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\* This .do file produces UPDATED VERSIONS of a few key figures first distributed

\* in "Why Working from Home Will Stick" working paper by Jose Maria Barrero,

\* Nick Bloom, and Steven J. Davis.

\*

\* The results from this file include data from April 2021 and later survey waves

\* that were not part of the 28 April 2021 working paper.

\*

\* To reproduce results from the 28 April 2021 working paper exactly, please see

\* the .do file called `WFH\_WPresults\_Master\_February24.do' in this replication

\* package.

\*

\* This version: March 2024

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\* Set up the directory where you have the data and run in that directory

\* Other preliminary statements to make the code run (i.e. installing reghdfe and

\* binscatter commands)

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version 17

cap ssc install binscatter

cap ssc install reghdfe

cap ssc install winsor2, replace

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\* Label variable names and the values of categorical variables

\* Import the CSV

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clear

import delimited WFHdata\_February24.csv, varnames(1)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Dates are being imported as string, make them dates

foreach var in date quit\_date {

rename `var' `var'string

gen `var' = monthly(`var',"20YM")

format `var' %tm

drop `var'string

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Label variable names and rename some variables to conform with the code below.

\*

\* This code will be particularly helpful to get an idea of the nature of each variable

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label variable 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"

label variable 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"

label variable 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)"

label variable 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)"

label variable cratio100\_nw "Weights to match CPS on {age x sex x education x earnings} - raw weights"

label variable icratio100\_nw "Weights to match CPS on {age x sex x education x earnings} x earnings - raw earnings weights"

label variable date "YYYYmM - survey wave"

label variable income "2019 Earnings, $ Thousand"

label variable education\_quant "Age in years"

label variable agebin "Age - categorical bins"

label variable educ\_years "Years of education"

label variable education "Education - categorical"

label variable education\_s "Education (simplified) - categorical"

label variable wfhcovid "100 x 1(WFH this week, i.e. during COVID)"

label variable wfhcovid\_ever "100 x 1(Ever WFH during COVID)"

label variable wfhcovid\_frac "Share of paid working days WFH this week (%), i.e. during COVID"

rename numwfh\_days\_postcovid\_s\_u numwfh\_days\_postCOVID\_s\_u

label variable numwfh\_days\_postCOVID\_s\_u "**Desired shar**e of paid working days WFH after COVID (%)"

rename numwfh\_days\_postcovid\_boss\_s\_u numwfh\_days\_postCOVID\_boss\_s\_u

label variable numwfh\_days\_postCOVID\_boss\_s\_u "**Employer planned** share of paid working days WFH after COVID (%)"

label variable commutetime\_quant "Commute time (mins)"

label variable wfh\_feel\_quant "How much of a raise/pay cut would you value WFH 2 to 3 days per week? (%)"

label variable wfh\_expect\_quant "Relative to expectations before COVID, how productive are you WFH during COVID? (%)"

label variable wfh\_expect "Relative to expectations before COVID, how productive are you WFH during COVID? - categorical"

label variable wfh\_able\_quant "How efficient are you at working from home? (%)"

rename wfh\_eff\_covid\_quant wfh\_eff\_COVID\_quant

label variable wfh\_eff\_COVID\_quant "How efficient are you WFH during COVID, relative to on business premises before COVID (%)"

label variable wfh\_invest\_quant "Money you & your employer invested in equipment/infrastructure to help you WFH effectively"

label variable wfh\_hoursinvest "Hours invested in learning how to WFH effectively"

label variable work\_spend\_total "Total weekly spending on meals, shopping and entertainment near workplace, pre-COVID"

label variable female "100 x 1(Female)"

label variable redstate "100 x 1(Red State)"

label variable workstatus\_current "Current working status - categorical"

label variable income\_cat "2019 Earnings, $ Thousand - categorical (detailed)"

label variable incomebin "2019 Earnings, $ Thousand - categorical (coarse), string form"

label variable iincomebin "2019 Earnings, $ Thousand - categorical (coarse)"

label variable ratio "Raw data weights, equal for all observations"

label variable work\_industry "Industry of current or most recent job"

label variable censusdivision "Census Division of residence"

label variable region "State of residence"

label variable gender "Sex (binary)"

label variable gender\_d "Sex, including 'Other or prefer not to say'"

rename wfh\_days\_postcovid\_s wfh\_days\_postCOVID\_s

label variable wfh\_days\_postCOVID\_s "Desired number of paid WFH days after COVID - categorical"

rename wfh\_days\_postcovid\_boss wfh\_days\_postCOVID\_boss

label variable wfh\_days\_postCOVID\_boss "Employer's planned number of paid WFH days after COVID - categorical"

rename wfh\_days\_postcovid\_ss wfh\_days\_postCOVID\_ss

label variable wfh\_days\_postCOVID\_ss "Desired number of paid WFH days after COVID - categorical, bundling together rarely and never"

rename wfh\_days\_postcovid\_boss\_ss wfh\_days\_postCOVID\_boss\_ss

label variable wfh\_days\_postCOVID\_boss\_ss "Employer's planned number of paid WFH days after COVID - categorical, bundling together rarely and never"

label variable wfh\_able "Are you able to do your job from home? - categorical bins, only for May 2020, July 2020 survey waves"

label variable 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"

rename wfh\_dperception wfh\_Dperception

label variable wfh\_Dperception "How have perceptions of WFH changed among people you know since the start of the pandemic? - categorical"

label variable wfh\_feel "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical"

label variable 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"

label variable 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"

label variable wfh\_feel\_quant\_actual "Raise/pay cut value of WFH 2 or 3 days per week x Employer planned post-COVID WFH"

rename logpop\_den\_job\_precovid logpop\_den\_job\_preCOVID

label variable logpop\_den\_job\_preCOVID "Log(Population density of the ZIP code of pre-COVID Job)"

rename logpop\_den\_feb20 logpop\_den\_Feb20

label variable logpop\_den\_Feb20 "Log(Population density of the ZIP code of February 2020 residence)"

label variable logpop\_den\_current "Log(Population density of the ZIP code of current residence)"

label variable logpop\_den\_job\_current "Log(Population density of the ZIP code of current job business premises)"

label variable logpop\_den\_live\_future "Log(Population density of the ZIP code of future (post-move) residence"

rename wfh\_eff\_covid wfh\_eff\_COVID

label variable wfh\_eff\_COVID "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical"

rename wfh\_eff\_covid\_legacy wfh\_eff\_COVID\_legacy

label variable wfh\_eff\_COVID\_legacy "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical, based on legacy question"

label variable wfh\_ownroom\_notbed "100 x 1(Has their own room (not bedroom) to work in while WFH during COVID)"

label variable goodservices "Industry of current/most recent job is GOODS or SERVICES? - categorical"

label variable redblue\_cook "State of residence Red (Republican) or Blue (Democrat)? - categorical"

rename dem\_share\_frac Dem\_share\_frac

label variable Dem\_share\_frac "Joe Biden vote share in 2020 GE - measured as of 12 Nov 2020 (%)"

label variable haschildren "1(Living with children under 18)"

label variable logincome "log(2019 labor earnings $'000s)"

label variable internet\_quality\_quant "Internet quality - Fraction of time that internet works"

rename habits\_postcovid habits\_postCOVID

label variable habits\_postCOVID "If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?"

label variable 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"

label variable concern\_socdist "100 x 1(Would not return to pre-COVID activities completely, gotten used to social distancing) - select all that apply question"

label variable concern\_otherdisease "100 x 1(Would not return to pre-COVID activities completely out of concerns about other diseases) - select all that apply question"

label variable concern\_none "100 x (No concerns preventing the return to pre-COVID activities)"

forvalues i = 1(1)8 {

label variable child`i'\_age "Age of child `i' - missing if fewer than `i' children. Only asked from 9/20 onwards"

}

label variable live\_adults "Do you currently live with a partner or other adults"

label variable live\_children "Do you currently live with children under 18? -- categorical by youngest's age"

label variable hours\_cc\_you "Currently, how many hours of childcare each week are provided by you?"

label variable hours\_cc\_partner "Currently, how many hours of childcare each week are provided by your partner?"

label variable hours\_cc\_other "Currently, how many hours of childcare each week are provided by others, e.g. grandparents, babysitters?"

label variable hours\_cc\_you\_precovid "Before COVID, how many hours of childcare each week were provided by you?"

label variable hours\_cc\_partner\_precovid "Before COVID, how many hours of childcare each week were provided by your partner?"

label variable hours\_cc\_other\_precovid "Before COVID, how many hours of childcare each week were provided by others, e.g. grandparents, babysitters?"

label variable 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"

label variable occupation "Occupation (self-reported)"

label variable occupation\_other "User description when selecting 'Other' occupation"

label variable race\_ethnicity "Race/ethnicity -- categorical"

label variable race\_ethnicity\_s "Race/ethnicity -- categorical combines several small categories into 'Other'"

label variable hourly\_wage "Hourly wage = (2019 income)/(pre-COVID weekly work hours \* 50 weeks per year)"

~~label variable wfh\_extraeff\_comm\_qual "Is time saved by not commuting part of your extra efficiency when working from home? - categorical"~~

label variable 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 "

rename workhours\_precovid workhours\_preCOVID

label variable workhours\_preCOVID "Hours worked per week pre-COVID"

rename workhours\_duringcovid workhours\_duringCOVID

label variable workhours\_duringCOVID "Hours worked per week at the time of the survey (during COVID) -- if currently working, otherwise missing"

label variable extratime\_1stjob "Percent of commute time savings spent working on primary or current job"

label variable extratime\_2ndjob "Percent of commute time savings spent on a second or new secondary job"

label variable extratime\_childcare "Percent of commute time savings spent on childcare"

label variable extratime\_chores "Percent of commute time savings spent on home improvement, chores, or shopping"

label variable extratime\_indoorleisure "Percent of commute time savings spent on leisure indoors (e.g. reading, watching TV and movies)"

label variable extratime\_outdoorexercise "Percent of commute time savings spent on exercise or outdoor leisure"

label variable extratime\_sleep "Percent of commute time savings spent on sleep"

label variable wfh\_feel\_new\_qual "Assuming it doesn’t matter for your pay, which working arrangements would you prefer after COVID is under control? - categorical"

label variable 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"

label variable 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."

label variable vaccine\_req\_boss "Does or will your employer require you to be vaccinated to work on business premises? - categorical"

label variable vaccine\_req\_should\_gen "Should employers require vaccination before letting workers return to the employer’s worksite? - categorical"

label variable vaccine\_req\_should\_myboss "Should your employer require vaccination before letting you and your co-workers return to the worksite? - categorical"

label variable 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"

label variable 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"

label variable 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?"

label variable 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?"

rename wfh\_able\_qual\_may21 wfh\_able\_qual\_May21

label variable wfh\_able\_qual\_May21 "Do you need to be physically present on business premises to perform your job (current or most recent)? - categorical"

rename wfh\_dow\_preferm wfh\_dow\_preferM

rename wfh\_dow\_prefert wfh\_dow\_preferT

rename wfh\_dow\_preferw wfh\_dow\_preferW

rename wfh\_dow\_preferr wfh\_dow\_preferR

rename wfh\_dow\_preferf wfh\_dow\_preferF

rename wfh\_dow\_preferna wfh\_dow\_preferNA

label variable wfh\_dow\_preferM "Would choose Monday as one of 2 WFH days"

label variable wfh\_dow\_preferT "Would choose Tuesday as one of 2 WFH days"

label variable wfh\_dow\_preferW "Would choose Wednesday as one of 2 WFH days"

label variable wfh\_dow\_preferR "Would choose Thursday as one of 2 WFH days"

label variable wfh\_dow\_preferF "Would choose Friday as one of 2 WFH days"

label variable wfh\_dow\_preferNA "No preference for 2 WFH days"

label variable 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"

label variable 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"

label variable 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"

label variable 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"

label variable 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"

label variable 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"

label variable 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]?"

label variable 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"

label variable 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"

label variable 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"

label variable videocall\_med\_quant "How does the efficiency of video calls for medium sized group meetings (up 5 to 10 people) compare to the efficiency of in-person meetings? - quantitative"

label variable videocall\_large\_qual "How does the efficiency of video calls for large sized group meetings (10 or more people) compare to the efficiency of in-person meetings? - categorical"

label variable videocall\_large\_quant "How does the efficiency of video calls for large sized group meetings (10 or more people) compare to the efficiency of in-person meetings? - quantitative"

label variable wfh\_able\_intcount "How much would your efficiency working from home increase if you had perfect high-speed internet?"

label variable employer\_arr\_qual "What plans does your employer have for working arrangements of full-time employees after COVID, in 2022 or later?"

label variable who\_decides\_wfhdays "Who decides which days and how many days employees work remotely?"

label variable employer\_return\_when "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?"

rename wfh\_days\_postcovid\_boss\_ty wfh\_days\_postCOVID\_boss\_ty

label variable 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"

rename wfh\_days\_postcovid\_boss\_ty\_ss wfh\_days\_postCOVID\_boss\_ty\_ss

label variable 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? - caterogical bundling together rarely and never"

label variable 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..."

rename handshake\_postcovid handshake\_postCOVID

rename handshake\_precovid handshake\_preCOVID

label variable handshake\_postCOVID "When you return to work in person, and you are introduced to somebody will you...?"

label variable handshake\_preCOVID "Before COVID (in 2019), when you were introduced to somebody at work what did you do?"

label variable downloadspeed "Internet download speed from speed test. Winsorized at the 1st and 90th percentiles within each category of the `internet\_quality' variable"

label variable uploadspeed "Internet download speed from speed test. Winsorized at the 1st and 90th percentiles within each category from `internet\_quality' variable"

label variable self\_employment "Which of the following best describes your current employment situation? - categorical"

label variable ownbusiness\_sizecat "Excluding yourself but including employees and independent contractors, how many staff members are part of your business?"

label variable employer\_sizecat "Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?"

label variable workstatus\_current\_new "Currently (this week) what is your work status? - categorical. Version of the question asked since November 2020"

rename numwfh\_days\_postcovid\_boss\_pre numwfh\_days\_postCOVID\_boss\_pre

label variable 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 (%)"

rename wfh\_postcovid\_boss\_ann wfh\_postCOVID\_boss\_ann

label variable 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"

rename wfh\_eff\_covid\_qual wfh\_eff\_COVID\_qual

label variable 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"

rename wfh\_eff\_covid\_neg\_d wfh\_eff\_COVID\_neg\_d

label variable wfh\_eff\_COVID\_neg\_d "How much less efficient are you while working from home than at the office - if less efficient"

rename wfh\_eff\_covid\_pos\_d wfh\_eff\_COVID\_pos\_d

label variable wfh\_eff\_COVID\_pos\_d "How much more efficient are you while working from home than at the office - if more efficient"

rename wfh\_eff\_nocovid\_qual wfh\_eff\_noCOVID\_qual

label variable wfh\_eff\_noCOVID\_qual "How does your efficiency working from home compare to your efficiency working on business premises? - categorical"

rename wfh\_eff\_nocovid\_neg\_d wfh\_eff\_noCOVID\_neg\_d

label variable 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"

rename wfh\_eff\_nocovid\_pos\_d wfh\_eff\_noCOVID\_pos\_d

label variable 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'"

rename wfh\_eff\_covid\_question wfh\_eff\_COVID\_question

label variable 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"

label variable employer\_sizecat "Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?"

label variable lesseff\_reasons\_noroom "Why are you less efficient when working from home? - I don't have a quiet room to work in"

label variable lesseff\_reasons\_kidsinterr "Why are you less efficient when working from home? - I am frequently interrupted by my kids"

label variable 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"

label variable lesseff\_reasons\_internet "Why are you less efficient when working from home? - I don't have an adequate internet connection"

label variable lesseff\_reasons\_equipment "Why are you less efficient when working from home? - I need specialized equipment to do my job"

label variable lesseff\_reasons\_homecomputer "Why are you less efficient when working from home? - My home computer is not good enough"

label variable lesseff\_reasons\_tasks "Why are you less efficient when working from home? - My job involves many tasks that cannot be done remotely"

label variable lesseff\_reasons\_other "Why are you less efficient when working from home? - Other"

label variable 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 "

label variable 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"

label variable 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"

label variable 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"

label variable 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"

label variable moreeff\_reasons\_lessstress "Apart from saving time by not commuting, why are you more efficient when working from home? - I feel less stressed at home"

label variable moreeff\_reasons\_other "Apart from saving time by not commuting, why are you more efficient when working from home? - Other"

label variable commutetime\_towork "How long do you usually spend commuting to work (in minutes)?"

label variable commutetime\_fromwork "How long do you usually spend commuting from work (in minutes)?"

label variable coworker\_interactions "How much do you enjoy your personal interactions with coworkers at your employer's worksite?"

label variable client\_interactions "How much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?"

rename wfh\_days\_postcovid\_boss\_pre\_ss wfh\_days\_postCOVID\_boss\_pre\_ss

label variable wfh\_days\_postCOVID\_boss\_pre\_ss "Before the latest announcement, how often did your employer plan for you to work from home after COVID, in 2022 and later?"

label variable 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?"

label variable workteam\_tasks\_percent "To perform your job, what percentage of your tasks require collaboration as part of a team?"

label variable workteam\_npeople "How many people belong to your main work team? (Top-coded at 50)"

rename videocalls\_precovid\_percent videocalls\_preCOVID\_percent

label variable videocalls\_preCOVID\_percent "Before the pandemic, what percentage of your normal working day did you spend in video calls?"

label variable videocalls\_current\_percent "Currently, what percentage of your normal working day do you spend in video calls?"

label variable 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)"

rename workteam\_precovid\_nmeetings workteam\_preCOVID\_nmeetings

label variable 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)"

label variable boss\_wfh\_samedays "Will your manager work from home on the same days as you after the pandemic is over?"

label variable 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?"

label variable coworkers\_wfh\_samedays "Will most of your coworkers work from home on the same days as you after the pandemic is over?"

label variable 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?"

label variable commutemode "Before COVID how did you typically commute to work? - categorical"

label variable commutemode\_s "Before COVID how did you typically commute to work? - categorical and simplified"

label variable wbp\_return\_anxious "On a scale of 0 to 10, how anxious are you about returning to work on business premises?"

label variable quit\_qual "Have you quit or voluntarily left a job in the past 6 months? - categorical"

label variable quit\_date "Month (within the past 6) when you most recently quit a job - date format"

label variable 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."

rename drivealone\_precovid\_pct drivealone\_preCOVID\_pct

rename carpool\_precovid\_pct carpool\_preCOVID\_pct

rename publictr\_precovid\_pct publictr\_preCOVID\_pct

rename bicycle\_precovid\_pct bicycle\_preCOVID\_pct

rename walk\_precovid\_pct walk\_preCOVID\_pct

rename taxi\_precovid\_pct taxi\_preCOVID\_pct

rename nocommute\_precovid\_pct nocommute\_preCOVID\_pct

rename leavetime\_precovid\_quant leavetime\_preCOVID\_quant

rename leavetime\_precovid leavetime\_preCOVID

label variable 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?"

label variable groomtime\_wfh "How much time do you spend on grooming and getting ready for work when you work from home?"

label variable drivealone\_preCOVID\_pct "Driving alone: percent of commuting trips in 2019"

label variable carpool\_preCOVID\_pct "Carpool: percent of commuting trips in 2019"

label variable publictr\_preCOVID\_pct "Public transit: percent of commuting trips in 2019"

label variable bicycle\_preCOVID\_pct "Bicycle: percent of commuting trips in 2019"

label variable walk\_preCOVID\_pct "Walking: percent of commuting trips in 2019"

label variable taxi\_preCOVID\_pct "Taxi/ride hailing: percent of commuting trips in 2019"

label variable nocommute\_preCOVID\_pct "Did not commute pre-COVID (0 o 100)"

label variable drivealone\_current\_pct "Driving alone: percent of commuting trips currently"

label variable carpool\_current\_pct "Carpool: percent of commuting trips currently"

label variable publictr\_current\_pct "Public transit: percent of commuting trips currently"

label variable bicycle\_current\_pct "Bicycle: percent of commuting trips currently"

label variable walk\_current\_pct "Walking: percent of commuting trips currently"

label variable taxi\_current\_pct "Taxi/ride hailing: percent of commuting trips currently"

label variable nocommute\_current\_pct "Do not commute currently (0 o 100)"

label variable 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"

label variable leavetime\_current "Currently, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - categorical"

label variable 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"

label variable 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"

label variable worktime\_curr\_home\_pct "What percentage of your total working time do you currently spend at your home?"

label variable worktime\_curr\_ebp\_pct "What percentage of your total working time do you currently spend at your employer's worksite"

label variable worktime\_curr\_client\_pct "What percentage of your total working time do you currently spend at a client or customer's worksite?"

label variable worktime\_curr\_faf\_pct "What percentage of your total working time do you currently spend at a friend or family member's home"

label variable worktime\_curr\_cowork\_pct "What percentage of your total working time do you currently spend at a co-working space?"

label variable worktime\_curr\_public\_pct "What percentage of your total working time do you currently spend at a public space (cafe library, etc.)?"

label variable worktime\_des\_home\_pct "After the pandemic ends, what percentage of your total working time would you like to spend at your home?"

label variable 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"

label variable 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?"

label variable 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"

label variable 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?"

label variable 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.)?"

label variable worktime\_des\_nowork "I don't plan to work in 2022'"

label variable 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?"

label variable 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"

label variable 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?"

label variable 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"

label variable 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?"

label variable 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.)?"

label variable worktime\_plan\_nowork "I don't plan to work in 2022'"

label variable worksite\_option "Do you currently have the option to work at more than one employer worksite?"

label variable worktime\_remoteable\_pct "What percentage of your total working time do you usually spend on tasks that can be done remotely?"

label variable worktime\_nonremotable\_why "Why can't you work remotely 100% of the time?"

label variable choice\_dow\_prefer "If your employer requires you to work on premises 3 days a week, which would you prefer?"

rename wbp\_dow\_preferm wbp\_dow\_preferM

rename wbp\_dow\_prefert wbp\_dow\_preferT

rename wbp\_dow\_preferw wbp\_dow\_preferW

rename wbp\_dow\_preferr wbp\_dow\_preferR

rename wbp\_dow\_preferf wbp\_dow\_preferF

label variable wbp\_dow\_preferM "Would choose Monday as 1 of 3 on-premises days"

label variable wbp\_dow\_preferT "Would choose Tuesday as 1 of 3 on-premises days"

label variable wbp\_dow\_preferW "Would choose Wednesday as 1 of 3 on-premises days"

label variable wbp\_dow\_preferR "Would choose Thursday as 1 of 3 on-premises days"

label variable wbp\_dow\_preferF "Would choose Friday as 1 of 3 on-premises days"

label variable wfanywhere\_qual "In 2022 and later, will your employer allow you to work from anywhere for one month each year?"

label variable cities\_attn "In how many big cities with more than 500.000 inhabitants have you lived? Please insert the number \*33\* ."

label variable who\_decides\_wfhdays "For employees who work from home, who decides their work-from-home schedule?"

label variable worktime\_nonremotable\_f2fcl "Can't work remotely: need face-to-face interactions with clients/customers"

label variable worktime\_nonremotable\_f2fco "Can't work remotely: need face-to-face interactions with colleagues"

label variable worktime\_nonremotable\_equip "Can't work remotely: need to interact with physical equipment on premises"

label variable worktime\_nonremotable\_other "Can't work remotely: other"

label variable workstatus\_monday "Monday of last week, did you work a full day (6+ hours), and if so where?"

label variable workstatus\_tuesday "Tuesday of last week, did you work a full day (6+ hours), and if so where?"

label variable workstatus\_wednesday "Wednesday of last week, did you work a full day (6+ hours), and if so where?"

label variable workstatus\_thursday "Thursday of last week, did you work a full day (6+ hours), and if so where?"

label variable workstatus\_friday "Friday of last week, did you work a full day (6+ hours), and if so where?"

label variable workstatus\_saturday "Saturday of last week, did you work a full day (6+ hours), and if so where?"

label variable workstatus\_sunday "Sunday of last week, did you work a full day (6+ hours), and if so where?"

label variable wfhcovid\_fracmat "Share of paid working days WFH this week (%), i.e. during COVID - from `matrix' days-of-week question"

label variable grass\_color\_attnfull "What color is grass? Make sure that you select purple as an answer so we know you are paying attention."

label variable who\_sets\_wfhsched "Who sets your work-from-home schedule?"

label variable factors\_wfhsched\_cow "Coordinating with coworkers is a factor to consider when setting your WFH schedule"

label variable factors\_wfhsched\_spouse "Coordinating with spouse is a factor to consider when setting your WFH schedule"

label variable factors\_wfhsched\_client "Coordinating with customers/clients is a factor to consider when setting your WFH schedule"

label variable factors\_wfhsched\_traffic "Commuting when there's less traffic/congestion is a factor to consider when setting your WFH schedule"

label variable common\_varying\_sched "What type of work-from-home schedule does your manager or employer set?"

label variable 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)?"

label variable showerbathe\_wbp "Do you shower/bathe each morning when you travel to work?"

label variable brushteeth\_wbp "Do you brush your teeth each morning when you travel to work?"

label variable deodorant\_wbp "Do you use deodorant each morning when you travel to work?"

label variable makeup\_wbp "Do you put on makeup each morning when you travel to work?"

label variable shave\_wbp "Do you shave each morning when you travel to work?"

label variable freshclothes\_wbp "Do you wear fresh clothes each morning when you travel to work?"

label variable alarm\_wbp "Do you set an alarm each morning when you travel to work?"

label variable showerbathe\_wfh "Do you shower/bathe each morning when you work from home?"

label variable brushteeth\_wfh "Do you brush your teeth each morning when you work from home?"

label variable deodorant\_wfh "Do you use deodorant each morning when you work from home?"

label variable makeup\_wfh "Do you put on makeup each morning when you work from home?"

label variable shave\_wfh "Do you shave each morning when you work from home?"

label variable freshclothes\_wfh "Do you wear fresh clothes each morning when you work from home?"

label variable alarm\_wfh "Do you set an alarm each morning when you work from home?"

label variable commute\_mode\_faf "Commuting mode to the friends and family home"

label variable commute\_mode\_cowork "Commuting mode to the co-working space"

label variable commute\_mode\_public "Commuting mode to the public space"

label variable commutetime\_to\_faf "Commuting time to the friends and family home (mins)"

label variable commutetime\_to\_cowork "Commuting time to the co-working space (mins)"

label variable commutetime\_to\_public "Commuting time to the public space (mins)"

label variable commutetime\_from\_faf "Commuting time from the friends and family home (mins)"

label variable commutetime\_from\_cowork "Commuting time from the co-working space (mins)"

label variable commutetime\_from\_public "Commuting time from the public space (mins)"

label variable party\_affiliation "Do you usually think of yourself as a Republican, Democrat, Independent, or what?"

label variable party\_affiliation\_s "Do you usually think of yourself as a Republican, Democrat, Independent, or what? (simplified variable)"

rename leandem leanDem

rename leanrep leanRep

rename leanind leanInd

rename dem\_self Dem\_self

rename rep\_self Rep\_self

rename ind\_self Ind\_self

label variable leanDem "100 x 1(Democrat or Independent, close to Democrat)"

label variable leanRep "100 x 1(Republican or Independent, close to Republican)"

label variable leanInd "100 x 1(Independent, neither party)"

label variable Dem\_self "100 x 1(Democrat)"

label variable Rep\_self "100 x 1(Republican)"

label variable Ind\_self "100 x 1(Independent)"

rename numwfh\_days\_postcovid\_boss\_s\_u\_l numwfh\_days\_postCOVID\_boss\_s\_u\_l

label variable 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"

label variable infection\_labsearch\_avoid "In my job search, I avoid jobs with high infection risk"

label variable infection\_labsearch\_highpay "In my job search, I require higher pay for jobs with high infection risk"

label variable infection\_labsearch\_benefits "In my job search, I require higher benefits for jobs with high infection risk"

label variable infection\_labsearch\_wfhpref "In my job search, I prefer jobs allowing me to work from home"

label variable infection\_labsearch\_no "Worries about infection don't affect my job search'"

label variable labsearch\_qual "Which of the following best describes your job search (with respect to WFH)?"

label variable infection\_lfp "Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?"

label variable wfh\_lfp "Would you start seeking work if you were guaranteed to find a job allowing you to work from home?"

label variable coworkers\_samedays\_pref "Would you like your co-workers to come into work on the same days as you?"

label variable wfh\_coordinate\_eff "Which of the following would make your job more efficient?"

label variable wfh\_coordinate\_pref "Which of the following would you prefer?"

label variable wbp\_smallmeet\_pref "When you are working on your employer's premises, how would you like to hold small meetings with your coworkers?"

label variable wfh\_top3benefits\_commute "Top 3 benefits of WFH include: No commute"

label variable wfh\_top3benefits\_groom "Top 3 benefits of WFH include: Less time getting ready"

label variable wfh\_top3benefits\_flex "Top 3 benefits of WFH include: Flexibility on when I work"

label variable wfh\_top3benefits\_meetings "Top 3 benefits of WFH include: Fewer meetings"

label variable wfh\_top3benefits\_quiet "Top 3 benefits of WFH include: Individual quiet time"

label variable wfh\_top3benefits\_family "Top 3 benefits of WFH include: More time with family/friends"

label variable wfh\_top3benefits\_other "Top 3 benefits of WFH include: Other"

label variable wfh\_top3benefits\_num "Number of benefits of WFH chosen"

label variable wbp\_top3benefits\_collab "Top 3 benefits of WBP include: Face-toface collaboration"

label variable wbp\_top3benefits\_social "Top 3 benefits of WBP include: Socializing"

label variable wbp\_top3benefits\_facetime "Top 3 benefits of WBP include: Face time with manager"

label variable wbp\_top3benefits\_equip "Top 3 benefits of WBP include: Better equipment"

label variable wbp\_top3benefits\_quiet "Top 3 benefits of WBP include: Quiet"

label variable wbp\_top3benefits\_bound "Top 3 benefits of WBP include: Work/personal time boundaries"

label variable wbp\_top3benefits\_other "Top 3 benefits of WBP include: Other"

label variable wbp\_top3benefits\_num "Number of benefits of WBP chosen"

label variable 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"

label variable 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)"

label variable whfcovid\_cpsq\_posend "Equals 1 if CPS question about telework appears at the end of the survey. 0 otherwise."

label variable freq\_nonwork\_car "How frequently do you use a car for non-work trips? - qualitative"

label variable freq\_nonwork\_taxi "How frequently do you use a taxi/rideshare for non-work trips? - qualitative"

label variable freq\_nonwork\_transit "How frequently do you use public transit for non-work trips? - qualitative"

label variable freq\_nonwork\_bike "How frequently do you use a bicycle for non-work trips? - qualitative"

label variable freq\_nonwork\_walk "How frequently do you walk for non-work trips? - qualitative"

label variable worktime\_nonremoteable\_pct "What percentage of your total working time do you usually spend on tasks that cannot be done remotely?"

label variable workstatus\_current\_d "Currently (this week) what is your work status - detailed version prior to November 2020"

label variable income\_year "Year corresponding to the main labor earnings question used to construct weights for the respondent."

label variable 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?"

label variable 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?"

label variable 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?"

label variable 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?"

label variable 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?"

label variable 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?"

label variable forcedchoice\_prefer "If your employer said you need to come to work in person two days a week, which would you prefer?"

label variable wfh\_interviewing "Has working from home made it easier or harder to interview for prospective new jobs?"

label variable work\_facility "What type of facility best describes where you work (or worked in your most recent job)?"

label variable mask\_indoorsatwork "In the past week, how often did you wear a face mask indoors at work?"

label variable mask\_outdoorsleisure "In the past week, how often did you wear a face mask outdoors for leisure?"

label variable mask\_whendriving "In the past week, how often did you wear a face mask when driving your own car?"

label variable mask\_home "In the past week, how often did you wear a face mask in your own house?"

label variable mask\_indoorsleisure "In the past week, how often did you wear a face mask indoors for leisure?"

label variable work\_computer\_pct "When working, what percentage of the time are you using a laptop or desktop computer?"

label variable occupation\_clean "Occupation (self-reported and reassigning 'Other' occupations based on description)"

label variable sum3plus4 "What is 3 + 4?"

label variable boss\_plan\_implement "Are you already following your employer's plan for post-COVID working arrangements?"

label variable interview\_time\_remote "How many hours does it take to interview for a prospective job via an online interview?"

label variable interview\_time\_inperson "How many hours does it take to interview for a prospective job via an in-person interview?"

label variable employer\_days\_meet "Last week, did you come into work as many days as your employer wanted you to come in?"

label variable wbp\_days\_comein "Days came into work last week"

label variable wbp\_days\_empwant "Days employer wanted you to come into work"

label variable fewerdays\_punishment "How has your employer responded to employees who work on business premises fewer days than requested?"

label variable handshake\_current "Currently, when you are introduced to somebody at work, what do you do?"

label variable fewerdays\_nothing "Nothing - if come into work less than employer requests"

label variable fewerdays\_verbal "Verbal reprimand - if come into work less than employer requests"

label variable fewerdays\_perfrev "Negative performance review - if come into work less than employer requests"

label variable fewerdays\_lesspay "Pay cut or bonus - if come into work less than employer requests"

label variable fewerdays\_threat "Threat to terminate - if come into work less than employer requests"

label variable fewerdays\_terminate "Termination - if come into work less than employer requests"

label variable fewerdays\_other "Other - if come into work less than employer requests"

label variable fewerdays\_dontknow "Don't know - if come into work less than employer requests"

label variable fewerdays\_user "User input for other - if come into work less than employer requests"

label variable failcomplete\_nothing "Nothing - if consistently fail to complete work on time"

label variable failcomplete\_verbal "Verbal reprimand - if consistently fail to complete work on time"

label variable failcomplete\_perfrev "Negative performance review - if consistently fail to complete work on time"

label variable failcomplete\_lesspay "Pay cut or bonus - if consistently fail to complete work on time"

label variable failcomplete\_threat "Threat to terminate - if consistently fail to complete work on time"

label variable failcomplete\_terminate "Termination - if consistently fail to complete work on time"

label variable failcomplete\_other "Other - if consistently fail to complete work on time"

label variable failcomplete\_dontknow "Don't know - if consistently fail to complete work on time"

label variable failcomplete\_user "User input for other - if consistently fail to complete work on time"

foreach var in infection\_labsearch\_avoid\_nofi infection\_labsearch\_highpay\_nofi infection\_labsearch\_benef\_nofi infection\_labsearch\_wfhpref\_nofi infection\_labsearch\_no\_nofi labsearch\_qual\_nofi infection\_lfp\_nofi wfh\_lfp\_nofi {

label variable `var' "Indicator equal to 1 if 'No' option shown first for `var' question"

}

label variable npeople\_engage\_work\_cat "During a typical workday, how many coworkers, customers, and clients do you engage in person or by video?"

label variable meetings\_workday\_pct "What percentage of your typical workday do you spend meeting or talking to people?"

label variable meetings\_cow\_pct "What percentage of your typical workday do you spend in meetings that include coworkers?"

rename nilf\_mainreason\_hps\_clean nilf\_mainreason\_HPS\_clean

label variable nilf\_mainreason\_HPS\_clean "What is your main reason for not working for pay or profit?"

label variable big5\_vividimagination "Big 5: I have a vivid imagination"

label variable big5\_sympathize "Big 5: I sympathize with others' feelings"

label variable big5\_makeamess "Big 5: I make a mess of things"

label variable big5\_lifeoftheparty "Big 5: I am the life of the party"

label variable big5\_moodswings "Big 5: I have frequent mood swings"

label variable big5\_donttalk "Big 5: I don't talk a lot"

label variable big5\_notabstract "Big 5: I am not interested in abstract ideas"

label variable big5\_forgetputback "Big 5: I often forget to put things back in their proper place"

label variable big5\_seldomblue "Big 5: I seldom feel blue"

label variable big5\_notinterestedothers "Big 5: I am not really interested in others"

label variable big5\_feelothersemotions "Big 5: I feel others' emotions"

label variable big5\_getupseteasily "Big 5: I get upset easily"

label variable big5\_getchoresdone "Big 5: I get chores done right away"

label variable big5\_notgoodimagination "Big 5: I do not have a good imagination"

label variable big5\_keepinbackground "Big 5: I keep in the background"

label variable big5\_diffabstract "Big 5: I have difficulty understanding abstract ideas"

label variable big5\_relaxed "Big 5: I am relaxed most of the time"

label variable big5\_nototherproblems "Big 5: I am not interested in other people's problems"

label variable big5\_talktodiffpeople "Big 5: I talk to a lot of different people at parties"

label variable big5\_likeorder "Big 5: I like order"

label variable job\_att\_rank\_advance "Job attributes rank: chances for advancement (1 = Most important)"

label variable job\_att\_rank\_important "Job attributes rank: important and feeling of accomplishment (1 = Most important)"

label variable job\_att\_rank\_nofire "Job attributes rank: No danger of being fired (1 = Most important)"

label variable job\_att\_rank\_income "Job attributes rank: High income (1 = Most important)"

label variable job\_att\_rank\_hours "Job attributes rank: Short working hours, lots of free time (1 = Most important)"

label variable life\_rank\_family "Life priorities: Family (1 = Most important)"

label variable life\_rank\_friends "Life priorities: Friends (1 = Most important)"

label variable life\_rank\_work "Life priorities: Work (1 = Most important)"

label variable life\_rank\_politics "Life priorities: Politics (1 = Most important)"

label variable life\_rank\_leisure "Life priorities: Leisure time (1 = Most important)"

label variable life\_rank\_religion "Life priorities: Religion/spirituality (1 = Most important)"

label variable work\_firm\_succeed "I am willing to work harder to help the firm I work for succeed."

label variable wfh\_top3benefits\_gaslunch "Top 3 benefits of WFH include: Saving on gas and lunch costs"

label variable wbp\_top3benefits\_mentoring "Top 3 benefits of WBP include: Better professional development, learning, mentoring"

rename csa\_job\_curr CSA\_job\_curr

label variable CSA\_job\_curr "Combined Statistical Area (City) of current job's business premises"

rename csa\_live\_curr CSA\_live\_curr

label variable CSA\_live\_curr "Combined Statistical Area (City) of current residence"

rename wfh\_eff\_nocovid\_randi wfh\_eff\_noCOVID\_randi

label variable wfh\_eff\_noCOVID\_randi "Binary indicator for whether we randomized response options in the efficiency question"

label variable work\_industry\_tech "Is your current (or most recent) job in the tech sector?"

rename habitsrev\_postcovid habitsrev\_postCOVID

label variable habitsrev\_postCOVID "Same as habits\_postCOVID but with reverse order of response options"

label variable jobsearch\_changes\_order "Order of response options: infection\_labsearch\_\* questions"

label variable jobsearch\_wfh\_order "Order of response options: labsearch\_qual question"

label variable notlooking\_reasons\_order "Order of response options: infection\_lfp"

label variable start\_looking\_order "Order of response options: wfh\_lfp"

rename wfh\_eff\_nocovid\_order wfh\_eff\_noCOVID\_order

label variable wfh\_eff\_noCOVID\_order "Order of options shown in wfh\_eff\_noCOVID\_qual"

label variable manage\_employees\_qual "Do you directly manage or supervise other employees in your organization?"

label variable manage\_employees\_quant "How many employees do you directly manage or supervise?"

label variable mycamera\_on\_2to4person "During 2 to 4 person work meetings on video-conferencing platforms, how often do you have your camera on?"

label variable mycamera\_on\_5to10person "During 5 to 10 person work meetings on video-conferencing platforms, how often do you have your camera on?"

label variable mycamera\_on\_10to30person "During 10 to 30 person work meetings on video-conferencing platforms, how often do you have your camera on?"

label variable mycamera\_on\_30plusperson "During >30 person work meetings on video-conferencing platforms, how often do you have your camera on?"

label variable othcamera\_on\_2to4person "During 2 to 4 person work meetings on video-conferencing platforms, how often do others have their camera on?"

label variable othcamera\_on\_5to10person "During 5 to 10 person work meetings on video-conferencing platforms, how often do others have their camera on?"

label variable othcamera\_on\_10to30person "During 10 to 30 person work meetings on video-conferencing platforms, how often do others have their camera on?"

label variable othcamera\_on\_30plusperson "During >30 person work meetings on video-conferencing platforms, how often do others have their camera on?"

label variable 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?"

label variable 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?"

label variable mycamera\_eff\_10to30erson "During 10 to 30 person work meetings on video-conferencing platforms, how does having your camera on (showing your face) impact your engagement?"

label variable mycamera\_eff\_30plusperson "During >30 person work meetings on video-conferencing platforms, how does having your camera on (showing your face) impact your engagement?"

label variable 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?"

label variable 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?"

label variable 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?"

label variable othcamera\_eff\_30plusperson "During >30 person work meetings on video-conferencing platforms, how does having their camera on (showing their face) impact others' engagement?"

label variable camera\_column\_order "Order of responses shown for camera questions - low\_to\_high or high\_to\_low"

label variable random\_day\_of\_week "Day of week reference for interaction question"

label variable work\_random\_dow "Last random\_day\_of\_week did you: WFH, come into work, or not work?"

label variable work\_random\_dow\_d "Last random\_day\_of\_week which of the following did you do? - DETAILED VERSION of work\_random\_dow"

label variable mins\_getting\_mentored "Interaction: getting mentored (mins)"

label variable mins\_mentoring\_others "Interaction: mentoring others (mins)"

label variable mins\_disc\_ownperform "Interaction: discussing your performance w/ supervisor (mins)"

label variable mins\_disc\_othperform "Interaction: discussing performance of managees (mins)"

label variable mins\_training "Interaction: training (mins)"

label variable mins\_profdev "Interaction: professional development and learning (mins)"

label variable limit\_vigorous "Does your health currently limit you in doing vigorous activities?"

label variable limit\_moderate "Does your health currently limit you in doing moderate activities?"

label variable limit\_lifting "Does your health currently limit you in lifting/carrying groceries?"

label variable limit\_severalflights "Does your health currently limit you in climbing several flights of stairs?"

label variable limit\_oneflight "Does your health currently limit you in climbing one flight of stairs?"

label variable limit\_kneeling "Does your health currently limit you in bending, kneeling, or stopping?"

label variable limit\_mileplus "Does your health currently limit you in walking more than one mile?"

label variable limit\_severalblocks "Does your health currently limit you in walking several blocks?"

label variable limit\_oneblock "Does your health currently limit you in walking one block?"

label variable limit\_bathdress "Does your health currently limit you in bathing or dressing yourself?"

label variable subj\_wellbeing "Subjective wellbeing ladder - best life at 10 worst at 0, on which step do you currently stand?"

label variable children\_household\_yesno "Are there children under 18 living in your household?"

label variable covid\_test\_positive "Have you had a positive diagnosis for COVID-19?"

label variable covid\_believe\_positive "Despite not testing positive, do you believe you have had COVID-19?"

label variable covid\_long\_qual "Did you have any symptoms lasting 3 months or longer that you did not have prior to having COVID?"

label variable covid\_long\_close\_qual "Have any close friends or family members experienced COVID symptoms lasting 3 months or longer?"

label variable 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? "

label variable ever\_meet\_coworkers "Do you ever meet with your coworkers in person?"

label variable long\_meet\_coworkers "When you do meet your coworkers, for how long do you meet?"

label variable workday\_exercise "Last [random day of the week] EXERCISED during the workday"

label variable workday\_readleisure "Last [random day of the week] READ FOR LEISURE during the workday"

label variable workday\_gaming "Last [random day of the week] PLAYED A PHONE/COMPUTER GAME during the workday"

label variable workday\_chores "Last [random day of the week] DID CHORES during the workday"

label variable workday\_childcare "Last [random day of the week] DID CHILDCARE during the workday"

label variable workday\_errands "Last [random day of the week] DID PERSONAL ERRANDS during the workday"

label variable workday\_other "Last [random day of the week] DID OTHER during the workday"

label variable workday\_none "Last [random day of the week] DID NONE OF THE ABOVE during the workday"

label variable workday\_alcohol "Last [random day of the week] DRANK ALCOHOL during the workday"

label variable workcomm\_email "Uses EMAIL to communicate for work purposes"

label variable workcomm\_slack "Uses SLACK to communicate for work purposes"

label variable workcomm\_textpersonal "Uses MESSAGING ON PERSONAL PHONE to communicate for work purposes"

label variable workcomm\_zoom "Uses ZOOM to communicate for work purposes"

label variable workcomm\_teams "Uses MICROSOFT TEAMS to communicate for work purposes"

label variable workcomm\_officephone "Uses OFFICE PHONE CALLS to communicate for work purposes"

label variable workcomm\_personalphone "Uses HOME/PERSONAL PHONE CALLS to communicate for work purposes"

label variable workcomm\_none "Uses NONE OF THE ABOVE to communicate for work purposes"

label variable workcomm\_freq\_email "How often do you use EMAIL to communicate for work purposes?"

label variable workcomm\_freq\_slack "How often do you use SLACK to communicate for work purposes?"

label variable workcomm\_freq\_textpersonal "How often do you use MESSAGING ON PERSONAL PHONE to communicate for work purposes?"

label variable workcomm\_freq\_zoom "How often do you use ZOOM to communicate for work purposes?"

label variable workcomm\_freq\_teams "How often do you use MICROSOFT TEAMS to communicate for work purposes?"

label variable workcomm\_freq\_officephone "How often do you use OFFICE PHONE CALLS to communicate for work purposes?"

label variable workcomm\_freq\_personalphone "How often do you use PERSONAL PHONE CALLS to communicate for work purposes?"

label variable overlook\_email "How often do you overlook work-related EMAIL communications?"

label variable overlook\_slack "How often do you overlook work-related SLACK communications?"

label variable overlook\_textpersonal "How often do you overlook work-related TEXT MESSAGES ON YOUR PERSONAL PHONE?"

label variable overlook\_zoom "How often do you overlook work-related ZOOM communications?"

label variable overlook\_teams "How often do you overlook work-related MICROSOFT TEAMS communications?"

label variable overlook\_officephone "How often do you overlook work-related CALLS ON YOUR OFFICE PHONE"

label variable overlook\_personalphone "How often do you overlook work-related CALLS ON YOUR PERSONAL PHONE?"

label variable afterhours\_email "How often do you respond to work-related EMAIL communications after hours or on weekends?"

label variable afterhours\_slack "How often do you respond to work-related SLACK communications after hours or on weekends?"

label variable afterhours\_textpersonal "How often do you respond to work-related TEXT MESSAGES ON YOUR PERSONAL PHONE after hours or on weekends?"

label variable afterhours\_zoom "How often do you respond to work-related ZOOM communications after hours or on weekends?"

label variable afterhours\_teams "How often do you respond to work-related MICROSOFT TEAMS communications after hours or on weekends?"

label variable afterhours\_officephone "How often do you respond to work-related CALLS ON YOUR OFFICE PHONE after hours or on weekends?"

label variable afterhours\_personalphone "How often do you respond to work-related CALLS ON YOUR PERSONAL PHONE after hours or on weekends?"

label variable workday\_split\_indiv "Individual Work % Split of Last Random Day of Week"

label variable workday\_split\_meet2to4 "2 to 4 Person Meetings % Split of Last Random Day of Week"

label variable workday\_split\_meet5plus "5 or More Person Meetings % Split of Last Random Day of Week"

label variable workday\_split\_lunch "Lunch % Split of Last Random Day of Week"

label variable workday\_split\_downtime "Downtime % Split of Last Random Day of Week"

label variable sick\_lastweek\_qual "Were you feeling sick, ill, or injured on any days last week?"

label variable sick\_lastweek\_quant "On how many workdays did you feel sick, ill or injured last week?"

label variable sick\_lastweek\_workanyway "Sick/Ill/Injured Days Last Week You WORKED ANYWAY"

label variable sick\_lastweek\_wfh "Sick/Ill/Injured Days Last Week You WORKED FROM HOME"

label variable sick\_lastweek\_notwork "Sick/Ill/Injured Days Last Week You DIDN'T WORK"

label variable usual\_days\_perweek "Usual number of days worked per week (categorical)"

label variable ioneyearahead "Saw version of worker desires/employer plans saying `one year ahead'"

label variable iextratime\_new "Saw version of extratime question saying `while you WFH'"

label variable onewaytrip\_fullremote "How long would it take to travel (one-way) from your home to your employer's location?"

label variable 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?"

label variable compress\_feel\_workconst "How would you feel about compressing your workweek into 4 days, while doing the same amount of work over the week?"

label variable 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?"

label variable 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?"

label variable 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?"

label variable 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?"

label variable prefer\_4d10h\_5d8h "Which do you prefer: working 4-days per week for 10 hours or 5 day per week for 8 hours?"

label variable manager\_4day\_shift "In the past 12 months, has your manager spoken to you about shifting to a 4-day workweek?"

label variable wfh\_able\_intcount\_cont "How much would your efficiency working from home increase if you had perfect high-speed internet?"

label variable work\_alldays\_mat "Total number of days working 6+hours last week - from matrix question w/o restricting by work status"

label variable work\_wfhdays\_mat "Total number of days working from home last week - from matrix question w/o restricting by work status"

label variable work\_wbpdays\_mat "Total number of days working on employer/client premises last week - from matrix question w/o restricting by work status"

label variable birth\_year "What year were you born?"

label variable employer\_emp\_cat "Counting all of its locations, how many employees work for your primary employer?"

label variable live\_adults\_partner "Binary indicator for whether living with a spouse/domestic partner"

label variable employer\_censusbirth\_cat\_d "When did your your employer hire its first employee (at any location)? - Breakdown pre-2006"

label variable employer\_mylocbirth\_cat\_d "When did your employer start operations at the location you are assigned to? - Breakdown pre-2006"

label variable fullremote\_payvary "As a fully remote employee, does your pay depend on where you live?"

label variable sick\_lastweek\_type "Last week, when you felt sick/ill/injured were you: sick/ill contagious, sick/ill NOT contagious, or injured?"

label variable two\_video\_calls "Have you ever been on two video calls at the same time?"

label variable 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?"

label variable multitask\_during\_calls\_num "When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking? - numerical"

label variable multitask\_during\_calls\_cat "When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking? - categorical"

label variable 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"

label variable howlong\_resi\_current "How long have you lived in your current residence?"

label variable manager\_4day\_ntimes "How many times in the past 12 months has your manager spoken to you about shifting to a 4-day workweek?"

label variable manager\_4day\_recent "When did your manager speak to you most recently about shifting to a 4-day workweek?"

label variable manager\_4day\_message "What was your manager's message when they most recently spoke to you about shifting to a 4-day workweek?"

label variable commknow\_ftjobs "Do any of your employers know you have another full-time job?"

label variable num\_ftjobs "How many full-time jobs do you currently have? - qualitative"

label variable cps\_telework23\_yesno "At any time LAST WEEK did you telework or work at home for pay?"

label variable cps\_telework20\_yesno "Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?"

label variable cpsalt\_telework23\_yesno "Did you spend any time LAST WEEK working at home for your job?"

label variable cpsalt\_telework20\_yesno "Did you spend any time working at home for your job in February 2020 before the COVID-19 pandemic started?"

label variable cps\_telework23\_hours "Last week, you worked N hours. How many of these hours did you telework or work at home for pay?"

label variable 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)?"

label variable 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)?"

label variable 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)?"

label variable cps\_remote\_hours\_pct "Percent of hours worked last week that you teleworked or worked at home for pay"

label variable 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)"

label variable ilowquality "Indicator for low quality data."

label variable education\_ss "Education - categorical with only 4 values"

label variable pets\_no "Do you live with any pets? - No"

label variable pets\_dogs "Do you live with any pets? - Yes, dog(s)"

label variable pets\_cats "Do you live with any pets? - Yes, cat(s)"

label variable pets\_fish "Do you live with any pets? - Yes, fish"

label variable pets\_rabbits "Do you live with any pets? - Yes, rabbit(s)"

label variable pets\_rodents "Do you live with any pets? - Yes, hamster(s)/rats(s)/guinea pig(s)"

label variable pets\_reptiles "Do you live with any pets? - Yes, lizard(s), turtle(s), or snake(s)"

label variable pets\_birds "Do you live with any pets? - Yes, owl(s), falcon(s), or other bird(s)"

label variable pets\_other "Do you live with any pets? - Yes, other"

label variable workday\_hours\_videocall "Hours in video or phone calls last random\_day\_of\_week"

label variable workday\_hours\_f2fmeeting "Hours in face-to-face meetings last random\_day\_of\_week"

label variable workday\_hours\_textemail "Hours in text or email conversations last random\_day\_of\_week"

label variable workday\_hours\_indivwork "Hours doing individual work last random\_day\_of\_week"

label variable workday\_hours\_downtime "Hours of downtime last random\_day\_of\_week"

label variable workday\_pct\_videocall "Percent of workday in video or phone calls last random\_day\_of\_week"

label variable workday\_pct\_f2fmeeting "Percent of workday in video call or phone last random\_day\_of\_week"

label variable workday\_pct\_textemail "Percent of workday in text or email conversations last random\_day\_of\_week"

label variable workday\_pct\_indivwork "Percent of workday doing individual work last random\_day\_of\_week"

label variable workday\_pct\_downtime "Percent of workday on downtime last random\_day\_of\_week"

label variable wfh\_ideal\_physical\_health "If you worked 5 days/week, how many WFH days/week would be best for your physical health?"

label variable wfh\_ideal\_mental\_health "If you worked 5 days/week, how many WFH days/week would be best for your mental health?"

\* For some reason Stata loads some variables twice so dropping the duplicates

cap drop v181

cap drop v182

cap drop v246

cap drop v247

cap drop v183

cap drop v248

cap drop v374

cap drop v428

cap drop v375

cap drop v535

cap drop v536

cap drop v537

cap drop v538

cap drop v539

cap drop v540

cap drop v541

cap drop v542

cap drop v543

cap drop v429

cap drop v550

cap drop v248

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Label the values of categorical variables

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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\* Age

label define agebin\_lbl 1 "Under 20"

label define agebin\_lbl 2 "20 - 29", add

label define agebin\_lbl 3 "30 - 39", add

label define agebin\_lbl 4 "40 - 49", add

label define agebin\_lbl 5 "50 - 64", add

label define agebin\_lbl 6 "65+", add

label values agebin agebin\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Education (there are two similar variables)

label define education\_lbl 1 "Less than high-school graduation"

label define education\_lbl 2 "High-school graduation", add

label define education\_lbl 3 "1 to 3-years of college", add

label define education\_lbl 4 "4 years of college degree", add

label define education\_lbl 5 "Masters or Professional Degree", add

label define education\_lbl 6 "PhD", add

label values education education\_lbl

label define education\_s\_lbl 1 "Less than high-school degree"

label define education\_s\_lbl 2 "High-school degree", add

label define education\_s\_lbl 3 "1 to 3-years of college", add

label define education\_s\_lbl 4 "4-year college degree", add

label define education\_s\_lbl 5 "Graduate degree", add

label values education\_s education\_s\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Efficiency WFH during COVID relative to expectations

label define wfh\_expect\_lbl 1 "Hugely better, 20%+ "

label define wfh\_expect\_lbl 2 "Substantially better - 10 to 20% ", add

label define wfh\_expect\_lbl 3 "Better -- up to 10% ", add

label define wfh\_expect\_lbl 4 "About the same ", add

label define wfh\_expect\_lbl 5 "Worse - up to 10% ", add

label define wfh\_expect\_lbl 6 "Substantially worse - 10 to 20% ", add

label define wfh\_expect\_lbl 7 "Hugely worse, 20%+ ", add

label values wfh\_expect wfh\_expect\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Current working status

label define workstatus\_current\_lbl 1 "Working on my business premises"

label define workstatus\_current\_lbl 2 "Working from home", add

label define workstatus\_current\_lbl 3 "Not working", add

label values workstatus\_current workstatus\_current\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Income categories (coarse and fine)

label define iincomebin\_lbl 0 "$10k to $20k" 1 "$20k to $50k" 2 "$50k to $100k" 3 "$100k to $150k" 4 "$150k+"

label values iincomebin iincomebin\_lbl

label define income\_cat\_lbl 2 "10k - 20k"

label define income\_cat\_lbl 3 "20k - 30k", add

label define income\_cat\_lbl 4 "30k - 40k", add

label define income\_cat\_lbl 5 "40k - 50k", add

label define income\_cat\_lbl 6 "50k - 60k", add

label define income\_cat\_lbl 7 "60k - 70k", add

label define income\_cat\_lbl 8 "70k - 80k", add

label define income\_cat\_lbl 9 "80k - 100k", add

label define income\_cat\_lbl 10 "100k - 125k", add

label define income\_cat\_lbl 11 "125k - 150k", add

label define income\_cat\_lbl 12 "150k - 200k", add

label define income\_cat\_lbl 13 "200k - 500k", add

label define income\_cat\_lbl 14 "500k +", add

label values income\_cat income\_cat\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Census division (broad region) of residence

label define censusdiv\_lbl 1 "New England" 2 "Mid-Atlantic" 3 "East North Central" 4 "West North Central" 5 "South Atlantic" 6 "East South Central" 7 "West South Central" 8 "Mountain" 9 "Pacific"

label values censusdivision censusdiv\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Industry of current job

label define work\_industry\_lbl 1 "Agriculture",

label define work\_industry\_lbl 2 "Arts & Entertainment", add

label define work\_industry\_lbl 3 "Finance & Insurance", add

label define work\_industry\_lbl 4 "Construction", add

label define work\_industry\_lbl 5 "Education", add

label define work\_industry\_lbl 6 "Health Care & Social Assistance", add

label define work\_industry\_lbl 7 "Hospitality & Food Services", add

label define work\_industry\_lbl 8 "Information", add

label define work\_industry\_lbl 9 "Manufacturing", add

label define work\_industry\_lbl 10 "Mining", add

label define work\_industry\_lbl 11 "Professional & Business Services", add

label define work\_industry\_lbl 12 "Real Estate", add

label define work\_industry\_lbl 13 "Retail Trade", add

label define work\_industry\_lbl 14 "Transportation and Warehousing", add

label define work\_industry\_lbl 15 "Utilities", add

label define work\_industry\_lbl 16 "Wholesale Trade", add

label define work\_industry\_lbl 17 "Government", add

label define work\_industry\_lbl 18 "Other", add

label values work\_industry work\_industry\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Sex

\* Note: gender\_d includes the "Other/prefer not to say option" while gender

\* focuses on male/female (sex only)

label define gender\_lbl 1 "Female"

label define gender\_lbl 2 "Male", add

label define gender\_lbl 3 "Other/prefer not to say", add

label values gender\_d gender\_lbl

label values gender gender\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Desired post-COVID working from home days, for both categorical versions

\* (bundled and unbundled "Rarely" and "Never" categories)

\*

\* 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.

foreach var in wfh\_days\_postCOVID {

label define `var'\_s\_lbl 1 "Never"

label define `var'\_s\_lbl 2 "Rarely (e.g. monthly)", add

label define `var'\_s\_lbl 3 "1 day per week", add

label define `var'\_s\_lbl 4 "2 days per week", add

label define `var'\_s\_lbl 5 "3 days per week", add

label define `var'\_s\_lbl 6 "4 days per week", add

label define `var'\_s\_lbl 7 "5 days per week", add

label values `var'\_s `var'\_s\_lbl

}

label define wfh\_days\_postCOVID\_ss\_lbl 1 "Rarely or never"

label define wfh\_days\_postCOVID\_ss\_lbl 2 "1 day per week", add

label define wfh\_days\_postCOVID\_ss\_lbl 3 "2 days per week", add

label define wfh\_days\_postCOVID\_ss\_lbl 4 "3 days per week", add

label define wfh\_days\_postCOVID\_ss\_lbl 5 "4 days per week", add

label define wfh\_days\_postCOVID\_ss\_lbl 6 "5 days per week", add

label values wfh\_days\_postCOVID\_ss wfh\_days\_postCOVID\_ss\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Employer planned post-COVID working from home days, for both categorical versions

\* (bundled and unbundled "Rarely" and "Never" categories)

\*

\* Also for the question of "Before the latest announcement, how often did your

\* employer plan for you to work from home after COVID, in 2022 and later?"

\*

\* 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.

foreach var in wfh\_days\_postCOVID\_boss {

label define `var'\_lbl 1 "Never"

label define `var'\_lbl 2 "Rarely", add

label define `var'\_lbl 3 "1 day per week", add

label define `var'\_lbl 4 "2 days per week", add

label define `var'\_lbl 5 "3 days per week", add

label define `var'\_lbl 6 "4 days per week", add

label define `var'\_lbl 7 "5 day per week", add

label define `var'\_lbl 8 "No clear plans from employer", add

label define `var'\_lbl 9 "No employer", add

label values `var' `var'\_lbl

}

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 1 "Rarely or never"

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 2 "1 day per week", add

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 3 "2 days per week", add

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 4 "3 days per week", add

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 5 "4 days per week", add

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 6 "5 day per week", add

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 7 "No clear plans from employer", add

label define wfh\_days\_postCOVID\_boss\_ss\_lbl 8 "No employer", add

label values wfh\_days\_postCOVID\_boss\_ss wfh\_days\_postCOVID\_boss\_ss\_lbl

label values wfh\_days\_postCOVID\_boss\_pre\_ss wfh\_days\_postCOVID\_boss\_ss\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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

label define wfh\_able\_lbl 1 "Completely, 100%+ efficient"

label define wfh\_able\_lbl 2 "Mostly, 80% to 90% efficient", add

label define wfh\_able\_lbl 3 "Partly, 50% to 70% efficient", add

label define wfh\_able\_lbl 4 "Barely, less than 50% efficient", add

label define wfh\_able\_lbl 5 "No, I cannot do my job at home", add

label values wfh\_able wfh\_able\_lbl

label define wfh\_able\_qual\_lbl 1 "No"

label define wfh\_able\_qual\_lbl 2 "Yes", add

label values wfh\_able\_qual wfh\_able\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Stigma associated with working from home

label define wfh\_Dperception\_lbl 1 "Improved among almost all"

label define wfh\_Dperception\_lbl 2 "Improved among most", add

label define wfh\_Dperception\_lbl 3 "Improved among some", add

label define wfh\_Dperception\_lbl 4 "No change", add

label define wfh\_Dperception\_lbl 5 "Worsened among some", add

label define wfh\_Dperception\_lbl 6 "Worsened among most", add

label define wfh\_Dperception\_lbl 7 "Worsened among almost all", add

label values wfh\_Dperception wfh\_Dperception\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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 to February 2021

\*

\* wfh\_feel\_detailed uses data from September 2020 to February 2021 and uses

\* a more granular set of responses that were used during those months

\*

\* The numerical variable wfh\_feel\_quant uses data from the underlying questions

\*

label define wfh\_feel\_lbl 1 "Incredibly positive, >25% raise"

label define wfh\_feel\_lbl 2 "Strongly positive, 15-25% raise", add

label define wfh\_feel\_lbl 3 "Positive, <15% raise ", add

label define wfh\_feel\_lbl 4 "Neutral", add

label define wfh\_feel\_lbl 5 "Negative, <15% paycut", add

label define wfh\_feel\_lbl 6 "Strongly negative, 15-25% paycut", add

label define wfh\_feel\_lbl 7 "Incredibly negative, >25% paycut", add

label values wfh\_feel wfh\_feel\_lbl

label values wfh\_feel wfh\_feel\_lbl

label define wfh\_feel\_detailed\_lbl 1 "More than 35% raise" 2 "25 to 35% raise" 3 "15 to 25% raise" 4 "10 to 15% raise" 5 "5 to 10% raise" 6 "Less than 5% raise" 7 "Neutral" 8 "Less than 5% pay cut" 9 "5 to 10% pay cut" 10 "10 to 15% pay cut" 11 "15 to 25% pay cut" 12 "25 to 35% pay cut" 13 "More than 35% pay cut"

label values wfh\_feel\_detailed wfh\_feel\_detailed\_lbl

label define wfh\_feel\_legacy\_lbl 1 "Incredibly positive, >20% raise"

label define wfh\_feel\_legacy\_lbl 2 "Strongly Positive, 10-20%+ raise", add

label define wfh\_feel\_legacy\_lbl 3 "Moderately Positive, <10% raise ", add

label define wfh\_feel\_legacy\_lbl 4 "Neutral", add

label define wfh\_feel\_legacy\_lbl 5 "Moderately Negative, <10% paycut", add

label define wfh\_feel\_legacy\_lbl 6 "Strongly Negative, 10-20% paycut", add

label define wfh\_feel\_legacy\_lbl 7 "Incredibly Negative, >20% paycut", add

label values wfh\_feel\_legacy wfh\_feel\_legacy\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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

label define wfh\_eff\_lbl 1 "Much more, >35% "

label define wfh\_eff\_lbl 2 "Substantially more, 15-25% ", add

label define wfh\_eff\_lbl 3 "More, <15% ", add

label define wfh\_eff\_lbl 4 "About the same", add

label define wfh\_eff\_lbl 5 "Less, <15%", add

label define wfh\_eff\_lbl 6 "Substantially less, 15-25%", add

label define wfh\_eff\_lbl 7 "Much less, >35%", add

label values wfh\_eff\_COVID wfh\_eff\_lbl

label define wfh\_eff\_COVID\_legacy\_lbl 1 "Better"

label define wfh\_eff\_COVID\_legacy\_lbl 2 "About the same", add

label define wfh\_eff\_COVID\_legacy\_lbl 3 "Slightly lower -- 5 to 15%", add

label define wfh\_eff\_COVID\_legacy\_lbl 4 "Somewhat lower -- 20 to 40%", add

label define wfh\_eff\_COVID\_legacy\_lbl 5 "Much lower -- >40%", add

label values wfh\_eff\_COVID\_legacy wfh\_eff\_COVID\_legacy\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Goods vs. services industries

label define goodservices\_lbl 1 "Goods" 2 "Services"

label values goodservices goodservices\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define redblue\_lbl 1 "Red (Republican-leaning)" 2 "Blue (Democratic-leaning)"

label values redblue\_cook redblue\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Return to pre-COVID activities

label define habits\_postCOVID\_lbl 1 "Completely"

label define habits\_postCOVID\_lbl 2 "Substantially", add

label define habits\_postCOVID\_lbl 3 "Partially", add

label define habits\_postCOVID\_lbl 4 "None", add

label values habits\_postCOVID habits\_postCOVID\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Living with other adults?

label define live\_adults\_lbl 1 "No"

label define live\_adults\_lbl 2 "Yes, partner/adult children", add

label define live\_adults\_lbl 3 "Yes, roommates/other", add

label values live\_adults live\_adults\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Living with children?

label define live\_children\_lbl 1 "No"

label define live\_children\_lbl 2 "Yes, youngest in pre-/primary", add

label define live\_children\_lbl 3 "Yes, youngest in ES ", add

label define live\_children\_lbl 4 "Yes, youngest is in MS", add

label define live\_children\_lbl 5 "Yes, youngest is in HS", add

label values live\_children live\_children\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Occupation (Note: this requires significant cleaning)

label define occupation\_lbl 1 "Armed Forces",

label define occupation\_lbl 2 "Construction and Extraction", add

label define occupation\_lbl 3 "Farming, Fishing and Forestry", add

label define occupation\_lbl 4 "Installation, Maintenance and Repair", add

label define occupation\_lbl 5 "Management, Business and Financial", add

label define occupation\_lbl 6 "Office and Administrative Support", add

label define occupation\_lbl 7 "Production", add

label define occupation\_lbl 8 "Professional and related", add

label define occupation\_lbl 9 "Sales and related", add

label define occupation\_lbl 10 "Service", add

label define occupation\_lbl 11 "Transportation and material moving", add

label define occupation\_lbl 12 "Other", add

label values occupation occupation\_lbl

label values occupation\_clean occupation\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Race ethnicity

label define race\_ethnicity\_lbl 1 "Black or African American"

label define race\_ethnicity\_lbl 2 "Hispanic (of any race)", add

label define race\_ethnicity\_lbl 3 "Asian", add

label define race\_ethnicity\_lbl 4 "Native American or Alaska Native", add

label define race\_ethnicity\_lbl 5 "Native Hawaiian or Pacific Islander", add

label define race\_ethnicity\_lbl 6 "White (non-Hispanic)", add

label define race\_ethnicity\_lbl 7 "Other", add

label values race\_ethnicity race\_ethnicity\_lbl

label define race\_ethnicity\_s\_lbl 1 "Black or African American"

label define race\_ethnicity\_s\_lbl 2 "Hispanic (of any race)", add

label define race\_ethnicity\_s\_lbl 3 "Other", add

label define race\_ethnicity\_s\_lbl 4 "White (non-Hispanic)", add

label values race\_ethnicity\_s race\_ethnicity\_s\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Is time saved by not commuting part of your extra efficiency when working

\* from home?

label define wfh\_extraeff\_comm\_qual\_lbl 1 "Yes" 2 "No"

label values wfh\_extraeff\_comm\_qual wfh\_extraeff\_comm\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Assuming it doesn’t matter for your pay, which working arrangements would you

\* prefer after COVID is under control?

label define wfh\_feel\_new\_qual\_lbl 1 "Prefer 5 days/wk on employer premises" 2 "Prefer 2 days/wk WFH" 3 "About the same"

label values wfh\_feel\_new\_qual wfh\_feel\_new\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Does or will your employer require you to be vaccinated to work on business

\* premises?

label define vaccine\_req\_boss\_lbl 1 "Yes" 2 "No" 3 "Employer has not announced a policy"

label values vaccine\_req\_boss vaccine\_req\_boss\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Should employers require vaccination before letting workers return to the

\* employer’s worksite?

label define vaccine\_req\_should\_gen\_lbl 1 "Yes, for all" 2 "Yes, exc. w/ medical exemptions" 3 "Yes, when job involves proximity" 4 "No, but should encourage" 5 "No, workers should decide"

label values vaccine\_req\_should\_gen vaccine\_req\_should\_gen\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Should your employer require vaccination before letting you and your co-workers

\* return to the worksite?

label values vaccine\_req\_should\_myboss vaccine\_req\_should\_gen\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label define prom\_eff\_lbl 1 "It would reduce my chance of a promotion" 2 "No effect" 3 "It would increase my chance of a promotion"

label values prom\_eff\_1day\_qual prom\_eff\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label values prom\_eff\_5day\_qual prom\_eff\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Do you need to be physically present on business premises to perform your job

\* (current or most recent)?

\* This is a question first asked in May 2021 instead of the previous questions

\* about ability to WFH (see wfh\_able and wfh\_able\_qual above)

label define wfh\_able\_qual\_May\_lbl 1 "Yes, for all of my job"

label define wfh\_able\_qual\_May\_lbl 2 "Yes, for part of my job", add

label define wfh\_able\_qual\_May\_lbl 3 "No", add

label values wfh\_able\_qual\_May21 wfh\_able\_qual\_May\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Versions of the following question asked in June 2021:

\*

\* 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?

label define offer\_lbl 1 "More likely to consider" 2 "No effect" 3 "Less likely to consider"

foreach var in offer\_employed\_wfh1days offer\_employed\_wfh23days offer\_employed\_wfh45days offer\_unemployed\_wfh1days offer\_unemployed\_wfh23days offer\_unemployed\_wfh45days {

label values `var' offer\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Versions of the following question asked in June 2021.

\*

\* 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?

label define videocall\_lbl 1 "Hugely better - 50+% more eff." 2 "Substantially better - 20-50% more eff." 3 "Better - up to 20+ more eff." 4 "About the same" 5 "Worse - up to 20% less eff." 6 "Substantially worse - 20-50% less eff." 7 "Hugely worse - 50+% less eff" 8 "Not applicable - no work video calls"

label values videocall\_small\_qual videocall\_lbl

label values videocall\_med\_qual videocall\_lbl

label values videocall\_large\_qual videocall\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How would you respond if your employer announced that all employees must return

\* to the worksite 5+ days a week starting on August 1, 2021?

label define wbp\_react\_qual\_lbl 1 "Comply & return" 2 "Return & look for a WFH job" 3 "Quit, even without another job", modify

label values wbp\_react\_qual wbp\_react\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define wfh\_able\_intcount\_lbl 1 "None, my internet is fast enough"

label define wfh\_able\_intcount\_lbl 2 "A little, about 5% increase", add

label define wfh\_able\_intcount\_lbl 3 "Somewhat, about 10% increase", add

label define wfh\_able\_intcount\_lbl 4 "Substantially, about 20% increase", add

label define wfh\_able\_intcount\_lbl 5 "Massively, 30% or more", add

label values wfh\_able\_intcount wfh\_able\_intcount\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* What plans does your employer have for working arrangements of full-time

\* employees after COVID, in 2022 or later?

label define employer\_arr\_qual\_lbl 1 "Fully on-site" 2 "Hybrid: 1 to 4 days WFH" 3 "Fully remote" 4 "No clear plans from employer" 5 "Other"

label values employer\_arr\_qual employer\_arr\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Who decides which days and how many days employees work remotely?

label define who\_decides\_wfhdays\_lbl 1 "Each employee" 2 "Each team" 3 "Company-wide common schedule" 4 "Company-wide varying schedule" 5 "No clear plans from employer" 6 "Other"

label values who\_decides\_wfhdays who\_decides\_wfhdays\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label define employer\_return\_when\_lbl 1 "Already back" 2 "July 2021" 3 "August 2021" 4 "September 2021" 5 "2021Q4" 6 "2022Q1" 7 "2022Q2 or later"

label values employer\_return\_when employer\_return\_when\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* After COVID, in 2022 and later, how many days a week will that typical

\* employee work on business premises?

label values wfh\_days\_postCOVID\_boss\_ty wfh\_days\_postCOVID\_boss\_lbl

label values wfh\_days\_postCOVID\_boss\_ty\_ss wfh\_days\_postCOVID\_boss\_ss\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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...

label define choice\_prefer\_lbl 1 "I choose which days to WFH (if any)" 2 "My employer sets a policy on WFH days"

label values choice\_prefer choice\_prefer\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* When you return to work in person, and you are introduced to somebody will you...?

\*

\* Before COVID (in 2019), when you were introduced to somebody at work what did you do?

\*

\* Currently, when you are introduced to somebody at work, what do you do?

label define handshake\_lbl 1 "Shake hands" 2 "Fist bump" 3 "Elbow bump" 4 "Not touch (verbally greet)" 5 "Other"

label values handshake\_preCOVID handshake\_lbl

label values handshake\_postCOVID handshake\_lbl

label values handshake\_current handshake\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Which of the following best describes your current employment situation?

label define self\_employment\_lbl 1 "Wage/salary employee - primarily" 2 "Wage/salary employee - side jobs" 3 "Self employed - own business" 4 "Independent contractor/ gig worker"

label values self\_employment self\_employment\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Counting all locations where your primary employer operates, what is the total

\* number of persons who work for your employer?

\*

\* Excluding yourself but including employees and independent contractors, how

\* many staff members are part of your business?

label define employer\_sizecat\_lbl 1 "1 to 9 staff" 2 "10 to 49 staff" 3 "50 to 99 staff" 4 "100 to 499 staff" 5 "500+ staff"

label values employer\_sizecat employer\_sizecat\_lbl

label define ownbusiness\_sizecat\_lbl 1 "0 staff" 2 "1 to 9 staff" 3 "10 to 49 staff" 4 "50 to 99 staff" 5 "100+ staff"

label values ownbusiness\_sizecat ownbusiness\_sizecat\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Currently (this week) what is your work status? - categorical version of the

\* question asked since November 2020.

\*

\* Note: `workstatus\_current' uses the answers to this question in November 2020

\* and later to produce a simplified variable that conforms to earlier

\* working status questions

label define workstatus\_current\_new\_lbl 1 "Working for pay" 2 "Employed and paid, but not working" 3 "Unemployed, searching" 4 "Unemployed, awaiting recall" 5 "Out of the labor force"

label values workstatus\_current\_new workstatus\_current\_new\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* In the last six months, has your employer announced new plans about working

\* from home after the pandemic ends, in 2022 or later? - categorical

label define wfh\_postCOVID\_boss\_ann\_lbl 1 "No" 2 "Yes"

label values wfh\_postCOVID\_boss\_ann wfh\_postCOVID\_boss\_ann\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How does your efficiency working from home during the COVID-19 pandemic

\* compare to your efficiency working on business premises before the pandemic? - categorical

\*

\* How does your efficiency working from home compare to your efficiency working

\* on business premises? - categorical

label define wfh\_eff\_COVID\_qual\_lbl 1 "Better" 2 "About the same" 3 "Worse"

label values wfh\_eff\_COVID\_qual wfh\_eff\_COVID\_qual\_lbl

label values wfh\_eff\_noCOVID\_qual wfh\_eff\_COVID\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* The variables corresponding to the following questions are not used in the

\* analysis, only for cleaning some variables in the updated results

\* This section of code does the cleaning in question and then drops the

\* unnecessary variables

\*

\* How much less efficient are you while working from home than at the office

\* - if less efficient

\* How much more efficient are you while working from home than at the office

\* - if more efficient

\*

\* 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

\* 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

replace wfh\_eff\_COVID\_quant = -7.5 if (wfh\_eff\_COVID\_neg\_d==2|wfh\_eff\_noCOVID\_neg\_d==2) & date>=ym(2020,9) & ~(date==ym(2022,9) & wfh\_eff\_noCOVID\_order==321)

replace wfh\_eff\_COVID\_quant = -2.5 if (wfh\_eff\_COVID\_neg\_d==1|wfh\_eff\_noCOVID\_neg\_d==1) & date>=ym(2020,9) & ~(date==ym(2022,9) & wfh\_eff\_noCOVID\_order==321)

drop wfh\_eff\_COVID\_neg\_d wfh\_eff\_COVID\_pos\_d wfh\_eff\_noCOVID\_neg\_d wfh\_eff\_noCOVID\_pos\_d

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How much do you enjoy your personal interactions with coworkers at your

\* employer's worksite?

\*

\* How much do you enjoy your personal interactions with customers, clients, or

\* patients at your employer's worksite?

label define interactions\_lbl 0 "0 - not at all" 1 "1" 2 "2" 3 "3" 4 "4" 5 "5" 6 "6" 7 "7" 8 "8" 9 "9" 10 "10 - very much" 11 "N/A"

label values coworker\_interactions interactions\_lbl

label values client\_interactions interactions\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Do you have a health problem or a disability which prevents work or which

\* limits the kind or amount of work you do?

label define disability\_qual\_lbl 1 "Yes" 2 "No" 3 "Prefer not to answer"

label values disability\_qual disability\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Will your manager work from home on the same days as you after the pandemic

\* is over?

\*

\* Will most of your coworkers work from home on the same days as you after

\* the pandemic is over?

label define boss\_wfh\_samedays\_lbl 1 "Yes" 2 "No" 3 "No manager"

label values boss\_wfh\_samedays boss\_wfh\_samedays\_lbl

label values coworkers\_wfh\_samedays boss\_wfh\_samedays\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* If your manager starts coming into your employer's place of business on some

\* of your work-from-home days, what will you do?

\*

\* If your coworkers start coming into your employer's place of business on some

\* of your work-from-home days, what will you do?

label define boss\_wfh\_unravel\_lbl 1 "Keep WFH those days" 2 "Work on premises some of those days" 3 "Work on premises whenever my manager does"

label values boss\_wfh\_unravel boss\_wfh\_unravel\_lbl

label define coworkers\_wfh\_unravel\_lbl 1 "Keep WFH those days" 2 "Work on premises some of those days" 3 "Work on premises whenever my coworkers do"

label values coworkers\_wfh\_unravel coworkers\_wfh\_unravel\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Before COVID how did you typically commute to work?

label define commutemode\_lbl 1 "Car"

label define commutemode\_lbl 2 "Subway", add

label define commutemode\_lbl 3 "Train", add

label define commutemode\_lbl 4 "Bus", add

label define commutemode\_lbl 5 "Walk", add

label define commutemode\_lbl 6 "Bicyle", add

label define commutemode\_lbl 7 "Taxi/Ride-share", add

label values commutemode commutemode\_lbl

label define commutemode\_s\_lbl 1 "Car"

label define commutemode\_s\_lbl 2 "Subway/Train/Bus/Taxi/Rideshare", add

label define commutemode\_s\_lbl 3 "Walk/Bicycle",add

label values commutemode\_s commutemode\_s\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* On a scale of 0 to 10, how anxious are you about returning to work

\* on business premises?

label values wbp\_return\_anxious interactions\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define quit\_qual\_lbl 1 "Yes" 2 "No"

label values quit\_qual quit\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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."

label values wfh\_less\_stress interactions\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* In 2019 (before COVID), when you traveled to your employer's worksite,

\* approximately what time did you leave for work (e.g. 8:30am)?

\*

\* Currently, when you traveled to your employer's worksite, approximately what

\* time did you leave for work (e.g. 8:30am)?

label define leavetime\_lbl 1 "Before 6:00am" 2 "6:00am" 3 "6:30am" 4 "7:00am" 5 "7:30am" 6 "8:00am" 7 "8:30am" 8 "9:00am" 9 "9:30am" 10 "10:00am" 11 "10:30am" 12 "After 10:30am"

label values leavetime\_preCOVID leavetime\_lbl

label values leavetime\_current leavetime\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define worksite\_option\_lbl 1 "Yes" 2 "No"

label values worksite\_option worksite\_option\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define nonremotable\_why\_lbl 1 "In-person meetings w/ clients/customers" 2 "Collaborate in-person w/ colleagues" 3 "Interact physically w/ equipment" 4 "Other"

label values worktime\_nonremotable\_why nonremotable\_why\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* If your employer requires you to work on premises 3 days a week, which would you prefer?

\* Being able to choose which days you work from home (if any)

\* Your employer sets a policy that determines who works from home on which days

label define choice\_dow\_prefer\_lbl 1 "Each person chooses which 3 days" 2 "Employer sets the same 3 days for all"

label values choice\_dow\_prefer choice\_dow\_prefer\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label define wfanywhere\_lbl 1 "Yes" 2 "No"

label values wfanywhere\_qual wfanywhere\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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)?

label define workstatus\_days\_lbl 1 "Did not work" 2 "Worked from home" 3 "Worked on employer or client premises"

foreach day in monday tuesday wednesday thursday friday saturday sunday {

label values workstatus\_`day' workstatus\_days\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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.

label define grass\_color\_attnfull\_lbl 1 "Magenta" 2 "Green" 3 "Purple" 4 "Blue" 5 "Black" 6 "White" 7 "Brown"

label values grass\_color\_attn grass\_color\_attnfull\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Who sets your work-from-home schedule?

label define who\_sets\_wfhsched\_lbl 1 "Self" 2 "Manager or employer" 3 "No employer policy"

label values who\_sets\_wfhsched who\_sets\_wfhsched\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define common\_varying\_sched\_lbl 1 "Common schedule" 2 "Varying schedule"

labe values common\_varying\_sched common\_varying\_sched\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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)?

label define wfh\_handle\_chores\_lbl 1 "Once per week or more" 2 "Once or twice a month" 3 "Rarely or never"

label values wfh\_handle\_chores wfh\_handle\_chores\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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

label define groom\_tasks\_lbl 100 "Yes" 0 "No"

foreach var in showerbathe brushteeth deodorant makeup shave freshclothes alarm {

label values `var'\_wbp groom\_tasks\_lbl

label values `var'\_wfh groom\_tasks\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label define commuting\_modes\_new\_lbl 1 "Drive alone" 2 "Carpool" 3 "Public transit" 4 "Bicycle" 5 "Walk" 6 "Taxi/Ridehailing" 7 "NA"

foreach var in faf cowork public {

label values commute\_mode\_`var' commuting\_modes\_new\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Generally speaking, do you usually think of yourself as a Republican,

\* Democrat, Independent, or what?

label define party\_affiliation\_lbl 1 "Strong Democrat" 2 "Not very strong Democrat" 3 "Independent close to Democrat" 4 "Independent (Neither party)" 5 "Independent, close to Republican" 6 "Not very strong Republican" 7 "Strong Republican" 8 "Other party" 9 "Don't know or rather not say'"

label values party\_affiliation party\_affiliation\_lbl

label define party\_affiliation\_s\_lbl 1 "Democrat" 2 "Independent/Other" 3 "Republican"

label values party\_affiliation\_s party\_affiliation\_s\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define labsearch\_qual\_lbl 1 "Only considering WFH jobs" 2 "Prefer jobs allowing WFH" 3 "No preference about WFH"

label values labsearch\_qual labsearch\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Are worries about catching COVID or other infectious diseases a factor in

\* your decision not to seek work at this time?"

label define infection\_lfp\_lbl 1 "Yes, the main reason" 2 "Yes a secondary reason" 3 "No"

label values infection\_lfp infection\_lfp\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Would you start seeking work if you were guaranteed to find a job allowing

\* you to work from home?

label define wfh\_lfp\_lbl 1 "Yes, definitely" 2 "Yes, possibly" 3 "No"

label values wfh\_lfp wfh\_lfp\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define coworkers\_samedays\_pref\_lbl 1 "Yes" 2 "No"

label values coworkers\_samedays\_pref coworkers\_samedays\_pref\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Which of the following would make your job more efficient?

\* - Coworkers coordinate to come in

\* - Each coworker decides when to come in

\* - No difference

label define wfh\_coordinate\_eff\_lbl 1 "Coworkers coordinate to come in" 2 "Each coworker decides when to come in" 3 "No difference"

label values wfh\_coordinate\_eff wfh\_coordinate\_eff\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Which of the following would you prefer?

\* - Coworkers coordinate to come in

\* - Each coworker decides when to come in

\* - No difference

label values wfh\_coordinate\_pref wfh\_coordinate\_eff\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* When you are working on your employer's premises, how would you like to hold

\* small meetings with your coworkers?

label define wbp\_smallmeet\_pref\_lbl 1 "In person" 2 "Video call" 3 "No preference"

label values wbp\_smallmeet\_pref wbp\_smallmeet\_pref\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How frequently do you use the following modes of transportation for non-work

\* trips (e.g. shopping, socializing, recreation)?

label define freq\_nonwork\_transport\_lbl 1 "5+ times per week" 2 "2 to 4 times per week" 3 "Once per week" 4 "Rarely or never"

foreach var in freq\_nonwork\_car freq\_nonwork\_taxi freq\_nonwork\_transit freq\_nonwork\_bike freq\_nonwork\_walk {

label values `var' freq\_nonwork\_transport\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Current working status - detailed question from prior to November 2020

label define workstatus\_current\_d\_lbl 1 "Working on my business premises"

label define workstatus\_current\_d\_lbl 2 "Working from home", add

label define workstatus\_current\_d\_lbl 3 "Employed & paid, but not working", add

label define workstatus\_current\_d\_lbl 4 "Unemployed", add

label define workstatus\_current\_d\_lbl 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?

\* - Come in on Tuesday and Thursday with all of my colleagues

\* - Choose the days I come in, but with only about half of my colleagues

\* in on any given day

label define forcedchoice\_lbl 1 "Come in T/Th with all coworkers" 2 "Choose which days - no coordination"

label values forcedchoice\_prefer forcedchoice\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Has working from home made it easier or harder to interview for prospective

\* new jobs?

label define interviewing\_lbl 1 "Easier" 2 "Harder" 3 "No difference" 4 "I haven't been seeking a new job"

label values wfh\_interviewing interviewing\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* What type of facility best describes where you work (or worked in your most

\* recent job)?

label define work\_facility\_lbl 1 "Office" 2 "Factory/warehouse" 3 "Retail/entertainment" 4 "Food/accommodation" 5 "Construction/agriculture/mining" 6 "School/university" 7 "Hospital/healthcare"

label values work\_facility work\_facility\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* In the past week, how often did you wear a face mask in the following situations?

label define masking\_lbl 1 "Never/Rarely" 2 "Ocassionally" 3 "Mostly" 4 "Always" 5 "Not relevant for me"

foreach var in mask\_indoorsatwork mask\_outdoorsleisure mask\_whendriving mask\_home mask\_indoorsleisure {

label values `var' masking\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Are you already following your employer's plan for post-COVID working

\* arrangements?

label define boss\_plan\_implement\_lbl 1 "Yes" 2 "No, some/all is not yet implemented"

label values boss\_plan\_implement boss\_plan\_implement\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Last week, did you come into work as many days as your employer wanted you

\* to come in?

label define employer\_days\_meet\_lbl 1 "Yes" 2 "No"

label values employer\_days\_meet employer\_days\_meet\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How has your employer responded to employees who work on business premises

\* fewer days than requested?

label define fewerdays\_punishment\_lbl 1 "Nothing" 2 "Verbal reprimand" 3 "Negative performance review" 4 "Reduction in pay/bonus" 5 "Threat to terminate" 6 "Termination" 7 "Other" 8 "Don't know"

label values fewerdays\_punishment fewerdays\_punishment\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* During a typical workday, how many coworkers, customers, and clients do you

\* engage in person or by video? (categorical version)

label define npeople\_engage\_work\_cat\_lbl 1 "None" 2 "1 to 10" 3 "11 to 50" 4 "51 to 100" 5 "101 to 500" 6 "500 or more"

label values npeople\_engage\_work\_cat npeople\_engage\_work\_cat\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

\* (Question from the Household Pulse Survey)

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

label values nilf\_mainreason\_HPS nilf\_mainreason\_HPS\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Labels for the big-5 personality traits questions

label define big5\_lbl 1 "Very inaccurate" 2 "Moderately inaccurate" 3 "Neither accurate nor inaccurate" 4 "moderately accurate" 5 "Very accurate"

foreach var in big5\_vividimagination big5\_sympathize big5\_makeamess big5\_lifeoftheparty big5\_moodswings big5\_donttalk big5\_notabstract big5\_forgetputback big5\_seldomblue big5\_notinterestedothers big5\_feelothersemotions big5\_getupseteasily big5\_getchoresdone big5\_notgoodimagination big5\_keepinbackground big5\_diffabstract big5\_relaxed big5\_nototherproblems big5\_talktodiffpeople big5\_likeorder {

label values `var' big5\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Please indicate the extent to which you agree or disagree with the following

\* statement: "I am willing to work harder than I have to in order to help the

\* firm or organization I work for succeed."

label define work\_firm\_succeed\_lbl 1 "Strongly agree" 2 "Agree" 3 "Neither agree nor disagree" 4 "Disagree" 5 "Strongly disagree"

label values work\_firm\_succeed work\_firm\_succeed\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Is your current (or most recent) job in the tech sector?

\*

\* We only asked this question to persons who reported working in the "Information"

\* "Professional and Business Services" and "Other" industries.

label define work\_industry\_tech\_lbl 1 "Yes" 2 "No"

label values work\_industry\_tech work\_industry\_tech\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* As the COVID-19 pandemic ends, which of the following would best fit your

\* views on social distancing?

\*

\* The variable below corresponds to a version of the question that reverses the

\* order of responses

label values habitsrev\_postCOVID habits\_postCOVID\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define manage\_employees\_lbl 1 "Yes" 2 "No" 3 "Yes, but only rarely"

label values manage\_employees\_qual manage\_employees\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* During X person work meetings on video-conferencing platforms, how often do

\* you/others have your/their camera on?

label define camera\_freq\_lbl 5 "Never" 4 "Occasionaly (10 - 30% of time)" 3 "Sometimes (40 - 60% of time)" 2 "Mostly (70 - 90% of time)" 1 "Always (>90% of time)" 6 "Does not apply"

label values mycamera\_on\_2to4person mycamera\_on\_5to10person mycamera\_on\_10to30person mycamera\_on\_30plusperson othcamera\_on\_2to4person othcamera\_on\_5to10person othcamera\_on\_10to30person othcamera\_on\_30plusperson camera\_freq\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* During X person work meetings on video-conferencing platforms, how does having

\* your/others' camera on (showing your face) impact your/their engagement?

label define camera\_eff\_lbl 5 "Very negatively (down >50%)" 4 "Negatively (down 10 - 40%)" 3 "No impact" 2 "Positively (up 10 - 40%)" 1 "Very positively (up >50%)" 6 "Does not apply"

label values mycamera\_eff\_2to4person mycamera\_eff\_5to10person mycamera\_eff\_10to30erson mycamera\_eff\_30plusperson othcamera\_eff\_2to4person othcamera\_eff\_5to10person othcamera\_eff\_10to30person othcamera\_eff\_30plusperson camera\_eff\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Last random\_day\_of\_week which of the following did you do?

label define work\_random\_dow\_lbl 1 "Worked from home" 2 "Worked on premises" 3 "Did not work"

label values work\_random\_dow work\_random\_dow\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* The following items are about activities you might do during a typical day.

\* Does your health currently limit you in these activities?

label define limit\_lbl 1 "Limited a lot" 2 "Limited a little" 3 "Not limited at all"

foreach var in limit\_vigorous limit\_moderate limit\_lifting limit\_severalflights limit\_oneflight limit\_kneeling limit\_mileplus limit\_severalblocks limit\_oneblock limit\_bathdress {

label values `var' limit\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Are there children under 18 living in your household?

label define children\_household\_yesno\_lbl 1 "No" 2 "Yes, 1 child" 3 "Yes, 2 children" 4 "Yes, 3 children" 5 "Yes, 4 or more children"

label values children\_household\_yesno children\_household\_yesno\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define covid\_test\_positive\_lbl 1 "Yes, I tested positive" 2 "No" 3 "Prefer not to say"

label values covid\_test\_positive covid\_test\_positive\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define covid\_believe\_positive\_lbl 1 "Yes" 2 "No" 3 "Unsure"

label values covid\_believe\_positive covid\_believe\_positive\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Did you have any symptoms lasting 3 months or longer that you did not have

\* prior to having COVID?

label define covid\_long\_qual\_lbl 1 "Yes" 2 "No" 3 "Prefer not to say"

label values covid\_long\_qual covid\_long\_qual\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label define covid\_close\_lbl 1 "Yes" 2 "No" 3 "Don't know/Prefer not to say"

label values covid\_long\_close\_qual covid\_vuln\_care\_qual covid\_close\_lbl

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\* Do you ever meet with your coworkers in person?

label define ever\_meet\_coworkers\_lbl 1 "Never" 2 "About once per year" 3 "Once per quarter" 4 "Once per month" 5 "Twice or more per month" 6 "I don't have any coworkers"

label values ever\_meet\_coworkers ever\_meet\_coworkers\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* When you do meet your coworkers, for how long do you meet?

label define long\_meet\_coworkers\_lbl 1 "A few hours" 2 "One day" 3 "Multiple days" 4 "One workweek or more"

label values long\_meet\_coworkers long\_meet\_coworkers\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

\* communications?

label define workcomm\_freq\_lbl 1 "Hourly" 2 "Daily" 3 "Weekly" 4 "Once or twice per month"

foreach var in workcomm\_freq\_email workcomm\_freq\_slack workcomm\_freq\_textpersonal workcomm\_freq\_zoom workcomm\_freq\_teams workcomm\_freq\_officephone workcomm\_freq\_personalphone {

label values `var' workcomm\_freq\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* In your current job, how often do you overlook work-related communications

\* on each of the following?

label define overlook\_lbl 1 "Often, 1+ times per week" 2 "Sometimes, 1 or 2 times per month" 3 "Rarely or never"

foreach var in overlook\_email overlook\_slack overlook\_textpersonal overlook\_zoom overlook\_teams overlook\_officephone overlook\_personalphone {

label values `var' overlook\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* In your current job, do you respond to work-related communications after hours

\* or on weekends on any of the following?

label define afterhours\_lbl 1 "Daily" 2 "Weekly" 3 "Monthly" 4 "Once or twice per year" 5 "Never"

foreach var in afterhours\_email afterhours\_slack afterhours\_textpersonal afterhours\_zoom afterhours\_teams afterhours\_officephone afterhours\_personalphone {

label values `var' afterhours\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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]

label define work\_random\_dow\_d\_lbl 1 "Worked from home" 2 "Worked on premises" 3 "Worked at a co-working space" 4 "Worked at a public space (e.g. cafe)" 5 "Worked at a friend/family member's home" 6 "Did not work"

label values work\_random\_dow\_d work\_random\_dow\_d\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Were you feeling sick, ill, or injured on any days last week?"

label define sick\_lastweek\_lbl 1 "Yes" 2 "No"

label values sick\_lastweek\_qual sick\_lastweek\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Usual days Worked Per Week

label define usual\_days\_lbl 1 "1 day per week" 2 "2 day per week" 3 "3 day per week" 4 "4 day per week" 5 "5+ day per week"

label values usual\_days\_perweek usual\_days\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* 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?

label define compress\_feel\_lbl 1 "I would like to compress my workweek" 2 "No preference" 3 "I would not like to compress my workweek"

label values compress\_feel\_hoursconst compress\_feel\_workconst compress\_feel\_lbl

label define compress\_feel\_qual\_lbl -5 ">15% pay cut" -4 "11 to 15% pay cut" -3 "6 to 10% pay cut" -2 "3 to 5% pay cut" -1 "1 to 2% pay cut" 0 "Indifferent" 1 "1 to 2% pay raise" 2 "3 to 5% pay raise" 3 "6 to 10% pay raise" 4 "11 to 15% pay raise" 5 ">15% pay raise"

foreach var in compress\_feel\_hoursconst compress\_feel\_workconst{

label values `var'\_qual compress\_feel\_qual\_lbl

}

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

\* for 8 hours?

label define prefer\_4d10h\_5d8h\_lbl 1 "Work 4 days/week for 10 hours/day" 2 "Work 5 days/week for 8 hours/day"

label values prefer\_4d10h\_5d8h prefer\_4d10h\_5d8h\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* In the past 12 months, has your manager spoken to you about shifting to a

\* 4-day workweek?

label define manager\_4day\_shift\_lbl 1 "Yes" 2 "No"

label values manager\_4day\_shift manager\_4day\_shift\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Counting all of its locations, how many employees work for your primary

\* employer?

label define employer\_emp\_cat\_lbl 1 "Fewer than 10" 2 "10 to 49" 3 "50 to 99" 4 "100 to 499" 5 "500 to 4999" 6 "5000+"

label values employer\_emp\_cat employer\_emp\_cat\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* When did your your employer hire its first employee (at any location)? -

\* version with detailed breakdown for pre-2006 data

\*

\* When did your employer start operations at the location you are assigned to? -

\* version with detailed breakdown for pre-2006 data

label define employer\_censusbirth\_cat\_d\_lbl 0 "2023" 1 "2022" 2 "2021" 3 "2020" 4 "2019" 5 "2018" 6 "2017" 7 "2016" 8 "2011 to 2015" 9 "2006 to 2010" 10 "2000 to 2005" 11 "1990 to 1999" 12 "1980 to 1989" 13 "Before 1980"

label define employer\_mylocbirth\_cat\_d\_lbl 0 "2023" 1 "2022" 2 "2021" 3 "2020" 4 "2019" 5 "2018" 6 "2017" 7 "2016" 8 "2011 to 2015" 9 "2006 to 2010" 10 "2000 to 2005" 11 "1990 to 1999" 12 "1980 to 1989" 13 "Before 1980" 14 "NA: Not assigned to a location"

label values employer\_mylocbirth\_cat\_d employer\_mylocbirth\_cat\_d\_lbl

label values employer\_censusbirth\_cat\_d employer\_censusbirth\_cat\_d\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* As a fully remote employee, does your pay depend on where you live?

label define fullremote\_payvary\_lbl 1 "Yes, by location" 2 "No, same pay across the US"

label values fullremote\_payvary fullremote\_payvary\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Last week, when you felt sick/ill/injured were you: sick/ill contagious,

\* sick/ill NOT contagious, or injured?

label define sick\_lastweek\_type\_lbl 1 "Sick/ill: potentially contagious" 2 "Sick/ill: NOT contagious" 3 "Injured"

label values sick\_lastweek\_type sick\_lastweek\_type\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Have you ever been on two video calls at the same time?

label define two\_video\_calls\_lbl 1 "No" 2 "Yes, once" 3 "Yes, 2 to 5 times" 4 "Yes, 6 or more times"

label values two\_video\_calls two\_video\_calls\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How often do you talk to or text your family or friends while on a work call

\* on Zoom/Teams/Webex or similar?

label define talktext\_during\_calls\_lbl 1 "Never" 2 "Rarely, for emergencies" 3 "Once per month" 4 "Once per week" 5 "Daily"

label values talktext\_during\_calls talktext\_during\_calls\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* When you are on work calls on Zoom/Teams/Webex what share of the time are you

\* multi-tasking? - categorical

label define multitask\_during\_calls\_cat\_lbl 1 "0 to 20%" 2 "20 to 40%" 3 "40 to 60%" 4 "60 to 80%" 5 "80 to 100%"

label values multitask\_during\_calls\_cat multitask\_during\_calls\_cat\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How long have you lived in your current residence?

label define howlong\_resi\_current\_lbl 1 "Under 2 months" 2 "2 to 6 months" 3 "7 to 12 months" 4 "1 to 5 years" 5 "Over 5 years"

label values howlong\_resi\_current howlong\_resi\_current\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* How many times in the past 12 months has your manager spoken to you about

\* shifting to a 4-day workweek?

label define manager\_4day\_ntimes\_lbl 1 "Once" 2 "Twice" 3 "Three times" 4 "Four or more times"

label values manager\_4day\_ntimes manager\_4day\_ntimes\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define manager\_4day\_recent\_lbl 1 "This month" 2 "Last month" 3 "2 to 6 months ago" 4 "More than 6 months ago"

label values manager\_4day\_recent manager\_4day\_recent\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

label define manager\_4day\_message\_lbl 1 "Ruled out" 2 "Under consideration" 3 "Likely, but not yet planned" 4 "Underway with plans in place"

label values manager\_4day\_message manager\_4day\_message\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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

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

label define num\_ftjobs\_lbl 1 "1 job" 2 "2 jobs" 3 "3 or more jobs"

label values num\_ftjobs num\_ftjobs\_lbl

label define commknow\_ftjobs\_lbl 1 "Yes" 2 "No"

label values commknow\_ftjobs commknow\_ftjobs\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* CPS and Modified CPS Questions:

\* 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?

label define cps\_telework\_lbl 1 "Yes" 2 "No"

label values cps\_telework23\_yesno cps\_telework20\_yesno cpsalt\_telework23\_yesno cpsalt\_telework20\_yesno cps\_telework\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* CPS and Modified CPS Questions:

\* 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)?

label define cps\_moreless\_telework\_lbl 1 "More" 2 "Less" 3 "About the same"

label values cps\_telework20\_moreless cpsalt\_telework20\_moreless cps\_moreless\_telework\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* If you worked 5 days/week, how many WFH days/week would be best for your physical health?

\*

\* If you worked 5 days/week, how many WFH days/week would be best for your mental health?

label define wfh\_ideal\_lbl 1 "0 days (fully in person)" 2 "1 day" 3 "2 days" 4 "3 days" 5 "4 days" 6 "5 days (fully remote)"

label values wfh\_ideal\_physical\_health wfh\_ideal\_mental\_health wfh\_ideal\_lbl

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Save

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

save WFHdata\_fromCSV, replace

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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\* THE REST OF THIS FILE PRODUCES A SMALL NUMBER OF UPDATED RESULTS THAT WE

\* EMPHASIZE AND TRACK IN OUR REGULAR UPDATES.

\*

\* USERS MAY ALSO CONSULT OUR DOWNLOADABLE TIME SERIES DATA IN EXCEL FORMAT

\* AT www.wfhresearch.com/data

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\* Figure 1: Extent of working from home before and during COVID

\*

\* In June 2022 we introduced a new methodology to measure the extent of working

\* from home during the pandemic and retired the code we were using previously.

\*

\* See code for LEGACY Figure 1 below for the old code.

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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use WFHdata\_fromCSV, clear

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Create dates for pre- and post-COVID times

insobs 1

quietly sum date

replace date = `r(max)' + 3 if date==.

insobs 1

replace date = ym(2020,3) if date==.

sum date

local maxdate = `r(max)'

local maxsurveydate = `maxdate' - 3

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Extending the matrix question backwards

reg wfhcovid\_fracmat wfhcovid\_frac if date>=ym(2021,11) & date<=ym(2022,4) [aw=cratio100],r

predict temp, xb

gen wfhcovid\_fracmat\_hatfull = wfhcovid\_fracmat

replace wfhcovid\_fracmat\_hatfull = temp if wfhcovid\_fracmat\_hatfull==. & wfhcovid\_frac~=. & ~(wfhcovid\_fracmat==. & date>=ym(2021,11)) & date>=ym(2020,11)

drop temp

count if wfhcovid\_fracmat\_hatfull~=.|(wfhcovid\_frac~=. & date<ym(2020,11))

gen wfhcovid\_fracmat\_hatfull\_e = wfhcovid\_fracmat\_hatfull if wfhcovid\_ever==100

gen wfhcovid\_fracmat\_hatfull\_c = wfhcovid\_fracmat\_hatfull if education\_s>=4 & education\_s~=.

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Code in the pre-COVID share of WFH days. See the paper for details on how we

\* estimate this from the 2017-2018 American Time Use Survey

gen atus\_wfhdays = 4.8 if date==ym(2020,3)

gen atus\_wfhdays\_ec = 10 if date==ym(2020,3)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Since we already have the pre- and post-COVID estimates, we need to give them

\* weights before doing the collapse using a weighted mean

replace cratio100 = 1 if date==ym(2020,3)|date==`maxdate'

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Series for those who ever worked from home & who have 4-year college degrees

gen wfhcovid\_frac\_ever = wfhcovid\_frac if wfhcovid\_ever==100 | (wfhcovid\_ever==. & wfhcovid==100)

gen wfhcovid\_frac\_e\_oldq = wfhcovid\_frac if (wfhcovid\_ever==100 | (wfhcovid\_ever==. & wfhcovid==100)) & date<ym(2020,11)

gen wfhcovid\_frac\_c\_oldq = wfhcovid\_frac if education\_s>=4 & education\_s~=. & date<ym(2020,11)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Series for education groups

gen wfhcovid\_fracmat\_hatfull\_ma = wfhcovid\_fracmat\_hatfull if education\_s==5 & education\_s~=.

gen wfhcovid\_fracmat\_hatfull\_ba = wfhcovid\_fracmat\_hatfull if education\_s==4 & education\_s~=.

gen wfhcovid\_fracmat\_hatfull\_bap = wfhcovid\_fracmat\_hatfull if education\_s>=4 & education\_s~=.

gen wfhcovid\_fracmat\_hatfull\_aa = wfhcovid\_fracmat\_hatfull if education\_s==3 & education\_s~=.

gen wfhcovid\_fracmat\_hatfull\_nc = wfhcovid\_fracmat\_hatfull if education\_s<=2 & education\_s~=.

gen wfhcovid\_frac\_ma\_oldq = wfhcovid\_frac if education\_s==5 & date<ym(2020,11)

gen wfhcovid\_frac\_ba\_oldq = wfhcovid\_frac if education\_s==4 & date<ym(2020,11)

gen wfhcovid\_frac\_bap\_oldq = wfhcovid\_frac if education\_s>=4 & education\_s~=. & date<ym(2020,11)

gen wfhcovid\_frac\_aa\_oldq = wfhcovid\_frac if education\_s==3 & date<ym(2020,11)

gen wfhcovid\_frac\_nc\_oldq = wfhcovid\_frac if education\_s<=2 & date<ym(2020,11)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Collapse the data to a time series

collapse (mean) wfhcovid\_frac wfhcovid\_fracmat wfhcovid\_fracmat\_hatfull atus\_wfhdays wfhcovid\_fracmat\_hatfull\_e wfhcovid\_fracmat\_hatfull\_c wfhcovid\_frac\_e\_oldq wfhcovid\_frac\_c\_oldq atus\_wfhdays\_ec wfhcovid\_fracmat\_hatfull\_ma wfhcovid\_fracmat\_hatfull\_ba wfhcovid\_fracmat\_hatfull\_bap wfhcovid\_fracmat\_hatfull\_aa wfhcovid\_fracmat\_hatfull\_nc wfhcovid\_frac\_ma\_oldq wfhcovid\_frac\_ba\_oldq wfhcovid\_frac\_bap\_oldq wfhcovid\_frac\_aa\_oldq wfhcovid\_frac\_nc\_oldq [aw=cratio100], by(date)

rename wfhcovid\_frac wfhcovid

gen wfhcovid\_oldq = wfhcovid if date<=ym(2020,10)

tsset date

\* Interpolate September 2023

replace wfhcovid\_fracmat\_hatfull = (f.wfhcovid\_fracmat\_hatfull + l.wfhcovid\_fracmat\_hatfull)/2 if date==ym(2023,9)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* The time series graph plots each survey's estimates on the days that it was in

\* the field. So we create one daily observation for each DAY that the survey was

\* in the field and assign dates to each daily observation.

expand 20 ,

sort date

egen seqnum = seq(), by(date)

drop if seqnum>=2 & date==ym(2020,3)

drop if seqnum>=6 & date==ym(2020,5)

drop if seqnum>=10 & date==ym(2020,7)

drop if seqnum>=9 & date==ym(2020,8)

drop if seqnum>=5 & date==ym(2020,9)

drop if seqnum>=8 & date==ym(2020,10)

drop if seqnum>=5 & date==ym(2020,11)

drop if seqnum>=5 & date==ym(2020,11)

drop if seqnum>=18 & date==ym(2020,12)

drop if seqnum>=10 & date==ym(2021,1)

drop if seqnum>=14 & date==ym(2021,2)

drop if seqnum>=7 & date==ym(2021,3)

drop if seqnum>=12 & date==ym(2021,4)

drop if seqnum>=11 & date==ym(2021,5)

drop if seqnum>=11 & date==ym(2021,6)

drop if seqnum>=11 & date==ym(2021,7)

drop if seqnum>=12 & date==ym(2021,8)

drop if seqnum>=11 & date==ym(2021,9)

drop if seqnum>=8 & date==ym(2021,10)

drop if seqnum>=9 & date==ym(2021,11)

drop if seqnum>=8 & date==ym(2021,12)

drop if seqnum>=11 & date==ym(2022,1)

drop if seqnum>=11 & date==ym(2022,1)

drop if seqnum>=10 & date==ym(2022,2)

drop if seqnum>=9 & date==ym(2022,3)

drop if seqnum>=8 & date==ym(2022,4)

drop if seqnum>=10 & date==ym(2022,5)

drop if seqnum>=11 & date==ym(2022,6)

drop if seqnum>=15 & date==ym(2022,7)

drop if seqnum>=9 & date==ym(2022,8)

drop if seqnum>=13 & date==ym(2022,9)

drop if seqnum>=14 & date==ym(2022,10)

drop if seqnum>=14 & date==ym(2022,11)

drop if seqnum>=19 & date==ym(2022,12)

drop if seqnum>=14 & date==ym(2023,1)

drop if seqnum>=8 & date==ym(2023,2)

drop if seqnum>=8 & date==ym(2023,3)

drop if seqnum>=9 & date==ym(2023,4)

drop if seqnum>=11 & date==ym(2023,5)

drop if seqnum>=7 & date==ym(2023,6)

drop if seqnum>=8 & date==ym(2023,7)

drop if seqnum>=8 & date==ym(2023,8)

drop if seqnum>=10 & date==ym(2023,9)

drop if seqnum>=15 & date==ym(2023,10)

drop if seqnum>=7 & date==ym(2023,11)

drop if seqnum>=12 & date==ym(2023,12)

drop if seqnum>=9 & date==ym(2024,1)

drop if seqnum>=8 & date==ym(2024,2)

gen datedaily = td(1Mar2020) + seqnum - 1 if date==ym(2020,3)

replace datedaily = td(21May2020) + seqnum - 1 if date==ym(2020,5)

replace datedaily = td(30Jun2020) + seqnum - 1 if date==ym(2020,7)

replace datedaily = td(21Aug2020) + seqnum - 1 if date==ym(2020,8)

replace datedaily = td(29Sep2020) + seqnum - 1 if date==ym(2020,9)

replace datedaily = td(28Oct2020) + seqnum - 1 if date==ym(2020,10)

replace datedaily = td(17Nov2020) + seqnum - 1 if date==ym(2020,11)

replace datedaily = td(12Dec2020) + seqnum - 1 if date==ym(2020,12)

replace datedaily = td(19Jan2021) + seqnum - 1 if date==ym(2021,1)

replace datedaily = td(16Feb2021) + seqnum - 1 if date==ym(2021,2)

replace datedaily = td(16Mar2021) + seqnum - 1 if date==ym(2021,3)

replace datedaily = td(20Apr2021) + seqnum - 1 if date==ym(2021,4)

replace datedaily = td(18May2021) + seqnum - 1 if date==ym(2021,5)

replace datedaily = td(15June2021) + seqnum - 1 if date==ym(2021,6)

replace datedaily = td(20July2021) + seqnum - 1 if date==ym(2021,7)

replace datedaily = td(17Aug2021) + seqnum - 1 if date==ym(2021,8)

replace datedaily = td(21Sep2021) + seqnum - 1 if date==ym(2021,9)

replace datedaily = td(19Oct2021) + seqnum - 1 if date==ym(2021,10)

replace datedaily = td(15Nov2021) + seqnum - 1 if date==ym(2021,11)

replace datedaily = td(20Dec2021) + seqnum - 1 if date==ym(2021,12)

replace datedaily = td(11Jan2022) + seqnum - 1 if date==ym(2022,1)

replace datedaily = td(8Feb2022) + seqnum - 1 if date==ym(2022,2)

replace datedaily = td(8Mar2022) + seqnum - 1 if date==ym(2022,3)

replace datedaily = td(12Apr2022) + seqnum - 1 if date==ym(2022,4)

replace datedaily = td(10May2022) + seqnum - 1 if date==ym(2022,5)

replace datedaily = td(14Jun2022) + seqnum - 1 if date==ym(2022,6)

replace datedaily = td(12Jul2022) + seqnum - 1 if date==ym(2022,7)

replace datedaily = td(11Aug2022) + seqnum - 1 if date==ym(2022,8)

replace datedaily = td(13Sep2022) + seqnum - 1 if date==ym(2022,9)

replace datedaily = td(11Oct2022) + seqnum - 1 if date==ym(2022,10)

replace datedaily = td(8Nov2022) + seqnum - 1 if date==ym(2022,11)

replace datedaily = td(13Dec2022) + seqnum - 1 if date==ym(2022,12)

replace datedaily = td(10Jan2023) + seqnum - 1 if date==ym(2023,1)

replace datedaily = td(15Feb2023) + seqnum - 1 if date==ym(2023,2)

replace datedaily = td(14Mar2023) + seqnum - 1 if date==ym(2023,3)

replace datedaily = td(11Apr2023) + seqnum - 1 if date==ym(2023,4)

replace datedaily = td(9May2023) + seqnum - 1 if date==ym(2023,5)

replace datedaily = td(13Jun2023) + seqnum - 1 if date==ym(2023,6)

replace datedaily = td(11Jul2023) + seqnum - 1 if date==ym(2023,7)

replace datedaily = td(8Aug2023) + seqnum - 1 if date==ym(2023,8)

replace datedaily = td(19Sep2023) + seqnum - 1 if date==ym(2023,9)

replace datedaily = td(10Oct2023) + seqnum - 1 if date==ym(2023,10)

replace datedaily = td(14Nov2023) + seqnum - 1 if date==ym(2023,11)

replace datedaily = td(12Dec2023) + seqnum - 1 if date==ym(2023,12)

replace datedaily = td(16Jan2024) + seqnum - 1 if date==ym(2024,1)

replace datedaily = td(13Feb2024) + seqnum - 1 if date==ym(2024,2)

replace datedaily = dofm(`maxdate') + seqnum - 1 if date==`maxdate'

format datedaily %td

tsset datedaily

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Merge HPS data

merge 1:1 date datedaily using HHP\_WFH\_rates\_formerge.dta,

drop \_merge

sort date

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Create variables that will form the line connecting consecutive surveys

egen preline = rowtotal(wfh\_atus\_paid wfhcovid) if date>=ym(2020,3) & date<=ym(2020,5)

egen currentline\_oldq = rowtotal(atus\_wfhdays wfhcovid) if date>=ym(2020,5) & date<=ym(2020,10)

egen preline\_e = rowtotal(atus\_wfhdays\_ec wfhcovid\_frac\_e\_oldq) if date>=ym(2020,3) & date<=ym(2020,5)

egen preline\_c = rowtotal(atus\_wfhdays\_ec wfhcovid\_frac\_c\_oldq) if date>=ym(2020,3) & date<=ym(2020,5)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* Globals for axis labels and labels in the chart body

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

sum datedaily if seqnum==1

local postcovid\_date = r(max)

global xtick\_plugin\_nopost = `" 21975 "Pre-COVID" 22036 "May20" 22067 "Jun20" 22097 "Jul20" 22128 "Aug20" 22159 "Sep20" 22189 "Oct20" 22220 "Nov20" 22250 "Dec20" 22281 "Jan21" 22312 "Feb21" 22340 "Mar21" 22371 "Apr21" 22401 "May21" 22432 "Jun21" 22462 "Jul21" 22493 "Aug21" 22524 "Sep21" 22554 "Oct21" 22585 "Nov21" 22615 "Dec21" 22646 "Jan22" 22677 "Feb22" 22705 "Mar22" 22736 "Apr22" 22766 "May22" 22797 "Jun22" 22827 "Jul22" 22858 "Aug22" 22889 "Sep22" 22919 "Oct22" 22950 "Nov22" 22980 "Dec22" 23011 "Jan23" 23042 "Feb23" 23070 "Mar23" 23101 "Apr23" 23131 "May23" 23162 "Jun23" 23192 "Jul23" 23223 "Aug23" 23254 "Sep23" 23284 "Oct23" 23315 "Nov23" 23345 "Dec23" 23376 "Jan24" 23407 "Feb24" 23436 "Mar24" "'

global xlabel\_plugin\_nopost = `" 21975 "Pre-COVID" 22097 "Jul" 22281 "Jan21" 22462 "Jul" 22646 "Jan22" 22827 "Jul" 23011 "Jan23" 23192 "Jul" 23376 "Jan24" "'

global xMtick\_plugin\_nopost = `" 21975 "Pre-COVID" 22097 "Jul" 22189 "Oct" 22281 "Jan21" 22371 "Apr" 22462 "Jul" 22554 "Oct" 22646 "Jan22" 22736 "Apr" 22827 "Jul" 22919 "Oct" 23011 "Jan23" 23101 "Apr" 23192 "Jul" 23284 "Oct" 23376 "Jan24" "'

gen maxdate\_matrix = ym(2024,2)

foreach var in wfhcovid atus\_wfhdays wfh\_days\_postcovid wfhcovid\_fracmat {

gen `var'\_lbl = ""

}

replace wfhcovid\_lbl = "Change in survey question after Oct20" if datedaily==22239

replace wfh\_days\_postcovid\_lbl = "Employer plans for post-COVID" if datedaily==`postcovid\_date'

replace wfhcovid\_fracmat\_lbl = "Matrix question" if datedaily==td(20Dec2021)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

\* You may stop running in one go here

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

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\* Figure without CIs updated in June 2022 based on the (back-filled matrix question)

\* Headline figure

twoway (line preline currentline\_oldq wfhcovid\_fracmat\_hatfull datedaily if date<=maxdate\_matrix, lpattern(shortdash solid solid) lcolor(gs5 ebblue ebblue) lwidth(medthick medthick medthick)) (scatter wfhcovid\_oldq wfhcovid\_fracmat\_hatfull wfh\_atus\_paid datedaily if date<=maxdate\_matrix & date~=ym(2023,9), msymbol(o o o) msize(medium medium medium) mcolor(ebblue ebblue gs5) ) (scatter wfhcovid\_fracmat\_hatfull datedaily if date==ym(2023,9), msymbol(o) mcolor(eltblue)) (scatter wfhcovid\_frac\_HPS datedaily if date<=maxdate\_matrix, mcolor(maroon%80) msymbol(s) msize(medsmall) ) (line wfhcovid\_frac\_HPS datedaily if date<=maxdate\_matrix, lcolor(maroon%90) lwidth(medthick) lpattern(solid)) , title("Percentage of paid full days worked from home") xtitle("") ylabel(0(10)65) ytick(0(5)65,grid gstyle(minor)) xtick($xMtick\_plugin\_nopost) xmtick($xtick\_plugin\_nopost, labsize(8.2pt) grid gstyle(minor) ) xlabel($xlabel\_plugin\_nopost, labsize(9.0pt) grid gstyle(minor) ) yline(0, lcolor(gs12)) note("\*We estimate the pre-COVID rate using the 2019 American Time Use Survey" "\*The break in the series in November 2020 reflects a change in the survey question." "\*The SWAA Sept. 2023 estimate averages August and October due to data quality issues in September.", size(small) span) xline(22281, lcolor(gs9) lpattern(dash)) xline(22646, lcolor(gs9) lpattern(dash)) legend(order(4 8) label(4 Survey of Working Arrangements and Attitudes) label(8 Census Household Pulse Survey) cols(1) position(5) ring(0) size(medlarge)) xline(23011, lcolor(gs9) lpattern(dash)) xline(23376, lcolor(gs9) lpattern(dash))

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\* Figure 2: Trends in employer planned and worker desired WFH

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use WFHdata\_fromCSV, clear

\* Rename desires and plans variables and generate versions for those who have

\* ever worked from home during COVID

rename numwfh\_days\_postCOVID\_s\_u wfh\_days\_postCOVID\_des

rename numwfh\_days\_postCOVID\_boss\_s\_u wfh\_days\_postCOVID\_plan

gen wfh\_days\_postCOVID\_plan\_e = wfh\_days\_postCOVID\_plan if wfhcovid\_ever==100

gen wfh\_days\_postCOVID\_des\_e = wfh\_days\_postCOVID\_des if wfhcovid\_ever==100

\* Collapse to a time series

collapse (mean) wfh\_days\_postCOVID\_des wfh\_days\_postCOVID\_plan wfh\_days\_postCOVID\_plan\_e wfh\_days\_postCOVID\_des\_e (count) midN\_wfh\_days\_postCOVID\_des = wfh\_days\_postCOVID\_des midN\_wfh\_days\_postCOVID\_plan = wfh\_days\_postCOVID\_plan midN\_wfh\_days\_postCOVID\_plan\_e = wfh\_days\_postCOVID\_plan\_e midN\_wfh\_days\_postCOVID\_des\_e = wfh\_days\_postCOVID\_des\_e [aw=cratio100], by(date)

foreach var in wfh\_days\_postCOVID\_des wfh\_days\_postCOVID\_plan wfh\_days\_postCOVID\_plan\_e wfh\_days\_postCOVID\_des\_e {

egen bigN\_`var' = total(midN\_`var')

}

tsset date

\* Create 3-month moving average. At the ends of the sample use 2-month moving

\* averages, and in July 2020 (since there was no June 2020 wave) use May 2020

\* as the previous month

sum date

local maxdate = r(max)

foreach var in wfh\_days\_postCOVID\_des wfh\_days\_postCOVID\_plan wfh\_days\_postCOVID\_plan\_e wfh\_days\_postCOVID\_des\_e {

replace `var' = . if date==ym(2023,9)

gen `var'MA = 1/3 \* (f.`var' + `var' + l.`var') if date>=ym(2020,8) & date<=`maxdate' - 1

}

\*replace wfh\_days\_postCOVID\_desMA = wfh\_days\_postCOVID\_des if date<ym(2020,7)|date>ym(2021,5) & date~=.

replace wfh\_days\_postCOVID\_desMA = 1/2 \* (wfh\_days\_postCOVID\_des + f2.wfh\_days\_postCOVID\_des) if date==ym(2020,5)

replace wfh\_days\_postCOVID\_desMA = 1/3 \* (wfh\_days\_postCOVID\_des + l2.wfh\_days\_postCOVID\_des +f.wfh\_days\_postCOVID\_des) if date==ym(2020,7)

replace wfh\_days\_postCOVID\_desMA = 1/2 \* (wfh\_days\_postCOVID\_des + l.wfh\_days\_postCOVID\_des) if date==`maxdate'

replace wfh\_days\_postCOVID\_planMA = 1/2 \* (wfh\_days\_postCOVID\_plan + f.wfh\_days\_postCOVID\_plan) if date==ym(2020,7)

replace wfh\_days\_postCOVID\_planMA = 1/2 \* (wfh\_days\_postCOVID\_plan + l.wfh\_days\_postCOVID\_plan) if date==`maxdate'

replace wfh\_days\_postCOVID\_des\_eMA = 1/2 \* (wfh\_days\_postCOVID\_des\_e + f.wfh\_days\_postCOVID\_des\_e) if date==ym(2020,8)

replace wfh\_days\_postCOVID\_des\_eMA = 1/2 \* (wfh\_days\_postCOVID\_des\_e + l.wfh\_days\_postCOVID\_des\_e) if date==`maxdate'

replace wfh\_days\_postCOVID\_plan\_eMA = 1/2 \* (wfh\_days\_postCOVID\_plan\_e + f.wfh\_days\_postCOVID\_plan\_e) if date==ym(2020,8)

replace wfh\_days\_postCOVID\_plan\_eMA = 1/2 \* (wfh\_days\_postCOVID\_plan\_e + l.wfh\_days\_postCOVID\_plan\_e) if date==`maxdate'

replace wfh\_days\_postCOVID\_desMA = 1/3 \* (f2.wfh\_days\_postCOVID\_des + wfh\_days\_postCOVID\_des + l1.wfh\_days\_postCOVID\_des) if date==ym(2023,8)

replace wfh\_days\_postCOVID\_planMA = 1/3 \* (f2.wfh\_days\_postCOVID\_plan + wfh\_days\_postCOVID\_plan + l1.wfh\_days\_postCOVID\_plan) if date==ym(2023,8)

replace wfh\_days\_postCOVID\_des\_eMA = 1/3 \* (f2.wfh\_days\_postCOVID\_des\_e + wfh\_days\_postCOVID\_des\_e + l1.wfh\_days\_postCOVID\_des\_e) if date==ym(2023,8)

replace wfh\_days\_postCOVID\_plan\_eMA = 1/3 \* (f2.wfh\_days\_postCOVID\_plan\_e + wfh\_days\_postCOVID\_plan\_e + l1.wfh\_days\_postCOVID\_plan\_e) if date==ym(2023,8)

\*replace wfh\_days\_postCOVID\_desMA = 1/2 \* (f.wfh\_days\_postCOVID\_des + l1.wfh\_days\_postCOVID\_des) if date==ym(2023,9)

\*replace wfh\_days\_postCOVID\_planMA = 1/2 \* (f.wfh\_days\_postCOVID\_plan + l1.wfh\_days\_postCOVID\_plan) if date==ym(2023,9)

\*replace wfh\_days\_postCOVID\_des\_eMA = 1/2 \* (f.wfh\_days\_postCOVID\_des\_e + l1.wfh\_days\_postCOVID\_des\_e) if date==ym(2023,9)

\*replace wfh\_days\_postCOVID\_plan\_eMA = 1/2 \* (f.wfh\_days\_postCOVID\_plan\_e + l1.wfh\_days\_postCOVID\_plan\_e) if date==ym(2023,9)

replace wfh\_days\_postCOVID\_desMA = 1/3 \* (f.wfh\_days\_postCOVID\_des + wfh\_days\_postCOVID\_des + l2.wfh\_days\_postCOVID\_des) if date==ym(2023,10)

replace wfh\_days\_postCOVID\_planMA = 1/3 \* (f.wfh\_days\_postCOVID\_plan + wfh\_days\_postCOVID\_plan + l2.wfh\_days\_postCOVID\_plan) if date==ym(2023,10)

replace wfh\_days\_postCOVID\_des\_eMA = 1/3 \* (f.wfh\_days\_postCOVID\_des\_e + wfh\_days\_postCOVID\_des\_e + l2.wfh\_days\_postCOVID\_des\_e) if date==ym(2023,10)

replace wfh\_days\_postCOVID\_plan\_eMA = 1/3 \* (f.wfh\_days\_postCOVID\_plan\_e + wfh\_days\_postCOVID\_plan\_e + l2.wfh\_days\_postCOVID\_plan\_e) if date==ym(2023,10)

\* Employee Desired + Planned WFH days\_postCOVID (3-month MA days of the week instead of days)

foreach var in wfh\_days\_postCOVID\_des wfh\_days\_postCOVID\_plan wfh\_days\_postCOVID\_plan\_e wfh\_days\_postCOVID\_des\_e {

gen `var'MAd = `var'MA/20

}

\* Labels and ticks for the time axis

global xtick\_plugin = `"724 "May20" 725 "Jun20" 726 "Jul20" 727 "Aug20" 728 "Sep20" 729 "Oct20" 730 "Nov20" 731 "Dec20" 732 "Jan21" 733 "Feb21" 734 "Mar21" 735 "Apr21" 736 "May21" 737 "Jun21" 738 "Jul21" 739 "Aug21" 740 "Sep21" 741 "Oct21" 742 "Nov21" 743 "Dec21" 745 "Feb22" 746 "Mar22" 747 "Apr22" 748 "May22" 749 "Jun22" 750 "Jul22" 751 "Aug22" 752 "Sep22" 753 "Oct22" 754 "Nov22" 755 "Dec22" 756 "Jan23" 757 "Feb23" 758 "Mar23" 759 "Apr23" 760 "May23" 761 "Jun23" 762 "Jul23" 763 "Aug23" 764 "Sep23" 765 "Oct23" 766 "Nov23" 767 "Dec23" 768 "Jan24" 769 "Feb24" "'

global xlabel\_plugin = `" 726 "Jul20" 729 "Oct" 732 "Jan21" 735 "Apr" 738 "Jul" 741 "Oct" 744 "Jan22" 747 "Apr" 750 "Jul" 753 "Oct" 756 "Jan23" 759 "Apr" 762 "Jul" 765 "Oct" 768 "Jan24" "'

\* Export to Excel if desired (uncomment if you'd like to do this)

/\*

label variable wfh\_days\_postCOVID\_desMAd "Worker Desired Post-COVID WFH Days/Week - 3-month Moving Avg."

label variable wfh\_days\_postCOVID\_planMAd "Employer Planned Post-COVID WFH Days/Week - 3-month Moving Avg."

export excel date wfh\_days\_postCOVID\_desMAd wfh\_days\_postCOVID\_planMAd using desires\_plans\_timeseries.xlsx, firstrow(varlabels) replace keepcellfmt

\*/

\* Plots that focus on those who have ever worked from home

\* Plans: only those who ever worked from home

twoway (line wfh\_days\_postCOVID\_plan\_eMAd date, yaxis(1) lcolor(navy) lpattern(longdash) lwidth(thick)) , xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) xtitle("") legend(order(1 2) label(1 Worker Desires (left axis)) label(2 Employer Plans (right axis)) size(medlarge) position(4) cols(1) ring(0)) title(Average Days per Week Working From Home, size(large) span) subtitle( After the Pandemic Ends: Employer Plans, size(large) span) ylabel(1.5(0.2)2.3, axis(1)) ytick(1.5(0.1)2.4, grid gstyle(minor) axis(1)) ytitle("", axis(1)) caption(Sample: Workers able to work from home, span)

\* Plans: all respondents versus only those who ever worked from home

twoway (line wfh\_days\_postCOVID\_planMAd wfh\_days\_postCOVID\_plan\_eMAd date, yaxis(1) lcolor(gs7 navy) lpattern(longdash shortdash) lwidth(thick thick)) , xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) xtitle("") legend(order(1 2) label(1 Worker Desires (left axis)) label(2 Employer Plans (right axis)) size(medlarge) position(4) cols(1) ring(0)) title(Average Days per Week Working From Home, size(large) span) subtitle( After the Pandemic Ends: Employer plans, size(large) span) ylabel(1(0.2)2.6, axis(1)) ytick(1(0.1)2.67, grid gstyle(minor) axis(1)) ytitle("", axis(1)) legend(label(1 All workers) label(2 Workers able to work from home) size(medlarge) position(10) ring(0) )

\* Desires vs plans: only those who ever worked from home

twoway (line wfh\_days\_postCOVID\_des\_eMAd date, lcolor(gs3) lpattern(solid) lwidth(thick) ) (line wfh\_days\_postCOVID\_plan\_eMAd date, lcolor(navy) lpattern(longdash) lwidth(thick)), xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) yline(0, lcolor(gs12)) yline(0, lcolor(gs12)) xtitle("") legend(order(1 2) label(1 Worker Desires) label(2 Employer Plans) size(medlarge) position(4) cols(1) ring(0))title(Average Days per Week Working From Home, size(large) span) subtitle(After the Pandemic Ends: Workers Able to WFH, size(large) span) ytick(1.5(0.25)3.1, grid gstyle(minor) axis(1)) ylabel(1.5(0.5)3.0, axis(1)) ytitle("", axis(1)) caption(Sample: Workers able to work from home, span)

\* Desires: all respondents versus only those who ever worked from home

twoway (line wfh\_days\_postCOVID\_desMAd wfh\_days\_postCOVID\_des\_eMAd date, lcolor(black ebblue) lpattern(solid "\_.-") lwidth(thick thick) ), xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) xtitle("") legend(order(1 2) label(1 All workers) label(2 Workers able to work from home) size(medlarge) position(10) cols(1) ring(0)) title(Average Days per Week Working From Home, size(large) span) subtitle(After the Pandemic Ends: Worker Desires, size(large) span) ylabel(2(0.2)3.25, axis(1)) ytick(2(0.1)3.25, grid gstyle(minor) axis(1)) ytitle("", axis(1))

\* Now plot desires and plans together (all respondents)

\* Different scales

twoway (line wfh\_days\_postCOVID\_desMAd date, lcolor(black) lpattern(solid) lwidth(thick) ) (line wfh\_days\_postCOVID\_planMAd date, yaxis(2) lcolor(gs7) lpattern(longdash) lwidth(thick)) , xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) yline(0, lcolor(gs12)) yline(0, lcolor(gs12)) xtitle("") legend(order(1 2) label(1 Worker Desires (left axis)) label(2 Employer Plans (right axis)) size(medlarge) position(4) cols(1) ring(0)) title(Avg. Days/Week Working from Home after the Pandemic Ends, size(large)) ylabel(2(0.1)2.5, axis(1)) ytick(2(0.05)2.5, grid gstyle(minor) axis(1)) ylabel(0.9(0.1)1.4, axis(2)) ytick(0.9(0.05)1.4, grid gstyle(minor) axis(2)) ytitle("", axis(1)) ytitle("", axis(2))

\* Same scale

twoway (line wfh\_days\_postCOVID\_desMAd date, lcolor(black) lpattern(solid) lwidth(thick) ) (line wfh\_days\_postCOVID\_planMAd date, lcolor(gs7) lpattern(longdash) lwidth(thick)), xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) yline(0, lcolor(gs12)) yline(0, lcolor(gs12)) xtitle("") legend(order(1 2) label(1 Worker Desires) label(2 Employer Plans) size(medlarge) position(4) cols(1) ring(0)) title(Avg. Days/Week WFH After the Pandemic Ends, size(large) span) ytick(0(0.25)2.5, grid gstyle(minor) axis(1)) ylabel(0(0.5)2.5, axis(1)) ytitle("", axis(1))

\* Now plot desires and plans separately (all respondents)

\* Desires

twoway (line wfh\_days\_postCOVID\_desMAd date, lcolor(black) lpattern(solid) lwidth(thick) ), xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) xtitle("") legend(order(1 2) label(1 Worker Desires (left axis)) label(2 Employer Plans (right axis)) size(medlarge) position(4) cols(1) ring(0)) title(Average Days Per Week Working from Home, size(large) span) subtitle( After the Pandemic Ends: Worker Desires, size(large) span) ylabel(2(0.1)2.5, axis(1)) ytick(2(0.05)2.5, grid gstyle(minor) axis(1)) ytitle("", axis(1))

\* Plans

twoway (line wfh\_days\_postCOVID\_planMAd date, yaxis(1) lcolor(gs7) lpattern(longdash) lwidth(thick)) , xtick( $xtick\_plugin, labsize(9.0pt) grid gstyle(minor) ) xlabel($xlabel\_plugin, labsize(9.0pt) grid gstyle(minor) ) xtitle("") legend(order(1 2) label(1 Worker Desires (left axis)) label(2 Employer Plans (right axis)) size(medlarge) position(4) cols(1) ring(0)) title(Average Days Per Week Working from Home , size(large) span) subtitle(After the Pandemic Ends: , size(large) span) t2title(Employer Plans for their Workers, size(large)) ylabel(1(0.05)1.40, axis(1)) ytick(1(0.05)1.40, grid gstyle(minor) axis(1)) ytitle("", axis(1))