Variable dictionary for "Why Working From Home Will Stick," by Barrero, Bloom, and Davis

January 2022

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

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

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

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

  Note: This is just the earnings-weighted version of "cratio100."

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

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

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

  Note: This is just the earnings-weighted version of "cratio100_2021m3."

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

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

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

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

- date "YYYYmM - survey wave"
- income "2019 Earnings, $ Thousand"
- age_quant "Age in years"
- agebin "Age - categorical bins"
- educ_years "Years of education"
- education "Education - categorical"
- education_s "Education (simplified) - categorical"
- wfhcovid "100 x 1(WFH this week, i.e. during COVID)"
- wfhcovid_ever "100 x 1(Ever WFH during COVID)"
- wfhcovid_frac "Share of paid working days WFH this week (%), i.e. during COVID"
- numwfh_days_postCOVID_s_u "Desired share of paid working days WFH after COVID (%)"
- numwfh_days_postCOVID_boss_s_u "Employer planned share of paid working days WFH after COVID (%)"
- commutetime_quant "Commute time (mins)"
- wfh_feel_quant "How much of a raise/pay cut would you value WFH 2 to 3 days per week? (%)"
- wfh_expect_quant "Relative to expectations before COVID, how productive are you WFH during COVID? (%)"
- wfh_expect "Relative to expectations before COVID, how productive are you WFH during COVID? - categorical"
- wfh_able_quant "How efficient are you at working from home? (%)"
- wfh_eff_COVID_quant "How efficient are you WFH during COVID, relative to on business premises before COVID (%)"
- wfh_invest_quant "Money you & your employer invested in equipment/infrastructure to help you WFH effectively"
- wfh_hoursinvest "Hours invested in learning how to WFH effectively"
- work_spend_total "Value of hours (hours x hourly wage) + money invested to WFH effectively"
- female "100 x 1(Female)"
- redstate "100 x 1(Red State)"
- workstatus_current "Current working status - categorical"
- income_cat "2019 Earnings, $ Thousand - categorical (detailed)"
- incomebin "2019 Earnings, $ Thousand - categorical (coarse), string form"

- iincomebin "2019 Earnings, $ Thousand - categorical (coarse)"
- ratio "Raw data weights, equal for all observations"
- work_industry "Industry of current or most recent job"
- censusdivision "Census Division of residence"
- region "State of residence"
- gender "Sex (binary)"
- gender_d "Sex, including 'Other or prefer not to say'"
- wfh_days_postCOVID_s "Desired number of paid WFH days after COVID - categorical"
- wfh_days_postCOVID_boss "Employer's planned number of paid WFH days after COVID - categorical"
- wfh_days_postCOVID_ss "Desired number of paid WFH days after COVID – categorical, bundling together rarely and never"
    - Note: The graphs in the paper use *wfh_days_postCOVID_ss*, our preferred variable, instead of *wfh_days_postCOVID_s*
- wfh_days_postCOVID_boss_ss "Employer's planned number of paid WFH days after COVID – categorical, bundling together rarely and never"
    - Note: The graphs in the paper use *wfh_days_postCOVID_boss_ss*, our preferred variable, instead of *wfh_days_postCOVID_boss*
- wfh_able "Are you able to do your job from home? - categorical bins, only for May 2020, July 2020 survey waves"
- wfh_able_qual "Are you able to do your job from home (at least partially)? - categorical Yes/No, only for October 2020 and subsequent survey waves"
- wfh_Dperception "How have perceptions of WFH changed among people you know since the start of the pandemic? - categorical"
- wfh_feel "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical"
- wfh_feel_detailed "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical, this version is most disaggregated and includes data from Sept. 2020 to Feb. 2021"
- wfh_feel_legacy "How much of a raise/pay cut would you value WFH 2 to 3 days per week? - categorical, based on legacy question"
- wfh_feel_quant_actual "Raise/pay cut value of WFH 2 or 3 days per week x Employer planned post-COVID WFH"
- logpop_den_job_preCOVID "Log(Population density of the ZIP code of pre-COVID Job)"
- logpop_den_Feb20 "Log(Population density of the ZIP code of February 2020 residence)"

- logpop_den_current "Log(Population density of the ZIP code of current residence)"
- logpop_den_job_current "Log(Population density of the ZIP code of current job business premises)"
- logpop_den_live_future "Log(Population density of the ZIP code of future (post-move) residence"
- wfh_eff_COVID "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical"
- wfh_eff_COVID_legacy "How efficient are you WFH during COVID, relative to on business premises before COVID - categorical, based on legacy question"
- wfh_ownroom_notbed "100 x 1(Has their own room (not bedroom) to work in while WFH during COVID)"
- goodservices "Industry of current/most recent job is GOODS or SERVICES? - categorical"
- redblue_cook "State of residence Red (Republican) or Blue (Democrat)? - categorical"
- Dem_share_frac "Joe Biden vote share in 2020 GE - measured as of 12 Nov 2020 (%)"
- haschildren "100 x 1(Living with children under 18)"
- logincome "log(2019 labor earnings $'000s)"
- internet_quality_quant "Internet quality - Fraction of time that internet works"
- habits_postCOVID "If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?"
- concern_vaccine "100 x 1(Would not return to pre-COVID activities completely out of concerns with vaccine safety/effectiveness/take-up) - select all that apply question"
- concern_socdist "100 x 1(Would not return to pre-COVID activities completely, gotten used to social distancing) - select all that apply question"
- concern_otherdisease "100 x 1(Would not return to pre-COVID activities completely out of concerns about other diseases) - select all that apply question"
- concern_none "100 x (No concerns preventing the return to pre-COVID activities)"
- child1_age "Age of child 1 - missing if fewer than 1 children. Only asked from 9/20 onwards"
- child2_age "Age of child 2 - missing if fewer than 2 children. Only asked from 9/20 onwards"
- child3_age "Age of child 3 - missing if fewer than 3 children. Only asked from 9/20 onwards"
- child4_age "Age of child 4 - missing if fewer than 4 children. Only asked from 9/20 onwards"
- child5_age "Age of child 5 - missing if fewer than 5 children. Only asked from 9/20 onwards"
- child6_age "Age of child 6 - missing if fewer than 6 children. Only asked from 9/20 onwards"
- child7_age "Age of child 7 - missing if fewer than 7 children. Only asked from 9/20 onwards"
- child8_age "Age of child 8 - missing if fewer than 8 children. Only asked from 9/20 onwards"

- live_adults "Do you currently live with a partner or other adults"
- live_children "Do you currently live with children under 18? -- categorical by youngest's age"
- hours_cc_you "Currently, how many hours of childcare each week are provided by you?"
- hours_cc_partner "Currently, how many hours of childcare each week are provided by your partner?"
- hours_cc_other "Currently, how many hours of childcare each week are provided by others, e.g. grandparents, babysitters?"
- hours_cc_you_precovid "Before COVID, how many hours of childcare each week were provided by you?"
- hours_cc_partner_precovid "Before COVID, how many hours of childcare each week were provided by your partner?"
- hours_cc_other_precovid "Before COVID, how many hours of childcare each week were provided by others, e.g. grandparents, babysitters?"
- wfh_invest_burs "Percent of money invested in equipment or infrastructure enabling WFH that was paid for or reimbursed by employer. Missing if no WFH or zero investment"
- occupation "Occupation (self-reported)"
- occupation_other "User description when selecting 'Other' occupation"
- race_ethnicity "Race/ethnicity -- categorical"
- race_ethnicity_s "Race/ethnicity -- categorical combines several small categories into 'Other'"
- hourly_wage "Hourly wage = (2019 income)/(pre-COVID weekly work hours * 50 weeks per year)"
- wfh_extraeff_comm_qual "Is time saved by not commuting part of your extra efficiency when working from home? - categorical"
- wfh_extraeff_comm_quant "How much of your extra efficiency when working from home is due to the time you save by not commuting? -- This equals zero if commuting time savings are not included, or if relative efficiency of WFH is negative "
- workhours_preCOVID "Hours worked per week pre-COVID"
- workhours_duringCOVID "Hours worked per week at the time of the survey (during COVID) -- if currently working, otherwise missing"
- extratime_1stjob "Percent of commute time savings spent working on primary or current job"
- extratime_2ndjob "Percent of commute time savings spent on a second or new secondary job"
- extratime_childcare "Percent of commute time savings spent on childcare"

- extratime_chores "Percent of commute time savings spent on home improvement, chores, or shopping"
- extratime_indoorleisure "Percent of commute time savings spent on leisure indoors (e.g. reading, watching TV and movies)"
- extratime_outdoorexercise "Percent of commute time savings spent on exercise or outdoor leisure"
- wfh_feel_new_qual "Assuming it doesn't matter for your pay, which working arrangements would you prefer after COVID is under control? - categorical"
- wfh_feel_pr_bp_quant0 "How much extra pay would it take for you to prefer working 5 days a week on your employer's premises after COVID is under control? - For those who prefer 2 days WFH and 3 days on premises. Equals zero if they already prefer 5 days per week on premises"
- wfh_feel_pr_hyb_quant0 "How much extra pay would it take for you to prefer working 3 days a week on your employer's premises and 2 days at home after COVID is under control? - For those who prefer 5 days on premises. Equals zero if they already prefer 2 days WFH and 3 on premises."
- vaccine_req_boss "Does or will your employer require you to be vaccinated to work on business premises? - categorical"
- vaccine_req_should_gen "Should employers require vaccination before letting workers return to the employer's worksite? - categorical"
- vaccine_req_should_myboss "Should your employer require vaccination before letting you and your co-workers return to the worksite? - categorical"
- prom_eff_1day_qual "If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years? - categorical"
- prom_eff_5day_qual "If you were to work from home 5+ days a week and your co-workers work on the business premises 5+ days a week, how might this affect your chance of a promotion in the next 3 years? - categorical"
- prom_eff_1day_quant "How much of an increase in your chance of a promotion would working from home one more day per week than your co-workers cause?"
- prom_eff_5day_quant "How much of an increase in your chance of a promotion would working from home 5+ days a week while your co-workers work on the business premises 5+ days a week cause?"
- wfh_able_qual_May21 "Do you need to be physically present on business premises to perform your job (current or most recent)? - categorical"
- offer_employed_wfh1days "Would you be more or less likely to take the new job if it let you work from home 1 day a week? - categorical, employed respondents"
- offer_employed_wfh23days "Would you be more or less likely to take the new job if it let you work from home 2 to 3 day a week? - categorical, employed respondents"

- offer_employed_wfh45days "Would you be more or less likely to take the new job if it let you work from home 4 to 5 day a week? - categorical, employed respondents"
- offer_unemployed_wfh1days "Would you be more or less likely to take the job if it let you work from home 1 day a week? - categorical, employed respondents"
- offer_unemployed_wfh23days "Would you be more or less likely to take the job if it let you work from home 2 to 3 day a week? - categorical, employed respondents"
- offer_unemployed_wfh45days "Would you be more or less likely to take the job if it let you work from home 4 to 5 day a week? - categorical, employed respondents"
- wbp_react_qual "How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting [month-after-next]?"

  Note: The question text typically specifies the 1st day of the month-after-next as the required return date. For example, the June 2021 wave specified "August 1, 2021." However, the August 2021 wave mistakenly specified "September 1, 2021", i.e. next month rather than month-after-next.
- videocall_ small _qual "How does the efficiency of video calls for one-on-one and small group meetings (up to 4 people) compare to the efficiency of in-person meetings? - categorical"
- videocall_ small _quant "How does the efficiency of video calls for one-on-one and small group meetings (up to 4 people) compare to the efficiency of in-person meetings? - quantitative"
- videocall_med_qual "How does the efficiency of video calls for medium sized group meetings (up to 5 to 10 people) compare to the efficiency of in-person meetings? - categorical"
- videocall_med_quant "How does the efficiency of video calls for medium sized group meetings (up to 5 to 10 people) compare to the efficiency of in-person meetings? - quantitative"
- videocall_large_qual "How does the efficiency of video calls for large sized group meetings (up to 10 or more people) compare to the efficiency of in-person meetings? - categorical"
- videocall_large_quant "How does the efficiency of video calls for large sized group meetings (up to 10 or more people) compare to the efficiency of in-person meetings? - quantitative"
- wfh_dow_preferM "Would choose Monday as one of 2 WFH days"
- wfh_dow_preferT "Would choose Tuesday as one of 2 WFH days"
- wfh_dow_preferW "Would choose Wednesday as one of 2 WFH days"
- wfh_dow_preferT "Would choose Thursday as one of 2 WFH days"
- wfh_dow_preferF "Would choose Friday as one of 2 WFH days"
- wfh_dow_preferNA "No preference for 2 WFH days"

- wfh_able_intcount "How much would your efficiency working from home increase if you had perfect high-speed internet?"
- employer_arr_qual "What plans does your employer have for working arrangements of full-time employees after COVID, in 2022 or later?"
- who_decides_wfhdays "Who decides which days and how many days employees work remotely?"
- wfh_days_postCOVID_boss_ty "After COVID, in 2022 and later, how many days a week will that typical employee work on business premises? - categorical"
- wfh_days_postCOVID_boss_ty_ss "After COVID, in 2022 and later, how many days a week will that typical employee work on business premises? - caterogical bundling together rarely and never"
- choice_prefer "Which of the following would you prefer? a) Being able to choose which days you work from home (if any) b) Your employer sets a policy..."
- handshake_postCOVID "When you return to work in person, and you are introduced to somebody will you...?"
- handshake_preCOVID "Before COVID (in 2019), when you were introduced to somebody at work what did you do?"
- downloadspeed "Internet download speed from speed test. Winsorized at the 1st and 90th percentiles within each category of the `internet_quality' variable"
- uploadspeed "Internet download speed from speed test. Winsorized at the 1st and 90th percentiles within each category from `internet_quality' variable"
- self_employed "Which of the following best describes your current employment situation? - categorical"
- ownbusiness_sizecat "Excluding yourself but including employees and independent contractors, how many staff members are part of your business?"
- employer_sizecat "Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?"

  Note: This variable is only available for respondents in the August 2021 and later waves who reported being employed and do not own their own business or earn most of their income as independent contractors.

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

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

- numwfh_days_postCOVID_boss_pre "Employer planned share of paid working days WFH after COVID, before the most recent announcement made in the past 6 months (%)"

- wfh_postCOVID_boss_ann "In the last six months, has your employer announced new plans about working from home after the pandemic ends, in 2022 or later? - categorical"
- wfh_eff_COVID_qual "How does your efficiency working from home during the COVID-19 pandemic compare to your efficiency working on business premises before the pandemic? - categorical"
- wfh_eff_COVID_neg_d "How much less efficient are you while working from home than at the office - if less efficient"

  Note: This variable gets deleted when processing the raw data as it is only used to clean the wfh_eff_COVID_quant variable for the updated results code.
- wfh_eff_COVID_pos_d "How much more efficient are you while working from home than at the office - if more efficient"
- wfh_eff_noCOVID_qual "How does your efficiency working from home compare to your efficiency working on business premises? - categorical"
- wfh_eff_noCOVID_neg_d "How much less efficient are you while working from home than at the office - if less efficient & got the question that doesn't mention COVID"
- wfh_eff_noCOVID_pos_d "How much more efficient are you while working from home than at the office - if more efficient & got the question that doesn't mention COVID'"
- wfh_eff_COVID_question "Equals 1 if the respondent received the efficiency question that mentions COVID, 0 if they got the question that doesn't mention COVID"
- lesseff_reasons_noroom "Why are you less efficient when working from home? - I don't have a quiet room to work in"
- lesseff_reasons_kidsinterr "Why are you less efficient when working from home? - I am frequently interrupted by my kids"
- lesseff_reasons_adultsinterr "Why are you less efficient when working from home? - I am frequently interrupted by my partner or other adults I live with"
- lesseff_reasons_internet "Why are you less efficient when working from home? - I don't have an adequate internet connection"
- lesseff_reasons_equipment "Why are you less efficient when working from home? - I need specialized equipment to do my job"
- lesseff_reasons_homecomputer "Why are you less efficient when working from home? - My home computer is not good enough"
- lesseff_reasons_tasks "Why are you less efficient when working from home? - My job involves many tasks that cannot be done remotely"
- lesseff_reasons_other "Why are you less efficient when working from home? - Other"
- moreeff_reasons_quieter "Apart from saving time by not commuting, why are you more efficient when working from home? - My home is quieter and has fewer interruptions "

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

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

- leavetime_preCOVID "In 2019 (before COVID), when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - categorical"
- leavetime_current "Currently, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - categorical"
- leavetime_preCOVID_quant "In 2019 (before COVID), when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - quantitative"
- leavetime_current_quant "Currently, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)? - quantitative"
- worktime_curr_home_pct "What percentage of your total working time do you currently spend at your home?"
- worktime_curr_ebp_pct "What percentage of your total working time do you currently spend at your employer's worksite"
- worktime_curr_client_pct "What percentage of your total working time do you currently spend at a client or customer's worksite?"
- worktime_curr_faf_pct "What percentage of your total working time do you currently spend at a friend or family member's home"
- worktime_curr_cowork_pct "What percentage of your total working time do you currently spend at a co-working space?"
- worktime_curr_public_pct "What percentage of your total working time do you currently spend at a public space (cafe library, etc.)?"
- worktime_des_home_pct "After the pandemic ends what percentage of your total working time would you like to spend at your home?"
- worktime_des_ebp_pct "After the pandemic ends what percentage of your total working time would you like to spend at your employer's worksite"
- worktime_des_client_pct "After the pandemic ends what percentage of your total working time would you like to spend at a client or customer's worksite?"
- worktime_des_faf_pct "After the pandemic ends what percentage of your total working time would you like to spend at a friend or family member's home"
- worktime_des_cowork_pct "After the pandemic ends what percentage of your total working time would you like to spend at a co-working space?"
- worktime_des_public_pct "After the pandemic ends what percentage of your total working time would you like to spend at a public space (cafe library, etc.)?"
- worktime_des_nowork "I don't plan to work in 2022'"
- worktime_plan_home_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at your home?"

- worktime_plan_ebp_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at your employer's worksite"
- worktime_plan_client_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a client or customer's worksite?"
- worktime_plan_faf_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a friend or family member's home"
- worktime_plan_cowork_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a co-working space?"
- worktime_plan_public_pct "After the pandemic ends what percentage of your total working time do you and your employer plan for you to spend at a public space (cafe library, etc.)?"
- worktime_plan_nowork "I don't plan to work in 2022'"
- worksite_option "Do you currently have the option to work at more than one employer worksite?"
- worktime_remoteable_pct "What percentage of your total working time do you usually spend on tasks that can be done remotely?"
- worktime_nonremotable_why "Why can't you work remotely 100% of the time?"
- choice_dow_prefer "If your employer requires you to work on premises 3 days a week, which would you prefer?"
- wbp_dow_preferM "Would choose Monday as 1 of 3 on-premises days"
- wbp_dow_preferT "Would choose Tuesday as 1 of 3 on-premises days"
- wbp_dow_preferW "Would choose Wednesday as 1 of 3 on-premises days"
- wbp_dow_preferR "Would choose Thursday as 1 of 3 on-premises days"
- wbp_dow_preferF "Would choose Friday as 1 of 3 on-premises days"
- wfanywhere_qual "In 2022 and later, will your employer allow you to work from anywhere for one month each year?"
- cities_attn "In how many big cities with more than 500.000 inhabitants have you lived? Please insert the number *33* ."
- who_decides_wfhdays "For employees who work from home, who decides their work-from-home schedule?"
- worktime_nonremotable_f2fcl "Can't work remotely: need face-to-face interactions with clients/customers"
- worktime_nonremotable_f2fco "Can't work remotely: need face-to-face interactions with colleagues"
- worktime_nonremotable_equip "Can't work remotely: need to interact with physical equipment on premises"

- worktime_nonremotable_other "Can't work remotely: other"
- workstatus_monday "Monday of last week, did you work a full day (6+ hours), and if so where?"
- workstatus_tuesday "Tuesday of last week, did you work a full day (6+ hours), and if so where?"
- workstatus_wednesday "Wednesday of last week, did you work a full day (6+ hours), and if so where?"
- workstatus_thursday "Thursday of last week, did you work a full day (6+ hours), and if so where?"
- workstatus_friday "Friday of last week, did you work a full day (6+ hours), and if so where?"
- workstatus_saturday "Saturday of last week, did you work a full day (6+ hours), and if so where?"
- workstatus_sunday "Sunday of last week, did you work a full day (6+ hours), and if so where?"
- wfhcovid_fracmat "Share of paid working days WFH this week (%), i.e. during COVID - from `matrix' days-of-week question"
- grass_color_attnfull "What color is grass? Make sure that you select purple as an answer so we know you are paying attention."

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

- Age

  agebin 1 "Under 20"

  agebin 2 "20 - 29"

  agebin 3 "30 - 39"

  agebin 4 "40 - 49"

  agebin 5 "50 - 64"

  agebin 6 "65+"

- Education (there are two similar variables)

education 1 "Less than high-school graduation"
education 2 "High-school graduation"
education 3 "1 to 3-years of college"
education 4 "4 years of college degree"
education 5 "Masters or Professional Degree"
education 6 "PhD"

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

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

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

- Income categories (coarse and fine)

iincomebin 1 "$20k to $50k"

iincomebin 2 "$50k to $100k"

iincomebin 3 "$100k to $150k"

iincomebin 4 "$150k+"

income_cat 3 "20k - 30k"

income_cat 4 "30k - 40k"

income_cat 5 "40k - 50k"

income_cat 6 "50k - 60k"

income_cat 7 "60k - 70k"

income_cat 8 "70k - 80k"

income_cat 9 "80k - 100k"

income_cat 10 "100k - 125k"

income_cat 11 "125k - 150k"

income_cat 12 "150k - 200k"

income_cat 13 "200k - 250k"

income_cat 14 "250k +"

- Census division (broad region) of residence

  censusdiv 1 "New England"

  censusdiv 2 "Mid-Atlantic"

  censusdiv 3 "East North Central"

  censusdiv 4 "West North Central"

  censusdiv 5 "South Atlantic"

  censusdiv 6 "East South Central"

  censusdiv "West South Central"

  censusdiv 8 "Mountain"

  censusdiv 9 "Pacific"

- Industry of current job

  work_industry 1 "Agriculture",

  work_industry 2 "Arts & Entertainment"

  work_industry 3 "Finance & Insurance"

  work_industry 4 "Construction"

  work_industry 5 "Education"

  work_industry 6 "Health Care & Social Assistance"

  work_industry 7 "Hospitality & Food Services"

  work_industry 8 "Information"

  work_industry 9 "Manufacturing"

  work_industry 10 "Mining"

  work_industry 11 "Professional & Business Services"

  work_industry 12 "Real Estate"

  work_industry 13 "Retail Trade"

  work_industry 14 "Transportation and Warehousing"

  work_industry 15 "Utilities"

  work_industry 16 "Wholesale Trade"

  work_industry 17 "Government"

  work_industry 18 "Other"

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

  gender 1 "Female"

  gender 2 "Male"

  gender 3 "Other/prefer not to say"

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

  wfh_days_postCOVID_s 1 "Never"

wfh_days_postCOVID_s 2 "Rarely (e.g. monthly)"

wfh_days_postCOVID_s 3 "1 day per week"

wfh_days_postCOVID_s 4 "2 days per week"

wfh_days_postCOVID_s 5 "3 days per week"

wfh_days_postCOVID _s 6 "4 days per week"

wfh_days_postCOVID _s 7 "5 days per week"

wfh_days_postCOVID_ss 1 "Rarely or never"

wfh_days_postCOVID_ss 2 "1 day per week"

wfh_days_postCOVID_ss 3 "2 days per week"

wfh_days_postCOVID_ss 4 "3 days per week"

wfh_days_postCOVID_ss 5 "4 days per week"

wfh_days_postCOVID _ss 6 "5 days per week"

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

- Employer planned post-COVID working from home days.

wfh_days_postCOVID_boss 1 "Never"

wfh_days_postCOVID_boss 2 "Rarely"

wfh_days_postCOVID_boss 3 "1 day per week"

wfh_days_postCOVID_boss 4 "2 days per week"

wfh_days_postCOVID_boss 5 "3 days per week"

wfh_days_postCOVID_boss 6 "4 days per week"

wfh_days_postCOVID_boss 7 "5 day per week"

wfh_days_postCOVID_boss 8 "No clear plans from employer"

wfh_days_postCOVID_boss 9 "No employer"

wfh_days_postCOVID_boss_ss 1 "Rarely or never"

wfh_days_postCOVID_boss_ss 2 "1 day per week"

wfh_days_postCOVID_boss_ss 3 "2 days per week"

wfh_days_postCOVID_boss_ss 4 "3 days per week"

wfh_days_postCOVID_boss_ss 5 "4 days per week"

wfh_days_postCOVID_boss_ss 6 "5 day per week"

wfh_days_postCOVID_boss_ss 7 "No clear plans from employer"

wfh_days_postCOVID_boss_ss 8 "No employer"

wfh_days_postCOVID_boss_pre_ss 1 "Rarely or never"

wfh_days_postCOVID_boss_pre _ss 2 "1 day per week"

wfh_days_postCOVID_boss_pre _ss 3 "2 days per week"

wfh_days_postCOVID_boss_pre _ss 4 "3 days per week"

wfh_days_postCOVID_boss_pre _ss 5 "4 days per week"

wfh_days_postCOVID_boss_pre _ss 6 "5 day per week"

wfh_days_postCOVID_boss_pre _ss 7 "No clear plans from employer"

wfh_days_postCOVID_boss_pre _ss 8 "No employer"

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

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

  wfh_able 1 "Completely, 100%+ efficient"

  wfh_able 2 "Mostly, 80% to 90% efficient"

  wfh_able 3 "Partly, 50% to 70% efficient"

  wfh_able 4 "Barely, less than 50% efficient"

  wfh_able 5 "No, I cannot do my job at home"

  wfh_able_qual 1 "No"

  wfh_able_qual 2 "Yes"

- Stigma associated with working from home

wfh_Dperception 1 "Improved among almost all"

wfh_Dperception 2 "Improved among most"

wfh_Dperception 3 "Improved among some"

wfh_Dperception 4 "No change"

wfh_Dperception 5 "Worsened among some"

wfh_Dperception 6 "Worsened among most"

wfh_Dperception 7 "Worsened among almost all"

- Value of working from home. Note: *wfh_feel_legacy* is based on a question asked prior to August 2020. *wfh_feel* is based on a question asked from August 2020. *wfh_feel_detailed* uses a more granular set of responses that we used from September 2020. The numerical variable *wfh_feel_quant* uses data from both questions.

  wfh_feel 1 "Incredibly positive, >25% raise"

  wfh_feel 2 "Strongly positive, 15-25% raise"

  wfh_feel 3 "Positive, <15% raise "

  wfh_feel 4 "Neutral"

  wfh_feel 5 "Negative, <15% paycut"

  wfh_feel 6 "Strongly negative, 15-25% paycut"

  wfh_feel 7 "Incredibly negative, >25% paycut"

  wfh_feel_detailed 1 "More than 35% raise"

  wfh_feel_detailed 2 "25 to 35% raise"

  wfh_feel_detailed 3 "15 to 25% raise"

  wfh_feel_detailed 4 "10 to 15% raise"

  wfh_feel_detailed 5 "5 to 10% raise"

  wfh_feel_detailed 6 "Less than 5% raise"

  wfh_feel_detailed 7 "Neutral"

  wfh_feel_detailed 8 "Less than 5% pay cut"

  wfh_feel_detailed 9 "5 to 10% pay cut"

  wfh_feel_detailed 10 "10 to 15% pay cut"

  wfh_feel_detailed 11 "15 to 25% pay cut"

wfh_feel_detailed 12 "25 to 35% pay cut"

wfh_feel_detailed 13 "More than 35% pay cut"

wfh_feel_legacy 1 "Incredibly positive, >20% raise"

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

wfh_feel_legacy 3 "Moderately Positive, <10% raise "

wfh_feel_legacy 4 "Neutral"

wfh_feel_legacy 5 "Moderately Negative, <10% paycut"

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

wfh_feel_legacy 7 "Incredibly Negative, >20% paycut"

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

  wfh_eff 1 "Much more, >35% "

  wfh_eff 2 "Substantially more, 15-25% "

  wfh_eff 3 "More, <15% "

  wfh_eff 4 "About the same"

  wfh_eff 5 "Less, <15%"

  wfh_eff 6 "Substantially less, 15-25%"

  wfh_eff 7 "Much less, >35%"

  wfh_eff_COVID_legacy 1 "Better"

  wfh_eff_COVID_legacy 2 "About the same"

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

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

  wfh_eff_COVID_legacy 5 "Much lower -- >40%"

- Goods vs. services industries

  goodservices 1 "Goods"

goodservices 2 "Services"

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

  redblue 1 "Red (Republican-leaning)"

  redblue 2 "Blue (Democratic-leaning)"

- Return to pre-COVID activities

  habits_postCOVID 1 "Completely"

  habits_postCOVID 2 "Substantially"

  habits_postCOVID 3 "Partially"

  habits_postCOVID 4 "None"

- Living with other adults?

  live_adults 1 "No"

  live_adults 2 "Yes, partner/adult children"

  live_adults 3 "Yes, roommates/other"

- Living with children?

  live_children 1 "No"

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

  live_children 3 "Yes, youngest in ES "

  live_children 4 "Yes, youngest is in MS"

  live_children 5 "Yes, youngest is in HS"

- Occupation

  occupation 1 "Armed Forces",

occupation 2 "Construction and Extraction"

occupation 3 "Farming, Fishing and Forestry"

occupation 4 "Installation, Maintenance and Repair"

occupation 5 "Management, Business and Financial"

occupation 6 "Office and Administrative Support"

occupation 7 "Production"

occupation 8 "Professional and related"

occupation 9 "Sales and related"

occupation 10 "Service"

occupation 11 "Transportation and material moving"

occupation 12 "Other"

Note: The occupation variable likely has significant measurement error as is. We recommend users of our data to clean this variable substantially before using it in any analysis. Some potential reasons of concern:

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

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

- Race/ethnicity

race_ethnicity 1 "Black or African American"

race_ethnicity 2 "Hispanic (of any race)"

race_ethnicity 3 "Asian"

race_ethnicity 4 "Native American or Alaska Native"

race_ethnicity 5 "Native Hawaiian or Pacific Islander"

race_ethnicity 6 "White (non-Hispanic)"

race_ethnicity 7 "Other"

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

- Race/ethnicity (simplified)

  race_ethnicity_s 1 "Black or African American"

  race_ethnicity_s 2 "Hispanic (of any race)"

  race_ethnicity_s 3 "Other"

  race_ethnicity_s 4 "White (non-Hispanic)"

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

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

  wfh_extraeff_comm_qual 1 “Yes”

  wfh_extraeff_comm_qual 2 “No”

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

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

  wfh_feel_new_qual 2 "Prefer 2 days/wk WFH"

  wfh_feel_new_qual 3 "About the same"

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

  vaccine_req_boss 1 “Yes”
  vaccine_req_boss 2 “No”
  vaccine_req_boss 3 “Employer has not announced a policy”

- Should employers require vaccination before letting workers return to th eemployer’s worksite?

vaccine_req_should_gen 1 “Yes, for all”

vaccine_req_should_gen 2 “Yes, except w/ medical exemptions”

vaccine_req_should_gen 3 “Yes, when the job involves proximity to others”

vaccine_req_should_gen 4 “No, but they should encourage workers”

vaccine_req_should_gen 5 “No, workers should decide on their own”

- Should your employer require vaccination before letting you and your co-workers return to the worksite?

  vaccine_req_should_myboss 1 “Yes, for all”

  vaccine_req_should_myboss 2 “Yes, except w/ medical exemptions”

  vaccine_req_should_myboss 3 “Yes, when the job involves proximity to others”

  vaccine_req_should_myboss 4 “No, but they should encourage workers”

  vaccine_req_should_myboss 5 “No, workers should decide on their own”

- If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years?

  prom_eff_1day_qual 1 "It would reduce my chance of a promotion"

  prom_eff_1day_qual 2 "No effect"

  prom_eff_1day_qual 3 "It would increase my chance of a promotion"

- If you were to work from home 5+ days a week and your co-workers work on the business premises 5+ days a week, how might this affect your chance of a promotion in the next 3 years?

  prom_eff_5day_qual 1 "It would reduce my chance of a promotion"

  prom_eff_5day_qual 2 "No effect"

  prom_eff_5day_qual 3 "It would increase my chance of a promotion"

- Do you need to be physically present on business premises to perform your job (current or most recent)?

  wfh_able_qual_May 1 "Yes, for all of my job"

  wfh_able_qual_May 2 "Yes, for part of my job"

  wfh_able_qual_May 3 "No"

- For unemployed respondents:

  You stated that you are currently (un)employed (looking for work or awaiting recall to your old job).

  Suppose you got a new job offer.

  For a given pay, would you be more or less likely to take the job if it allowed you to work from home [1 / 2 to 3 / 4 to 5] day[s] a week?

For employed respondents:

You stated that you are currently employed.

Suppose you got an offer for a new job with the same pay as your current job.

Would you be more or less likely to take the new job if it let you work from home [1 / 2 to 3 / 4 to 5/ day[s] a week?

offer 1 "More likely to consider"

offer 2 "No effect"

offer 3 "Less likely to consider"

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

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

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

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

  videocall 4 "About the same"

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

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

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

  videocall 8 "Not applicable - no work video calls"

- How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting on August 1, 2021?

  wbp_react_qual 1 "Comply and return"

  wbp_react_qual 2 "Return & start looking for a WFH job"

wbp_react_qual 3 "Quit, regardless of getting another job"

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

  wfh_able_intcount 1 "None, my internet is fast enough"

  wfh_able_intcount 2 "A little, about 5% increase", add

  wfh_able_intcount 3 "Somewhat, about 10% increase", add

  wfh_able_intcount 4 "Substantially, about 20% increase", add

  wfh_able_intcount 5 "Massively, 30% or more", add

  label values wfh_able_intcount wfh_able_intcount

- What plans does your employer have for working arrangements of full-time employees after COVID, in 2022 or later?

  employer_arr_qual 1 "Fully on-site"

  employer_arr_qual 2 "Hybrid: 1 to 4 days WFH"

  employer_arr_qual 3 "Fully remote"

  employer_arr_qual 4 "No clear plans from employer"

  employer_arr_qual 5 "Other"

- Who decides which days and how many days employees work remotely?

  who_decides_wfhdays 1 "Each employee"

  who_decides_wfhdays 2 "Each team"

  who_decides_wfhdays 3 "Company-wide common schedule"

  who_decides_wfhdays 4 "Company-wide varying schedule"

  who_decides_wfhdays 5 "No clear plans from employer"

  who_decides_wfhdays 6 "Other"

- When does your employer anticipate that most of their full-time employees will return to working one or more days per week on business premises?

  employer_return_when 1 "Already back"

employer_return_when 2 "July 2021"

employer_return_when 3 "August 2021"

employer_return_when 4 "September 2021"

employer_return_when 5 "2021Q4"

employer_return_when 6 "2022Q1"

employer_return_when 7 "2022Q2 or later"

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

  wfh_days_postCOVID_boss_ty labels are similar to wfh_days_postCOVID_boss

  wfh_days_postCOVID_boss_ty_ss labels are similar to wfh_days_postCOVID_boss_ss

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

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

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

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

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

  handshake 1 "Shake hands"

  handshake 2 "Fist bump"

  handshake 3 "Elbow bump"

  handshake 4 "Not touch (verbally greet)"

  handshake 5 "Other"

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

  interactions 0 "0 - not at all"

interactions 1 "1"

interactions 2 "2"

interactions 3 "3"

interactions 4 "4"

interactions 5 "5"

interactions 6 "6"

interactions 7 "7"

interactions 8 "8"

interactions 9 "9"

interactions 10 "10 - very much"

interactions 11 "N/A"

- How does your efficiency working from home during the COVID-19 pandemic compare to your efficiency working on business premises before the pandemic? – categorical AND How does your efficiency working from home compare to your efficiency working on business premises? – categorical
  wfh_eff_COVID_qual 1 “Better”
  wfh_eff_COVID_qual 2 “About the same”
  wfh_eff_COVID_qual 3 “Worse”

- In the last six months, has your employer announced new plans about working from home after the pandemic ends, in 2022 or later? – categorical
  wfh_postCOVID_boss_ann 1 "No"
  wfh_postCOVID_boss_ann 2 "Yes"

- Currently (this week) what is your work status? - categorical version of the question asked since November 2020.
  workstatus_current_new 1 "Working for pay"
  workstatus_current_new 2 "Employed and paid, but not working"
  workstatus_current_new 3 "Unemployed, searching"
  workstatus_current_new 4 "Unemployed, awaiting recall"
  workstatus_current_new 5 "Out of the labor force"

- Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

  employer_sizecat 1 “1 to 9 staff”

  employer_sizecat 2 "10 to 49 staff"

  employer_sizecat 3 "50 to 99 staff"

employer_sizecat 4 "100 to 499 staff"

employer_sizecat 5 "500+ staff"

- Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

  ownbusiness_sizecat 1 "0 staff"

  ownbusiness_sizecat 2 "1 to 9 staff"

  ownbusiness_sizecat 3 "10 to 49 staff"

  ownbusiness_sizecat 4 "50 to 99 staff"

  ownbusiness_sizecat 5 "100+ staff"

- Which of the following best describes your current employment situation?

  self_employed 1 "Wage/salary employee - primarily"

  self_employed 2 "Wage/salary employee - side jobs"

  self_employed 3 "Self employed - own business"

  self_employed 4 "Independent contractor/ gig worker"

- Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?

  disability_qual 1 "Yes"

  disability_qual 2 "No"

  disability_qual 3 "Prefer not to answer"

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

  boss_wfh_samedays 1 "Yes"

  boss_wfh_samedays 2 "No"

  boss_wfh_samedays 3 "No manager"

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

  coworkers_wfh_samedays 1 "Yes"

coworkers_wfh_samedays 2 "No"

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

  boss_wfh_unravel 1 "Keep WFH those days"

  boss_wfh_unravel 2 "Work on premises some of those days"

  boss_wfh_unravel 3 "Work on premises whenever my manager does"

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

  coworkers_wfh_unravel 1 "Keep WFH those days"

  coworkers_wfh_unravel 2 "Work on premises some of those days"

  coworkers_wfh_unravel 3 "Work on premises whenever my coworkers do"

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

  commutemode 1 "Car"

  commutemode 2 "Subway"

  commutemode 3 "Train"

  commutemode 4 "Bus"

  commutemode 5 "Walk"

  commutemode 6 "Bicyle"

  commutemode 7 "Taxi/Ride-share"

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

  commutemode_s 1 "Car"

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

  commutemode_s 3 "Walk/Bicycle"

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

wbp_return_anxious 0 "0 - not at all"

wbp_return_anxious 1 "1"

wbp_return_anxious 2 "2"

wbp_return_anxious 3 "3"

wbp_return_anxious 4 "4"

wbp_return_anxious 5 "5"

wbp_return_anxious 6 "6"

wbp_return_anxious 7 "7"

wbp_return_anxious 8 "8"

wbp_return_anxious 9 "9"

wbp_return_anxious 10 "10 - very much"

wbp_return_anxious 11 "N/A"

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

  quit_qual 1 "Yes"

  quit qual 2 "No"

- On a scale of 0 to 10, how much do you agree with the following statement? "While working from home I am less stressed because I don't feel like I am constantly under supervision."

  wfh_less_stress 1 "1"

  wfh_less_stress 2 "2"

  wfh_less_stress 3 "3"

  wfh_less_stress 4 "4"

  wfh_less_stress 5 "5"

  wfh_less_stress 6 "6"

  wfh_less_stress 7 "7"

  wfh_less_stress 8 "8"

  wfh_less_stress 9 "9"

  wfh_less_stress 10 "10 - very much"

wfh_less_stress 11 "N/A"

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

  leavetime 1 "Before 6:00am"

  leavetime 2 "6:00am"

  leavetime 3 "6:30am"

  leavetime 4 "7:00am"

  leavetime 5 "7:30am"

  leavetime 6 "8:00am"

  leavetime 7 "8:30am"

  leavetime 8 "9:00am"

  leavetime 9 "9:30am"

  leavetime 10 "10:00am"

  leavetime 11 "10:30am"

  leavetime 12 "After 10:30am"

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

  worksite_option 1 "Yes"

  worksite_option 2 "No"

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

  nonremotable_why 1 "In-person meetings w/ clients/customers"

  nonremotable_why 2 "Collaborate in-person w/ colleagues"

  nonremotable_why 3 "Interact physically w/ equipment"

  nonremotable_why 4 "Other"

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

- If your employer requires you to work on premises 3 days a week, which would you prefer?

  choice_dow_prefer 1 "Each person chooses which 3 days"

  choice_dow_prefer 2 "Employer sets the same 3 days for all"

- In 2022 and later, will your employer allow you to work from anywhere (e.g. from Hawaii without the expectation of coming into work) for one month each year?

  wfanywhere 1 "Yes"

  wfanywhere 2 "No"

- For each day last week, did you work a full day (6 or more hours), and if so where (i.e. from home, on employer or client premises)?

  workstatus_days 1 "Did not work"

  workstatus_days 2 "Worked from home"

  workstatus_days 3 "Worked on employer or client premises"

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

- What color is grass? The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

  grass_color_attnfull 1 "Magenta"

  grass_color_attnfull 2 "Green"

  grass_color_attnfull 3 "Purple"

  grass_color_attnfull 4 "Blue"

grass_color_attnfull 5 "Black"

grass_color_attnfull 6 "White"

grass_color_attnfull 7 "Brown"