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**INTRO1**

May I speak to the **(Response in SG)** age **(Response in SF)?]**

**(Interviewer: If name exists, ask for name; If no name or unreadable name, screen by age and gender.)**

- 1 Yes, respondent available - **(Continue)**
- 7 Not a good time/not available - **(Set time to call back)**
- 8 (Soft Refusal)
- 9 (Hard Refusal) - **(Thank and Terminate)**

INTRO1(2001)

**(Programmer: All interviews are recorded. The recording begins when the respondent answers the phone. This statement is read after the "Continue" response is entered after the Introduction and before the first question.)**

**FRECCONS**

QID:98881 This interview will be recorded for internal quality assurance.

- 1 (Continue)
- 2 (Refused) - **(Thank and Terminate)**

FRECCONS(1984)

**PUBLIC BURDEN STATEMENT:** By law, I must inform you that the Paperwork Reduction Act requires Federal agencies to obtain Office of Management and Budget authorization before conducting any information collection, and persons are not required to respond to an information collection that is not currently approved. The Office of Management and Budget has authorized this survey for use through mm/dd/yyyy under control number XXXX-XXXX.

**(Interviewer: READ:)** First, I would like to ask you a few questions about yourself so I can make sure the rest of the questions I ask apply to you.

**QNSL1**

Can you please tell me your age?

**(Programmer: (Open ended and code actual age)**

01 01-

96 96

97 97+

98 (DK)

99 (Refused)

**(Programmer: if QNSL1 is less than 18, thank and terminate)**

**QNSL2**

*QID:227569*

I am required to ask for the recording, are you male or female?

**(Interviewer: If respondent refuses to provide gender, code gender based on your judgment of gender)**

1 Male

2 Female

### QNSL3

Thinking about your WORK SITUATION over the past 7 days, have you been employed for an employer – even minimally like for an hour or more – from whom you receive money or goods? (This could be for one or more employers)

**(Interviewer: PAYCHECKS ARE CONSIDERED "MONEY OR GOODS")**

**(Interviewer: If a respondent reports they are employed, but were off work for vacation, sick leave, maternity leave, etc., code as YES (employed)**

**(Interviewer: If the respondent has trouble deciding if they are employed for an organization, probe by asking:) Do you receive money or a paycheck from them?)**

**(Interviewer: If the respondent says they are “self-employed” and is unsure how to answer the question, code as NO, and ask next question about self-employment.)**

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

**Skip: (If code 1 in QNSL3, Continue; Otherwise, Skip to QNSL5)**

### QNSL4

In a typical week (7 days), how many hours do you work for an employer?  
**(Programmer: Open ended)**

**(Interviewer: This could be for one or more employers.)**

**(Interviewer: If respondent says "Don't know" or has difficulty determining the number of hours worked in the last 7 days, you can help him/her calculate the 'approximate' number of hours TYPICALLY worked each week.)**

**(Interviewer: For example, you could ask him/her:) About how many days do you work in a typical week? AND about how many hours do you work in a typical day? (From this, you can approximate the number of hours typically worked in a week.)**

**(Interviewer: If the respondent is on leave from their job and not working normal hours, re-ask the question stressing the word typical.)**

01 01-  
96 96  
97 97+  
98 (DK)  
99 (Refused)

#### QNSL5

Again thinking about the last 7 days, were you self-employed, even minimally like for an hour or more? This means working for yourself, freelancing, or doing contract work, OR working for your own or your family's business for pay?

1 Yes  
2 No  
3 (DK)  
4 (Refused)

**Skip: (If code 1 in QNSL5, continue)**

**Skip: (If code 2-4 in QNSL3 AND code 2-4 in QNSL5, Skip to QNSL8),**

**Skip: (If code 1 in QNSL3, skip to QNSL7)**

#### QNSL6

In a typical week (7 days), how many hours do you work as a self-employed individual?  
(**Programmer:** Open ended and code)

**(Interviewer: If respondent says "Don't know" or has difficulty determining the number of hours worked in the last 7 days, you can help him/her calculate the 'approximate' number of hours TYPICALLY worked each week.)**

**(Interviewer: For example, you could ask him/her:) About how many days do you work in a typical week? AND about how many hours do you work in a typical day? (From this, you can approximate the number of hours typically worked in a week.)**

**(Interviewer: If the respondent is on leave from their job and not working normal hours, re-ask the question stressing the word *typical*.)**

01 01-  
96 96  
97 97+  
98 (DK)  
99 (Refused)

## QNSL7

Still thinking about your current employment, how many different jobs for pay do you currently have? **(Open-end and code)**

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

**(Programmer note 1: All in QNSL7, skip to Q1)**

**(Programmer note 2: If code 2, 3 or 4 in QNSL3 AND code 2,3 or 4 in QNSL5 and QNSL1 is less than 25 or greater than 45, THANK AND TERMINATE**

**(Programmer note 3: If code 2,3 or 4 in QNSL3 AND code 2,3 or 4 in QNSL5 and QNSL1 is between 25 and 45, continue)**

## QNSL8

Please think about the last time you were employed for pay. How many years would you say it has been since you last worked for pay? **(Open-end and code)**

**(Interviewer: If respondent says less than 1 year, probe for number of months)**

- 0 (Less than 3 months)
- 1 3 months to less than 1 year
- 40 40+
- 97 (Have never worked outside the home)
- 98 (DK)
- 99 (Refused)

**(Programmer note: If code 97, 98 or 99 in QNSL8, THANK AND TERMINATE, otherwise continue)**

## QNSL8\_2

Thinking about the most recent time you stopped working for pay, would you say you left because you retired, you were disabled, you were let go or your employer was laying people off, or was it a personal decision to leave?

- 1 Retired
- 2 Disabled
- 3 Laid off or employer was letting people go
- 4 Personal decision to leave
- 5 Currently on short term or temporary leave/time off
- 8 (Don't know)
- 9 (Refused)

**(Programmer: If code 1, 2, 8 or 9 in QNSL8 2, Thank and Terminate. If code 3, 4 or 5 in QNSL8 2, Continue**

**(Interviewer: READ:)**

Next, I'd like to ask you some questions about your family experiences...

**Q1**

Please tell me if you are physically, financially or legally responsible for any of the following family members or dependents...**(READ A-E)**

- 1 Yes
- 2 No
- 3 (Don't know)
- 4 (Refused)

- Q1A Your child or children under age 18
- Q1B A grandchild
- Q1C A sick, ailing or disabled spouse
- Q1D A sick, ailing or disabled parent
- Q1E Or someone else not mentioned

**Q2**

Do you have any children age 18 years of age or older, either living with you or living apart from you? (Interviewer note: This includes natural born, adopted or step-children).

- 1 Yes
- 2 No

**Skip: (If code 1 in Q2, continue;**  
**Otherwise, skip to Q4)**

**Q3**

Please tell me whether you have children in any of the following age groups. How about

**(Interviewer: Read A-E)**

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

Q3A	Under age 3
Q3B	Ages 3 to 5
Q3C	Ages 6 to 11
Q3D	Ages 12 to 15
Q3E	Ages 16-17

## **OUTCOMES**

WELLBEING:

***(Interviewer: READ:)***

QID:96871 Now, thinking about your personal life...

**Q4**

QID:232 Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?

- 10 Best possible
- 09
- 08
- 07
- 06
- 05
- 04
- 03
- 02
- 01
- 00 Worst possible
- 98 (DK)
- 99 (Refused)

**Q5**

QID:234

On which step do you think you will stand about five years from now?

- 10 Best possible
- 09
- 08
- 07
- 06
- 05
- 04
- 03
- 02
- 01
- 00 Worst possible
- 98 (DK)
- 99 (Refused)

**(Interviewer: READ:)**

Next, I am going to ask you some questions about your job and work experiences. If you have more than one job, please think about the job where you spend the majority of your time.

**Q6**

On a five-point scale, where 5 means highly satisfied and 1 means highly dissatisfied, please rate your level of satisfaction with the following items. How about...? **(Read and Rotate A-B)**

- 5 Highly satisfied
- 4
- 3
- 2
- 1 Highly dissatisfied
- 8 (Don't know/Does not apply)
- 9 (Refused)

**(If code 3 or 4 in QNSL8 2, skip to Q6C, otherwise continue)**

- Q6A** Your current employer
- Q6B** Your overall career choice

**(If code 3 or 4 in QNSL8 2, continue, otherwise skip to Q7)**

- Q6C** Your career choice when you were working for pay



## **GENERAL TOPICS**

**(Programmer: If code 3 or 4 in QNSL8 2, continue to read, otherwise skip to Q9 1)**

**(Interviewer read):**

Next I am going to ask you some questions about jobs and work. As you answer the questions I'd like you to think about the last time you worked for pay and previous jobs you have held.

**(Programmer, if code 3 or 4 in QNSL8 2, skip to Q9 2, otherwise continue)**

### **Q9\_1**

Please think about when you were first choosing your current job and the company you work for, on a scale from 1 to 5 where 5 is very important and 1 is not at all important, how important to you were each of the following when choosing your current job? How about **(Read and Rotate A-J, ask Klast)?**

- 5      Very important
- 4
- 3
- 2
- 1      Not at all important
- 8      (Don't know)
- 9      (Refused)

- Q9\_1A.**              Whether there are opportunities for advancement
- Q9\_1B.**              The pay you could earn when you first started
- Q9\_1C.**              The ability to earn more money as you advanced in your job
- Q9\_1D.**              Whether the job has a reputation for being family friendly
- Q9\_1E.**              The amount of pre-job training or education required
- Q9\_1F.**              The days or hours the job requires you to work
- Q9\_1G.**              You received advice from a counselor
- Q9\_1H.**              Because you thought you would be good at it
- Q9\_1I.**              Because you have a passion for it
- Q9\_1J.**              The amount of paid leave
- Q9\_1K**              The amount of paid time off
- Q9\_1L.**              It was the only job you could find

**(Programmer: All in Q9 1 skip to read before Q13)**

### **Q9\_2**

Please think about when you were first choosing your last job, on a scale from 1 to 5 where 5 is very important and 1 is not at all important, how important to you were each of the following when choosing your last job? How about **(Read and Rotate A-J, ask Klast)?**

5      Very important  
4  
3  
2  
1      Not at all important  
8      (Don't know)  
9      (Refused)

Q9_2A.	Whether there are opportunities for advancement
Q9_2B.	The pay you could earn when you first started
Q9_2C.	The ability to earn more money as you advanced in your job
Q9_2D.	Whether the job or employer has a reputation for being family friendly
Q9_2E.	The amount of pre-job training or education required
Q9_2F.	The days or hours the job requires you to work
Q9_2G.	You received advice from a counselor
Q9_2H.	Because you thought you would be good at it
Q9_2I.	Because you have a passion for it
Q9_2J.	The amount of paid leave
Q9_2K.	The amount of paid time off
Q9_2L.	It was the only job you could find

## **PERCEPTIONS OF WORK AND FAMILIES**

**(Interviewer: READ:)**

Next, I'd like to ask you some questions about your perceptions of work and family. There is no right or wrong answer. Please just give me your honest answer.

### **Q13**

On a five-point scale, where 5 means strongly agree and 1 means strongly disagree, please rate your level of agreement with the following statements. **(Read and rotate A-K as appropriate)**

- 5 Strongly agree  
4  
3  
2  
1 Strongly disagree  
8 (Don't know/Does not apply)  
9 (Refused)

- Q13A.** It is possible to have a successful career and a successful family life  
**Q13B.** Having a successful career is as important as having a successful family life  
**Q13D.** Having family to care for makes it difficult to advance at work

**(Programmer: If code 3 or 4 in QNSL8 2, SKIP to note BEFORE Q13G, otherwise continue)**

**Q13E** I think I am doing a good job balancing my work, family and personal time.

**Q13F.** My employer's paid leave policies and practices make it easier for me to balance the demands of work and family

**(Programmer note 1: If code 3 or 4 in QNSL8 2, SKIP to note before Q13I, otherwise skip to next note).**

**(Programmer note 2: If code 1 in Q1A or code 1 in Q2 Continue, Otherwise SKIP to notes BEFORE Q13J)**

- Q13G** Providing for my family financially is an important way I care for my family  
**Q13H.** Achieving success at work sets a positive example for my children

**(Programmer note 2: If code 1 in Q1A or code 1 in Q2 Continue, Otherwise SKIP to notes BEFORE Q13J)**

**Q13I.** If I didn't have children I would choose a different career path

**(Programmer 1: If code 2, 3 or 4 in Q1A, AND code 2, 3, or 4 in Q2 Continue, Otherwise SKIP to Q17)**

**(Programmer 2: If code 3 or 4 in QNSL8 2 skip to Q17, otherwise Continue)**

- Q13J.** If I decided to have children or start a family, my employer would support me  
**Q13K.** If I wanted to have children or start a family I would chose a different job or career path

## **WORKPLACE**

**Q17**

Next, I need to read you a short description of workplace discrimination. Workplace discrimination is when an individual or group is treated less favorably than others because of personal characteristics such as age, gender, race or ethnicity, national origin, disability, pregnancy, religion or sexual orientation. Discrimination can include being harassed, demoted, terminated, being paid less, or being treated less favorably.

Have you personally ever been discriminated against at work?

- 1 Yes
- 2 No
- 8 (Don't know)
- 9 (Refused)

**(PROGRAMMER: If code 1 in Q17, CONTINUE, Otherwise SKIP to Q24)**

**Q19**

Please think about the most recent time you felt discriminated against. Did the discrimination occur...? **(READ 1-4)**

- 1 Within the past 12 months
- 2 1 year to less than 5 years ago
- 3 5 years to less than 10 years ago
- 4 Or did occur 10 or more years ago
- 8 (Don't know)
- 9 (Refused)

**Q20**

Still thinking about the most recent time you felt discrimination against, please tell me if any of the following are reasons you were discriminated against. How about your...

**(READ and ROTATE A-H, Read I last; Programmer: G is only asked of females – code 2 in QNSL2)**

- 1 Yes
- 2 No
- 8 (Don't know/Does not apply)
- 9 (Refused)
  
- A Age
- B Gender
- C Race or ethnicity
- D Family obligations
- E Disability
- F Religion

- G Pregnancy
- H Sexual orientation
- I Or for some other reason not mentioned

**Q24**

Have you ever turned down a promotion or asked for reduced responsibility so you can have more time to spend caring for your family?

- 1 Yes
- 2 No
- 8 (Don't know)
- 9 (Refused)

**(Programmer: If code 3 or 4 in QNSL8 2, SKIP to note before Q27 1, otherwise continue)**

**OFF-RAMPING (Opting out or downshifting)**

**Q26** Have you ever left the workforce, that is stopped working for pay, for more than three months?

- 1 Yes
- 2 No
- 8 (Don't know/does not apply)
- 9 (Refused)

**(PROGRAMMER NOTE: If code 1 in Q26, CONTINUE, Otherwise skip to note before Q27 1)**

**Q26\_1**

Thinking about the most recent time you stopped working for pay, would you say you left because you retired, you were disabled, you were let go or your employer was laying people off, OR did you decide to leave for personal reasons?

- 1 Retired
- 2 Disabled
- 3 Let go or employer was laying off
- 4 Personal reasons
- 8 (Don't know)
- 9 (Refused)

**(PROGRAMMER NOTE: If code 3 or 4 in Q26 1, CONTINUE, Otherwise skip to note before Q27 1)**

**Q26\_2**

About how many years has it been since you returned to work? (**Open-end and code actual years**)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

**Q27**

Still thinking about the most recent time you left the workforce, for approximately how long did you stop working for pay? (**Open and Code**) **(Interviewer: If respondent says less than 1 year, probe for number of months)**

- 1 3 months to less than 6 months
- 2 6 months to less than a year
- 3 1 year to less than 3 years
- 4 3 years to less than 5 years
- 5 5 years to less than 10 years
- 6 10 years to less than 15 years
- 7 15 years to less than 20 years
- 8 20 or more years
- 8 (Don't know)
- 9 (Refused)

**(PROGRAMMER NOTE: If code 4 in Q26 1, CONTINUE, Otherwise skip to note before Q27 1)**

**Q27B**

Still thinking about the most recent time you decided to leave the workforce, for approximately how long did you PLAN to stop working for pay? (**Open and Code**) **(Interviewer: If respondent says less than 1 year, probe for number of months)**

- 1 3 months to less than 6 months
- 2 6 months to less than a year
- 3 1 year to less than 3 years
- 4 3 years to less than 5 years
- 5 5 years to less than 10 years
- 6 10 years to less than 15 years
- 7 15 years to less than 20 years
- 8 20 or more years
- 8 (Don't know)
- 9 (Refused)

**(PROGRAMMER NOTE: If code 4 in QNSL8 2 OR Q26 1, CONTINUE, Otherwise skip to note before Q27 6)**

**Q27\_1**

Continuing to think about the most recent time you left the workforce, please tell me if each of the following was a reason you decided to stop working, or not. How about **(Read and rotate A-E, read F last)?**

- 1 Yes
- 2 No
- 8 (Don't know)
- 9 (Refused)

- Q27\_1A** Family reasons, such as to care for a family member
- Q27\_1B** Personal reasons, such as for medical reasons or to go to school
- Q27\_1C** Job related reasons, such as your work schedule or work environment
- Q27\_1D** Financial reasons, such as the pay or financial necessity
- Q27\_1E** The amount of paid leave or paid time-off allowed by your employer
- Q27\_1F** Other reasons (specify)

**(Programmer, if code 1 in Q27 1A, continue, otherwise skip to note before Q27 3)**

**Q27\_2**

On a scale from 1 to 5, where 5 is very important and 1 is not at all important, how important were each of the following family reasons when you made the decision to leave the workforce? How about ... **(Read and Rotate A-D, then E)?**

- 1 Not at all important
- 2
- 3
- 4
- 5 Very important
- 8 (Don't know)
- 9 (Refused)

- Q27\_2A** The cost of child care
- Q27\_2B** To spend more time with your children
- Q27\_2C** To care for a family member such as a spouse or parent
- Q27\_2D** To homeschool children
- Q27\_2E** Other family reasons

**(Programmer, if code 1 in Q27 1B, continue, otherwise skip to note before Q27 4)**

**Q27\_3**

On a scale from 1 to 5, where 5 is very important and 1 is not at all important, how important were each of the following personal reasons when you made the decision to leave the workforce? How about ... **(Read and Rotate A-D, then E)?**

- 1 Not at all important
- 2
- 3
- 4
- 5 Very important
- 8 (Don't know)
- 9 (Refused)

- Q27\_3A** To pursue education or training
- Q27\_3B** You moved or relocated
- Q27\_3C** Medical reasons
- Q27\_3D** To pursue other interests
- Q27\_3E** Other personal reasons

**(Programmer, code 1 in Q27\_1C, continue, otherwise skip to note before Q27\_5)**

**Q27\_4**

On a scale from 1 to 5, where 5 is very important and 1 is not at all important, how important were each of the following job related reasons when you made the decision to leave the workforce? How about ... **(Read and Rotate A-D, then E)?**

- 1 Not at all important
- 2
- 3
- 4
- 5 Very important
- 8 (Don't know)
- 9 (Refused)

- Q27\_4A** To leave a high stress environment
- Q27\_4B** To leave a manager or coworkers you didn't want to work for
- Q27\_4D** You couldn't find a work schedule that worked for you
- Q27\_4E** Other job related reasons

**(Programmer, code 1 in Q27\_1D, continue, otherwise skip to note before Q27\_6)**

**Q27\_5**



On a scale from 1 to 5, where 5 is very important and 1 is not at all important, how important were each of the following financial reasons when you made the decision to leave the workforce? How about ... **(Read and Rotate A-C, then D)?**

- 1 Not at all important
- 2
- 3
- 4
- 5 Very important
- 8 (Don't know)
- 9 (Refused)

- Q27\_2A** You were not paid enough to make it worth it
- Q27\_2B** The available jobs did not meet your financial needs
- Q27\_2C** Working for pay was no longer financially necessary
- Q27\_2D** Other financial reasons

**((Programmer, if code 3 or 4 in QNSL8 2, skip to Q32, otherwise continue))**

**Q27\_6**

When you left the workforce, did you expect to be able to return to the same job when you decided to start working again?

- 1 Yes
- 2 No
- 3 (Don't know)
- 4 (Refused)

**Q27\_7**

When you left the workforce, did you expect to be able to return to the same career when you decided to start working again?

- 1 Yes
- 2 No
- 3 (Don't know)
- 4 (Refused)

**Q27\_8**

Thinking about your return to work, what were the main factors that caused or enabled you to return to work? You may list more than one. **(Open-end and code)**  
**(Interviewer: probe up to 3 responses).**

- Q27\_8A** 1<sup>st</sup> response
- Q27\_8B** 2<sup>nd</sup> response
- Q27\_8C** 3<sup>rd</sup> response

- 01 Other (specify)
- 02 (Don't know)
- 03 (refused)
- 04 None
- 06 Found suitable, quality childcare arrangement
- 07 Children started school
- 08 No longer needed care for children or family member
- 09 Found a job with desired pay
- 10 Found a job with flexible hours or worked better for schedule
- 11 Found a job that allowed to work from home
- 12 You needed the income
- 13 Offered a job you weren't looking for
- 14 You completed education or training
- 15 Found a job
- 16 Spouse lost job/became unemployed

**Q28**

When you returned to the workforce, did you go back to your previous employer or did you find a job with a new employer?

- 1 Went back to previous employer
- 2 Found job with a new employer
- 8 (Don't know)
- 9 (Refused)

**Q29**

When you returned to work were you able to find a job or role similar to what you had when you left the workforce, did you have to take a job or role below your previous position, OR did you find a job or role above your previous position?

- 1 Found something similar
- 2 Found something below previous position
- 3 Found something above previous position
- 8 (Don't know/Does not apply)
- 9 (Refused)

**Q30**

When you returned to work were you paid less than what you had previously earned, more than what you had previously earned, or were you paid about the same?

- 1 Paid less
- 2 Paid more
- 3 Paid about the same
- 8 (Don't know)
- 9 (Refused)

(Programmer, if code 3 or 4 in QNSL8\_2, continue, otherwise skip to note BEFORE WD1\_1)

**Q32**

Thinking about the future, do you plan to return to work?

- 1 Yes
- 2 No
- 8 (Don't know)
- 9 (Refused)

(Programmer, if code 3 OR 4 in QNSL8\_2, skip to WD1\_2, otherwise continue)

**WORK DEMOGRAPHICS**

**(Interviewer, read:)**

We are almost finished with the survey, I just have a few additional questions about your work

**WD1\_1**

What is your particular job? In other words, what kind of work do you do at your job? (Open ended) **(INTERVIEWER NOTE: If respondent has more than one job, ask for occupation of their PRIMARY or FULL-TIME job ONLY)**

**(INTERVIEWER NOTE: If respondent says "consultant" ask: What type of work do you do?)**

**(Programmer: Make sure punch of full 72 occupation code list appears in online data)**

- 001 Other (list)  
**(If "self employed/owner", ask:)**  
What type of work do you do?
- 002 (DK)
- 003 (Refused)

**(Programmer, all in WD1\_1, skip to WD2)**

## WD1\_2

Thinking about the most recent time you were working, what was your particular job? In other words, what kind of work did you do at your job?  
(Open ended) **(INTERVIEWER NOTE: If respondent has more than one job, ask for occupation of their PRIMARY or FULL-TIME job ONLY)**

**(Programmer: Make sure punch of full 72 occupation code list appears in online data)**

- 001 Other (list)  
**(If "self-employed/owner", ask:)**  
What type of work do you do?
- 002 (DK)
- 003 (Refused)

**(Programmer, if code 3 OR 4 in QNSL8 2, skip to WD2 2, otherwise continue)**

## WD2\_1

Do you consider yourself to be in an entry level position, mid-level position, or senior level position?

- 1 Entry level
- 2 Mid-level
- 3 Senior level
- 8 (Don't know)
- 9 (Refused)

**(Programmer, all in WD2\_1, skip to WD3)**

## WD2\_2

Still thinking about the most recent job you had, did you consider yourself to be in an entry level position, mid-level position, or senior level position?

- 1 Entry level
- 2 Mid-level
- 3 Senior level
- 8 (Don't know)
- 9 (Refused)

**(Programmer, if code 3 OR 4 in QNSL8 2, skip to note before WD6 otherwise continue)**

## WD3

Do you consider yourself to be in a management role or not in a management role?

- 1 In a management role
- 2 Not in a management role
- 8 (DK)
- 9 (Refused)

**WD4**

*QID:196930* For how long have you worked for your current employer?

**(Interviewer: Code actual number of years)**

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

**(Programmer, if code 3 or 4 in QNSL8\_2, skip to WD8, otherwise continue)**

**WD6**

In a typical week, approximately how many hours do you spend working remotely or in a location different from your co-workers? **(Interviewer: Code actual number)**

- 01 01-
- 94 94
- 95 95+
- 96 Less than 1 hour
- 98 (DK)
- 99 (Refused)

**WD7**

What is the total number of employees at the company or organization you work for? Is it... **(Read 1-7)**

- 1 Less than 5
- 2 5 to less than 10
- 3 10 to less than 25
- 4 25 to less than 500
- 5 500 to less than 1,000
- 6 1,000 to less than 5,000
- 7 5,000 or more
- 8 (Don't know)
- 9 (Refused)

## WD8

**(PROGRAMMER NOTE: If code 3 or 4 in QNSL8\_2 display:** Thinking about your last employer, did your company or organization offer any of the following....? **otherwise display** Does your company or organization offer any of the following...?

- 1 Yes
- 2 No
- 8 (Don't know)
- 9 (Refused)

- WD8A.** An on-site child care or dependent care facility at your location
- WD8B.** Financial assistance to offset your costs for dependent care or childcare
- WD8C.** Child care resource and referral service
- WD8D.** Paid sick leave
- WD8E.** Paid vacation or personal days off
- WD8F.** Paid parental leave, such as maternity or paternity leave
- WD8G.** Unpaid leave that doesn't risk your job

## DEMOGRAPHICS

I just have some final demographic questions before I let go....

### D4\_1

QID:498707 What is the highest level of school you have completed or the highest degree you have received?  
**(Interviewer:** Open ended and code)

- 1 Less than a high school diploma  
(Grades 1 through 11 or no schooling)
- 2 High school graduate (Grade 12 with  
diploma or GED certificate)
- 3 Technical, trade, vocational or business  
school or program after high school
- 4 Some college – college, university, or  
community college -- but no degree
- 5 Two year associate degree from a  
college, university, or community college
- 6 Four year bachelor's degree from a  
college or university (e.g., BS, BA, AB)
- 7 Some postgraduate or professional  
schooling after graduating college, but  
no postgraduate degree (e.g., some  
graduate school)
- 8 Postgraduate or professional degree,  
including master's, doctorate, medical,  
or law degree (e.g., MA, MS, PhD, MD,  
JD)
- 9 (DK)
- 0 (Refused)

D4\_1(2319)

D2 ★★

QID:37638

What is your current marital status?  
(**Programmer: (Read 1-5, then 8) )**)

- 1 Single/Never been married
- 2 Married
- 3 Separated
- 4 Divorced
- 5 Widowed
- 8 Domestic partnership/Living with partner  
(not legally married)
- 6 (DK)
- 7 (Refused)

WP1223(2515)

**D3**

QID:34303

Including yourself, how many adults, 18 years of age or older, live in this household?  
(Interviewer: Open ended **and code actual number**)

- 01 01-
- 96 96
- 97 97 or more
- 98 (DK)
- 99 (Refused)

**D4**

Just to make sure we talk to a broad range of people, what is your personal total annual income, before taxes from all jobs? I would like to know your own income, and not your household's total income. I will read you several categories and you can stop me when I get to the category that includes your income.

(Interviewer: **Read 01-09**)

- 01 Under \$20,000
- 02 \$20,000-\$24,999
- 03 \$25,000-\$29,999
- 04 \$30,000-\$34,999
- 05 \$35,000-\$39,999
- 06 \$40,000-\$49,999
- 07 \$50,000-\$74,999
- 08 \$75,000-\$99,999
- 09 \$100,000 or more
- 98 (DK)
- 99 (Refused)

(Programmer: If code 1 in D4, continue, otherwise skip to D5)

**D4\_1**

Thinking about your primary job, on average, how much do you make per hour? This should include tips or other forms of pay. **(Open-end and code) (Interviewer: If their pay varies or they make tips, we just want their best guess of an average hourly wage).**

- 01 Less than \$6 per hour
- 02 \$6 to LESS THAN \$7.25 per hour
- 03 \$7.25 per hour
- 04 \$7.26 per hour to less than \$8 per hour
- 05 \$8 to less than \$9 per hour
- 06 \$9 to less than \$10 per hour
- 07 \$10 to less than \$11 per hour
- 08 \$11 to less than \$12 per hour
- 09 \$12 to less than \$13 per hour
- 10 \$13 to less than \$14 per hour
- 11 \$14 to less than \$15 per hour



- 12 \$15 to less than \$16 per hour
- 13 \$16 to less than \$17 per hour
- 14 \$17 to less than \$18 per hour
- 15 \$18 to less than \$19 per hour
- 16 \$19 to less than \$20 per hour
- 17 \$20 or more per hour
- 98 (Don't know)
- 99 (Refused)

## D5

What is your household's total annual income before taxes? Again, I will read you several categories and you can stop me when I get to the category that includes your income. **(Interviewer: Read 01-09)**

- 01 Under \$20,000
- 02 \$20,000-\$24,999
- 03 \$25,000-\$29,999
- 04 \$30,000-\$34,999
- 05 \$35,000-\$39,999
- 06 \$40,000-\$49,999
- 07 \$50,000-\$74,999
- 08 \$75,000-\$99,999
- 09 \$100,000 or more
- 98 (DK)
- 99 (Refused)

**(Interviewer: READ:)**

**QID:161924** This completes the interview. Thank you for your time.

**(Interviewer: VALIDATE PHONE NUMBER AND THANK RESPONDENT BY**