Princeton Labor Survey
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YouGov Blue

This survey is based on 1,518 interviews conducted by YouGov on the internet of registered voters likely to vote in the Democratic presidential primary in 2020. The survey was fielded by YouGov Blue from March 28-June 3, 2020. The weights range from 0.3 to 6.0 with a mean of 1 and a standard deviation of 0.6.

Variable name: inputstate
Full text: What is your State of Residence?

Response	Value
Alabama	1
Alaska	2
Arizona	4
Arkansas	5
California	6
Colorado	8
Connecticut	9
Delaware	10
District of Columbia	11
Florida	12
Georgia	13
Hawaii	15
Idaho	16
Illinois	17
Indiana	18
Iowa	19
Kansas	20
Kentucky	21
Louisiana	22
Maine	23
Maryland	24
Massachusetts	25
Michigan	26
Minnesota	27
Mississippi	28
Missouri	29
Montana	30
Nebraska	31
Nevada	32
New Hampshire	33
New Jersey	34
New Mexico	35
New York	36
North Carolina	37
North Dakota	38
Ohio	39
Oklahoma	40
Oregon	41

Response	Value
Pennsylvania	42
Rhode Island	44
South Carolina	45
South Dakota	46
Tennessee	47
Texas	48
Utah	49
Vermont	50
Virginia	51
Washington	53
West Virginia	54
Wisconsin	55
Wyoming	56
American Samoa	60
Federated States of Micronesia	64
Guam	66
Marshall Islands	68
Northern Mariana Islands	69
Palau	70
Puerto Rico	72
U.S. Minor Outlying Islands	74
Virgin Islands	78
Alberta	81
British Columbia	82
Manitoba	83
New Brunswick	84
Newfoundland	85
Northwest Territories	86
Nova Scotia	87
Nunavut	88
Ontario	89
Prince Edward Island	90
Quebec	91
Saskatchewan	92
Yukon Territory	93
Not in the U.S. or Canada	99

Variable name: res_region
Full text: US Region - Residence

Response	Value
Northeast	1
Midwest	2
South	3

Response	Value
West	4
Not in the 50 U.S. states	99

Variable name: res_division
Full text: US Census Division - Residence

Response	Value
New England	1
Middle Atlantic	2
East North Central	3
West North Central	4
South Atlantic	5
East South Central	6
West South Central	7
Mountain	8
Pacific	9
Not in the 50 U.S. states	99

Variable name: birthyr
Full text: In what year were you born?

Summary	Value
Min.	1900
1st Qu.	1958
Median	1973
Mean	1973
3rd Qu.	1988
Max.	2001
SD	17.47

Variable name: age5
Full text: What is your age?

Response	Value
18-29	1
30-44	2
45-54	3
55-64	4
65+	5

Variable name: gender
Full text: Are you. . . ?

Response	Value
Male	1
Female	2

Variable name: GENDER_4
Full text: For statistical purposes only, what is your gender?

Response	Value
Male	1
Female	2
Non-binary	3
Other	4

Variable name: GENDER_4_other
Full text:

Summary
Variable is an open response or text variable

Variable name: educ
Full text: What is the highest level of education you have completed?

Response	Value
No HS	1
High school graduate	2
Some college	3
2-year	4
4-year	5
Post-grad	6

Variable name: educ4
Full text: What is the highest level of education you have completed?

Response	Value
High school or less	1
Some college	2
College grad	3
Postgrad	4

Variable name: educ2
Full text: What is the highest level of education you have completed?

Response	Value
Less than college	1

Response	Value
College	2

Variable name: race
Full text: What racial or ethnic group best describes you?

Response	Value
White	1
Black	2
Hispanic	3
Asian	4
Native American	5
Middle Eastern	8
Mixed	6
Other	7

Variable name: race_t
Full text:

Summary
Variable is an open response or text variable

Variable name: race4
Full text: What racial or ethnic group best describes you?

Response	Value
White	1
Black	2
Hispanic	3
Other	4

Variable name: race3
Full text: What racial or ethnic group best describes you?

Response	Value
White/other	1
Black	2
Hispanic	3

Variable name: race2
Full text: What racial or ethnic group best describes you?

Response	Value
White	1

Response	Value
Non-white	2

Variable name: hispanic
Full text: Are you of Spanish, Latino, or Hispanic origin or descent?

Response	Value
Yes	1
No	2

Variable name: employ
Full text: Which of the following best describes your current employment status?

Response	Value
Full-time	1
Part-time	2
Temporarily laid off	3
Unemployed	4
Retired	5
Permanently disabled	6
Homemaker	7
Student	8
Other	9

Variable name: job
Full text:

Summary
Variable is an open response or text variable

Variable name: employ_arrangement
Full text: In your main job, which of the following best describes your employment arrangement?

Response	Value
Regular full-time	1
Regular part-time	2
Temporary help employee (workers who are paid by a temporary help agency, whether or not the job is temporary)	3
Contract employee (workers who are employed by a company that provides them or their services to others under contract, usually assigned to only one customer and work at that company's worksite)	4

Response	Value
Independent contractor (for instance, consultants and freelance workers, regardless of whether they are self-employed or receive a wage or salary)	5
On-call worker (people who are called into work only when they are needed, although they may work several days in a row)	6

Variable name: supervise
Full text: At your job, do you supervise the work of other employees?

Response	Value
Yes	1
No	2

Variable name: manager
Full text: At your job, are you an owner, member of the owner's family, or part of upper-level management–that is, executives who make key decisions for your organization or company and oversee all operations?

Response	Value
Yes	1
No	2

Variable name: union_combined
Full text: Are you a current or retired member of a labor union? If no, is any member of your household a union member? Check all that apply.

Alias	Name
union_combined_1	Yes, current member
union_combined_5	Yes, retired member
union_combined_2	Yes, someone in household is a current member
union_combined_6	Yes, someone in household is a retired member
union_combined_3	No one in household is a member
union_combined_4	Not sure

Response	Value
selected	1
not selected	2

Variable name: union_foragainst
Full text: If an election were held today to decide whether employees like you should be represented by a union, would you vote for the union or against the union?

Response	Value
For the union	1
Against the union	2
Undecided	3

Variable name: manage_super_non
Full text: Which of the following best describes the position which you hold or have held within your business or organization? Would it be $manage_super_non_level?

Response	Value
Managerial	1
Supervisory	2
Non-management	3

Variable name: manage_level
Full text: Would that be a top, upper, middle, or lower managerial position?

Response	Value
Top	1
Upper	2
Middle	3
Lower	4

Variable name: product_decisions
Full text: This question concerns policy making at your workplace; that is, making decisions about such things as the products or services delivered, the total number of people employed, budgets, and so forth. Do you participate or have you participated in making these kinds of decisions, or even provide advice about them?

Response	Value
Yes	1
No	2

Variable name: coronatest
Full text: Have you or anyone you know been tested positive for COVID-19, also known as coronavirus?

Response	Value
Yes	1
No	2

Variable name: coronalaidoff
Full text: Have you or anyone you know been laid off because of COVID-19?

Response	Value
Yes	1

Response	Value
No	2

Variable name: coronaimpact
Full text: How worried are you of COVID-19's impact on the economy?

Response	Value
Very worried	1
Somewhat worried	2
Not very worried	3
Not worried at all	4

Variable name: main_industry
Full text: In which industry is/was your main job? Pick a category that best matches your employer's products or services.

Response	Value
Construction	1
Education	2
Financial activities, insurance, or real estate	3
Health care	4
Information technology	5
Leisure and hospitality, including arts, entertainment, and recreation	6
Manufacturing	7
Natural resources and mining (such as agriculture and forestry)	8
Professional, scientific, technical services, and management	9
Public administration, including federal, state, and local government	10
Transportation and warehouses	11
Utilities	12
Wholesale or retail	13
Other industry	14
Don't know	15

Variable name: main_occupation
Full text: In which occupation is/was your main job? Pick a category that best matches your employer's products or services.

Response	Value
Architecture and engineering	1
Arts, design, entertainment, sports, and the media	2
Business and financial operations	3

Response	Value
Building and grounds cleaning and maintenance	4
Community and social services	5
Computers and mathematical	6
Construction and mining	7
Education, training, and libraries	8
Farming, fishing, and forestry	9
Food preparation and serving	10
Health care practitioners, such as doctors or nurses	11
Health care support staff	12
Installation, maintenance, and repair	13
Legal services	14
Life, physical, and social sciences	15
Management	16
Military	17
Office and administrative support	18
Personal care and service	19
Protective services	20
Sales and related to sales	21
Production	22
Transportation and material moving	23
Other occupation	24
Don't know	25

Variable name: GENERATIONS
Full text: Please indicate the extent to which you agree with the following statement.Generations of slavery and discrimination have created conditions that make it difficult for African Americans to work their way out of the lower class.

Response	Value
Strongly agree	1
Somewhat agree	2
Neither agree nor disagree	3
Somewhat disagree	4
Strongly disagree	5
No opinion	6

Variable name: FAVORS
Full text: Please indicate the extent to which you agree with the following statement.Irish, Italian, Jewish, and many other minorities overcame prejudice and worked their way up. Blacks should do the same without any special favors.

Response	Value
Strongly agree	1
Somewhat agree	2

Response	Value
Neither agree nor disagree	3
Somewhat disagree	4
Strongly disagree	5
No opinion	6

Variable name: partisanship_coworkers
Full text: Thinking about your coworkers at your main job, would you say that they lean towards the views of Democrats, Republicans, or something else?

Response	Value
Coworkers mostly lean towards the views of Democrats	1
Coworkers are evenly divided between views of Democrats and Republicans	2
Coworkers mostly lean towards the views of Republicans	3
Coworkers don't lean towards either Democrats or Republicans	4
Don't know how coworkers lean	5
None of the above	6

Variable name: partisanship_managers
Full text: Thinking about your senior managers and supervisors at your main job, would you say that they lean towards the views of Democrats, Republicans, or something else?

Response	Value
Managers and supervisors mostly lean towards the views of Democrats	1
Managers and supervisors are evenly divided between views of Democrats and Republicans	2
Managers and supervisors mostly lean towards the views of Republicans	3
Managers and supervisors don't lean towards either Democrats or Republicans	4
Don't know how managers and supervisors lean	5
None of the above	6

Variable name: workplace_politics_grid
Full text: How much do you [agree or disagree] with the following statements?

Alias	Name
workplace_politics_promoted	In the organization I work for, people who voice political views radically different from those of the people who run the organization are unlikely to be promoted

Alias	Name
workplace_politics_hired	In the organization I work for, people who voice political views radically different from those of the people who run the organization are unlikely to be hired or stay at their job

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: workplace_active
Full text: Did your top managers and supervisors at your main job do any of the following things in the past two years? Check all that apply.

Alias	Name
workplace_active_1	Reminded you to register to vote or vote
workplace_active_2	Discussed candidates
workplace_active_3	Discussed legislation, policy, or other political issues
workplace_active_4	Held events about politics
workplace_active_5	Asked you to donate to, or volunteer for, a political campaign
workplace_active_6	Something else related to politics or political issues
workplace_active_7	None of the above

Response	Value
selected	1
not selected	2

Variable name: social_class_grid
Full text: We'd like to know more about your thoughts on social class. Please indicate whether you [agree or disagree] with the following statements:

Alias	Name
social_class_grid_stillimportant	Social class is still an important issue in today's society
social_class_grid_notthisone	Social class may exist in some societies, but not this one

Alias	Name
social_class_grid_unfair	A wealth difference between social classes represents an unfair society
social_class_grid_sacrifice	For the lower social classes to gain wealth, the upper social classes have to sacrifice some of theirs
social_class_grid_reflection	My social class is an important reflection of who I am
social_class_grid_selfimage	My social class is an important part of my self-image
social_class_grid_heldback	I have been held back in today's society because of my social class
social_class_grid_denied	I feel like I have been denied opportunities due to my social class

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: econ_ideo
Full text: On economic policy matters, where do you see yourself on the liberal/conservative spectrum?

Response	Value
Very liberal	1
Liberal	2
Moderate	3
Conservative	4
Very conservative	5

Variable name: econ_problem
Full text: Please indicate whether you [agree or disagree] with the following statements. . .

Alias	Name
econ_agdis_ineq	Inequality is a very serious problem
econ_increase	Inequality has increased
econ_rich_deserve	The rich are deserving of their income
econ_minwage	The minimum wage is not high enough
econ_benefit	Everyone benefits from business profits
econ_ineq	Inequality exists for the benefit of the rich
econ_reduce	It should be the government's job to reduce wealth differences

Alias	Name
econ_CEOs	Chief Executive Officers (CEOs) make far more money than they deserve
econ_repar	African Americans should receive reparations for slavery

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: makemoney
Full text: Indicate how important each of the following is as a reason for you to make money.

Alias	Name
mm_friends	To keep up with my friends financially
mm_successful	To feel successful
mm_home	To be able to live in a beautiful home
mm_offwork	To be able to afford taking time off from work
mm_compensation	To get just compensation for my hard work
mm_donate	To donate money to those who need it
mm_worry	To avoid having to worry about the future
mm_children	To take care of my children's education
mm_maintain	To maintain a reasonable balance in my savings account
mm_housing	To afford the cost of housing

Response	Value
Extremely important	1
Very important	2
Moderately important	3
Slightly important	4
Not at all important	5

Variable name: which_class
Full text: If you had to use one of these five commonly-used names to describe your social class, which one would it be?

Response	Value
Lower class or poor	1

Response	Value
Working class	2
Middle class	3
Upper-middle class	4
Upper class	5

Variable name: econ_property
Full text: Next, please answer yes or no to the following questions.

Alias	Name
econ_property_mutfund	In the last twelve months, have you invested money in a stock or mutual fund
econ_property_ownhome	Do you currently own your home
econ_property_newbiz	In the last twelve months, have you invested your money in a startup or local business
econ_property_livein	Do you own property other than the one that you live in

Response	Value
Yes	1
No	2

Variable name: workplace_bonuses
Full text: Next, please indicate whether the following statements apply to you.

Alias	Name
workplace_bonuses_ESOP	Are you a member of an Employee Stock Ownership Plan commonly called an ESOP
workplace_bonuses_bonuses	In your job are you eligible for any type of performance-based pay, such as individual or group bonuses, or any type of profit sharing
workplace_bonuses_shares	Do you own any shares of stock in the company where you now work, either directly or through some type of retirement or stock plan
workplace_bonuses_ownshares	Do you currently hold any stock options in your company, vested or unvested

Response	Value
Yes	1
No	2

Variable name: exitpowergrid
Full text: Please tell us if you agree or disagree with the following statements. . .

Alias	Name
epg_quit	It would be relatively easy for me to quit my job and find a new one
epg_lost	If I lost my job, it would be easy for me to find a new one
epg_opportunities	There are enough job opportunities where I live for me to negotiate for better compensation at my current one
epg_plenty	There are plenty of other employers where I live that likely have jobs open in my occupation

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: which_openend
Full text: This item shows up only in testing. Please select which item you would like to see. Respondents will be randomly assigned to see “Sense of Solidarity With Class” with 1/4 probability, “Sense of Exploitation” with 1/4 probability, and “Day to Day Experiences” with 1/2 probability.

Response	Value
Sense of Solidarity With Class	1
Sense of Exploitation	2
Day to Day Experiences	3

Variable name: class_connection
Full text: America tends to have many different classes of people with working class individuals making up the foundation of the American economy.Please write about a time that you felt a sense of connection or solidarity with someone who is working class. Was there a specific experience or moment that you felt connected you to other individuals who are working class? In what ways did this change your beliefs about how the world works? To make your voice be heard, please provide as much detail as possible.

Summary
Variable is an open response or text variable

Variable name: sense_of_exploitation
Full text: Across many workplaces, employees report situations where owners, managers or supervisors have engaged in bad or illegal practices such as withholding wages, forcing individuals to work long hours, harassing their employees, controlling or withholding breaks, coercing employees to support certain political causes, and monitoring employees on and off the clock.Please write about a time that something like this has happened to you. How did that make you feel? In what ways did this change your beliefs about how the world works? If something like this hasn’t happened to you, try imagine if something like this were to happen to you. What types

of emotions and feelings come to you? To make your voice be heard, please provide as much detail as possible.

Summary
Variable is an open response or text variable

Variable name: day_to_day
Full text: We're interested in hearing about your day-to-day experiences.Please write about your typical activities over the course of a day. To make your voice be heard, please provide as much detail as possible.

Summary
Variable is an open response or text variable

Variable name: pwv_dyngrid
Full text: Please indicate whether you would [support or oppose] the following policy proposals:

Alias	Name
pwv_dividend	Requiring large companies to put a portion of their shares into a workers fund each year, up to a maximum of 50 percent, which would pay dividends out to the company's employees
pwv_EOB	Creating a US Employee Ownership Bank and offering subsidies to states to encourage the formation of employee-owned companies
pwv_workerrep	Requiring that large companies elect employee representatives to their firm's board of directors
pwv_elect	Requiring that large companies elect managers and supervisors by all employees

Response	Value
Strongly support	1
Somewhat support	2
Somewhat oppose	4
Strongly oppose	5
Not sure	6

Variable name: econdemocracyscale_dyngrid
Full text: For each statement, please indicate whether you [agree or disagree].

Alias	Name
eds_dictatorship	The workplace feels more like a dictatorship than a democracy
eds_accountable	Making managers more accountable to employees would just make things worse off
eds_ownership	The workplace would be more productive if employees had more of an ownership stake in it

Alias	Name
eds_power	Managers in the workplace have too much power over employees
eds_decisions	I don't have enough power over important decisions in the workplace
eds_system	There's no reason the workplace needs to be a democracy even if our political system might be

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: neoliberalismscale_dyngrid
Full text: For each statement, please indicate whether you [agree or disagree].

Alias	Name
neoliberalismscale_opinions	Everyone's opinion matters in our society
neoliberalismscale_incentives	Designing the right incentives alone is not enough to overcome structural barriers to hard problems
neoliberalismscale_markets	Markets tend to be the best way to decide who gets what
neoliberalismscale_charities	Private markets and charities are just better than governments at delivering services to people who need them
neoliberalismscale_decisionmaking	It's okay to have less democracy if it means decision-making will be more efficient
neoliberalismscale_experts	It's better to let experts handle decisions than to leave it to normal people

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: voiceappropriatesay
Full text: Thinking about your primary/current workplace, how much say do you feel you ought to have about. . .

Alias	Name
vas_salary	Your salary and other compensation?
vas_benefits	Your benefit package?
vas_schedule	Your ability to organize your schedule, meaning the times you work?
vas_times	The time you consider necessary to do your job?
vas_howdo	Your ability to choose how you do your job?
vas_training	Your access to training opportunities
vas_promotion	Your opportunities for a promotion
vas_newtech	How new technologies affect your job
vas_coworkers	Ways to improve how you and your coworkers do your work
vas_safetly	Your ability to perform your job safely
vas_conflicts	Your ability to resolve problems or conflicts affecting your job
vas_discrim	How your employer protects you against discrimination
vas_security	Your job security
vas_protects	How your employer protects you from abuse or harassment
vas_customers	Your employer provides its customers
vas_basicvalues	The basic values your employer stands for
vas_respect	The level of respect shown to you and your coworkers

Response	Value
No say	1
Little say	2
Some say	3
A lot of say	4
Unlimited say	5

Variable name: merits_dyngrid
Full text: Today, many are debating the merits of capitalism versus democratic socialism. We'd like to know more about your views on this issue. Please indicate whether you [agree or disagree] with the following statements.

Alias	Name
capitalism_better	Capitalism is a better way to organize society than democratic socialism
demsoc_liberty	Democratic socialism better protects liberty than capitalism
capitalism_just	Capitalism is a more just system than democratic socialism

Alias	Name
demsoc_democracy	Democratic socialism is better for our democracy than capitalism

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: cje_cgs_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_cgs_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Workers sit on the corporate board	1
Workers elect their managers	2
Workers are shareholders	3
Privately owned by non-worker shareholders	4
Publicly owned by shareholders	5
Privately owned by one individual	6

Variable name: cje_csr_01_a
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_csr_02_a
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_csr_03_a
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_csr_04_a
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_csr_01_b
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1

Response	Value
Commitment to corporate social responsibility	2

Variable name: cje_csr_02_b
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_csr_03_b
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_csr_04_b
Full text: Conjoint experiment firm attribute

Response	Value
No corporate social responsibility	1
Commitment to corporate social responsibility	2

Variable name: cje_fs_01_a
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_02_a
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_03_a
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_04_a
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_01_b
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_02_b
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_03_b
Full text: Conjoint experiment firm attribute

Response	Value

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fs_04_b
Full text: Conjoint experiment firm attribute

Response	Value
50 co-workers	1
250 co-workers	2
500 co-workers	3
1,000 co-workers	4
5,000 co-workers	5

Variable name: cje_fpc_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_fpc_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily donates to Democrats	1
Donates to both Democrats and Republicans	2
Primarily donates to Republicans	3

Variable name: cje_gdp_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_gdp_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Women owned	1
Majority-women owned	2
Majority-men owned	3
Men owned	4

Variable name: cje_hic_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2
Employer pays 100%	3

Variable name: cje_hic_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Employer pays 50%	1
Employer pays 75%	2

Response	Value
Employer pays 100%	3

Variable name: cje_how_01_a
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_02_a
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_03_a
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_04_a
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_01_b

Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_02_b
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_03_b
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_how_04_b
Full text: Conjoint experiment firm attribute

Response	Value
40 hours a week	1
50 hours a week	2
60 hours a week	3
70 hours a week	4
80 hours a week	5

Variable name: cje_jtp_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1

Response	Value
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_jtp_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Veterans training	1
Mentally-disabled training	2
Ex-felons training	3
No special job training program	4

Variable name: cje_l_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_l_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Located in your city	1
Located in a different city	2
Located in a different city but pays for relocation	3

Variable name: cje_psl_01_a
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_psl_02_a
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_psl_03_a
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_psl_04_a
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_psl_01_b
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2

Response	Value
Unlimited paid sick leave days	3

Variable name: cje_psl_02_b
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_psl_03_b
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_psl_04_b
Full text: Conjoint experiment firm attribute

Response	Value
No paid sick leave	1
Two weeks paid sick leave days	2
Unlimited paid sick leave days	3

Variable name: cje_pl_01_a
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_02_a
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_03_a
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_04_a
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_01_b
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_02_b
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_03_b
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_pl_04_b
Full text: Conjoint experiment firm attribute

Response	Value
No parental leave policy	1
Generous parental leave policy	2

Variable name: cje_rdp_01_a
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_02_a
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_03_a
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_04_a
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_01_b
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_02_b
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_03_b
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rdp_04_b
Full text: Conjoint experiment firm attribute

Response	Value
All people of color owned	1
Majority people of color owned	2
Majority white owned	3
All white owned	4

Variable name: cje_rm_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1

Response	Value
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1

Response	Value
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_rm_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Matches 100% of 401k contributions	1

Response	Value
Matches 75% of 401k contributions	2
Matches 50% of 401k contributions	3
Matches 25% of 401k contributions	4
Matches 0% of 401k contributions	5

Variable name: cje_s_01_a
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_02_a
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_03_a
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11

Response	Value
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_04_a
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22

Response	Value
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_01_b
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_02_b
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_03_b
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11

Response	Value
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_s_04_b
Full text: Conjoint experiment firm attribute

Response	Value
$30,000 per year	1
$40,000 per year	2
$50,000 per year	3
$60,000 per year	4
$70,000 per year	5
$80,000 per year	6
$90,000 per year	7
$100,000 per year	8
$110,000 per year	9
$120,000 per year	10
$130,000 per year	11
$140,000 per year	12
$150,000 per year	13
$160,000 per year	14
$170,000 per year	15
$180,000 per year	16
$190,000 per year	17
$200,000 per year	18
$210,000 per year	19
$220,000 per year	20
$230,000 per year	21
$240,000 per year	22

Response	Value
$250,000 per year	23
$260,000 per year	24
$270,000 per year	25
$280,000 per year	26
$290,000 per year	27
$300,000 per year	28

Variable name: cje_tot_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_tot_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Largely repetitive work	1
Mix of repetitive and creative work	2
Largely creative work	3

Variable name: cje_u_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_u_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Unionized	1
Not unionized	2

Variable name: cje_wfh_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wfh_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wfh_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wfh_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wfh_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wfh_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2

Response	Value
Cannot work from home	3

Variable name: cje_wfh_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wfh_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Primarily work from home	1
Sometimes work from home	2
Cannot work from home	3

Variable name: cje_wwo_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wwo_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Mostly working alone	1
Mix of individual and team work	2
Mostly team work	3

Variable name: cje_wc_01_a
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_02_a
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_03_a
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_04_a
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_01_b
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_02_b
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_03_b
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: cje_wc_04_b
Full text: Conjoint experiment firm attribute

Response	Value
Generally friendly and supportive	1
Somewhat friendly and supportive	2
Somewhat unfriendly and unsupportive	3
Generally unfriendly and unsupportive	4

Variable name: attribute_order
Full text: Candidate attribute display order Only visible during testing. Randomly assigned during fielding.

Response	Value
Firm Size, Retirement Matching, Firms Political Contributions, Location, Parental Leave, Job Training Program, Workplace Conditions, Paid Sick Leave, Unionization, Work With Others, Hours Of Work, Racial Diversity Practices, Corporate Social Responsibility, Gender Diversity Practices, Health Insurance Contribution, Type of Task, Corporate Governance Structure, Work from Home, Salary	1
Unionization, Work with Others, Corporate Social Responsibility, Firm Size, Paid Sick Leave, Gender Diversity Practices, Hours of Work, Type of Task, Corporate Governance Structure, Work from Home, Parental Leave, Firm's Political Contributions, Retirement Matching, Location, Racial Diversity Practices, Job Training Program, Health Insurance Contribution, Salary	2

Response	Value
Hours of Work, Racial Diversity Practices, Type of Task, Gender Diversity Practices, Paid Sick Leave, Parental Leave, Retirement Matching, Firm Size, Health Insurance Contribution, Work with Others, Corporate Social Responsibility, Corporate Governance Structure, Workplace Conditions, Work From Home, Location, Unionization, Job Training Program, Firm's Political Contributions, Salary	3
Type of Task, Work with Others, Paid Sick Leave, Health Insurance Contribution, Location, Unionization, Parental Leave, Corporate Governance Structure, Racial Diversity Practices, Firm's Political Contributions, Hours of Work, Retirement Matching, Job Training Program, Work from Home, Workplace Conditions, Corporate Social Responsibility, Firm Size, Gender Diversity Practices, Salary	4

Variable name: Q126_1
Full text: Which of these $input_industry firms would you like to work at the most?

Response	Value
$industry_input_proper firm 1	1
$industry_input_proper firm 2	2

Variable name: Q128_1
Full text: Why do you prefer this $industry_input firm? Please answer in one sentence or less.

Summary
Variable is an open response or text variable

Variable name: Q130_1
Full text: If you had to make a prediction, which of these $industry_input firms do you think would be best at resolving any problems or complaints that arise at work?

Response	Value
$industry_input_proper firm 1	1
$industry_input_proper firm 2	2

Variable name: Q132_1
Full text: At which $industry_input firm do you think you would have more responsibilities?

Response	Value
$industry_input_proper firm 1	1

Response	Value
$industry_input_proper firm 2	2

Variable name: Q133_1
Full text: At which $industry_input firm do you think workers would have more power?

Response	Value
$industry_input_proper firm 1	1
$industry_input_proper firm 2	2

Variable name: Q126_2
Full text: Which of these $industry_input firms would you like to work at the most?

Response	Value
$industry_input_proper Firm 3	1
$industry_input_proper Firm 4	2

Variable name: Q128_2
Full text: Why do you prefer this $industry_input firm? Please answer in one sentence or less.

Summary
Variable is an open response or text variable

Variable name: Q130_2
Full text: If you had to make a prediction, which of these $industry_input firms do you think would be best at resolving any problems or complaints that arise at work?

Response	Value
$industry_input_proper firm 3	1
$industry_input_proper firm 4	2

Variable name: Q132_2
Full text: At which $industry_input firm do you think you would have more responsibilities?

Response	Value
$industry_input_proper firm 3	1
$industry_input_proper firm 4	2

Variable name: Q133_2
Full text: At which $industry_input firm do you think workers would have more power?

Response	Value
$industry_input_proper firm 3	1

Response	Value
$industry_input_proper firm 4	2

Variable name: Q126_3
Full text: Which of these $industry_input firms would you like to work at the most?

Response	Value
$industry_input_proper Firm 5	1
$industry_input_proper Firm 6	2

Variable name: Q128_3
Full text: Why do you prefer this $industry_input firm? Please answer in one sentence or less.

Summary
Variable is an open response or text variable

Variable name: Q130_3
Full text: If you had to make a prediction, which of these $industry_input firms do you think would be best at resolving any problems or complaints that arise at work?

Response	Value
$industry_input_proper firm 5	1
$industry_input_proper firm 6	2

Variable name: Q132_3
Full text: At which $industry_input firm do you think you would have more responsibilities?

Response	Value
$industry_input_proper firm 5	1
$industry_input_proper firm 6	2

Variable name: Q133_3
Full text: At which $industry_input firm do you think workers would have more power?

Response	Value
$industry_input_proper firm 5	1
$industry_input_proper firm 6	2

Variable name: Q126_4
Full text: Which of these $industry_input firms would you like to work at the most?

Response	Value
$industry_input_proper Firm 7	1

Response	Value
$industry_input_proper Firm 8	2

Variable name: Q128_4
Full text: Why do you prefer this $industry_input firm? Please answer in one sentence or less.

Summary
Variable is an open response or text variable

Variable name: Q130_4
Full text: If you had to make a prediction, which of these $industry_input firms do you think would be best at resolving any problems or complaints that arise at work?

Response	Value
$industry_input_proper firm 7	1
$industry_input_proper firm 8	2

Variable name: Q132_4
Full text: At which $industry_input firm do you think you would have more responsibilities?

Response	Value
$industry_input_proper firm 7	1
$industry_input_proper firm 8	2

Variable name: Q133_5
Full text: At which $industry_input firm do you think workers would have more power?

Response	Value
$industry_input_proper firm 7	1
$industry_input_proper firm 8	2

Variable name: votereg
Full text: Are you registered to vote?

Response	Value
Yes	1
No	2
Don't know	3

Variable name: pid3
Full text: Generally speaking, do you think of yourself as a . . . ?

Response	Value

Response	Value
Democrat	1
Republican	2
Independent	3
Other	4
Not sure	5

Variable name: pid3_t
Full text:

Summary
Variable is an open response or text variable

Variable name: pid7
Full text: Generally speaking, do you think of yourself as a . . . ?

Response	Value
Strong Democrat	1
Not very strong Democrat	2
Lean Democrat	3
Independent	4
Lean Republican	5
Not very strong Republican	6
Strong Republican	7
Not sure	8

Variable name: pid7_with_leaners
Full text: Party ID (3 category, leaners with their parties)

Response	Value
Democrat	1
Republican	2
Independent	3

Variable name: ideo5
Full text: In general, how would you describe your own political viewpoint?

Response	Value
Very liberal	1
Liberal	2
Moderate	3
Conservative	4

Response	Value
Very conservative	5
Not sure	6

Variable name: ideo3
Full text: Ideology (3 category)

Response	Value
Liberal/Very Liberal	1
Moderate	2
Conservative/Very conservative	3

Variable name: track
Full text: Would you say things in this country today are. . .

Response	Value
Generally headed in the right direction	1
Off on the wrong track	2
Not sure	3

Variable name: app_dtrmp
Full text: Do you approve or disapprove of the way Donald Trump is handling his job as President?

Response	Value
Strongly approve	1
Somewhat approve	2
Somewhat disapprove	3
Strongly disapprove	4
Not sure	5

Variable name: econtrend
Full text: Overall, do you think the economy is getting better or worse?

Response	Value
Getting better	1
About the same	2
Getting worse	3
Not sure	4

Variable name: e14_presvote12
Full text: Which candidate did you vote for in the 2012 Presidential election?

Response	Value
Barack Obama	1

Response	Value
Mitt Romney	2
Other candidate	3
I did not vote	4

Variable name: e14_presvote12_t
Full text: Who did you vote for in the election for President?

Summary
Variable is an open response or text variable

Variable name: turnout16
Full text: Did you vote in the election on Tuesday, November 8, 2016?

Response	Value
Yes	1
No	2

Variable name: presvote16post
Full text: Who did you vote for in the election for President in 2016?

Response	Value
Hillary Clinton	1
Donald Trump	2
Gary Johnson	3
Jill Stein	4
Evan McMullin	5
Other	6
Did not vote for President	7

Variable name: presvote16post_t
Full text: Who did you vote for in the election for President?

Summary
Variable is an open response or text variable

Variable name: turnout18post
Full text: Did you vote in the November 2018 general election?

Response	Value
Yes	1
No	2

Variable name: housevote18post
Full text: In the elections for U.S. House of Representatives, who did you vote for in the district where you live?

Response	Value
Democratic candidate	1
Republican candidate	2
Independent candidate	3
Other candidate	5
Did not vote for U.S. House	6

Variable name: housevote18post_t
Full text: Who did you vote for in the election for U.S. House?

Summary
Variable is an open response or text variable

Variable name: pp18_polactions
Full text: Some people participate in politics in various ways other than voting, while others do not. Which of the following, if any, have you done in the last 6 months? (Check all that apply)

Alias	Name
pp18_polactions_1	Volunteered for a candidate, political party, or other political organization
pp18_polactions_2	Attended a rally or protest
pp18_polactions_3	Called or wrote to an elected official
pp18_polactions_4	Attended a town hall held by an elected official
pp18_polactions_5	Posted about politics on social media
pp18_polactions_6	Made a donation to a candidate, party, or other political organization
pp18_polactions_7	Other
pp18_polactions_8	I have not done any of the above

Response	Value
selected	1
not selected	2

Variable name: pp18_polactions_t
Full text: Some people participate in politics in various ways other than voting, while others do not. Which of the following, if any, have you done in the last 6 months? (Check all that apply)

Summary
Variable is an open response or text variable

Variable name: SOURCES
Full text: In the past week, did you get news from any of the following sources? Please select all that apply:

Alias	Name
SOURCES_1	CNN
SOURCES_2	Fox News
SOURCES_3	MSNBC
SOURCES_4	Other Cable News TV Networks
SOURCES_5	Local TV News
SOURCES_6	National nightly network TV news
SOURCES_7	News websites or apps
SOURCES_8	Your local daily print newspaper
SOURCES_9	National print newspapers
SOURCES_10	News on the radio
SOURCES_11	Late night comedy shows
SOURCES_12	Facebook
SOURCES_13	Twitter
SOURCES_14	Reddit
SOURCES_15	YouTube
SOURCES_18	Podcasts
SOURCES_16	Other social media such as LinkedIn, Instagram, or Snapchat
SOURCES_17	None of these

Response	Value
selected	1
not selected	2

Variable name: socialmediause
Full text: Which of the following social media platforms have you used recently? Please select all that apply.

Alias	Name
socialmediause_1	Discord
socialmediause_2	Facebook
socialmediause_3	Instagram
socialmediause_4	LinkedIn
socialmediause_5	Pinterest
socialmediause_6	reddit
socialmediause_7	Snapchat
socialmediause_8	Tik-Tok
socialmediause_9	Tumblr
socialmediause_10	Twitch
socialmediause_11	Twitter
socialmediause_12	WhatsApp, GroupMe, or another texting app

Alias	Name
socialmediause_13	YouTube
socialmediause_14	Other
socialmediause_15	I do not use social media

Response	Value
selected	1
not selected	2

Variable name: socialmediause_t
Full text:

Summary
Variable is an open response or text variable

Variable name: anychild
Full text: At any point in your life have you been a parent or guardian of a child, or not?

Response	Value
Yes	1
No	2

Variable name: child18
Full text: Are you the parent or guardian of any children under the age of 18?

Response	Value
Yes	1
No	2

Variable name: marstat
Full text: What is your marital status?

Response	Value
Married	1
Separated	2
Divorced	3
Widowed	4
Never married	5
Domestic / civil partnership	6

Variable name: urbancity
Full text: How would you describe the place where you live?

Response	Value
City	1
Suburb	2
Town	3
Rural area	4
Other	5

Variable name: urbancity_t
Full text: How would you describe the place where you live?

Summary
Variable is an open response or text variable

Variable name: urbancity3
Full text: Combined ‘city,’ ‘suburb/town,’ ‘rural area/other’ classification

Response	Value
Urban	1
Suburban	2
Rural	3

Variable name: faminc_new
Full text: Thinking back over the last year, what was your family’s annual income?

Response	Value
Less than $10,000	1
$10,000 - $19,999	2
$20,000 - $29,999	3
$30,000 - $39,999	4
$40,000 - $49,999	5
$50,000 - $59,999	6
$60,000 - $69,999	7
$70,000 - $79,999	8
$80,000 - $99,999	9
$100,000 - $119,999	10
$120,000 - $149,999	11
$150,000 - $199,999	12
$200,000 - $249,999	13
$250,000 - $349,999	14
$350,000 - $499,999	15
$500,000 or more	16
Prefer not to say	97

Variable name: faminc5

Full text: Thinking back over the last year, what was your family's annual income?

Response	Value
Less Than $30,000	1
$30,000 - $59,999	2
$60,000 - $99,999	3
$100,000 - $149,999	4
$150,000+	5
Prefer not to say	6

Variable name: newsint
Full text: Some people seem to follow what's going on in government and public affairs most of the time, whether there's an election going on or not. Others aren't that interested. Would you say you follow what's going on in government and public affairs . . .

Response	Value
Most of the time	1
Some of the time	2
Only now and then	3
Hardly at all	4
Don't know	7

Variable name: religpew
Full text: What is your present religion, if any?

Response	Value
Protestant	1
Roman Catholic	2
Mormon	3
Eastern or Greek Orthodox	4
Jewish	5
Muslim	6
Buddhist	7
Hindu	8
Atheist	9
Agnostic	10
Nothing in particular	11
Something else	12

Variable name: religpew_t
Full text: What is your present religion, if any?

Summary
Variable is an open response or text variable

Variable name: pew_bornagain
Full text: Would you describe yourself as a “born-again” or evangelical Christian, or not?

Response	Value
Yes	1
No	2

Variable name: pew_churatd
Full text: Aside from weddings and funerals, how often do you attend religious services?

Response	Value
More than once a week	1
Once a week	2
Once or twice a month	3
A few times a year	4
Seldom	5
Never	6
Don’t know	7

Variable name: CONSENT
Full text: Do you agree to participate in this study?

Response	Value
I agree	1
I do not agree	2

Variable name: SOCIALDOMINANCE
Full text: There are many kinds of groups in the world: men and women, ethnic and religious groups, nationalities, political factions. How much do you support or oppose these ideas about groups in general? For each statement, please state whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree.

Alias	Name
SOCIALDOMINANCE_PRIORITIES	In Setting Priorities, We Must Consider All Groups
SOCIALDOMINANCE_NOTPUSH	We Should Not Push for Group Equality
SOCIALDOMINANCE_EQUALIDEAL	Group Equality Should Be Our Ideal
SOCIALDOMINANCE_SUPERIOR	Superior Groups Should Dominate Inferior Groups

Response	Value
Strongly agree	1
Somewhat agree	2
Neither agree nor disagree	3

Response	Value
Somewhat disagree	4
Strongly disagree	5

Variable name: AUTHORITARIAN
Full text: Next, we're going to describe various types of political systems and ask what you think about each as a way of governing this country. For each one, would you say it is a very good, fairly good, fairly bad or very bad way of governing this country?

Alias	Name
AUTHORITARIAN_ELECTIONS	Having a strong leader who does not have to bother with Congress and elections
AUTHORITARIAN_EXPERTS	Having experts, not government, make decisions according to what they think is best for the country
AUTHORITARIAN_ARMY	Having the army rule
AUTHORITARIAN_DEMOCRATIV	Having a democratic political system

Response	Value
Very good	1
Fairly good	2
Fairly bad	3
Very bad	4

Variable name: partisanship_coworkers_ask
Full text: Thinking about your coworkers at your main job have any of the following things ever happened to you? Please select all that apply.

Alias	Name
partisanship_coworkers_ask_1	A coworker asked me to support a political campaign, candidate, or issue
partisanship_coworkers_ask_2	A coworker reminded me to register to vote or to vote
partisanship_coworkers_ask_3	A coworker asked me to attend a political event, like a meeting, rally, or march
partisanship_coworkers_ask_4	A coworker changed my mind about a political issue
partisanship_coworkers_ask_5	A coworker told me about a political issue I didn't know about before
partisanship_coworkers_ask_6	A coworker asked me to attend an event that wasn't about politics
partisanship_coworkers_ask_7	A coworker asked me to volunteer for a civic organization or charity
partisanship_coworkers_ask_8	None of the above

Response	Value
selected	1
not selected	2

Variable name: econ_hardwork
Full text: Please indicate whether you [agree or disagree] with the following statements. . .

Alias	Name
econ_everychance	In the United States, everybody has a chance to make it and be economically successful
econ_determined	Success in life is pretty much determined by forces outside our control
econ_guarantee	Hard work and determination are no guarantee of success for most people
econ_ahead	Most people who want to get ahead can make it if they're willing to work hard

Response	Value
Strongly agree	1
Somewhat agree	2
Somewhat disagree	4
Strongly disagree	5
Not sure	6

Variable name: voiceactualsay
Full text: Thinking about your primary/current workplace, how much say do you feel you currently have about. . .

Alias	Name
vactuals_salary	Your salary and other compensation? - Actual
vactuals_benefits	Your benefit package? - Actual
vactuals_schedule	Your ability to organize your schedule, meaning the times you work? - Actual
vactuals_times	The time you consider necessary to do your job? - Actual
vactuals_howdo	Your ability to choose how you do your job? - Actual
vactuals_training	Your access to training opportunities - Actual
vactuals_promotion	Your opportunities for a promotion - Actual
vactuals_newtech	How new technologies affect your job - Actual
vactuals_coworkers	Ways to improve how you and your coworkers do your work - Actual
vactuals_safetly	Your ability to perform your job safely - Actual
vactuals_conflicts	Your ability to resolve problems or conflicts affecting your job - Actual

Alias	Name
vactuals_discrim	How your employer protects you against discrimination - Actual
vactuals_security	Your job security - Actual
vactuals_protects	How your employer protects you from abuse or harassment - Actual
vactuals_customers	Your employer provides its customers - Actual
vactuals_basicvalues	The basic values your employer stands for - Actual
vactuals_respect	The level of respect shown to you and your coworkers - Actual

Response	Value
No say	1
Little say	2
Some say	3
A lot of say	4
Unlimited say	5

Variable name: date
Full text: Date that the respondent took the survey.

Summary
Variable is an open response or text variable

Variable name: weight
Full text: YouGov Blue Weight

Summary	Value
Min.	0.26
1st Qu.	0.79
Median	0.96
Mean	1.47
3rd Qu.	1.46
Max.	9.82
SD	1.49