

**2023 PEW RESEARCH CENTER'S AMERICAN TRENDS PANEL
SURVEY OF U.S. WORKERS
WAVE 121 FEBRUARY 2023
FINAL TOPLINE
FEBRUARY 6-12, 2023
TOTAL N=5,775**

NOTE: ALL NUMBERS ARE PERCENTAGES UNLESS OTHERWISE NOTED. THE PERCENTAGES LESS THAN 0.5% ARE REPLACED BY AN ASTERISK (*). ROWS/COLUMNS MAY NOT TOTAL 100% DUE TO ROUNDING.

	Sample size	Margin of error at 95% confidence level
All employed adults with one job or a primary job ¹	5,775	+/- 1.9 percentage points

BASED ON ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

JOBNUM How many jobs do you currently have?

	<u>One</u>	More than one, but consider one of them <u>my primary job</u>
Feb 6-12, 2023	83	17
Jan 24-30, 2022	83	17
Oct 13-19, 2020	84	16

DISPLAY IF HAS MORE THAN ONE JOB BUT CONSIDERS ONE PRIMARY (JOBNUM=2):

For this survey, please think only about the job you consider your primary job.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

PAYTYPE What is the main way you are paid at work?

Feb 6-12, 2023	
40	Salary
50	Paid by the hour
4	Commission
5	Other
*	No answer

¹ All employed adults in the American Trends Panel were eligible to take this survey. However, for analytical purposes, only those who said they have one job or have multiple jobs but consider one to be their primary job are included in this topline. Those who have multiple jobs and do not consider one to be their primary job or did not provide an answer to the question about how many jobs they have are excluded from this analysis.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKHOURS In a typical week, how many hours do you work?

Feb 6-12, <u>2023</u>	
7	Less than 20 hours
10	20-29 hours
7	30-34 hours
54	35-44 hours
18	45-59 hours
4	60 hours or more
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

JOBTPEMOD Which of the following best describes where you work?

	A private company or <u>business</u>	A non-profit <u>organization</u>	Government (including federal, state, or local government, public schools, colleges and <u>universities</u>)	Self-employed (including business owner and independent contractor, <u>freelance worker</u>)	<u>Other</u>	<u>No answer</u>
Feb 6-12, 2023	57	9	19	10	5	*
Oct 13-19, 2020 ²	56	9	19	10	6	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:INDUSTRY What industry or field do you currently work in?³

Feb 6-12, <u>2023</u>	
11	Hospitality, service, arts, entertainment and recreation
16	Health care and social assistance
12	Manufacturing, mining, construction, agriculture, forestry, fishing and hunting
10	Retail and trade
10	Education
8	Banking, finance, accounting, real estate or insurance
6	Transportation
7	Government, public administration or military
8	Information/Technology
9	Professional, scientific and technical services
4	Other [TEXT BOX – RESPONSES NOT SHOWN]
*	No answer

² In the 2020 survey, this question was asked of those who said they were “employed full time” or “employed part time” when asked, “Which of the following best describes your current employment situation?” By contrast, in the 2023 survey, this question was asked of those who said they “work full time for pay” or “work part time for pay” when asked, “What is your current work situation?” The only difference between the two is the slight wording change in how employed adults were defined. JOBTPEMOD was the same in both surveys.

³ Due to small sample size, in the dataset some industries were further collapsed into larger net categories as follows: The arts, entertainment and recreation industry was combined with hospitality or service; and the agriculture, forestry, fishing and hunting industry was added to manufacturing, mining, or construction.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=5,188]:

YRSJOBMOD How long have you been with your current employer?

	Less than <u>1 year</u>	1 year to less <u>than 5 years</u>	5 years to less than 10 <u>years</u>	10 years or <u>more</u>	No <u>answer</u>
Feb 6-12, 2023	18	36	20	26	*
June 27-July 4, 2022 ⁴	23	32	19	26	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE SELF-EMPLOYED (JOBTYPEMOD=4) [n=587]:

YRSJOBSLFMOD How long have you been self-employed?

	Less than <u>1 year</u>	1 year to less <u>than 5 years</u>	5 years to less than 10 <u>years</u>	10 years or <u>more</u>	No <u>answer</u>
Feb 6-12, 2023	7	34	22	37	0
June 27-July 4, 2022 ⁵	9	33	19	38	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

NUMEMP Including all its locations and work sites, not just your own, about how many people are employed by **[IF NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99):** the company or organization you work for; **IF SELF-EMPLOYED (JOBTYPEMOD=4):** your company or organization, including yourself]? Just your best guess is fine.

Feb 6-12, <u>2023</u>	
16	1-9
13	10-49
7	50-99
17	100-499
8	500-999
40	1,000 or more
*	No answer

⁴ In the 2022 survey, this question was asked of those who said they were “employed full-time (not self-employed)” or “employed part-time (not self-employed)” when asked, “Which of the following best describes your current employment situation?” By contrast, in the 2023 survey, this question was asked of those who said they “work full time for pay” or “work part time for pay” when asked, “What is your current work situation?” and who did not indicate they were self-employed in JOBTYPEMOD. The only difference between the two is the slight wording change in how employed and not self-employed adults were defined. YRSJOBMOD was the same in both surveys.

⁵ In the 2022 survey, this question was asked of those who said they were “self-employed” when asked, “Which of the following best describes your current employment situation?” By contrast, in the 2023 survey, this question was asked of those who said they “work full time for pay” or “work part time for pay” when asked, “What is your current work situation?” and who indicated they were self-employed in JOBTYPEMOD. The only difference between the two is the slight wording change in how self-employed adults were defined. YRSJOBSLFMOD was the same in both surveys.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE SELF-EMPLOYED AND HAS 1-9 PEOPLE EMPLOYED BY THEIR COMPANY/ORGANIZATION (JOBTYPEMOD=4 AND NUMEMP=1) [n=587]:

EMPLOYEESMOD Do you have any paid employees, or do you work on your own?

BASED ON ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE SELF-EMPLOYED (JOBTYPEMOD=4) [n=557]:

	Have paid employees	Work on my own	No answer
Feb 6-12, 2023	37	63	1
Oct 13-19, 2020 ⁶	18	81	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED OR IS SELF-EMPLOYED WITH PAID EMPLOYEES/AT A COMPANY OF 10+ PEOPLE (JOBTYPEMOD=1-3,5,99 OR EMPLOYEESMOD=1,99 OR (JOBTYPEMOD=4 AND NUMEMP=2-6)) [n=5,395]:

MANAGER Thinking about your role at work, are you someone's manager or supervisor?

Feb 6-12, 2023	
28	Yes
72	No
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

JOBSAT Overall, how satisfied are you with your job? [RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]

Feb 6-12, 2023	
15	Extremely satisfied
37	Very satisfied
37	Somewhat satisfied
9	Not too satisfied
3	Not at all satisfied
*	No answer

⁶ In the 2020 survey, this question was asked of those who said they were "employed full time" or "employed part time" when asked, "Which of the following best describes your current employment situation?" By contrast, in the 2023 survey, this question was asked of those who said they "work full time for pay" or "work part time for pay" when asked, "What is your current work situation?" In addition to the slight wording change in how employed adults were defined, this question is asked of those working in a company or organization with fewer than 10 employees. For the purposes of this analysis, self-employed adults working in a company with 10 or more employees are counted as having paid employees. In the 2020 survey, EMPLOYEESMOD was asked of all self-employed adults. Otherwise, EMPLOYEESMOD was the same in both surveys.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTPEMOD=1-3,5,99) [n=5,188]:

WORKSATIS Now thinking about some specific aspects of your job...

Overall, how satisfied are you with each of the following? **[RANDOMIZE ITEMS; DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

		<u>Extremely satisfied</u>	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not too satisfied</u>	<u>Not at all satisfied</u>	<u>No answer</u>	
a.	The benefits your employer provides you, such as health insurance and paid time off Feb 6-12, 2023	16	32	30	12	9	1	
b.	How much you are paid Feb 6-12, 2023	7	28	40	17	9	*	
c.	Your opportunities for promotion at work Feb 6-12, 2023	9	23	34	21	11	1	
d.	Your opportunities for training or ways to develop new skills Feb 6-12, 2023	13	30	35	15	6	*	
e.	Your relationship with your coworkers Feb 6-12, 2023	22	45	27	4	1	*	
f.	Your relationship with your manager or supervisor Feb 6-12, 2023	25	37	27	7	4	*	
g.	The amount of feedback you receive from your manager or supervisor on how you're doing your job Feb 6-12, 2023	14	36	31	13	6	*	
h.	Your day-to-day tasks at work Feb 6-12, 2023	12	39	38	8	2	*	
i.	Your commute Feb 6-12, 2023	<u>Extremely satisfied</u>	<u>Very satisfied</u>	<u>Somewhat satisfied</u>	<u>Not too satisfied</u>	<u>Not at all satisfied</u>	<u>Doesn't have a commute</u>	<u>No answer</u>
		25	27	23	9	4	13	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

JOBIDENTITY How important is your job or career to your overall identity? [**DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT**]

Feb 6-12,

2023

11	Extremely important
28	Very important
35	Somewhat important
19	Not too important
7	Not at all important
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WORKFEEL How often do you find your job to be... [**RANDOMIZE ITEMS; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1, USING THE SAME ORDER FOR EACH ITEM**]

		All of the <u>time</u>	Most of the <u>time</u>	Some of <u>the time</u>	<u>Rarely</u>	<u>Never</u>	No <u>answer</u>
a.	Enjoyable Feb 6-12, 2023	6	45	38	9	2	*
b.	Fulfilling Feb 6-12, 2023	8	40	36	12	3	*
c.	Stressful Feb 6-12, 2023	7	21	52	17	3	*
d.	Overwhelming Feb 6-12, 2023	4	14	50	27	6	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

HRSSATIS Thinking about how many hours you work in a typical week, do you feel that you work... [**RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST**]

Feb 6-12,

2023

23	Too many hours
11	Too few hours
66	About the right number of hours
*	No answer

[RANDOMIZE ORDER OF WRKRESPECT, WRKYRSELF, WRKCONTRIB, WRKMENTOR, WRKFEEDBACK, WRKFRIEND, WRKCARE, AND WRKCON]

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKRESPECT Thinking about how you are treated at work, would you say you are treated with respect... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WORKFEEL]**

Feb 6-12,
2023

29	All of the time
50	Most of the time
17	Some of the time
3	Rarely
1	Never
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKYRSELF Would you say you can be yourself at work... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WORKFEEL]**

Feb 6-12,
2023

28	All of the time
45	Most of the time
20	Some of the time
5	Rarely
1	Never
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKCONTRIB Would you say the contributions you make at work are valued... **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,
2023

28	A great deal
36	A fair amount
25	Some
8	Not much
3	Not at all
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=5,188]:

WRKMENTOR Do you currently have someone at work who you consider a mentor – that is, an experienced person who cares about your professional development?

Feb 6-12,
2023

44	Yes
55	No
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=5,188]:

WRKFEEDBACK How often do you get feedback on how you're doing your job from your manager or supervisor? **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,
2023

5	Extremely often
29	Often
39	Sometimes
22	Rarely
4	Never
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED OR IS SELF-EMPLOYED WITH PAID EMPLOYEES/AT A COMPANY OF 10+ PEOPLE (JOBTYPEMOD=1-3,5,99 OR EMPLOYEESMOD=1,99 OR (JOBTYPEMOD=4 AND NUMEMP=2-6)) [n=5,395]:

WRKFRIEND Would you say you have at least one close friend at work?

Feb 6-12,
2023

65	Yes
35	No
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=5,188]:

WRKCARE Would you say your employer cares about your well-being... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKCONTRIB]**

Feb 6-12,
2023

20	A great deal
32	A fair amount
28	Some
14	Not much
6	Not at all
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKCON How often do you respond to work emails or other messages from work outside of normal work hours? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKFEEDBACK]**

Feb 6-12,
2023

10	Extremely often
20	Often
26	Sometimes
21	Rarely
10	Never
12	Don't get messages from work outside of normal work hours
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

JOBVALUE1 Here is a list of benefits that some employers may offer. Regardless of whether each of the following describes your current job, how important is it to you personally to have a job that offers... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

	<u>Extremely important</u>	<u>Very important</u>	<u>Somewhat important</u>	<u>Not too important</u>	<u>Not at all important</u>	<u>No answer</u>
a. Employer-sponsored health insurance Feb 6-12, 2023	49	27	14	6	4	*
b. An employer-sponsored 401(k) or other retirement program Feb 6-12, 2023	41	31	18	6	4	*
c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses Feb 6-12, 2023	59	27	8	3	2	*
d. Paid parental, family, or medical leave, separate from vacation or sick leave Feb 6-12, 2023	41	30	17	6	4	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF SAYS MORE THAN ONE ITEM IN JOBVALUE1 IS EXTREMELY/VERY IMPORTANT (JOBVALUE1a-d=1,2 FOR MORE THAN ONE ITEM) [n=5,058]:

JOBVALUE2 Which one of these would you say is the MOST IMPORTANT to you personally? To have a job that offers... **[SHOW ONLY THE ITEMS THAT THEY SAID EXTREMELY/VERY IMPORTANT TO IN JOBVALUE1 (JOBVALUE1a-d=1,2) AS RESPONSE OPTIONS IN JOBVALUE2]**

BASED ON THOSE WHO INDICATED ONE OF THE FOLLOWING WAS THE MOST IMPORTANT IN JOBVALUE2 OR ANSWERED THAT ONLY ONE WAS EXTREMELY/VERY IMPORTANT IN JOBVALUE1 [n=5,314]:

Feb 6-12,
2023

47	Employer-sponsored health insurance
14	An employer-sponsored 401(k) or other retirement savings program
31	Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses
8	Paid parental, family, or medical leave, separate from vacation or sick leave
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTPEMOD=1-3,5,99) [n=5,188]:

JOB BENEFIT Please indicate if your current employer offers each of the following to you.

	Yes, employer offers it	No, employer does not offer it	Not sure	No answer
a. Employer-sponsored health insurance Feb 6-12, 2023	79	16	5	*
b. An employer-sponsored 401(k) or other retirement program Feb 6-12, 2023	77	18	5	*
c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses Feb 6-12, 2023	82	14	4	*
d. Paid parental, family, or medical leave, separate from vacation or sick leave Feb 6-12, 2023	57	28	14	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND EMPLOYER OFFERS PTO (JOB BENEFITc=1) [n=4,408]:

WORKPTO Thinking about the amount of paid time off your employer allows you to take, would you say that you typically... **[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

Feb 6-12,
2023

- | | |
|----|--|
| 46 | Take less paid time off than your employer offers |
| 48 | Take all of the paid time off your employer offers |
| 5 | My employer offers unlimited paid time off |
| 1 | No answer |

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND HAS PTO BUT TAKES LESS PAID TIME OFF THAN EMPLOYER OFFERS (WORKPTO=1) [n=2,140]:

WORKPTO2 Here are some reasons why people typically take less paid time off from work than their employer offers. For each, please indicate if this is a reason or not a reason why you typically take less paid time off from work than your employer offers. **[RANDOMIZE ITEMS]**

	Yes, is a <u>reason</u>	No, is not a <u>reason</u>	No <u>answer</u>
a. You think you might risk losing your job if you take more time off Feb 6-12, 2023	16	83	1
b. You think taking more time off might hurt your chances for job advancement Feb 6-12, 2023	19	80	1
c. Your manager or supervisor discourages you from taking time off Feb 6-12, 2023	12	88	*
d. You worry you might fall behind at work Feb 6-12, 2023	49	50	1
e. You don't feel the need to take more time off from work Feb 6-12, 2023	52	47	1
f. You feel badly about co-workers taking on additional work Feb 6-12, 2023	43	56	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED (JOBTPEMOD=1-3,5,99) [n=5,188]:

JOBNEG1 Thinking about the last time you were hired for a job, did you ask for higher pay than what was offered at first?

Feb 6-12,

2023

30	Yes, asked for higher pay
60	No, did not ask for higher pay
10	Don't remember
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND ASKED FOR HIGHER PAY WHEN THEY WERE LAST HIRED (JOBNEG1=1) [n=1,673]:

JOBNEG2 When you asked for higher pay, were you... **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-3 OR 3-1]**

Feb 6-12,

2023

28	Given the pay you asked for
38	Given more than was offered at first, but less than what you asked for
35	Only given the pay that was offered at first
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND DID NOT ASK FOR HIGHER PAY WHEN THEY WERE LAST HIRED (JOBNEG1=2) [n=3,028]:

JOBNEG3 Would you say you didn't ask for higher pay because... **[RANDOMLY DISPLAY RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

Feb 6-12,

2023

39	You were satisfied with the pay that was offered
38	You didn't feel comfortable asking for higher pay
23	Some other reason
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WFHOPTION Regardless of your current work arrangement, would you say that, for the most part, the responsibilities of your job... **[RANDOMIZE RESPONSE OPTIONS]**

	<u>Can be done from home</u>	<u>Cannot be done from home</u>	<u>No answer</u>
Feb 6-12, 2023	39	61	*
Jan 24-30, 2022 ⁷	39	60	*
Oct 13-19, 2020	38	62	*

⁷ In the 2022 and 2020 surveys, this question was asked of those who said they were "employed full time" or "employed part time" when asked, "Which of the following best describes your current employment situation?" By contrast, in the 2023 survey, this question was asked of those who said they "work full time for pay" or "work part time for pay" when asked, "What is your current work situation?" The only difference between the two is the slight wording change in how employed adults were defined.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WFHPAST Before the coronavirus outbreak, did you work from home...

	All of the <u>time</u>	Most of <u>the time</u>	Some of <u>the time</u>	<u>Rarely</u>	<u>Never</u>	No <u>answer</u>
Feb 6-12, 2023	7	4	11	13	65	*
Jan 24-30, 2022 ⁸	7	5	12	13	64	*
Oct 13-19, 2020	5	3	10	14	67	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND HAS A TELEWORKABLE JOB (WFHOPTION=1) [n=2,606]:

WFHCURR Are you currently working from home...

	All of the <u>time</u>	Most of <u>the time</u>	Some of <u>the time</u>	<u>Rarely</u>	<u>Never</u>	No <u>answer</u>
Feb 6-12, 2023	35	20	21	12	12	*
Jan 24-30, 2022 ⁹	43	17	18	11	11	1
Oct 13-19, 2020	55	16	12	7	9	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND HAS A TELEWORKABLE JOB, AND IS HYBRID WORKER CURRENTLY WORKING FROM HOME MOST OF THE TIME, SOME OF THE TIME, OR RARELY (WFHCURR=2-4) [n=1,430]:

WFHDAYS In a typical week, how many days would you say you work from home?

Feb 6-12, <u>2023</u>	
13	1
21	2
18	3
16	4
13	5 or more
19	Don't work from home in a typical week
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED, HAS TELEWORKABLE JOB, AND CURRENTLY DOES NOT WORK FROM HOME ALL OF THE TIME AND DID NOT REFUSE WFHCURR (JOBTYPEMOD=1-3,5,99 AND WFHCURR=2-5) [n=1,568]:

WFHDAYOPT Are you required to work from your office, workplace or job site a certain number of days per week or per month?

Feb 6-12, <u>2023</u>	
63	Yes
37	No
0	No answer

⁸ See footnote 6.⁹ See footnote 6.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND HAS A TELEWORKABLE JOB (WFHOPTION=1) [n=2,606]:

WFHPOSTCVDMOD Regardless of your current work arrangement, if you had a choice, would you want to work from home...

Feb 6-12,
2023

38	All of the time
28	Most of the time
25	Some of the time
5	Rarely
2	Never
1	Not sure
*	No answer

TREND FOR COMPARISON¹⁰:

	<u>All of the time</u>	<u>Most of the time</u>	<u>Some of the time</u>	<u>Rarely</u>	<u>Never</u>	<u>Not sure</u>	<u>No answer</u>
Jan 24-30, 2022	35	25	28	6	3	3	*
Oct 13-19, 2020	27	27	33	8	3	2	0

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED, HAS A TELEWORKABLE JOB, AND DID NOT SKIP WFHCURR (JOBTPEMOD=1-3,5,99 AND WFHCURR=1-5) [n=2,288]:

WFHIMPACT What impact do you think the fact that you [IF WFHCURR=4: rarely; IF WFHCURR=5: never] work from home [IF WFHCURR=1: all of the time; IF WFHCURR=2: most of the time; IF WFHCURR=3: some of the time] has on each of the following?
[RANDOMIZE ITEMS; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1, USING THE SAME ORDER FOR EACH ITEM]

	<u>Helps a lot</u>	<u>Helps a little</u>	<u>Neither helps nor hurts</u>	<u>Hurts a little</u>	<u>Hurts a lot</u>	<u>No answer</u>
a. Your chances of getting ahead in your job Feb 6-12, 2023	9	10	64	14	3	*
b. Your ability to balance work and your personal life Feb 6-12, 2023	42	18	23	13	4	*
c. How connected you feel to your co-workers Feb 6-12, 2023	9	9	38	33	10	*

¹⁰ In the 2022 and 2020 survey, the question wording was "Looking ahead to when the coronavirus outbreak is over, if you had a choice, would you want to work from home...". The response options were the same. Also in the 2022 and 2020 surveys, this question was asked of those who said they were "employed full-time" or "employed part-time" when asked, "Which of the following best describes your current employment situation?" By contrast, in the 2023 survey, this question was asked of those who said they "work full time for pay" or "work part time for pay" when asked, "What is your current work situation?"

WFHIMPACT CONTINUED...

		Helps a <u>lot</u>	Helps a <u>little</u>	Neither helps nor <u>hurts</u>	Hurts a <u>little</u>	Hurts a <u>lot</u>	No <u>answer</u>
d.	Your ability to get work done and meet deadlines Feb 6-12, 2023	30	18	42	7	2	*
e.	Whether you are given important assignments Feb 6-12, 2023	7	8	76	7	1	*
f.	Opportunities to be mentored by more experienced people at work Feb 6-12, 2023	8	8	54	24	7	*

[RANDOMIZE ORDER OF TRUSTEMPLOY1 AND TRUSTEMPLOY2; DISPLAY BOTH ON SAME PAGE]

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND HAS A TELEWORKABLE JOB, AND WORKS FROM HOME AT LEAST RARELY (JOBTYPEMOD=1-3,5,99 AND WFHCURR=1-4) [n=2,019]:

TRUSTEMPLOY1 In general, how much do you think your manager or supervisor trusts you to get your work done when you are working from home? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKCONTRIB]**

Feb 6-12,
2023

67	A great deal
23	A fair amount
5	Some
2	Not much
2	Not at all
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND IS HYBRID WORKER CURRENTLY WORKING FROM HOME MOST OF THE TIME, SOME OF THE TIME OR RARELY (JOBTYPEMOD=1-3,5,99 AND WFHCURR=2-4) [n=1,299]:

TRUSTEMPLOY2 In general, how much do you think your manager or supervisor trusts you to get your work done when you are NOT working from home? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKCONTRIB]**

Feb 6-12,
2023

67	A great deal
24	A fair amount
6	Some
2	Not much
1	Not at all
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND EITHER DOESN'T HAVE A TELEWORKABLE JOB OR HAS A TELEWORKABLE JOB BUT DOESN'T WORK FROM HOME ALL THE TIME (JOBTYPEMOD=1-3,5,99 AND (WFHOPTION=2,99 OR WFHCURR=2-5,99)) [n=4,468]:

WRKSAFETY How would you describe the safety and health conditions at the place where you work?
[DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]

Feb 6-12,
2023

26	Excellent
33	Very good
26	Good
12	Fair
3	Poor
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (NUMEMP=2-6) [n=4,862]:

DIVSUCESS Overall, how do you think each of the following affects people's ability to be successful where you work? **[RANDOMIZE ITEMS; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1 WITH OPTION 6 ALWAYS LAST, USING THE SAME ORDER FOR EACH ITEM]**

		Makes it a lot easier to be <u>successful</u>	Makes it a little easier to be <u>successful</u>	Makes it easier nor harder to be <u>successful</u>	Makes it a little harder to be <u>successful</u>	Makes it a lot harder to be <u>successful</u>	<u>Not sure</u>	<u>No answer</u>
a.	Being White Feb 6-12, 2023	17	15	49	3	2	14	*
b.	Being Black Feb 6-12, 2023	4	4	50	15	10	17	*
c.	Being Hispanic Feb 6-12, 2023	3	5	52	16	4	20	*
d.	Being Asian Feb 6-12, 2023	3	5	57	9	2	23	*
e.	Being a man Feb 6-12, 2023	17	20	45	4	2	13	*
f.	Being a woman Feb 6-12, 2023	3	8	49	21	7	12	*

DISPLAY TO ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

The next few questions are about diversity, equity and inclusion at work, or "DEI." This refers to efforts by some employers to hire employees of different racial and ethnic backgrounds, genders, age groups, sexual orientations, etc. and to promote equity in the workplace.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKDEI In general, do you think that focusing on increasing diversity, equity and inclusion at work is mainly... **[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

Feb 6-12,
2023

54	A good thing
16	A bad thing
30	Neither good nor bad
1	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 AND NUMEMP=2-6) [n=4,744]:

DIVEFFORT When it comes to how much attention your company or organization pays to increasing diversity, equity and inclusion, would you say your company or organization pays... **[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTIONS 3 AND 4 ALWAYS LAST]**

Feb 6-12,
2023

14	Too much attention
15	Too little attention
54	About the right amount of attention
17	Not sure
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

DIVIMP Regardless of how diverse the place where you work is, how important is it to YOU PERSONALLY to work at a place that... **[RANDOMIZE ITEMS; DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

		<u>Extremely important</u>	<u>Very important</u>	<u>Somewhat important</u>	<u>Not too important</u>	<u>Not at all important</u>	<u>No answer</u>
a.	Has about an equal mix of men and women Feb 6-12, 2023	8	17	28	20	26	*
b.	Has a mix of employees of different race and ethnicities Feb 6-12, 2023	11	19	29	16	25	*
c.	Has a mix of employees of different ages Feb 6-12, 2023	9	18	33	16	24	*

DIVIMP CONTINUED...

	Extremely <u>important</u>	Very <u>important</u>	Somewhat <u>important</u>	Not too <u>important</u>	Not at all <u>important</u>	No <u>answer</u>
d. Has a mix of employees of different sexual orientations Feb 6-12, 2023	7	11	22	20	39	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKDISA1 Regardless of how accessible the place where you work is, how important is it to you personally to work at a place that is accessible for people with physical disabilities?

[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]

Feb 6-12,
2023

21	Extremely important
28	Very important
29	Somewhat important
10	Not too important
12	Not at all important
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (NUMEMP=2-6) [n=4,862]:

DIVHAVE How well do each of the following describe the place where you currently work?

[RANDOMIZE ITEMS IN SAME ORDER AS DIVIMP; DISPLAY RESPONSE OPTIONS 1-5 IN SAME ORDER AS JOBSAT, WITH OPTION 6 ALWAYS LAST]

	Extremely <u>well</u>	Very <u>well</u>	Somewhat <u>well</u>	Not too <u>well</u>	Not at all <u>well</u>	Not <u>sure</u>	No <u>answer</u>
a. Has about an equal mix of men and women Feb 6-12, 2023	14	24	30	17	9	7	*
b. Has a mix of employees of different race and ethnicities Feb 6-12, 2023	19	27	31	13	4	6	1
c. Has a mix of employees of different ages Feb 6-12, 2023	22	35	31	5	1	5	*
d. Has a mix of employees of different sexual orientations Feb 6-12, 2023	11	16	24	11	8	30	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF NOT SELF-EMPLOYED AND EITHER DOESN'T HAVE A TELEWORKABLE JOB OR HAS A TELEWORKABLE JOB BUT DOESN'T WORK FROM HOME ALL THE TIME, AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 AND (WFHOPTION=2,99 OR WFHCURR=2-5,99) AND NUMEMP=2-6) [n=4,078]:

WRKDISA2 How accessible is the place where you work for people with physical disabilities?
[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT, WITH OPTION 6 ALWAYS LAST]

Feb 6-12,
 2023

19	Extremely accessible
31	Very accessible
25	Somewhat accessible
12	Not too accessible
5	Not at all accessible
8	Not sure
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (NUMEMP=2-6) [n=4,862]:

DEIPOLICY1 **[IF NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99):** As far as you know, does the company or organization you work for; **IF SELF-EMPLOYED (JOBTYPEMOD=4):** Does your company or organization] have any of the following? **[RANDOMIZE ITEMS]**

	<u>Yes</u>	<u>No</u>	<u>Not sure</u>	<u>No answer</u>
a. A staff member whose main job is to promote diversity, equity and inclusion at work Feb 6-12, 2023	32	34	33	*
b. Trainings or meetings on diversity, equity and inclusion at work Feb 6-12, 2023	52	27	21	*
c. Policies to ensure that everyone is treated fairly in hiring, pay or promotions Feb 6-12, 2023	60	15	25	*
d. Groups created by employees, sometimes called affinity groups or employee resource groups (ERGs), based on their shared identities or interests such as gender, race, or being a parent Feb 6-12, 2023	25	38	36	*
e. A way for employees to see the salary range for all positions Feb 6-12, 2023	30	42	28	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND SAID YES TO ANY IN DEI POLICY (DEIPOLICY1a-e=1 FOR AT LEAST ONE ITEM) [n=3,885]:

DEIPOLICY2 What type of impact do you think having each of the following has had where you work? [SHOW SAME ITEM(S) SELECTED AS YES AND IN SAME ORDER AS IN DEIPOLICY1; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1, USING THE SAME ORDER FOR EACH ITEM]

	Very positive	Somewhat positive	Neither positive nor negative	Somewhat negative	Very negative	No answer
ASK IF YES TO STAFF MEMBER PROMOTING DEI (DEIPOLICY1a=1) [n=1,855]:						
a. A staff member whose main job is to promote diversity, equity and inclusion at work						
Feb 6-12, 2023	23	37	29	7	4	*
ASK IF YES TO DEI TRAININGS (DEIPOLICY1b=1) [n=2,788]:						
b. Trainings or meetings on diversity, equity and inclusion at work						
Feb 6-12, 2023	21	37	33	6	3	*
ASK IF YES TO POLICIES ENSURING FAIR TREATMENT (DEIPOLICY1c=1) [n=3,083]						
c. Policies to ensure that everyone is treated fairly in hiring, pay or promotions						
Feb 6-12, 2023	36	36	25	2	1	*
ASK IF YES TO ERGS (DEIPOLICY1d=1) [n=1,436]:						
d. Groups created by employees, sometimes called affinity groups or employee resource groups (ERGs), based on their shared identities or interests such as gender, race, or being a parent						
Feb 6-12, 2023	27	33	32	5	2	1
ASK IF YES TO SALARY TRANSPARENCY (DEIPOLICY1e=1) [n=1,580]:						
e. A way for employees to see the salary range for all positions						
Feb 6-12, 2023	31	29	31	6	1	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND HAS ERGS AT THEIR COMPANY/ORGANIZATION (DEIPOLICY1d=1) [n=1,436]:

ERG Are you personally a member of an employee affinity group or Employee Resource Group (ERG) – that is, a group created by employees, based on their shared identities or interests such as gender, race, or being a parent?

Feb 6-12,
2023

22	Yes
77	No
1	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND COMPANY/ORGANIZATION HAS TRAININGS ON DEI (DEIPOLICY1b=1) [n=2,788]:

DEITRAIN1 In the past year, have you participated in any trainings on diversity, equity or inclusion at work?

Feb 6-12,
2023

72	Yes
27	No
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND PARTICIPATED IN DEI TRAINING AT WORK (DEITRAIN1=1) [n=2,099]:

DEITRAIN2 Overall, would you say the diversity, equity or inclusion trainings you have participated in at work have been... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS DEIPOLICY2]**

Feb 6-12,
2023

15	Very helpful
38	Somewhat helpful
34	Neither helpful nor unhelpful
8	Somewhat unhelpful
6	Very unhelpful
0	No answer

[RANDOMIZE ORDER OF UNFAIRGEND AND UNFAIRETH]

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

UNFAIRGEND Thinking about your own experience, have you personally experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of your gender?

Feb 6-12,
2023

17	Yes
82	No
1	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

UNFAIRETH Thinking about your own experience, have you personally experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of your race or ethnicity?

Feb 6-12,
2023

15	Yes
84	No
1	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

PARTY In politics today, do you consider yourself a:

ASK IF INDEP/SOMETHING ELSE (PARTY=3,4) OR MISSING [n=2,285]:

PARTYLN As of today do you lean more to...¹¹

<u>Republican</u>	<u>Democrat</u>	<u>Independent</u>	<u>Something else</u>	<u>No answer</u>	<u>Lean Rep</u>	<u>Lean Dem</u>
27	29	28	16	1	19	21

¹¹ PARTY and PARTYLN asked in a prior survey.