficient when working from home? - Other"
- commutetime_towork "How long do you usually spend commuting to work (in minutes)?"
- commutetime_fromwork "How long do you usually spend commuting from work (in minutes)?"
- coworker_interactions "How much do you enjoy your personal interactions with coworkers at your employer's worksite?"
- client_interactions "How much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?"
- disability_qual "Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?"
- workteam_tasks_percent "To perform your job, what percentage of your tasks require collaboration as part of a team?"
- workteam_npeople "How many people belong to your main work team? (Top-coded at 50)"
- videocalls_preCOVID_percent "Before the pandemic, what percentage of your normal working day did you spend in video calls?"
- videocalls_current_percent "Currently, what percentage of your normal working day do you spend in video calls?"
- workteam_current_nmeetings "Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings. (Top-coded at 30)"

- `workteam_preCOVID_nmeetings` "Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings. (Top-coded at 30)"
- `boss_wfh_samedays` "Will your manager work from home on the same days as you after the pandemic is over?"
- `boss_wfh_unravel` "If your manager starts coming into your employer's place of business on some of your work-from-home days, what will you do?"
- `coworkers_wfh_samedays` "Will most of your coworkers work from home on the same days as you after the pandemic is over?"
- `coworkers_wfh_unravel` "If your coworkers start coming into your employer's place of business on some of your work-from-home days, what will you do?"
- `commutemode` "Before COVID how did you typically commute to work? - categorical"
- `commutemode_s` "Before COVID how did you typically commute to work? - categorical and simplified"
- `wbp_return_anxious` "On a scale of 0 to 10, how anxious are you about returning to work on business premises?"
- `quit_qual` "Have you quit or voluntarily left a job in the past 6 months? - categorical"
- `quit_date` "Month (within the past 6) when you most recently quit a job - date format"
- `wfh_less_stress` "How much do you agree: While working from home I am less stressed because I don't feel like I am constantly under supervision."
- `groomtime_commute` "How much time do you spend on grooming and getting ready for work when you commute to your employer's or client's worksite?"
- `groomtime_wfh` "How much time do you spend on grooming and getting ready for work when you work from home?"
- `drivealone_preCOVID_pct` "Driving alone: percent of commuting trips in 2019"
- `carpool_preCOVID_pct` "Carpool: percent of commuting trips in 2019"
- `publictr_preCOVID_pct` "Public transit: percent of commuting trips in 2019"
- `bicycle_preCOVID_pct` "Bicycle: percent of commuting trips in 2019"
- `walk_preCOVID_pct` "Walking: percent of commuting trips in 2019"
- `taxi_preCOVID_pct` "Taxi/ride hailing: percent of commuting trips in 2019"
- `nocommute_preCOVID_pct` "Did not commute pre-COVID (0 o 100)"
- `drivealone_current_pct` "Driving alone: percent of commuting trips currently"
- `carpool_current_pct` "Carpool: percent of commuting trips currently"
- `publictr_current_pct` "Public transit: percent of commuting trips currently"

- bicycle_current_pct "Bicycle: percent of commuting trips currently"
- walk_current_pct "Walking: percent of commuting trips currently"
- taxi_current_pct "Taxi/ride hailing: percent of commuting trips currently"
- nocommute_current_pct "Do not commute currently (0 o 100)"
- leavetime_preCOVID "In 2019 (before COVID), when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - categorical"
- leavetime_current "Currently, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - categorical"
- leavetime_preCOVID_quant "In 2019 (before COVID), when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - quantitative"
- leavetime_current_quant "Currently, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - quantitative"
- worktime_curr_home_pct "What percentage of your total working time do you currently spend at your home?"
- worktime_curr_ebp_pct "What percentage of your total working time do you currently spend at your employer's worksite"
- worktime_curr_client_pct "What percentage of your total working time do you currently spend at a client or customer's worksite?"
- worktime_curr_faf_pct "What percentage of your total working time do you currently spend at a friend or family member's home"
- worktime_curr_cowork_pct "What percentage of your total working time do you currently spend at a co-working space?"
- worktime_curr_public_pct "What percentage of your total working time do you currently spend at a public space (cafe library, etc.)?"
- worktime_des_home_pct "After the pandemic ends what percentage of your total working time would you like to spend at your home?"
- worktime_des_ebp_pct "After the pandemic ends what percentage of your total working time would you like to spend at your employer's worksite"
- worktime_des_client_pct "After the pandemic ends what percentage of your total working time would you like to spend at a client or customer's worksite?"
- worktime_des_faf_pct "After the pandemic ends what percentage of your total working time would you like to spend at a friend or family member's home"
- worktime_des_cowork_pct "After the pandemic ends what percentage of your total working time would you like to spend at a co-working space?"
- worktime_des_public_pct "After the pandemic ends what percentage of your total working time would you like to spend at a public space (cafe library, etc.)?"

- worktime_des_nowork "I don't plan to work in 2022"
- worktime_plan_home_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at your home?"
- worktime_plan_ebp_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at your employer's worksite"
- worktime_plan_client_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a client or customer's worksite?"
- worktime_plan_faf_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a friend or family member's home"
- worktime_plan_cowork_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a co-working space?"
- worktime_plan_public_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a public space (cafe library, etc.)?"
- worktime_plan_nowork "I don't plan to work in 2022"
- worksite_option "Do you currently have the option to work at more than one employer worksite?"
- worktime_remoteable_pct "What percentage of your total working time do you usually spend on tasks that can be done remotely?"
- worktime_nonremotable_why "Why can't you work remotely 100% of the time?"
- choice_dow_prefer "If your employer requires you to work on premises 3 days a week, which would you prefer?"
- wbp_dow_preferM "Would choose Monday as 1 of 3 on-premises days"
- wbp_dow_preferT "Would choose Tuesday as 1 of 3 on-premises days"
- wbp_dow_preferW "Would choose Wednesday as 1 of 3 on-premises days"
- wbp_dow_preferR "Would choose Thursday as 1 of 3 on-premises days"
- wbp_dow_preferF "Would choose Friday as 1 of 3 on-premises days"
- wfanywhere_qual "In 2022 and later, will your employer allow you to work from anywhere for one month each year?"
- cities_attn "In how many big cities with more than 500.000 inhabitants have you lived? Please insert the number *33*."
- who_decides_wfhdays "For employees who work from home, who decides their work-from-home schedule?"
- worktime_nonremotable_f2fcl "Can't work remotely: need face-to-face interactions with clients/customers"

- `worktime_nonremotable_f2fco` "Can't work remotely: need face-to-face interactions with colleagues"
- `worktime_nonremotable equip` "Can't work remotely: need to interact with physical equipment on premises"
- `worktime_nonremotable_other` "Can't work remotely: other"
- `workstatus_monday` "Monday of last week, did you work a full day (6+ hours), and if so where?"
- `workstatus_tuesday` "Tuesday of last week, did you work a full day (6+ hours), and if so where?"
- `workstatus_wednesday` "Wednesday of last week, did you work a full day (6+ hours), and if so where?"
- `workstatus_thursday` "Thursday of last week, did you work a full day (6+ hours), and if so where?"
- `workstatus_friday` "Friday of last week, did you work a full day (6+ hours), and if so where?"
- `workstatus_saturday` "Saturday of last week, did you work a full day (6+ hours), and if so where?"
- `workstatus_sunday` "Sunday of last week, did you work a full day (6+ hours), and if so where?"
- `wfhcovid_fracmat` "Share of paid working days WFH this week (%), i.e. during COVID - from 'matrix' days-of-week question"
- `grass_color_attnfull` "What color is grass? Make sure that you select purple as an answer so we know you are paying attention."
- `who_sets_wfhsched` "Who sets your work-from-home schedule?"
- `factors_wfhsched_cow` "Coordinating with coworkers is a factor to consider when setting your WFH schedule"
- `factors_wfhsched_spouse` "Coordinating with spouse is a factor to consider when setting your WFH schedule"
- `factors_wfhsched_client` "Coordinating with customers/clients is a factor to consider when setting your WFH schedule"
- `factors_wfhsched_traffic` "Commuting when there's less traffic/congestion is a factor to consider when setting your WFH schedule"
- `common_varying_sched` "What type of work-from-home schedule does your manager or employer set?"
- `wfh_handle_chores` "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)?"
- `showerbathe_wbp` "Do you shower/bathe each morning when you travel to work?"

- brushteeth_wbp "Do you brush your teeth each morning when you travel to work?"
- deodorant_wbp "Do you use deodorant each morning when you travel to work?"
- makeup_wbp "Do you put on makeup each morning when you travel to work?"
- shave_wbp "Do you shave each morning when you travel to work?"
- freshclothes_wbp "Do you wear fresh clothes each morning when you travel to work?"
- alarm_wbp "Do you set an alarm each morning when you travel to work?"
- showerbathe_wfh "Do you shower/bathe each morning when you work from home?"
- brushteeth_wfh "Do you brush your teeth each morning when you work from home?"
- deodorant_wfh "Do you use deodorant each morning when you work from home?"
- makeup_wfh "Do you put on makeup each morning when you work from home?"
- shave_wfh "Do you shave each morning when you work from home?"
- freshclothes_wfh "Do you wear fresh clothes each morning when you work from home?"
- alarm_wfh "Do you set an alarm each morning when you work from home?"
- commute_mode_faf "Commuting mode to the friends and family home"
- commute_mode_cowork "Commuting mode to the co-working space"
- commute_mode_public "Commuting mode to the public space"
- commutetime_to_faf "Commuting time to the friends and family home (mins)"
- commutetime_to_cowork "Commuting time to the co-working space (mins)"
- commutetime_to_public "Commuting time to the public space (mins)"
- commutetime_from_faf "Commuting time from the friends and family home (mins)"
- commutetime_from_cowork "Commuting time from the co-working space (mins)"
- commutetime_from_public "Commuting time from the public space (mins)"
- party_affiliation "Do you usually think of yourself as a Republican, Democrat, Independent, or what?"
- party_affiliation_s "Do you usually think of yourself as a Republican, Democrat, Independent, or what? (simplified variable)"
- leanDem "100 x 1(Democrat or Independent, close to Democrat)"
- leanRep "100 x 1(Republican or Independent, close to Republican)"
- leanInd "100 x 1(Independent, neither party)"
- Dem_self "100 x 1(Democrat)"
- Rep_self "100 x 1(Republican)"
- Ind_self "100 x 1(Independent)"

- numwfh_days_postCOVID_boss_s_u_l "Employer planned share of paid working days WFH after COVID (%) - this version does not reclassify workers w/o clear indications from their employers based on current working status"
- infection_labsearch_avoid "In my job search, I avoid jobs with high infection risk"
- infection_labsearch_highpay "In my job search, I require higher pay for jobs with high infection risk"
- infection_labsearch_benefits "In my job search, I require higher benefits for jobs with high infection risk"
- infection_labsearch_wfhpref "In my job search, I prefer jobs allowing me to work from home"
- infection_labsearch_no "Worries about infection don't affect my job search"
- labsearch_qual "Which of the following best describes your job search (with respect to WFH)?"
- infection_lfp "Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?"
- wfh_lfp "Would you start seeking work if you were guaranteed to find a job allowing you to work from home?"
- coworkers_samedays_pref "Would you like your co-workers to come into work on the same days as you?"
- wfh_coordinate_eff "Which of the following would make your job more efficient?"
- wfh_coordinate_pref "Which of the following would you prefer?"
- wbp_smallmeet_pref "When you are working on your employer's premises, how would you like to hold small meetings with your coworkers?"
- wfh_top3benefits_commute "Top 3 benefits of WFH include: No commute"
- wfh_top3benefits_groom "Top 3 benefits of WFH include: Less time getting ready"
- wfh_top3benefits_flex "Top 3 benefits of WFH include: Flexibility on when I work"
- wfh_top3benefits_meetings "Top 3 benefits of WFH include: Fewer meetings"
- wfh_top3benefits_quiet "Top 3 benefits of WFH include: Individual quiet time"
- wfh_top3benefits_family "Top 3 benefits of WFH include: More time with family/friends"
- wfh_top3benefits_other "Top 3 benefits of WFH include: Other"
- wfh_top3benefits_num "Number of benefits of WFH chosen"
- wbp_top3benefits_collab "Top 3 benefits of WBP include: Face-toface collaboration"
- wbp_top3benefits_social "Top 3 benefits of WBP include: Socializing"
- wbp_top3benefits_facetime "Top 3 benefits of WBP include: Face time with manager"

- wbp_top3benefits_equip "Top 3 benefits of WBP include: Better equipment"
- wbp_top3benefits_quiet "Top 3 benefits of WBP include: Quiet"
- wbp_top3benefits_bound "Top 3 benefits of WBP include: Work/personal time boundaries"
- wbp_top3benefits_other "Top 3 benefits of WBP include: Other"
- wbp_top3benefits_num "Number of benefits of WBP chosen"
- wfhcovid_cpsq "100 x (At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?) - numeric"
- wfhcovid_fracmat_all "Share of paid working days WFH this week (%), i.e. during COVID - from `matrix` days-of-week question. This version for ALL respondents (not just those currently working)"
- whfcovid_cpsq_posend "Equals 1 if CPS question about telework appears at the end of the survey. 0 otherwise."
- freq_nonwork_car "How frequently do you use a car for non-work trips? - qualitative"
- freq_nonwork_taxi "How frequently do you use a taxi/rideshare for non-work trips? - qualitative"
- freq_nonwork_transit "How frequently do you use public transit for non-work trips? - qualitative"
- freq_nonwork_bike "How frequently do you use a bicycle for non-work trips? - qualitative"
- freq_nonwork_walk "How frequently do you walk for non-work trips? - qualitative"
- worktime_nonremoteable_pct "What percentage of your total working time do you usually spend on tasks that cannot be done remotely?"
- workstatus_current_d "Currently (this week) what is your work status - detailed version prior to November 2020"
- income_year "Year corresponding to the main labor earnings question used to construct weights for the respondent."
- infectionfear_car "On a scale of 0 to 4, how concerned are you about getting infected with a serious illness (e.g. COVID-19) each time you travel by car?"
- infectionfear_taxi "On a scale of 0 to 4, how concerned are you about getting infected with a serious illness (e.g. COVID-19) each time you travel by taxi/rideshare?"
- infectionfear_bus "On a scale of 0 to 4, how concerned are you about getting infected with a serious illness (e.g. COVID-19) each time you travel by bus?"
- infectionfear_subway "On a scale of 0 to 4, how concerned are you about getting infected with a serious illness (e.g. COVID-19) each time you travel by subway?"
- infectionfear_train "On a scale of 0 to 4, how concerned are you about getting infected with a serious illness (e.g. COVID-19) each time you travel by commuter train?"

- infectionfear_bikewalk "On a scale of 0 to 4, how concerned are you about getting infected with a serious illness (e.g. COVID-19) each time you travel by bicycle or walking?"
- forcedchoice_prefer "If your employer said you need to come to work in person two days a week, which would you prefer?"
- device_used "What device are you using to answer this survey?"
- wfh_interviewing "Has working from home made it easier or harder to interview for prospective new jobs?"
- work_facility "What type of facility best describes where you work (or worked in your most recent job)?"
- mask_indoorsatwork "In the past week, how often did you wear a face mask indoors at work?"
- mask_outdoorsleisure "In the past week, how often did you wear a face mask outdoors for leisure?"
- mask_whendriving "In the past week, how often did you wear a face mask when driving your own car?"
- mask_home "In the past week, how often did you wear a face mask in your own house?"
- mask_indoorsleisure "In the past week, how often did you wear a face mask indoors for leisure?"
- work_computer_pct "When working, what percentage of the time are you using a laptop or desktop computer?"
- occupation_clean "Occupation (self-reported and reassigning 'Other' occupations based on description)"
- sum3plus4 "What is 3 + 4?"

Note: We first asked this question in the March 2022 survey but did not allow respondents to complete it if they did not answer correctly. From April 2022 we do allow respondents to continue if they get it wrong and intend to use it as part of our battery of attention check questions.

- boss_plan_implement "Are you already following your employer's plan for post-COVID working arrangements?"
- interview_time_remote "How many hours does it take to interview for a prospective job via an online interview?"
- interview_time_inperson "How many hours does it take to interview for a prospective job via an in-person interview?"
- employer_days_meet "Last week, did you come into work as many days as your employer wanted you to come in?"
- wbp_days_comein "Days came into work last week"

- wbp_days_empwant "Days employer wanted you to come into work"
- fewerdays_punishment "How has your employer responded to employees who work on business premises fewer days than requested?"

Note: This variable applies to the May 2022 version of the underlying survey question, which allowed respondents to pick a single answer. The June 2022 and later versions of the question allow for multiple answers, resulting in the separate variables names "fewerdays_..." below.

- handshake_current "Currently, when you are introduced to somebody at work, what do you do?"
- fewerdays_nothing "Nothing - if come into work less than employer requests"
- fewerdays_verbal "Verbal reprimand - if come into work less than employer requests"
- fewerdays_perfrev "Negative performance review - if come into work less than employer requests"
- fewerdays_lesspay "Pay cut or bonus - if come into work less than employer requests"
- fewerdays_threat "Threat to terminate - if come into work less than employer requests"
- fewerdays_terminate "Termination - if come into work less than employer requests"
- fewerdays_other "Other - if come into work less than employer requests"
- fewerdays_dontknow "Don't know - if come into work less than employer requests"
- fewerdays_user "User input for other - if come into work less than employer requests"
- failcomplete_nothing "Nothing - if consistently fail to complete work on time"
- failcomplete_verbal "Verbal reprimand - if consistently fail to complete work on time"
- failcomplete_perfrev "Negative performance review - if consistently fail to complete work on time"
- failcomplete_lesspay "Pay cut or bonus - if consistently fail to complete work on time"
- failcomplete_threat "Threat to terminate - if consistently fail to complete work on time"
- failcomplete_terminate "Termination - if consistently fail to complete work on time"
- failcomplete_other "Other - if consistently fail to complete work on time"
- failcomplete_dontknow "Don't know - if consistently fail to complete work on time"
- failcomplete_user "User input for other - if consistently fail to complete work on time"
- infection_labsearch_avoid_nofi "Indicator equal to 1 if 'No' option shown first for infection_labsearch_avoid question"
- infection_labsearch_highpay_nofi "Indicator equal to 1 if 'No' option shown first for infection_labsearch_highpay question"

- infection_labsearch_benef_nofi "Indicator equal to 1 if 'No' option shown first for infection_labsearch_benefits question"
- infection_labsearch_wfhpref_nofi "Indicator equal to 1 if 'No' option shown first for infection_labsearch_wfhpref question"
- infection_labsearch_no_nofi "Indicator equal to 1 if 'No' option shown first for infection_labsearch_no question"
- labsearch_qual_nofi "Indicator equal to 1 if 'No' option shown first for labsearch_qual question"
- infection_lfp_nofi "Indicator equal to 1 if 'No' option shown first for infection_lfp question"
- wfh_lfp_nofi "Indicator equal to 1 if 'No' option shown first for wfh_lfp_nofi question"
- npeople_engage_work_cat "During a typical workday, how many coworkers, customers, and clients do you engage in person or by video?"
- meetings_workday_pct "What percentage of your typical workday do you spend meeting or talking to people?"
- meetings_cow_pct "What percentage of your typical workday do you spend in meetings that include coworkers?"
- nilf_mainreason_HPS_clean "What is your main reason for not working for pay or profit?"
- big5_vividimagination "Big 5: I have a vivid imagination"
- big5_sympathize "Big 5: I sympathize with others' feelings"
- big5_makeamess "Big 5: I make a mess of things"
- big5_lifeoftheparty "Big 5: I am the life of the party"
- big5_moodswings "Big 5: I have frequent mood swings"
- big5_donttalk "Big 5: I don't talk a lot"
- big5_notabstract "Big 5: I am not interested in abstract ideas"
- big5_forgetputback "Big 5: I often forget to put things back in their proper place"
- big5_seldomblue "Big 5: I seldom feel blue"
- big5_notinterestedothers "Big 5: I am not really interested in others"
- big5_feelothersemotions "Big 5: I feel others' emotions"
- big5_getupseteasily "Big 5: I get upset easily"
- big5_getchoresdone "Big 5: I get chores done right away"
- big5_notgoodimagination "Big 5: I do not have a good imagination"
- big5_keepinbackground "Big 5: I keep in the background"
- big5_diffabstract "Big 5: I have difficulty understanding abstract ideas"

- big5_relaxed "Big 5: I am relaxed most of the time"
- big5_nototherproblems "Big 5: I am not interested in other people's problems"
- big5_talktodiffpeople "Big 5: I talk to a lot of different people at parties"
- big5_likeorder "Big 5: I like order"
- job_att_rank_advance "Job attributes rank: chances for advancement (1 = Most important)"
- job_att_rank_important "Job attributes rank: important and feeling of accomplishment (1 = Most important)"
- job_att_rank_nofire "Job attributes rank: No danger of being fired (1 = Most important)"
- job_att_rank_income "Job attributes rank: High income (1 = Most important)"
- job_att_rank_hours "Job attributes rank: Short working hours, lots of free time (1 = Most important)"
- life_rank_family "Life priorities: Family (1 = Most important)"
- life_rank_friends "Life priorities: Friends (1 = Most important)"
- life_rank_work "Life priorities: Work (1 = Most important)"
- life_rank_politics "Life priorities: Politics (1 = Most important)"
- life_rank_leisure "Life priorities: Leisure time (1 = Most important)"
- life_rank_religion "Life priorities: Religion/spirituality (1 = Most important)"
- work_firm_succeed "I am willing to work harder to help the firm I work for succeed."
- wfh_top3benefits_gaslunch "Top 3 benefits of WFH include: Saving on gas and lunch costs"
- wbp_top3benefits_mentoring "Top 3 benefits of WBP include: Better professional development, learning, mentoring"
- CSA_job_curr "Combined Statistical Area (City) of current job's business premises"
- CSA_live_curr "Combined Statistical Area (City) of current residence"
- wfh_eff_noCOVID_randi "Binary indicator for whether we randomized response options in the efficiency question"
- work_industry_tech "Is your current (or most recent) job in the tech sector?"
- habitsrev_postCOVID "Same as habits_postCOVID but with reverse order of response options"
- jobsearch_changes_order "Order of response options: infection_labsearch_* questions"
- jobsearch_wfh_order "Order of response options: labsearch_qual question"
- notlooking_reasons_order "Order of response options: infection_lfp"
- start_looking_order "Order of response options: wfh_lfp"
- wfh_eff_noCOVID_order "Order of options shown in wfh_eff_noCOVID_qual"

- female_fertility_qual "Have you given birth to any children in 2015 or later?"
- male_fertility_qual "Are you the biological father of any children born in 2015 or later?"
- female_fertility_quant "How many children have you given birth to in 2015 or later?"
- male_fertility_quant "How many children born in 2015 or later are you the biological father of?"
- child`i`_birthyear_f "Birth year of biological child `i` - missing if fewer than `i` children. Only asked from 11/22 onwards."
 - Note: The above describes variables for $i = 1, 2, 3, 4, 5, 6$.
- children_des_wfhself "Factor in the decision to have children: OWN ability to WFH"
- children_des_housing "Factor in the decision to have children: housing costs"
- children_des_healthcare "Factor in the decision to have children: access to health insurance/care"
- children_des_wfhpartner "Factor in the decision to have children: PARTNER's ability to WFH"
- children_des_careerself "Factor in the decision to have children: OWN career prospects"
- children_des_careerpart "Factor in the decision to have children: PARTNER's career prospects"
- children_des_tax "Factor in the decision to have children: tax benefits/credits"
- children_des_childcare "Factor in the decision to have children: childcare costs"
- manage_employees_qual "Do you directly manage or supervise other employees in your organization?"
- manage_employees_quant "How many employees do you directly manage or supervise?"
- mycamera_on_2to4person "During 2 to 4 person work meetings on video-conferencing platforms, how often do you have your camera on?"
- mycamera_on_5to10person "During 5 to 10 person work meetings on video-conferencing platforms, how often do you have your camera on?"
- mycamera_on_10to30person "During 10 to 30 person work meetings on video-conferencing platforms, how often do you have your camera on?"

- mycamera_on_30plusperson "During >30 person work meetings on video-conferencing platforms, how often do you have your camera on?"
- othcamera_on_2to4person "During 2 to 4 person work meetings on video-conferencing platforms, how often do others have their camera on?"
- othcamera_on_5to10person "During 5 to 10 person work meetings on video-conferencing platforms, how often do others have their camera on?"
- othcamera_on_10to30person "During 10 to 30 person work meetings on video-conferencing platforms, how often do others have their camera on?"
- othcamera_on_30plusperson "During >30 person work meetings on video-conferencing platforms, how often do others have their camera on?"
- mycamera_eff_2to4person "During 2 to 4 person work meetings on video-conferencing platforms, how does having your camera on (showing your face) impact your engagement?"
- mycamera_eff_5to10person "During 5 to 10 person work meetings on video-conferencing platforms, how does having your camera on (showing your face) impact your engagement?"
- mycamera_eff_10to30person "During 10 to 30 person work meetings on video-conferencing platforms, how does having your camera on (showing your face) impact your engagement?"
- mycamera_eff_30plusperson "During >30 person work meetings on video-conferencing platforms, how does having your camera on (showing your face) impact your engagement?"
- othcamera_eff_2to4person "During 2 to 4 person work meetings on video-conferencing platforms, how does having their camera on (showing their face) impact others' engagement?"
- othcamera_eff_5to10person "During 5 to 10 person work meetings on video-conferencing platforms, how does having their camera on (showing their face) impact others' engagement?"
- othcamera_eff_10to30person "During 10 to 30 person work meetings on video-conferencing platforms, how does having their camera on (showing their face) impact others' engagement?"

- othcamera_eff_30plusperson "During >30 person work meetings on video-conferencing platforms, how does having their camera on (showing their face) impact others' engagement?"
- camera_column_order "Order of responses shown for camera questions - low_to_high or high_to_low"
- random_day_of_week "Day of week reference for interaction question"
- work_random_dow "Last random_day_of_week did you: WFH, come into work, or not work?"
- mins_getting_mentored "Interaction: getting mentored (mins)"
- mins_mentoring_others "Interaction: mentoring others (mins)"
- mins_disc_ownperform "Interaction: discussing your performance w/ supervisor (mins)"
- mins_disc_othperform "Interaction: discussing performance of managees (mins)"
- mins_training "Interaction: training (mins)"
- mins_profdev "Interaction: professional development and learning (mins)"
- limit_vigorous "Does your health currently limit you in doing vigorous activities?"
- limit_moderate "Does your health currently limit you in doing moderate activities?"
- limit_lifting "Does your health currently limit you in lifting/carrying groceries?"
- limit_severalflights "Does your health currently limit you in climbing several flights of stairs?"
- limit_oneflight "Does your health currently limit you in climbing one flight of stairs?"
- limit_kneeling "Does your health currently limit you in bending, kneeling, or stopping?"
- limit_mileplus "Does your health currently limit you in walking more than one mile?"
- limit_severalblocks "Does your health currently limit you in walking several blocks?"
- limit_oneblock "Does your health currently limit you in walking one block?"
- limit_bathdress "Does your health currently limit you in bathing or dressing yourself?"
- subj_wellbeing "Subjective wellbeing ladder - best life at 10 worst at 0, on which step do you currently stand?"
- children_household_yesno "Are there children under 18 living in your household?"
- covid_test_positive "Have you had a positive diagnosis for COVID-19?"

- covid_believe_positive "Despite not testing positive, do you believe you have had COVID-19?"
- covid_long_qual "Did you have any symptoms lasting 3 months or longer that you did not have prior to having COVID?"
- covid_long_close_qual "Have any close friends or family members experienced COVID symptoms lasting 3 months or longer?"
- covid_vuln_care_qual "Do you live with or care for someone who would be more vulnerable than the general population to COVID or other infectious diseases?"
- ever_meet_coworkers "Do you ever meet with your coworkers in person?"
- long_meet_coworkers "When you do meet your coworkers, for how long do you meet?"
- workday_exercise "Last [random day of the week] EXERCISED during the workday"
- workday_readleisure "Last [random day of the week] READ FOR LEISURE during the workday"
- workday_gaming "Last [random day of the week] PLAYED A PHONE/COMPUTER GAME during the workday"
- workday_chores "Last [random day of the week] DID CHORES during the workday"
- workday_childcare "Last [random day of the week] DID CHILDCARE during the workday"
- workday_errands "Last [random day of the week] DID PERSONAL ERRANDS during the workday"
- workday_other "Last [random day of the week] DID OTHER during the workday"
- workday_none "Last [random day of the week] DID NONE OF THE ABOVE during the workday"
- workcomm_email "Uses EMAIL to communicate for work purposes"
- workcomm_slack "Uses SLACK to communicate for work purposes"
- workcomm_textpersonal "Uses MESSAGING ON PERSONAL PHONE to communicate for work purposes"
- workcomm_zoom "Uses ZOOM to communicate for work purposes"
- workcomm_teams "Uses MICROSOFT TEAMS to communicate for work purposes"
- workcomm_officephone "Uses OFFICE PHONE CALLS to communicate for work purposes"

- workcomm_personalphone "Uses HOME/PERSONAL PHONE CALLS to communicate for work purposes"
- workcomm_none "Uses NONE OF THE ABOVE to communicate for work purposes"
- workcomm_freq_email "How often do you use EMAIL to communicate for work purposes?"
- workcomm_freq_slack "How often do you use SLACK to communicate for work purposes?"
- workcomm_freq_textpersonal "How often do you use MESSAGING ON PERSONAL PHONE to communicate for work purposes?"
- workcomm_freq_zoom "How often do you use ZOOM to communicate for work purposes?"
- workcomm_freq_teams "How often do you use MICROSOFT TEAMS to communicate for work purposes?"
- workcomm_freq_officephone "How often do you use OFFICE PHONE CALLS to communicate for work purposes?"
- workcomm_freq_personalphone "How often do you use PERSONAL PHONE CALLS to communicate for work purposes?"
- overlook_email "How often do you overlook work-related EMAIL communications?"
- overlook_slack "How often do you overlook work-related SLACK communications?"
- overlook_textpersonal "How often do you overlook work-related TEXT MESSAGES ON YOUR PERSONAL PHONE?"
- overlook_zoom "How often do you overlook work-related ZOOM communications?"
- overlook_teams "How often do you overlook work-related MICROSOFT TEAMS communications?"
- overlook_officephone "How often do you overlook work-related CALLS ON YOUR OFFICE PHONE"
- overlook_personalphone "How often do you overlook work-related CALLS ON YOUR PERSONAL PHONE?"
- afterhours_email "How often do you respond to work-related EMAIL communications after hours or on weekends?"
- afterhours_slack "How often do you respond to work-related SLACK communications after hours or on weekends?"

- afterhours_textpersonal "How often do you respond to work-related TEXT MESSAGES ON YOUR PERSONAL PHONE after hours or on weekends?"
- afterhours_zoom "How often do you respond to work-related ZOOM communications after hours or on weekends?"
- afterhours_teams "How often do you respond to work-related MICROSOFT TEAMS communications after hours or on weekends?"
- afterhours_officephone "How often do you respond to work-related CALLS ON YOUR OFFICE PHONE after hours or on weekends?"
- afterhours_personalphone "How often do you respond to work-related CALLS ON YOUR PERSONAL PHONE after hours or on weekends?"
- workday_alcohol "Last [random day of the week] DRANK ALCOHOL during the workday"
- work_random_dow_d "Last random_day_of_week which of these did you do? - DETAILED VERSION"
- workday_split_indiv "Individual Work % Split of Last Random Day of Week"
- workday_split_meet2to4 "2 to 4 Person Meetings % Split of Last Random Day of Week"
- workday_split_meet5plus "5 or More Person Meetings % Split of Last Random Day of Week"
- workday_split_lunch "Lunmch % Split of Last Random Day of Week"
- workday_split_downtime "Downtime % Split of Last Random Day of Week"
- sick_lastweek_qual "Were you feeling sick, ill, or injured on any days last week?"
- sick_lastweek_quant "On how many workdays did you feel sick, ill or injured last week?"
- sick_lastweek_workanyway "Sick/Ill/Injured Days Last Week You WORKED ANYWAY"
- sick_lastweek_wfh "Sick/Ill/Injured Days Last Week You WORKED FROM HOME"
- sick_lastweek_notwork "Sick/Ill/Injured Days Last Week You DIDN'T WORK"
- usual_days_perweek "Usual number of days worked per week (categorical)"
- ioneyearahead "Saw version of worker desires/employer plans saying `one year ahead'"
- iextratime_new "Saw version of extratime question saying `while you WFH'"
- onewaytrip_fullremote "How long would it take to travel (one-way) from your home to your employer's location?"

- compress_feel_hoursconst "How would you feel about compressing your workweek into 4 days, while continuing to work the same number of hours over the week?"
- compress_feel_workconst "How would you feel about compressing your workweek into 4 days, while doing the same amount of work over the week?"
- compress_feel_hoursconst_qual "How much of a pay raise/cut do you value compressing your workweek into 4 days, while continuing to work the same number of hours over the week?"
- compress_feel_workconst_qual "How much of a pay raise/cut do you value compressing your workweek into 4 days, while doing the same amount of work over the week?"
- compress_feel_hoursconst_quant "How much of a pay raise/cut do you value compressing your workweek into 4 days, while continuing to work the same number of hours over the week?"
- compress_feel_workconst_quant "How much of a pay raise/cut do you value compressing your workweek into 4 days, while doing the same amount of work over the week?"
- prefer_4d10h_5d8h "Which do you prefer: working 4-days per week for 10 hours or 5 day per week for 8 hours?"
- manager_4day_shift "In the past 12 months, has your manager spoken to you about shifting to a 4-day workweek?"
- wfh_able_intcount_cont "How much would your efficiency working from home increase if you had perfect high-speed internet?"
- work_alldays_mat "Total number of days working 6+hours last week - from matrix question w/o restricting by work status"
- work_wfhdays_mat "Total number of days working from home last week - from matrix question w/o restricting by work status"
- work_wbpdays_mat "Total number of days working on employer/client premises last week - from matrix question w/o restricting by work status"
- birth_year "What year were you born?"
- employer_emp_cat "Counting all of its locations, how many employees work for your primary employer?"

- live_adults_partner "Binary indicator for whether living with a spouse/domestic partner"
- employer_censusbirth_cat_d "When did your your employer hire its first employee (at any location)? - Breakdown pre-2006"
- employer_mylocbirth_cat_d "When did your employer start operations at the location you are assigned to? - Breakdown pre-2006"
- fullremote_payvary "As a fully remote employee, does your pay depend on where you live?"
- sick_lastweek_type "Last week, when you felt sick/ill/injured were you: sick/ill contagious, sick/ill NOT contagious, or injured?"
- two_video_calls "Have you ever been on two video calls at the same time?"
- talktext_during_calls "How often do you talk to or text your family or friends while on a work call on Zoom/Teams/Webex or similar?"
- multitask_during_calls_num "When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking? - numerical"
- multitask_during_calls_cat "When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking? - categorical"
- multitask_during_calls_catq "When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking? - quantitative from cat"
- howlong_resi_current "How long have you lived in your current residence?"
- manager_4day_ntimes "How many times in the past 12 months has your manager spoken to you about shifting to a 4-day workweek?"
- manager_4day_recent "When did your manager speak to you most recently about shifting to a 4-day workweek?"
- manager_4day_message "What was your manager's message when they most recently spoke to you about shifting to a 4-day workweek?"
- commknow_ftjobs "Do any of your employers know you have another full-time job?"
- num_ftjobs "How many full-time jobs do you currently have? - qualitative"
- cps_telework23_yesno "At any time LAST WEEK did you telework or work at home for pay?"
- cps_telework20_yesno "Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?"

- cpsalt_telework23_yesno "Did you spend any time LAST WEEK working at home for your job?"
- cpsalt_telework20_yesno "Did you spend any time working at home for your job in February 2020 before the COVID-19 pandemic started?"
- cps_telework23_hours "Last week, you worked N hours. How many of these hours did you telework or work at home for pay?"
- cpsalt_telework23_hours "Last week, you worked N hours. How many of these hours did you work at home (or at a friends place, coffee shop, or the like)?"
- cps_telework20_moreless "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)?"
- cpsalt_telework20_moreless "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)?"
- cps_remote_hours_pct "Percent of hours worked last week that you teleworked or worked at home for pay"
- cpsalt_remote_hours_pct "Percent of hours worked last week that you worked at home (or a friend's place, coffee shop, or other location)"
- ilowquality "Indicator for low quality data."
- education_ss "Education - categorical with only 4 values"
- pets_no "Do you live with any pets? - No"
- pets_dogs "Do you live with any pets? - Yes, dog(s)"
- pets_cats "Do you live with any pets? - Yes, cat(s)"
- pets_fish "Do you live with any pets? - Yes, fish"
- pets_rabbits "Do you live with any pets? - Yes, rabbit(s)"
- pets_rodents "Do you live with any pets? - Yes, hamster(s)/rats(s)/guinea pig(s)"
- pets_reptiles "Do you live with any pets? - Yes, lizard(s), turtle(s), or snake(s)"
- pets_birds "Do you live with any pets? - Yes, owl(s), falcon(s), or other bird(s)"
- pets_other "Do you live with any pets? - Yes, other"
- workday_hours_videocall "Hours in video or phone calls last random_day_of_week"
- workday_hours_f2fmeeting "Hours in face-to-face meetings last random_day_of_week"

- `workday_hours_textemail` "Hours in text or email conversations last random_day_of_week"
- `workday_hours_indivwork` "Hours doing individual work last random_day_of_week"
- `workday_hours_downtime` "Hours of downtime last random_day_of_week"
- `workday_pct_videocall` "Percent of workday in video or phone calls last random_day_of_week"
- `workday_pct_f2fmeeting` "Percent of workday in video call or phone last random_day_of_week"
- `workday_pct_textemail` "Percent of workday in text or email conversations last random_day_of_week"
- `workday_pct_indivwork` "Percent of workday doing individual work last random_day_of_week"
- `workday_pct_downtime` "Percent of workday on downtime last random_day_of_week"
- `wfh_ideal_physical_health` "If you worked 5 days/week, how many WFH days/week would be best for your physical health?"
- `wfh_ideal_mental_health` "If you worked 5 days/week, how many WFH days/week would be best for your mental health?"

2. Value labels of categorical variables. See below for the value labels of categorical variables. Our replication code in the file *WFH_results_Master_May21.do* also labels the values of each of the included categorical variables below.

- Age
 - `agebin 1` "Under 20"
 - `agebin 2` "20 - 29"
 - `agebin 3` "30 - 39"
 - `agebin 4` "40 - 49"
 - `agebin 5` "50 - 64"
 - `agebin 6` "65+"

- Education (there are two similar variables)
 - education 1 "Less than high-school graduation"
 - education 2 "High-school graduation"
 - education 3 "1 to 3-years of college"
 - education 4 "4 years of college degree"
 - education 5 "Masters or Professional Degree"
 - education 6 "PhD"

education 1 "Less than high-school degree"
education 2 "High-school degree"
education 3 "1 to 3-years of college"
education 4 "4-year college degree"
education 5 "Graduate degree"

- Efficiency WFH during COVID relative to expectations
 - wfh_expect 1 "Hugely better, 20%+ "
 - wfh_expect 2 "Substantially better -- 10 to 20% "
 - wfh_expect 3 "Better -- up to 10% "
 - wfh_expect 4 "About the same "
 - wfh_expect 5 "Worse - up to 10% "
 - wfh_expect 6 "Substantially worse - 10 to 20% "
 - wfh_expect 7 "Hugely worse, 20%+ "

- Current working status
 - workstatus_current 1 "Working on my business premises"
 - workstatus_current 2 "Working from home"
 - workstatus_current 3 "Not working"

- Income categories (coarse and fine)

iincomebin 1 "\$20k to \$50k"

iincomebin 2 "\$50k to \$100k"

iincomebin 3 "\$100k to \$150k"

iincomebin 4 "\$150k+"

income_cat 3 "20k - 30k"

income_cat 4 "30k - 40k"

income_cat 5 "40k - 50k"

income_cat 6 "50k - 60k"

income_cat 7 "60k - 70k"

income_cat 8 "70k - 80k"

income_cat 9 "80k - 100k"

income_cat 10 "100k - 125k"

income_cat 11 "125k - 150k"

income_cat 12 "150k - 200k"

income_cat 13 "200k - 250k"

income_cat 14 "250k +"

- Census division (broad region) of residence

censusdiv 1 "New England"

censusdiv 2 "Mid-Atlantic"

censusdiv 3 "East North Central"

censusdiv 4 "West North Central"

censusdiv 5 "South Atlantic"

censusdiv 6 "East South Central"

censusdiv "West South Central"

censusdiv 8 "Mountain"

censusdiv 9 "Pacific"

- Industry of current job

- work_industry 1 "Agriculture",
 - work_industry 2 "Arts & Entertainment"
 - work_industry 3 "Finance & Insurance"
 - work_industry 4 "Construction"
 - work_industry 5 "Education"
 - work_industry 6 "Health Care & Social Assistance"
 - work_industry 7 "Hospitality & Food Services"
 - work_industry 8 "Information"
 - work_industry 9 "Manufacturing"
 - work_industry 10 "Mining"
 - work_industry 11 "Professional & Business Services"
 - work_industry 12 "Real Estate"
 - work_industry 13 "Retail Trade"
 - work_industry 14 "Transportation and Warehousing"
 - work_industry 15 "Utilities"
 - work_industry 16 "Wholesale Trade"
 - work_industry 17 "Government"
 - work_industry 18 "Other"

- Sex. Note: gender_d includes the "Other/prefer not to say option" while gender focuses on male/female (sex only)

- gender 1 "Female"
 - gender 2 "Male"
 - gender 3 "Other/prefer not to say"

- Desired post-COVID working from home days (there are two similar variables)

wfh_days_postCOVID_s 1 "Never"
wfh_days_postCOVID_s 2 "Rarely (e.g. monthly)"
wfh_days_postCOVID_s 3 "1 day per week"
wfh_days_postCOVID_s 4 "2 days per week"
wfh_days_postCOVID_s 5 "3 days per week"
wfh_days_postCOVID_s 6 "4 days per week"
wfh_days_postCOVID_s 7 "5 days per week"

wfh_days_postCOVID_ss 1 "Rarely or never"
wfh_days_postCOVID_ss 2 "1 day per week"
wfh_days_postCOVID_ss 3 "2 days per week"
wfh_days_postCOVID_ss 4 "3 days per week"
wfh_days_postCOVID_ss 5 "4 days per week"
wfh_days_postCOVID_ss 6 "5 days per week"

Note: In December 2021 we began a transition to question text that says "After the pandemic ends," instead of "After COVID, in 2022 and later". The transition to the new wording will be complete in January 2022.

- Employer planned post-COVID working from home days.

wfh_days_postCOVID_boss 1 "Never"
wfh_days_postCOVID_boss 2 "Rarely"
wfh_days_postCOVID_boss 3 "1 day per week"
wfh_days_postCOVID_boss 4 "2 days per week"
wfh_days_postCOVID_boss 5 "3 days per week"
wfh_days_postCOVID_boss 6 "4 days per week"
wfh_days_postCOVID_boss 7 "5 day per week"
wfh_days_postCOVID_boss 8 "No clear plans from employer"
wfh_days_postCOVID_boss 9 "No employer"

wfh_days_postCOVID_boss_ss 1 "Rarely or never"
wfh_days_postCOVID_boss_ss 2 "1 day per week"

wfh_days_postCOVID_boss_ss 3 "2 days per week"
wfh_days_postCOVID_boss_ss 4 "3 days per week"
wfh_days_postCOVID_boss_ss 5 "4 days per week"
wfh_days_postCOVID_boss_ss 6 "5 day per week"
wfh_days_postCOVID_boss_ss 7 "No clear plans from employer"
wfh_days_postCOVID_boss_ss 8 "No employer"

wfh_days_postCOVID_boss_pre_ss 1 "Rarely or never"
wfh_days_postCOVID_boss_pre_ss 2 "1 day per week"
wfh_days_postCOVID_boss_pre_ss 3 "2 days per week"
wfh_days_postCOVID_boss_pre_ss 4 "3 days per week"
wfh_days_postCOVID_boss_pre_ss 5 "4 days per week"
wfh_days_postCOVID_boss_pre_ss 6 "5 day per week"
wfh_days_postCOVID_boss_pre_ss 7 "No clear plans from employer"
wfh_days_postCOVID_boss_pre_ss 8 "No employer"

Note: In December 2021 we began a transition to question text that says "After the pandemic ends," instead of "After COVID, in 2022 and later". The transition to the new wording will be complete in January 2022.

- Ability to work from home. Note: *wfh_able* is based on a question asked prior to August 2020. *wfh_able_qual* is based on a question asked from November 2020

wfh_able 1 "Completely, 100%+ efficient"
wfh_able 2 "Mostly, 80% to 90% efficient"
wfh_able 3 "Partly, 50% to 70% efficient"
wfh_able 4 "Barely, less than 50% efficient"
wfh_able 5 "No, I cannot do my job at home"

wfh_able_qual 1 "No"
wfh_able_qual 2 "Yes"

- Stigma associated with working from home
 - wfh_Dperception 1 "Improved among almost all"
 - wfh_Dperception 2 "Improved among most"
 - wfh_Dperception 3 "Improved among some"
 - wfh_Dperception 4 "No change"
 - wfh_Dperception 5 "Worsened among some"
 - wfh_Dperception 6 "Worsened among most"
 - wfh_Dperception 7 "Worsened among almost all"

- Value of working from home. Note: *wfh_feel_legacy* is based on a question asked prior to August 2020. *wfh_feel* is based on a question asked from August 2020. *wfh_feel_detailed* uses a more granular set of responses that we used from September 2020. The numerical variable *wfh_feel_quant* uses data from both questions.
 - wfh_feel 1 "Incredibly positive, >25% raise"
 - wfh_feel 2 "Strongly positive, 15-25% raise"
 - wfh_feel 3 "Positive, <15% raise "
 - wfh_feel 4 "Neutral"
 - wfh_feel 5 "Negative, <15% paycut"
 - wfh_feel 6 "Strongly negative, 15-25% paycut"
 - wfh_feel 7 "Incredibly negative, >25% paycut"

 - wfh_feel_detailed 1 "More than 35% raise"
 - wfh_feel_detailed 2 "25 to 35% raise"
 - wfh_feel_detailed 3 "15 to 25% raise"
 - wfh_feel_detailed 4 "10 to 15% raise"
 - wfh_feel_detailed 5 "5 to 10% raise"
 - wfh_feel_detailed 6 "Less than 5% raise"
 - wfh_feel_detailed 7 "Neutral"
 - wfh_feel_detailed 8 "Less than 5% pay cut"
 - wfh_feel_detailed 9 "5 to 10% pay cut"
 - wfh_feel_detailed 10 "10 to 15% pay cut"

wfh_feel_detailed 11 "15 to 25% pay cut"

wfh_feel_detailed 12 "25 to 35% pay cut"

wfh_feel_detailed 13 "More than 35% pay cut"

wfh_feel_legacy 1 "Incredibly positive, >20% raise"

wfh_feel_legacy 2 "Strongly Positive, 10-20%+ raise"

wfh_feel_legacy 3 "Moderately Positive, <10% raise "

wfh_feel_legacy 4 "Neutral"

wfh_feel_legacy 5 "Moderately Negative, <10% paycut"

wfh_feel_legacy 6 "Strongly Negative, 10-20% paycut"

wfh_feel_legacy 7 "Incredibly Negative, >20% paycut"

- Efficiency while working from home. Note: *wfh_eff_COVID_legacy* is based on a question asked prior to August 2020. *wfh_eff_COVID* is based on a question asked from August 2020. The numerical variable *wfh_eff_COVID_quant* uses data from both questions

wfh_eff 1 "Much more, >35% "

wfh_eff 2 "Substantially more, 15-25% "

wfh_eff 3 "More, <15% "

wfh_eff 4 "About the same"

wfh_eff 5 "Less, <15%"

wfh_eff 6 "Substantially less, 15-25%"

wfh_eff 7 "Much less, >35%"

wfh_eff_COVID_legacy 1 "Better"

wfh_eff_COVID_legacy 2 "About the same"

wfh_eff_COVID_legacy 3 "Slightly lower -- 5 to 15%"

wfh_eff_COVID_legacy 4 "Somewhat lower -- 20 to 40%"

wfh_eff_COVID_legacy 5 "Much lower -- >40%"

- Goods vs. services industries

goodservices 1 "Goods"

goodservices 2 "Services"

- Red vs blue states (based on Cook Political Report's Partisan Voting Index using the 2012/2016 elections)

redblue 1 "Red (Republican-leaning)"

redblue 2 "Blue (Democratic-leaning)"

- Return to pre-COVID activities. The labels below also apply to the variable 'habitsrev_postCOVID' that presents the response options in reverse order but are coded the same as the original variable.

habits_postCOVID 1 "Completely"

habits_postCOVID 2 "Substantially"

habits_postCOVID 3 "Partially"

habits_postCOVID 4 "None"

- Living with other adults?

live_adults 1 "No"

live_adults 2 "Yes, partner/adult children"

live_adults 3 "Yes, roommates/other"

- Living with children?

live_children 1 "No"

live_children 2 "Yes, youngest in pre-/primary"

live_children 3 "Yes, youngest in ES "

live_children 4 "Yes, youngest is in MS"

live_children 5 "Yes, youngest is in HS"

- Occupation

occupation 1 "Armed Forces",

occupation 2 "Construction and Extraction"
occupation 3 "Farming, Fishing and Forestry"
occupation 4 "Installation, Maintenance and Repair"
occupation 5 "Management, Business and Financial"
occupation 6 "Office and Administrative Support"
occupation 7 "Production"
occupation 8 "Professional and related"
occupation 9 "Sales and related"
occupation 10 "Service"
occupation 11 "Transportation and material moving"
occupation 12 "Other"

Note: The occupation variable likely has significant measurement error as is. Starting with the May 5, 2022 data release we include a variable called "occupation_clean" that we believe is higher quality. We recommend users of our data to either use "occupation_clean" or clean the legacy "occupation" variable substantially before using it in any analysis.

Some potential reasons of concern with the legacy "occupation" variable:

First, respondents from the general population are not likely to be familiar with occupational classifications and so may struggle classifying themselves. A significant proportion choose "Other" when one of the other categories does not immediately seem right. Users of this variable may want to go through each of the user-provided descriptions in the variable "occupation_other" (see variable description above) and reclassify them. This process is what we've done to obtain the new variable "occupation_clean."

Second, due to a survey setup error, the September 2020 to March 2021 waves mistakenly did not include "Installation, Maintenance and Repair" as a possible response, so there are no responses in that category in those waves. Many of these will likely show up in "Other" and will need to be reclassified.

- Race/ethnicity

race_ethnicity 1 "Black or African American"
race_ethnicity 2 "Hispanic (of any race)"
race_ethnicity 3 "Asian"
race_ethnicity 4 "Native American or Alaska Native"

race_ethnicity 5 "Native Hawaiian or Pacific Islander"

race_ethnicity 6 "White (non-Hispanic)"

race_ethnicity 7 "Other"

Note: We do not reweight our raw data based on race and ethnicity, so our provided survey weights may not be particularly well-suited to analyze disparities across racial and ethnic groups. There is also no guarantee that individuals who participate in our survey and report belonging to a minority group are representative of that minority, even after reweighting to match the CPS along sex-age-education-earnings categories.

- Race/ethnicity (simplified)

race_ethnicity_s 1 "Black or African American"

race_ethnicity_s 2 "Hispanic (of any race)"

race_ethnicity_s 3 "Other"

race_ethnicity_s 4 "White (non-Hispanic)"

Note: We do not reweight our raw data based on race and ethnicity, so our provided survey weights may not be particularly well-suited to analyze disparities across racial and ethnic groups. There is also no guarantee that individuals who participate in our survey and report belonging to a minority group are representative of that minority, even after reweighting to match the CPS along sex-age-education-earnings categories.

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

wfh_extraeff_comm_qual 1 "Yes"

wfh_extraeff_comm_qual 2 "No"

- Assuming it doesn't matter for your pay, which working arrangements would you prefer after COVID is under control?

wfh_feel_new_qual 1 "Prefer 5 days/wk on employer premises"

wfh_feel_new_qual 2 "Prefer 2 days/wk WFH"

wfh_feel_new_qual 3 "About the same"

- Does or will your employer require you to be vaccinated to work on business premises?

vaccine_req_boss 1 "Yes"

vaccine_req_boss 2 "No"

vaccine_req_boss 3 "Employer has not announced a policy"

- Should employers require vaccination before letting workers return to the employer's worksite?
 - vaccine_req_should_gen 1 "Yes, for all"
 - vaccine_req_should_gen 2 "Yes, except w/ medical exemptions"
 - vaccine_req_should_gen 3 "Yes, when the job involves proximity to others"
 - vaccine_req_should_gen 4 "No, but they should encourage workers"
 - vaccine_req_should_gen 5 "No, workers should decide on their own"

- Should your employer require vaccination before letting you and your co-workers return to the worksite?
 - vaccine_req_should_myboss 1 "Yes, for all"
 - vaccine_req_should_myboss 2 "Yes, except w/ medical exemptions"
 - vaccine_req_should_myboss 3 "Yes, when the job involves proximity to others"
 - vaccine_req_should_myboss 4 "No, but they should encourage workers"
 - vaccine_req_should_myboss 5 "No, workers should decide on their own"

- If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years?
 - prom_eff_1day_qual 1 "It would reduce my chance of a promotion"
 - prom_eff_1day_qual 2 "No effect"
 - prom_eff_1day_qual 3 "It would increase my chance of a promotion"

- 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?
 - prom_eff_5day_qual 1 "It would reduce my chance of a promotion"
 - prom_eff_5day_qual 2 "No effect"
 - prom_eff_5day_qual 3 "It would increase my chance of a promotion"

- Do you need to be physically present on business premises to perform your job (current or most recent)?
 - wfh_able_qual_May 1 "Yes, for all of my job"

wfh_able_qual_May 2 "Yes, for part of my job"

wfh_able_qual_May 3 "No"

- For unemployed respondents:

You stated that you are currently (un)employed (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 / 2 to 3 / 4 to 5] day[s] a week?

For employed respondents:

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 / 2 to 3 / 4 to 5/ day[s] a week?

offer 1 "More likely to consider"

offer 2 "No effect"

offer 3 "Less likely to consider"

- How does the efficiency of video calls for [one-on-one and small / medium sized / large] group meetings (up to 4 people) compare to the efficiency of in-person meetings?

videocall 1 "Hugely better - 50+% more eff."

videocall 2 "Substantially better - 20-50% more eff."

videocall 3 "Better - up to 20+ more eff."

videocall 4 "About the same"

videocall 5 "Worse - up to 20% less eff."

videocall 6 "Substantially worse - 20-50% less eff."

videocall 7 "Hugely worse - 50+% less eff"

videocall 8 "Not applicable - no work video calls"

- How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting on August 1, 2021?
 - wbp_react_qual 1 "Comply and return"
 - wbp_react_qual 2 "Return & start looking for a WFH job"
 - wbp_react_qual 3 "Quit, regardless of getting another job"

- How much would your efficiency working from home increase if you had perfect high-speed internet?"
 - wfh_able_intcount 1 "None, my internet is fast enough"
 - wfh_able_intcount 2 "A little, about 5% increase", add
 - wfh_able_intcount 3 "Somewhat, about 10% increase", add
 - wfh_able_intcount 4 "Substantially, about 20% increase", add
 - wfh_able_intcount 5 "Massively, 30% or more", add
 - label values wfh_able_intcount wfh_able_intcount

- What plans does your employer have for working arrangements of full-time employees after COVID, in 2022 or later?
 - employer_arr_qual 1 "Fully on-site"
 - employer_arr_qual 2 "Hybrid: 1 to 4 days WFH"
 - employer_arr_qual 3 "Fully remote"
 - employer_arr_qual 4 "No clear plans from employer"
 - employer_arr_qual 5 "Other"

- Who decides which days and how many days employees work remotely?
 - who_decides_wfhdays 1 "Each employee"
 - who_decides_wfhdays 2 "Each team"
 - who_decides_wfhdays 3 "Company-wide common schedule"
 - who_decides_wfhdays 4 "Company-wide varying schedule"
 - who_decides_wfhdays 5 "No clear plans from employer"
 - who_decides_wfhdays 6 "Other"

- 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?

employer_return_when 1 "Already back"

employer_return_when 2 "July 2021"

employer_return_when 3 "August 2021"

employer_return_when 4 "September 2021"

employer_return_when 5 "2021Q4"

employer_return_when 6 "2022Q1"

employer_return_when 7 "2022Q2 or later"

- After COVID, in 2022 and later, how many days a week will that typical employee work on business premises?

wfh_days_postCOVID_boss_ty labels are similar to wfh_days_postCOVID_boss

wfh_days_postCOVID_boss_ty_ss labels are similar to wfh_days_postCOVID_boss_ss

Note: neither wfh_days_postCOVID_boss_ty_ss or wfh_days_postCOVID_boss_ty_ss take a value of 9 (corresponding to “No employer”) because non-employed respondents did not see the underlying question.

- Which of the following would you prefer? a) Being able to choose which days you work from home (if any) b) Your employer sets a policy...

choice_prefer 1 "I choose which days to WFH (if any)"

choice_prefer 2 "My employer sets a policy on WFH days"

- When you return to work in person, and you are introduced to somebody will you...? AND Before COVID (in 2019), when you were introduced to somebody at work what did you do? AND Currently, when you are introduced to somebody at work, what do you do?

handshake 1 "Shake hands"

handshake 2 "Fist bump"

handshake 3 "Elbow bump"

handshake 4 "Not touch (verbally greet)"

handshake 5 "Other"

- How much do you enjoy your personal interactions with coworkers at your employer's worksite? AND How much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

interactions 0 "0 - not at all"

interactions 1 "1"

interactions 2 "2"

interactions 3 "3"

interactions 4 "4"

interactions 5 "5"

interactions 6 "6"

interactions 7 "7"

interactions 8 "8"

interactions 9 "9"

interactions 10 "10 - very much"

interactions 11 "N/A"

- How does your efficiency working from home during the COVID-19 pandemic compare to your efficiency working on business premises before the pandemic? – categorical AND How does your efficiency working from home compare to your efficiency working on business premises? – categorical

wfh_eff_COVID_qual 1 "Better"

wfh_eff_COVID_qual 2 "About the same"

wfh_eff_COVID_qual 3 "Worse"

- In the last six months, has your employer announced new plans about working from home after the pandemic ends, in 2022 or later? – categorical

wfh_postCOVID_boss_ann 1 "No"

wfh_postCOVID_boss_ann 2 "Yes"

- Currently (this week) what is your work status? - categorical version of the question asked since November 2020.

workstatus_current_new 1 "Working for pay"

workstatus_current_new 2 "Employed and paid, but not working"

workstatus_current_new 3 "Unemployed, searching"

workstatus_current_new 4 "Unemployed, awaiting recall"

workstatus_current_new 5 "Out of the labor force"

- Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?
 - employer_sizecat 1 "1 to 9 staff"
 - employer_sizecat 2 "10 to 49 staff"
 - employer_sizecat 3 "50 to 99 staff"
 - employer_sizecat 4 "100 to 499 staff"
 - employer_sizecat 5 "500+ staff"

- Excluding yourself but including employees and independent contractors, how many staff members are part of your business?
 - ownbusiness_sizecat 1 "0 staff"
 - ownbusiness_sizecat 2 "1 to 9 staff"
 - ownbusiness_sizecat 3 "10 to 49 staff"
 - ownbusiness_sizecat 4 "50 to 99 staff"
 - ownbusiness_sizecat 5 "100+ staff"

- Which of the following best describes your current employment situation?
 - self_employed 1 "Wage/salary employee - primarily"
 - self_employed 2 "Wage/salary employee - side jobs"
 - self_employed 3 "Self employed - own business"
 - self_employed 4 "Independent contractor/ gig worker"

- Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?
 - disability_qual 1 "Yes"
 - disability_qual 2 "No"
 - disability_qual 3 "Prefer not to answer"

- Will your manager work from home on the same days as you after the pandemic is over?
 - boss_wfh_samedays 1 "Yes"
 - boss_wfh_samedays 2 "No"

boss_wfh_samedays 3 "No manager"

- Will most of your coworkers work from home on the same days as you after the pandemic is over?

coworkers_wfh_samedays 1 "Yes"

coworkers_wfh_samedays 2 "No"

- If your manager starts coming into your employer's place of business on some of your work-from-home days, what will you do?

boss_wfh_unravel 1 "Keep WFH those days"

boss_wfh_unravel 2 "Work on premises some of those days"

boss_wfh_unravel 3 "Work on premises whenever my manager does"

- If your coworkers start coming into your employer's place of business on some of your work-from-home days, what will you do?

coworkers_wfh_unravel 1 "Keep WFH those days"

coworkers_wfh_unravel 2 "Work on premises some of those days"

coworkers_wfh_unravel 3 "Work on premises whenever my coworkers do"

- Before COVID how did you typically commute to work? (detailed)

commutemode 1 "Car"

commutemode 2 "Subway"

commutemode 3 "Train"

commutemode 4 "Bus"

commutemode 5 "Walk"

commutemode 6 "Bicycle"

commutemode 7 "Taxi/Ride-share"

- Before COVID how did you typically commute to work? (simplified version)

commutemode_s 1 "Car"

commutemode_s 2 "Subway/Train/Bus/Taxi/Rideshare"

commutemode_s 3 "Walk/Bicycle"

- On a scale of 0 to 10, how anxious are you about returning to work on business premises?

wbp_return_anxious 0 "0 - not at all"

wbp_return_anxious 1 "1"

wbp_return_anxious 2 "2"

wbp_return_anxious 3 "3"

wbp_return_anxious 4 "4"

wbp_return_anxious 5 "5"

wbp_return_anxious 6 "6"

wbp_return_anxious 7 "7"

wbp_return_anxious 8 "8"

wbp_return_anxious 9 "9"

wbp_return_anxious 10 "10 - very much"

wbp_return_anxious 11 "N/A"

- Have you quit or voluntarily left a job in the past 6 months?

quit_qual 1 "Yes"

quit_qual 2 "No"

- 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."

wfh_less_stress 1 "1"

wfh_less_stress 2 "2"

wfh_less_stress 3 "3"

wfh_less_stress 4 "4"

wfh_less_stress 5 "5"

wfh_less_stress 6 "6"

wfh_less_stress 7 "7"

wfh_less_stress 8 "8"

wfh_less_stress 9 "9"

wfh_less_stress 10 "10 - very much"

wfh_less_stress 11 "N/A"

- In 2019 (before COVID), when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? AND Currently, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

leavetime 1 "Before 6:00am"

leavetime 2 "6:00am"

leavetime 3 "6:30am"

leavetime 4 "7:00am"

leavetime 5 "7:30am"

leavetime 6 "8:00am"

leavetime 7 "8:30am"

leavetime 8 "9:00am"

leavetime 9 "9:30am"

leavetime 10 "10:00am"

leavetime 11 "10:30am"

leavetime 12 "After 10:30am"

- Do you currently have the option to work at more than one employer worksite?

worksite_option 1 "Yes"

worksite_option 2 "No"

- Why can't you work remotely 100% of the time?

nonremotable_why 1 "In-person meetings w/ clients/customers"
nonremotable_why 2 "Collaborate in-person w/ colleagues"
nonremotable_why 3 "Interact physically w/ equipment"
nonremotable_why 4 "Other"

Note: In December 2021 we moved to allowing for multiple answers in the underlying survey question so starting with that month there are individual binary variables for each option.

- If your employer requires you to work on premises 3 days a week, which would you prefer?
choice_dow_prefer 1 "Each person chooses which 3 days"
choice_dow_prefer 2 "Employer sets the same 3 days for all"
- In 2022 and later, will your employer allow you to work from anywhere (e.g. from Hawaii without the expectation of coming into work) for one month each year?
wfanywhere 1 "Yes"
wfanywhere 2 "No"
- For each day last week, did you work a full day (6 or more hours), and if so where (i.e. from home, on employer or client premises)?
workstatus_days 1 "Did not work"
workstatus_days 2 "Worked from home"
workstatus_days 3 "Worked on employer or client premises"

Note: These labels apply to the following variables: *workstatus_monday*, *workstatus_tuesday*, *workstatus_wednesday*, *workstatus_thursday*, *workstatus_friday*, *workstatus_saturday*, *workstatus_Sunday*

- 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.

grass_color_attnfull 1 "Magenta"

grass_color_attnfull 2 "Green"

grass_color_attnfull 3 "Purple"

grass_color_attnfull 4 "Blue"

grass_color_attnfull 5 "Black"

grass_color_attnfull 6 "White"

grass_color_attnfull 7 "Brown"

- Who sets your work-from-home schedule?

who_sets_wfhsched 1 "Self"

who_sets_wfhsched 2 "Manager or employer"

who_sets_wfhsched 3 "No employer policy"

- What type of work-from-home schedule does your manager or employer set?

common_varying_sched 1 "Common schedule"

common_varying_sched 2 "Varying schedule"

- 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)?

wfh_handle_chores 1 "Once per week or more"

wfh_handle_chores 2 "Once or twice a month"

wfh_handle_chores 3 "Rarely or never"

- Which of the following would you do each morning when you travel to work?
Shower/bathe, Brush teeth, Use deodorant, Put on makeup, Shave, Wear fresh clothes, Set an alarm to wake up

groom_tasks 0 "No"

groom_tasks 100 "Yes"

Note: The labels above apply to variables formed by one of the following stems

showerbathe, brussteeth deodorant makeup shave freshclothes alarm
and one of the following suffixes
_wfh, _wbp

- What is your primary transportation mode for commuting to the friend or family member's home/public space (cafe, library etc.)/co-working space where you usually work?

commuting_modes_new 1 "Drive alone"

commuting_modes_new 2 "Carpool"

commuting_modes_new 3 "Public transit"

commuting_modes_new 4 "Bicycle"

commuting_modes_new 5 "Walk"

commuting_modes_new 6 "Taxi/Ridehailing"

commuting_modes_new 7 "NA"

Note: The labels above apply to any of the following variables: commute_mode_faf, commute_mode_cowork, commute_mode_public

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

party_affiliation 1 "Strong Democrat"

party_affiliation 2 "Not very strong Democrat"

party_affiliation 3 "Independent close to Democrat"

party_affiliation 4 "Independent (Neither party)"

party_affiliation 5 "Independent, close to Republican"

party_affiliation 6 "Not very strong Republican"

party_affiliation 7 "Strong Republican"

party_affiliation 8 "Other party"

party_affiliation 9 "Don't know or rather not say"

party_affiliation_s 1 "Democrat"

party_affiliation_s 2 "Independent/Other"

party_affiliation_s 3 "Republican"

- Which of the following best describes your job search (with respect to WFH)?

labsearch_qual 1 "Only considering WFH jobs"

labsearch_qual 2 "Prefer jobs allowing WFH"

labsearch_qual 3 "No preference about WFH"

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

infection_lfp 1 "Yes, the main reason"

infection_lfp 2 "Yes a secondary reason"

infection_lfp 3 "No"

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

wfh_lfp 1 "Yes, definitely"

wfh_lfp 2 "Yes, possibly"

wfh_lfp 3 "No"

- Would you like your co-workers to come into work on the same days as you?

coworkers_samedays_pref 1 "Yes"

coworkers_samedays_pref 2 "No"

- Which of the following would make your job more efficient? AND Which of the following would you prefer?
 - Coworkers coordinate to come in
 - Each coworker decides when to come in
 - No difference

Applies to wfh_coordinate_eff AND wfh_coordinate_pref

- 1 "Coworkers coordinate to come in"
- 2 "Each coworker decides when to come in"
- 3 "No difference"

- When you are working on your employer's premises, how would you like to hold small meetings with your coworkers?
 - wbp_smallmeet_pref 1 "In person"
 - wbp_smallmeet_pref 2 "Video call"
 - wbp_smallmeet_pref 3 "No preference"
- How frequently do you use the following modes of transportation for non-work trips (e.g. shopping, socializing, recreation)?
 - freq_nonwork_transport 1 "5+ times per week"
 - freq_nonwork_transport 2 "2 to 4 times per week"
 - freq_nonwork_transport 3 "Once per week"
 - freq_nonwork_transport 4 "Rarely or never"

Note: These labels apply to all of: freq_nonwork_car, freq_nonwork_taxi, freq_nonwork_transit, freq_nonwork_bike, freq_nonwork_walk

- Current working status - detailed question from prior to November 2020
 - workstatus_current_d 1 "Working on my business premises"
 - workstatus_current_d 2 "Working from home", add
 - workstatus_current_d 3 "Employed & paid, but not working", add
 - workstatus_current_d 4 "Unemployed", add
 - workstatus_current_d 5 "Not working or looking for work", add

- If your employer said you need to come to work in person two days a week, which would you prefer?
 - forcedchoice 1 "Come in T/Th with all coworkers"
 - forcedchoice 2 "Choose which days - no coordination"

- Has working from home made it easier or harder to interview for prospective new jobs?
 - interviewing 1 "Easier"
 - interviewing 2 "Harder"
 - interviewing 3 "No difference"
 - interviewing 4 "I haven't been seeking a new job"

- What type of facility best describes where you work (or worked in your most recent job)?
 - work_facility 1 "Office"
 - work_facility 2 "Factory/warehouse"
 - work_facility 3 "Retail/entertainment"
 - work_facility 4 "Food/accommodation"
 - work_facility 5 "Construction/agriculture/mining"
 - work_facility 6 "School/university"
 - work_facility 7 "Hospital/healthcare"

- In the past week, how often did you wear a face mask in the following situations?
 - masking 1 "Never/Rarely"

masking 2 "Occasionally"

masking 3 "Mostly"

masking 4 "Always"

masking 5 "Not relevant for me"

Note: These labels apply to the following variables: mask_indoorsatwork, mask_outdoorsleisure, mask_whendriving, mask_home, mask_indoorsleisure

- Are you already following your employer's plan for post-COVID working arrangements?

boss_plan_implement 1 "Yes"

boss_plan_implement 2 "No, some/all is not yet implemented"

- Last week, did you come into work as many days as your employer wanted you to come in?

employer_days_meet 1 "Yes"

employer_days_meet 2 "No"

- How has your employer responded to employees who work on business premises fewer days than requested?

fewerdays_punishment 1 "Nothing"

fewerdays_punishment 2 "Verbal reprimand"

fewerdays_punishment 3 "Negative performance review"

fewerdays_punishment 4 "Reduction in pay/bonus"

fewerdays_punishment 5 "Threat to terminate"

fewerdays_punishment 6 "Termination"

fewerdays_punishment 7 "Other"

fewerdays_punishment 8 "Don't know"

- During a typical workday, how many coworkers, customers, and clients do you engage in person or by video?

npeople_engage_work_cat 1 "None"
npeople_engage_work_cat 2 "1 to 10"
npeople_engage_work_cat 3 "11 to 50"
npeople_engage_work_cat 4 "51 to 100"
npeople_engage_work_cat 5 "101 to 500"
npeople_engage_work_cat 6 "500 or more"

- What is your main reason for not working for pay or profit?

nilf_mainreason_HPS_clean 1 "Don't want to be employed"
nilf_mainreason_HPS_clean 2 "Sick/caring for someone w/ COVID"
nilf_mainreason_HPS_clean 3 "Caring for children"
nilf_mainreason_HPS_clean 4 "Caring for elderly person"
nilf_mainreason_HPS_clean 5 "Concern about catching/spreading COVID"
nilf_mainreason_HPS_clean 6 "Sick/disabled but not w/ COVID"
nilf_mainreason_HPS_clean 7 "Retired"
nilf_mainreason_HPS_clean 8 "Laid off/furloughed due to COVID pandemic"
nilf_mainreason_HPS_clean 9 "Employer out of business b/c of COVID pandemic"
nilf_mainreason_HPS_clean 10 "No transportation to work"
nilf_mainreason_HPS_clean 11 "Other reason"

- The following labels apply to the big-5 questions:

big5 1 "Very inaccurate"
big5 2 "Moderately inaccurate"
big5 3 "Neither accurate nor inaccurate"
big5 4 "moderately accurate"
big5 5 "Very accurate"

- I am willing to work harder than I have to in order to help the firm or organization I work for succeed.

work_firm_succeed 1 "Strongly agree"
work_firm_succeed 2 "Agree"
work_firm_succeed 3 "Neither agree nor disagree"
work_firm_succeed 4 "Disagree"
work_firm_succeed 5 "Strongly disagree"

- The randomized order of response options shown to a given respondents is given by a numeric code corresponding to the options as listed for the main variable. For example, a response order of "123" means the respondent in question saw the response options in the order in which they appear in the labels. For example, for the variable `infection_lfp` a response order of "123" means the respondent saw "Yes, the main reason" as the top option, "Yes, a secondary reason" as the second option, and "No" as the bottom option. A response order of "321" would have meant the reverse order. This pattern applies to the following ordering variables starting with the October 5, 2022 data release:

`jobsearch_changes_order', `jobsearch_wfh_order', `notlooking_reasons_order',
`start_looking_order', `wfh_eff_noCOVID_order'.

- Have you given birth to any children in 2015 or later? AND Are you the biological father of any children born in 2015 or later?

female_fertility_qual AND male_fertility_qual 1 "Yes"

female_fertility_qual AND male_fertility_qual 2 "No"

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

Note: The labels below apply to all variables called "children_des_*".

children_des_* 1 "Lowered"

children_des_* 2 "Not a factor"

children_des_* 3 "Increased"

- Do you directly manage or supervise other employees in your organization?

manage_employees 1 "Yes"

manage_employees 2 "No"

manage_employees 3 "Yes, but only rarely"

- During X person work meetings on video-conferencing platforms, how often do you/others have your/their camera on?

Note: The labels below apply to all variables called "mycamera_on_*" or "othcamera_on_*" corresponding to own and others' camera status and a range of meeting sizes.

camera_freq 1 "Always (>90% of time)"

camera_freq 2 "Mostly (70 - 90% of time)"

camera_freq 3 "Sometimes (40 - 60% of time)"

camera_freq 4 "Occasionally (10 - 30% of time)"

camera_freq 5 "Never"

camera_freq 6 "Does not apply"

- During X person work meetings on video-conferencing platforms, how does having your/others' camera on (showing your face) impact your/their engagement?

Note: The labels below apply to all variables called "mycamera_eff_*" or "othcamera_eff_*" corresponding to own and others' camera status and the effect on engagement.

camera_eff 1 "Very positively (up >50%)"

camera_eff 2 "Positively (up 10 - 40%)"

camera_eff 3 "No impact"

camera_eff 4 "Negatively (down 10 - 40%)"

camera_eff 5 "Very negatively (down >50%)"

camera_eff 6 "Does not apply"

- Last random_day_of_week which of the following did you do?

Note: `random_day_of_week`, the variable containing the random day of the week that the respondent was asked about, is itself a string variable that can be encoded to make it into a categorical variable.

work_random_dow 1 "Worked from home"

work_random_dow 2 "Worked on premises"

work_random_dow 3 "Did not work"

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

Note: The value labels below apply to all of the variables encoding responses to the limitation question, namely:

limit 1 "Limited a lot"

limit 2 "Not limited at all"

limit 3 "Limited a little"

- Are there children under 18 living in your household?

children_household_yesno 1 "No"

children_household_yesno 2 "Yes, 1 child"

children_household_yesno 3 "Yes, 2 children"

children_household_yesno 4 "Yes, 3 children"

children_household_yesno 5 "Yes, 4 or more children"

- Have you had a positive diagnosis for COVID-19?

covid_test_positive 1 "Yes, I tested positive"

covid_test_positive 2 "No"

covid_test_positive 3 "Prefer not to say"

- Despite not testing positive, do you believe you have had COVID-19?

covid_believe_positive 1 "Yes"

covid_believe_positive 2 "No"

covid_believe_positive 3 "Unsure"

- Despite not testing positive, do you believe you have had COVID-19? Have any close friends or family members experienced COVID symptoms lasting 3 months or longer? AND Do you live with or care for someone who would be more vulnerable than the general population to COVID or other infectious diseases?

covid_close 1 "Yes"

covid_close 2 "No"

covid_close 3 "Don't know/Prefer not to say"

Note: These value labels apply to both of the following variables:

"covid_long_close_qual", "covid_vuln_care_qual"

- Do you ever meet with your coworkers in person?

ever_meet_coworkers 1 "Never"

ever_meet_coworkers 2 "About once per year"

ever_meet_coworkers 3 "Once per quarter"

ever_meet_coworkers 4 "Once per month"

ever_meet_coworkers 5 "Twice or more per month"

ever_meet_coworkers 6 "I don't have any coworkers"

- When you do meet your coworkers, for how long do you meet?

long_meet_coworkers 1 "A few hours"

long_meet_coworkers 2 "One day"

long_meet_coworkers 3 "Multiple days"

long_meet_coworkers 4 "One workweek or more"

- In your current job, how often do you use each of these work-related communications?

workcomm_freq 1 "Hourly"
workcomm_freq 2 "Daily"
workcomm_freq 3 "Weekly"
workcomm_freq 4 "Once or twice per month"

Note: These value labels apply to each of the variables whose name starts with
“workcomm_freq_”

- In your current job, how often do you overlook work-related communications on each of the following?
 - overlook 1 "Often, 1+ times per week"
 - overlook 2 "Sometimes, 1 or 2 times per month"
 - overlook 3 "Rarely or never"

Note: These value labels apply to each of the variables whose name starts with “overlook_”

- In your current job, do you respond to work-related communications after hours or on weekends on any of the following?
 - afterhours 1 "Daily"
 - afterhours 2 "Weekly"
 - afterhours 3 "Monthly"
 - afterhours 4 "Once or twice per year"
 - afterhours 5 "Never"

Note: These value labels apply to each of the variables whose name starts with
“afterhours_”

- Last random day of week which of the following did you do? [Detailed version where respondents can give the location of work away from premises]

work_random_dow_d 1 "Worked from home"

work_random_dow_d 2 "Worked on premises"

work_random_dow_d 3 "Worked at a co-working space"

work_random_dow_d 4 "Worked at a public space (e.g. cafe)"

work_random_dow_d 5 "Worked at a friend/family member's home"

work_random_dow_d 6 "Did not work"

- Were you feeling sick, ill, or injured on any days last week?

sick_lastweek_qual 1 "Yes"

sick_lastweek_qual 2 "No"

- Usual days Worked Per Week – categorical

usual_days_perweek 1 "1 day per week"

usual_days_perweek 2 "2 day per week"

usual_days_perweek 3 "3 day per week"

usual_days_perweek 4 "4 day per week"

usual_days_perweek 5 "5+ day per week"

- How would you feel about compressing your workweek into 4 days, while [continuing to work the same number of hours] OR [doing the same amount of work] over the week?

The label below applies to `compress_feel_hoursconst` and `compress_feel_workconst`:

compress_feel 1 "I would like to compress my workweek"

compress_feel 2 "No preference"

compress_feel 3 "I would not like to compress my workweek"

The label below applies to `compress_feel_hoursconst_qual` and
`compress_feel_workconst_qual`:

compress_feel_qual -5 ">15% pay cut"

compress_feel_qual -4 "11 to 15% pay cut"
compress_feel_qual -3 "6 to 10% pay cut"
compress_feel_qual -2 "3 to 5% pay cut"
compress_feel_qual -1 "1 to 2% pay cut"
compress_feel_qual 0 "Indifferent"
compress_feel_qual 1 "1 to 2% pay raise"
compress_feel_qual 2 "3 to 5% pay raise"
compress_feel_qual 3 "6 to 10% pay raise"
compress_feel_qual 4 "11 to 15% pay raise"
compress_feel_qual 5 ">15% pay raise"

- Which do you prefer: working 4-days per week for 10 hours or 5 day per week for 8 hours?

prefer_4d10h_5d8h 1 "Work 4 days/week for 10 hours/day"

prefer_4d10h_5d8h 2 "Work 5 days/week for 8 hours/day"

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

manager_4day_shift 1 "Yes"

manager_4day_shift 2 "No"

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

employer_emp_cat 1 "Fewer than 10"

employer_emp_cat 2 "10 to 49"

employer_emp_cat 3 "50 to 99"

employer_emp_cat 4 "100 to 499"

employer_emp_cat 5 "500 to 4999"

employer_emp_cat 6 "5000+"

- As a fully remote employee, does your pay depend on where you live?
 - fullremote_payvary 1 "Yes, by location"
 - fullremote_payvary 2 "No, same pay across the US"

- Last week, when you felt sick/ill/injured were you: sick/ill contagious, sick/ill NOT contagious, or injured?
 - sick_lastweek_type 1 "Sick/ill: potentially contagious"
 - sick_lastweek_type 2 "Sick/ill: NOT contagious"
 - sick_lastweek_type 3 "Injured"

- Have you ever been on two video calls at the same time?
 - two_video_calls 1 "No"
 - two_video_calls 2 "Yes, once"
 - two_video_calls 3 "Yes, 2 to 5 times"
 - two_video_calls 4 "Yes, 6 or more times"

- How often do you talk to or text your family or friends while on a work call on Zoom/Teams/Webex or similar?
 - talktext_during_calls 1 "Never"
 - talktext_during_calls 2 "Rarely, for emergencies"
 - talktext_during_calls 3 "Once per month"
 - talktext_during_calls 4 "Once per week"
 - talktext_during_calls 5 "Daily"

- When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking? – categorical
 - multitask_during_calls_cat 1 "0 to 20%"
 - multitask_during_calls_cat 2 "20 to 40%"
 - multitask_during_calls_cat 3 "40 to 60%"

multitask_during_calls_cat 4 "60 to 80%"

multitask_during_calls_cat 5 "80 to 100%"

- How long have you lived in your current residence?

howlong_resi_current 1 "Under 2 months"

howlong_resi_current 2 "2 to 6 months"

howlong_resi_current 3 "7 to 12 months"

howlong_resi_current 4 "1 to 5 years"

howlong_resi_current 5 "Over 5 years"

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

manager_4day_recent 1 "This month"

manager_4day_recent 2 "Last month"

manager_4day_recent 3 "2 to 6 months ago"

manager_4day_recent 4 "More than 6 months ago"

- What was your manager's message when they most recently spoke to you about shifting to a 4-day workweek?

manager_4day_message 1 "Ruled out"

manager_4day_message 2 "Under consideration"

manager_4day_message 3 "Likely, but not yet planned"

manager_4day_message 4 "Underway with plans in place"

- How many full-time jobs do you currently have? – qualitative

num_ftjobs 1 "1 job"

num_ftjobs 2 "2 jobs"

num_ftjobs 3 "3 or more jobs"

- Do any of your employers know you have another full-time job?

commknow_ftjobs 1 "Yes"

commknow_ftjobs 2 "No"

- At any time LAST WEEK did you telework or work at home for pay? Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started? Did you spend any time LAST WEEK working at home for your job? Did you spend any time working at home for your job in February 2020 before the COVID-19 pandemic started?

cps_telework 1 "Yes"

cps_telework 2 "No"

Note: The label above applies for the following variables (corresponding to the four questions reproduced above): cps_telework23_yesno cps_telework20_yesno
cpsalt_telework23_yesno cpsalt_telework20_yesno

- 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)? 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)?

cps_moreless_telework 1 "More"

cps_moreless_telework 2 "Less"

cps_moreless_telework 3 "About the same"

Note: The label above applies for the following variables (corresponding to the two questions reproduced above): cps_telework20_moreless
cpsalt_telework20_moreless

- If you worked 5 days/week, how many WFH days/week would be best for your physical [mental] health?

wfh_ideal 1 "0 days (fully in person)"

wfh_ideal 2 "1 day"

wfh_ideal 3 "2 days"

wfh_ideal 4 "3 days"

wfh_ideal 5 "4 days"

wfh_ideal 6 "5 days (fully remote)"

Note: The above labels pertain to both of the following variables, corresponding to separate questions about physical and mental health:

wfh_ideal_physical_health wfh_ideal_mental_health