Q1. The questions in this study ask about various aspects of people’s jobs. But first I need to verify that you are age 18 or older. Is that correct?

YES ........................................................................ 1
NO ................................................................. 2 (INELIGIBLE)
REF .............................................................. 7 (CODE AS REF)
DK ................................................................. 8 (CODE AS REF)

Q1a. Are you currently working in a job for pay or profit, currently looking for a job, or neither working or looking for a job?

[BEING ON TEMPORARY LEAVE FROM A JOB COUNTS AS WORKING]
[IF LOOKING FOR A JOB WHILE CURRENTLY WORKING, CODE AS CURRENTLY WORKING]

CURRENTLY WORKING ............................................. 1 (Q1c)
CURRENTLY LOOKING FOR A JOB ....................... 2
NEITHER .................................................................. 3 (INELIGIBLE)
REF .............................................................. 7 (CODE AS REF)
DK ................................................................. 8 (CODE AS REF)

Q1b. Have you ever worked at a job in the past?

YES ........................................................................ 1 (Q2)
NO ........................................................................... 2 (INELIGIBLE)
REF .............................................................. 7 (CODE AS REF)
DK ................................................................. 8 (CODE AS REF)
Q1c. Are you working in one job, or more than one job?

ONE JOB ....................................................... 1
MORE THAN ONE JOB ............................... 2
REF ......................................................... 7
DK ......................................................... 8

FOR Q2:
- IF WORKING IN ONE JOB (Q1c=1), SHOW “CURRENT” AND “ARE”
- IF CURRENTLY LOOKING FOR JOB (Q1a=2), SHOW “MOST RECENT” AND “WERE”
- IF WORKING IN MORE THAN ONE JOB (Q1c=2), SHOW “MAIN” JOB, DEFINITION OF MAIN JOB, AND “ARE”

Q2. We want to ask you a series of questions about your (current/most recent/main) job. (By main job, we mean the one where you usually work the most hours). (Are/Were) you employed by government, by a private company, a non-profit organization, or (are/were) you self-employed or working in a family business?

GOVERNMENT ........................................... 1
PRIVATE FOR-PROFIT COMPANY ............. 2
NON-PROFIT ORGANIZATION ................. 3
SELF-EMPLOYED ...................................... 4
WORKING IN FAMILY BUSINESS ............ 5
REF ......................................................... 7
DK ......................................................... 8

Q2a ASKED ONLY IF Q1B = 1 AND Q2=[1,2,3].

Q2a. About how long ago were you hired into your most recent job?

LESS THAN ONE YEAR AGO .................. 1
1 TO LESS THAN 2 YEARS AGO .......... 2
2 TO LESS THAN 3 YEARS AGO .......... 3
3 TO LESS THAN 4 YEARS AGO .......... 4
4 TO LESS THAN 5 YEARS AGO .......... 5
5 TO LESS THAN 6 YEARS AGO .......... 6
6 TO LESS THAN 7 YEARS AGO .......... 7
7 TO LESS THAN 8 YEARS AGO .......... 8
8 TO LESS THAN 9 YEARS AGO .......... 9
9 TO LESS THAN 10 YEARS AGO ....... 10
10 OR MORE YEARS AGO ............... 11
REF ......................................................... 7
DK ......................................................... 8
FOR Q3:
- IF WORKING IN A JOB (Q1a=1), SHOW “DO”
- IF CURRENTLY LOOKING FOR JOB (Q1a=2), SHOW “DID”

Q3. How many hours per week (do/did) you usually work at this job?

__________________ HOURS PER WEEK
REF ......................................................... 977
DK .............................................................. 988

FOR Q4a
- IF Q2= [1,3,7,8] SHOW “organization”
- IF Q2=2 SHOW “company”
- IF Q2= 4 OR 5, SKIP TO Q4b

Q4a. What is the name of the [company /organization] for which you work(ed)?

NAME: ___________________________________________ (Q5)

REF ............................................................. 977 (Q5)
DK .............................................................. 988 (Q5)

FOR Q4b
- IF Q2= 4 SHOW “business”
- IF Q2= 5 SHOW “family’s business”

Q4b. What is the name of your (business/family’s business)?

NAME: ___________________________________________

REF ............................................................. 977
DK .............................................................. 988
Q5. What kind of business or industry is this?

(READ IF NECESSARY: What do they make or do?)

______________________________________________________________ (Q6)

REF ................................................................. 977 (ASK Q5a)
DK ................................................................. 988 (ASK Q5a)

Q5a. Is this business or organization mainly manufacturing, retail trade, wholesale trade, or something else?

MANUFACTURING........................................... 1
RETAIL TRADE ........................................... 2
WHOLESALE TRADE ..................................... 3
SOMETHING ELSE.......................................... 4
REF ............................................................. 7
DK ............................................................. 8

Q5b ASKED ONLY IF Q2 = [1,2,3].

Q5b For how long (have/did) you work(ed) for your (current/last) employer?

_____ Months  OR  _____ Years

SPLIT-BALLOT EXPERIMENT:
Q6a AND Q6b TO BE ADMINISTERED TO RANDOMLY SELECTED HALVES OF SAMPLE.

Q6a. What kind of work (do/did) you do, that is, what (is/was) your occupation(IF NECESSARY: For example, Plumber, Typist, or Farmer)

______________________________________________________________

Q6b. What kind of work (do/did) you do, that is, what (is/was) your occupation(IF NECESSARY: For example, Electrician, Sales Person, or Mechanic)

______________________________________________________________

Q7. What (are/were) your usual activities or duties at this job?  (FOR EXAMPLE: TYPIST, KEEPS ACCOUNT BOOKS, FILES, SELLS CARS, OPERATES PRINTING PRESS, LAYS BRICKS)

______________________________________________________________
Q8. Would you say that on your own job you mainly provide services, repair things, or make things?

<table>
<thead>
<tr>
<th>Service Type</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROVIDE SERVICES</td>
<td>1</td>
</tr>
<tr>
<td>REPAIR THINGS</td>
<td>2 (Q9b)</td>
</tr>
<tr>
<td>MAKE THINGS</td>
<td>3 (Q9c)</td>
</tr>
<tr>
<td>REF</td>
<td>7 (Q10a)</td>
</tr>
<tr>
<td>DK</td>
<td>8 (Q10a)</td>
</tr>
</tbody>
</table>

Q9a. What kinds of services (do/did) you yourself provide?

______________________________________________________________ (Q10a)

Q9b. What kinds of things (do/did) you yourself repair?

______________________________________________________________ (Q10a)

Q9c. What kinds of things (do/did) you yourself make?

______________________________________________________________ (Q10a)

IF SELF-EMPLOYED/WORKING IN A FAMILY BUSINESS
(Q2=4,5) SKIP TO Q11

Q10a. On this job, (are/were) you a member of a labor union or of an employee association similar to a union?

<table>
<thead>
<tr>
<th>Response</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q10b. On this job, (are/were) you covered by a union or employee association contract?

<table>
<thead>
<tr>
<th>Response</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>
FOR Q11

- IF Q1a=2, SHOW “most recent”

Occupational Licensing Questions

Q11. Do you have a license or certification that is required by a federal, state or local government agency to do your (most recent) job?

[BEING LICENSED FOR AN OCCUPATION OTHER THAN THE CURRENT JOB SHOULD BE CODED AS A NO]

YES............................................................... 1
NO............................................................. 2 (Q25a)
IN PROCESS/WORKING ON IT ..................... 3
REF............................................................ 7 (Q25a)
DK.............................................................. 8 (Q25a)

Q11a. Would someone who does not have a license or certificate be legally allowed to do your job?

YES............................................................... 1
NO............................................................. 2 (Q13)
REF............................................................ 7
DK.............................................................. 8

Q12. Is everyone who does your job eventually required to have a license or certification by a federal, state or local government agency?

YES............................................................... 1
NO............................................................. 2
REF............................................................ 7
DK.............................................................. 8
Q13. Which of the following types of agencies (require / will require) you a license or certification to work in your occupation...

<table>
<thead>
<tr>
<th>Agency Type</th>
<th>YES</th>
<th>NO</th>
<th>REF</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. A state government agency?</td>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>b. A city or county government agency?</td>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>c. A federal government agency?</td>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

Q14. Are you required to have a college degree in order to become licensed or certified?

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
<th>REF</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

Q15. Are you required to have a high school diploma or GED in order to become licensed or certified?

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
<th>REF</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

Note: Questions 16 and 16a were deleted.

Q17. (Were/Are) you required complete an internship or apprenticeship in order to obtain your license or certificate?

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
<th>REF</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

Q17a. (Was/Is) the internship or apprenticeship for one year or less, or for more than one year?

<table>
<thead>
<tr>
<th>ONE YEAR OR LESS</th>
<th>MORE THAN ONE YEAR</th>
<th>REF</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>
Q18. (Did/Do) you have to pass a test in order for you to obtain your license or certification?

(IF NECESSARY: We mean a test apart from any class you may have taken)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q19. (Did/Do) you have to demonstrate you could perform certain jobs tasks in order to obtain your license or certificate?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

*Note: Question 20 was deleted.*

Q21. Do you have to pay a fee in order to have your license or certificate renewed?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>RENEWAL NOT NEEDED</td>
<td>3</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q22. Do you have to attend continuing education classes in order to renew your license or certificate?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>RENEWAL NOT NEEDED</td>
<td>3</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q23. Do you have to take periodic tests in order to maintain your license or certificate?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>
Q24. In order to confirm the information you’ve given me, can you tell me your full name and the state or other location in which your occupational license or certification (is/will be) registered?

[VERIFY SPELLING]

FIRST NAME:_________________ MIDDLE INIT:___ LAST NAME:________________

STATE1:_____________ STATE2:_____________ STATE3:____________

IF CITY/COUNTY ISSUED:

LOCAL1:_____________ LOCAL2:_____________ LOCAL3:____________
Job Tasks and Attributes

The next questions are about the kinds of tasks that you regularly (do/did) on your (most recent) job:

Q25a. (Do/Did) you perform your work primarily at one location, such as an office or store, or (do/did) you work in multiple locations, such as at customers’ premises, at job sites, or on the road?

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primarily one location</td>
<td>1</td>
</tr>
<tr>
<td>Multiple locations</td>
<td>2</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q25ab. How often (do/did) you work away from the primary work location? Would you say...

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>1</td>
</tr>
<tr>
<td>Rarely</td>
<td>2</td>
</tr>
<tr>
<td>Sometimes, or</td>
<td>3</td>
</tr>
<tr>
<td>Often?</td>
<td>4</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q25b. How much of your workday (involves/involved) carrying out short, repetitive tasks? Would you say...

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost all the time</td>
<td>1</td>
</tr>
<tr>
<td>More than half the time</td>
<td>2</td>
</tr>
<tr>
<td>Less than half the time, or</td>
<td>3</td>
</tr>
<tr>
<td>Almost none of the time</td>
<td>4</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q25c. How much of your workday (involves/involved) doing physical tasks such as standing, handling objects, operating machinery or vehicles, or making or fixing things with your hands? Would you say...

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost all the time</td>
<td>1</td>
</tr>
<tr>
<td>More than half the time</td>
<td>2</td>
</tr>
<tr>
<td>Less than half the time, or</td>
<td>3</td>
</tr>
<tr>
<td>Almost none of the time</td>
<td>4</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q25d. How much of your workday (involves/involved) managing or supervising other workers?

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost all the time</td>
<td>1</td>
</tr>
<tr>
<td>More than half the time</td>
<td>2</td>
</tr>
<tr>
<td>Less than half the time, or</td>
<td>3</td>
</tr>
<tr>
<td>Almost none of the time</td>
<td>4</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>
Note: Questions 25e and 25f were deleted.

Q25g. The next question is about the “problem solving” tasks you (do/did) at your job. Think of “problem solving” as what happens when you are faced with a new or difficult situation where you have to think for a while about what to do next. How often (do/did) you have to solve problems at your job that take at least 30 minutes to find a good solution? Would you say….

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>One or more times every day</td>
<td>1</td>
</tr>
<tr>
<td>At least once a week</td>
<td>2</td>
</tr>
<tr>
<td>At least once per month, or</td>
<td>3</td>
</tr>
<tr>
<td>Less than once a month?</td>
<td>4</td>
</tr>
<tr>
<td>NEVER</td>
<td>5</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q25h. How often (do/did) you solve problems at your jobs using advanced mathematics such as algebra, geometry, trigonometry, probability, or calculus? (Would you say…)

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>ONE OR MORE TIMES EVERY DAY</td>
<td>1</td>
</tr>
<tr>
<td>AT LEAST ONCE A WEEK</td>
<td>2</td>
</tr>
<tr>
<td>AT LEAST ONCE PER MONTH, OR</td>
<td>3</td>
</tr>
<tr>
<td>LESS THAN ONCE A MONTH?</td>
<td>4</td>
</tr>
<tr>
<td>NEVER</td>
<td>5</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Q25i. What (is/was) the longest document that you typically read as part of your job? Would you say….

<table>
<thead>
<tr>
<th>Length</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>One page or less</td>
<td>1</td>
</tr>
<tr>
<td>2 to 5 pages</td>
<td>2</td>
</tr>
<tr>
<td>6 to 10 pages</td>
<td>3</td>
</tr>
<tr>
<td>11 to 25 pages, or</td>
<td>4</td>
</tr>
<tr>
<td>More than 25 pages?</td>
<td>5</td>
</tr>
<tr>
<td>NEVER READ AT JOB</td>
<td>6</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

Note: Question 25j was deleted.
IN Q26a, IF INTERVIEW DATE IS IN JUNE, SHOW “June” 
ELSE, SHOW “July”

Q26a. Have you lost a job at any time in the last three years, that is, since (June/July) of 2005?

[VOLUNTARILY CHANGING OR LEAVING A JOB COUNTS AS NO]

YES .................................................................................. 1  
NO .................................................................................... 2 (Q27)  
REF ................................................................. 7 (Q27)  
DK ................................................................. 8 (Q27)

Q26b. Was this because work usually done at your workplace was transferred out to be done somewhere else? (IF LOST MORE THAN ONE JOB, PROBE FOR MOST RECENT JOB LOST)

YES .................................................................................. 1  
NO .................................................................................... 2 (Q26d)  
REF ................................................................. 7 (Q26d)  
DK ................................................................. 8 (Q26d)

Q26c. Was the work transferred to another country (for example, Mexico, China or India)?

YES ..................................................................................1 (Q27)  
NO ....................................................................................2 (Q27)  
REF ................................................................. 7 (Q27)  
DK ................................................................. 8 (Q27)

Q26d. Did you lose your job because work usually done at your workplace was automated or computerized?

YES .................................................................................. 1  
NO .................................................................................... 2  
REF ................................................................. 7  
DK ................................................................. 8
Offshorability Questions

Q27. Some jobs can be done remotely using a telephone or a computer, while others require face-to-face or physical presence at the job. For example, a telephone survey-taker like me can call you from some other state or even from a foreign country. A computer programmer or a person who takes customer orders over the phone can do the job from anywhere using a computer or telephone. However, a taxi-cab driver, a barber, or a waitress must be at the same place as their customers, and a construction worker has to be physically present at a job site.

So thinking about the distinction I just described, can the work that you (do/did) for your (current/most recent) employer or customers be done at a remote location or does it require you to be physically present where the employer or job site is?

(IF NECESSARY: Please remember that these questions apply only to you and your work, not to others who do similar work elsewhere, and not to others who do different work for your employer.)

| CAN BE DONE AT REMOTE LOCATION | 1 |
| CAN BE DONE REMOTELY, BUT WITH DIFFICULTY | 2 |
| REQUIRES PHYSICAL PRESENCE AT A PARTICULAR LOCATION | 3 (Q27b) |
| SOME PARTS/SOMETIMES | 4 (Q27b) |
| REF | 7 (Q28) |
| DK | 8 (Q28) |

Q27a. How would your work be done from a remote location?

__________________________________________________________
__________________________________________________________ (Q28)

Q27b. Why does the work require you to be physically present?

__________________________________________________________

Q27a/b TO BE ADMINISTERED TO A RANDOM 1/12 OF SAMPLE
Q28. Is most of the work you (do/did) on your main job performed as part of a work unit or group, such as an office staff or an assembly line, or (do/did) you work mostly by yourself?

- MOSTLY IN A UNIT/GROUP ......................... 1
- MOSTLY BY MYSELF .................................. 2
- VARIES/DEPENDS ..................................... 3
- REF ................................................................ 7
- DK .................................................................. 8

Q29. To what extent does the work you (do/did) on your main job involve face-to-face contact with people other than your co-workers or supervisors? Would you say a lot, a moderate amount, a little, or none at all?

- A LOT ......................................................... 1
- A MODERATE AMOUNT ......................... 2
- A LITTLE .......................................................... 3
- NONE AT ALL .................................................. 4
- REF ............................................................ 7
- DK ............................................................. 8

(Q32)

Q30. I am going to read a list of the types of people with whom you may have face-to-face contact on your job. As I read each one, please tell me whether you (have/had) a lot of face-to-face contact with this type of person, some contact, or no contact at all:

<table>
<thead>
<tr>
<th>Type of Person</th>
<th>A LOT</th>
<th>SOME</th>
<th>NONE</th>
<th>REF</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Customers or clients</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>b. Suppliers or contractors</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>c. Students or trainees</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>d. Patients</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>
Q31. Now think about the work you (do/did) face-to-face with others. To what extent is it possible for you to do that work without being physically present? By that I mean doing the work at a remote location and then delivering it by mail, by telephone, by sending it over the Internet, and so on. Would you say all of the work could be done that way, most of the work, a little of it, or none at all?

ALL OF THE WORK ........................................... 1
MOST OF THE WORK ...................................... 2
A LITTLE OF THE WORK ................................ 3
NONE AT ALL ................................................ 4 (BOX BEFORE Q34a)
REF ............................................................. 7
DK ................................................................. 8

Q31a. If work like yours (is/was) done elsewhere rather than face-to-face, do you think the quality would deteriorate a lot, a moderate amount, a little, or none at all?

A LOT ............................................................ 1
A MODERATE AMOUNT .................................. 2
A LITTLE ......................................................... 3
NONE AT ALL ............................................... 4
REF ............................................................. 7
DK ................................................................. 8

Q32. To what extent (is/was) it possible for you to do the work on your job without being physically present? By that I mean you could do the work at a remote location and then deliver it by mail, by telephone, by sending it over the Internet, and so on. Would you say all of the work could be done that way, most of the work, a little of it, or none at all?

ALL OF THE WORK ........................................... 1
MOST OF THE WORK ...................................... 2
A LITTLE OF THE WORK ................................ 3
NONE AT ALL ................................................ 4 (BOX BEFORE Q34a)
REF ............................................................. 7
DK ................................................................. 8

Q32a. If work like yours is done elsewhere and delivered from a remote location, by how much, if at all, do you think the quality would deteriorate?

A LOT ............................................................ 1
A MODERATE AMOUNT .................................. 2
A LITTLE ......................................................... 3
NONE AT ALL ............................................... 4
REF ............................................................. 7
DK ................................................................. 8
Q33. If work like yours is done elsewhere and delivered, how would it be delivered?

(MARK ALL THAT APPLY)

SHIPPED OR TRUCKED ........................................... 1
MAILED THROUGH US POSTAL SERVICE .... 1
FEDEX/UPS/DHL, ETC ........................................... 1
SENT BY COMPUTER
(NETWORK/INTERNET/EMAIL, ETC ........... 1
SENT BY TELEPHONE OR FAX ...................... 1
OTHER METHOD (SPECIFY) __________ ...... 1
REF ................................................................. 7
DK ................................................................. 8

IF SELF-EMPLOYED/WORKING IN FAMILY BUSINESS (Q2=4,5)
SKIP TO Q35
IF Q5b=11+ YEARS OR Q2A=11, THEN SKIP TO Q35.

Wage Bargaining Section

Q34a. Think back to the time when your were offered your (current/most recent) job. When you were offered this job, was it possible for you to keep your previous job instead if you wanted to?

YES ............................................................. 1
NO .............................................................. 2
NO PREVIOUS JOB .......................................... 3
REF ............................................................. 7
DK ............................................................. 8

Q34b. At the time that you were first interviewed for your job, did you already know exactly how much it would pay, have a pretty good idea of much it would pay, or have very little idea of how much it would pay if you got it?

KNEW EXACTLY WHAT IT WOULD PAY .... 1
HAD GOOD IDEA .............................. 2
HAD VERY LITTLE IDEA .................. 3
DID NOT HAVE INTERVIEW FOR JOB .... 4
REF ............................................................. 7
DK ............................................................. 8
Q34c. Did your [current/most recent] employer learn how much you were making in your previous job before making you your job offer?

YES ................................................................. 1
NO ........................................................................ 2
REF ................................................................. 7
DK ........................................................................ 8

Q34d. When you were offered your (current/previous job), did your employer make a “take-it-or leave-it” offer or was there some bargaining that took place over the pay?

TAKE IT OR LEAVE IT OFFER ......................... 1
SOME BARGAINING OVER PAY .................. 2
REF ................................................................. 7
DK ........................................................................ 8

Q35. Could you please tell me your age: _________

REF .....................................................................997
DK .....................................................................998

Work Experience Questions

Q36a. Since age 18, in how many years altogether have you worked for pay or profit? Please count all years in which you worked either all or part of the year.

(IF NECESSARY: Your best estimate is fine)

______________ YEARS

ZERO YEARS / NEVER WORKED .............0  (Q37)
REF .................................................................97 (Q37)
DK .....................................................................98 (Q37)
Q36b. You told me that you have worked in a total of [fill] years since age 18. In how many of these years did you work full-time for more than half the year?

(IF NECESSARY: Your best estimate is fine)

____________ YEARS

REF ......................................................... 97
DK ......................................................... 98

Q37. [IF NOT OBVIOUS] Are you male or female?

MALE ....................................................... 1
FEMALE .................................................... 2
REF ......................................................... 7
DK .......................................................... 8

Q38. Are you now…

Married ..................................................... 1
Widowed .................................................... 2
Divorced ................................................... 3
Separated, or .............................................. 4
Never married .......................... 5
REF ......................................................... 7
DK .......................................................... 8

Q38aa. Do you have any children? (IF NECESSARY: children by birth, adoption, or marriage)

YES .......................................................... 1
NO ............................................................ 2 (Q39)
REF ......................................................... 7 (Q39)
DK .......................................................... 8 (Q39)

Q38a. Do any children of your own currently live with you? (IF NECESSARY: children by birth, adoption, or marriage)

[IF CHILD STAYS IN HOUSEHOLD HALFTIME OR MORE, CODE AS YES]

YES .......................................................... 1
NO ............................................................ 2 (Q39)
REF ......................................................... 7 (Q39)
DK .......................................................... 8 (Q39)

Q38b. How many of these children are under age 6?

____________

REF ......................................................... 97
DK .......................................................... 98
Q38c. How many of these children are age 6 to 17?

| REF | 97 |
| DK | 98 |

Q39. What is the highest level of school you have completed or the highest degree you have received?

<table>
<thead>
<tr>
<th>Level</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>LESS THAN 1ST GRADE</td>
<td>1</td>
</tr>
<tr>
<td>1ST, 2ND, 3RD, OR 4TH GRADE</td>
<td>2</td>
</tr>
<tr>
<td>5TH OR 6TH GRADE</td>
<td>3</td>
</tr>
<tr>
<td>7TH OR 8TH GRADE</td>
<td>4</td>
</tr>
<tr>
<td>9TH GRADE</td>
<td>5</td>
</tr>
<tr>
<td>10TH GRADE</td>
<td>6</td>
</tr>
<tr>
<td>11TH GRADE</td>
<td>7</td>
</tr>
<tr>
<td>12TH GRADE, NO DIPLOMA</td>
<td>8</td>
</tr>
<tr>
<td>HIGH SCHOOL / GED</td>
<td>9</td>
</tr>
<tr>
<td>SOME COLLEGE, NO DEGREE</td>
<td>10</td>
</tr>
<tr>
<td>VOCATIONAL/TECH SCHOOL DEGREE</td>
<td>11</td>
</tr>
<tr>
<td>ASSOCIATE COLLEGE DEGREE</td>
<td>12</td>
</tr>
<tr>
<td>BACHELOR’S COLLEGE DEGREE</td>
<td>13</td>
</tr>
<tr>
<td>MASTERS DEGREE (MA, MS, MBA, MSW)</td>
<td>14</td>
</tr>
<tr>
<td>PROFESSIONAL SCHOOL DEGREE (MD, DDS, DVM, JD, LLB)</td>
<td>15</td>
</tr>
<tr>
<td>DOCTORAL DEGREE (PhD, EdD)</td>
<td>16</td>
</tr>
<tr>
<td>REF</td>
<td>97</td>
</tr>
<tr>
<td>DK</td>
<td>98</td>
</tr>
</tbody>
</table>

ASK Q39a ONLY IF Q39= [9,10,11,…16]

Q39a. Do you have a GED or a regular high school degree?

| YES | 1 |
| NO | 2 |
| REF | 7 |
| DK | 8 |

Q40. Are you of Hispanic or Latino origin?

| YES | 1 |
| NO | 2 |
| REF | 7 |
| DK | 8 |
Q41. What is your race? Do you consider yourself… [MARK ALL THAT APPLY]

- White ................................................................. 1
- Black or African American ................................. 1
- American Indian or Alaskan Native ...................... 1
- Asian ................................................................. 1
- Native Hawaiian or Other Pacific Islander, or .... 1
- Some other Race (SPECIFY): .............................. 1
- REF ................................................................. 97
- DK ................................................................. 98

Q42. Over the past 12 months, about how many weeks were you employed at a job?

[IF NECESSARY: The entire time would be 52 weeks]
[BEING ON TEMPORARY LEAVE FROM A JOB COUNTS AS EMPLOYED]

____________ WEEKS

- REF ................................................................. 97
- DK ................................................................. 98

FOR Q43
- IF CURRENTLY LOOKING FOR JOB (Q1a=2), SHOW “most recent”

Q43. For your (most recent) job, what is the easiest way for you to report your total earnings before taxes or other deductions: hourly, weekly, monthly, or annually?

- HOURLY ............................................................... 1
- WEEKLY ............................................................. 2
- MONTHLY ........................................................... 3
- ANNUALLY .......................................................... 4
- REF ................................................................. 7 (Q43d)
- DK ................................................................. 8 (Q43d)

Q43a. (Do/Did) you usually receive overtime pay, tips, or commissions at this job?

- YES ................................................................. 1
- NO ................................................................. 2
- REF ................................................................. 7
- DK ................................................................. 8
IF PAID HOURLY (Q43=1), ASK Q43b
IF Q43=1 AND Q43a=1, ALSO ASK Q43c
ELSE ASK ONLY Q43d

Q43b. (Excluding overtime pay, tips, and commissions) what (is/was) your hourly rate of pay on this job?
  $__________

Q43c. How much (do/did) you usually earn an hour just in overtime pay, tips, or commissions?
  $__________

SKIP TO PROXY QUESTIONS SECTION

FOR Q43d
  • IF Q43=2, SHOW “weekly”
  • IF Q42=[3,7,8] SHOW “monthly”
  • IF Q43=4, SHOW “annual”

Q43d. (Including overtime pay, tips and commissions) what (are/were) your usual (weekly/monthly/annual) earnings on this job, before taxes or other deductions?
  $__________
Proxy Questions for One other HH Adult:

THIS SECTION IS ASKED FOR HOUSEHOLDS WITH TWO OR MORE ADULTS. THE QUESTIONS ARE ABOUT ANOTHER ADULT IN THE HOUSEHOLD, TO BE RANDOMLY CHOSEN IF THERE ARE MORE THAN TWO OTHER ADULTS

NOTE: THE ADULT THESE QUESTIONS ADDRESS DOES NOT HAVE TO HAVE BEEN ELIGIBLE FOR THE INTERVIEW (IT COULD BE SOMEONE NOT WORKING, NOT LOOKING FOR A JOB, OR EVEN SOMEONE WHO HAD NEVER HAD A JOB).

The interview is almost complete. But we would like to ask you a few questions about [the/one] other adult in your household. [My computer has selected (FILL NAME FROM SCREENER) for these questions.

(IF NECESSARY: We do not want to talk with that person – in this part of the interview we want to see how well people can provide work experience about another person)

Q44. First of all, what is the relationship between you and [FILL NAME]?

SPOUSE.............................................................. 1
PARTNER.......................................................... 2
PARENT OR CHILD ............................................. 3
OTHER RELATIVE (SIBLING,
GRANDPARENT, COUSIN, ETC.) ...................... 4
UNRELATED (ROOMATE,
BOARDER, LANDLORD) ............................... 5
REF ................................................................. 7
DK................................................................. 8

IF OTHER ADULT IS SPOUSE/PARTNER OF RESPONDENT

[Q44=1/2], SKIP TO Q44A.

ELSE, CONTINUE
Q44xa. Is {FILLNAME} now…

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>1</td>
</tr>
<tr>
<td>Widowed</td>
<td>2</td>
</tr>
<tr>
<td>Divorced</td>
<td>3</td>
</tr>
<tr>
<td>Separated, or</td>
<td>4</td>
</tr>
<tr>
<td>Never married</td>
<td>5</td>
</tr>
<tr>
<td>REF</td>
<td>7</td>
</tr>
<tr>
<td>DK</td>
<td>8</td>
</tr>
</tbody>
</table>

IF CURRENTLY WORKING (SC-06/SC-09/SC-12/SC-15=1) ASK Q44a.
IF NEVER WORKED (SC-07/SC-10/SC-13/SC-16=2) GO TO Q45
ELSE, GO TO Q44C

Q44xaa. Does {FILLNAME} have any children? (IF NECESSARY: children by birth, adoption, or marriage)

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2 (Q44a)</td>
</tr>
<tr>
<td>REF</td>
<td>7 (Q44a)</td>
</tr>
<tr>
<td>DK</td>
<td>8 (Q44a)</td>
</tr>
</tbody>
</table>

Q44xbb. Do any children of {FILLNAME}'s currently live in the household? (IF NECESSARY: children by birth, adoption, or marriage)
IF CHILD STAYS IN HOUSEHOLD HALFTIME OR MORE, CODE AS YES

<table>
<thead>
<tr>
<th>Option</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>1</td>
</tr>
<tr>
<td>NO</td>
<td>2 (Q44a)</td>
</tr>
<tr>
<td>REF</td>
<td>7 (Q44a)</td>
</tr>
<tr>
<td>DK</td>
<td>8 (Q44a)</td>
</tr>
</tbody>
</table>

Q44xc. How many of these children are under age 6?

<table>
<thead>
<tr>
<th>Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>REF</td>
</tr>
<tr>
<td>DK</td>
</tr>
</tbody>
</table>

Q44xd. How many of these children are age 6 to 17?

<table>
<thead>
<tr>
<th>Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>REF</td>
</tr>
<tr>
<td>DK</td>
</tr>
</tbody>
</table>
Q44a. Is [FILL NAME] working in one job, or more than one job?

ONE JOB ......................................................... 1
MORE THAN ONE JOB ....................................... 2
NOT CURRENTLY WORKING .............................. 3
REF ..................................................................... 7
DK...................................................................... 8

Q44c. Over the past 12 months, about how many weeks was [FILL NAME] employed at a job?

[IF NECESSARY: The entire time would be 52 weeks]
[BEING ON TEMPORARY LEAVE FROM A JOB COUNTS AS EMPLOYED]

____________ WEEKS

ZERO WEEKS / NO WORK IN PAST YEAR.. 0
REF ..................................................................... 97
DK...................................................................... 98

Q45. [IF NOT OBVIOUS] Is [FILL NAME] male or female?

MALE ......................................................... 1
FEMALE ......................................................... 2
REF ..................................................................... 7
DK...................................................................... 8

IF NO WORK IN PAST YEAR [Q44c=0] OR
NEVER WORKED (SC-07/SC-10/SC-13/SC-16=2) SKIP TO Q47

Q46. How many hours per week (does/did) [FILL NAME] usually work at (his/her) (main/most recent) job?

_____________ HOURS PER WEEK

REF ..................................................................... 977
DK...................................................................... 988

Q47. Could you please tell me [FILL NAME]’s age: __________
Q48a. Since age 18, in how many years altogether has [FILL NAME] worked for pay or profit? Please count all years in which this person worked either all or part of the year.

(IF NECESSARY: Your best estimate is fine)

____________ YEARS

ZERO YEARS / NEVER WORKED ............... 0 (Q49)
REF ........................................... 97 (Q49)
DK............................................... 98 (Q49)

Q48b. You told me that [FILL NAME] has worked in a total of [fill] years since age 18. In how many of these years did this person work full-time for more than half the year?

(IF NECESSARY: Your best estimate is fine)

____________ YEARS

REF ........................................... 97
DK............................................... 98

Q49. What is the highest level of school (he/she) has completed or the highest degree received?

LESS THAN 1ST GRADE ......................... 1
1ST, 2ND, 3RD, OR 4TH GRADE............. 2
5TH OR 6TH GRADE ............................ 3
7TH OR 8TH GRADE ............................ 4
9TH GRADE ..................................... 5
10TH GRADE .................................... 6
11TH GRADE ..................................... 7
12TH GRADE, NO DIPLOMA ................... 8
HIGH SCHOOL / GED ........................... 9
SOME COLLEGE, NO DEGREE ............... 10
VOCATIONAL/TECH SCHOOL DEGREE .... 11
ASSOCIATE COLLEGE DEGREE .......... 12
BACHELOR’S COLLEGE DEGREE .......... 13
MASTERS DEGREE (MA, MS, MBA, MSW) .. 14
PROFESSIONAL SCHOOL
DEGREE (MD, DDS, DVM, JD, LLB) ........ 15
DOCTORAL DEGREE (PhD, EdD) .......... 16
REF ........................................... 97
DK............................................... 98
Q50. Is (he/she) of Hispanic or Latino origin?

YES ................................................................. 1
NO ................................................................. 2
REF ................................................................. 7
DK ................................................................. 8

Q51. What is (his/her) race? Is it… [MARK ALL THAT APPLY]

White ............................................................... 1
Black or African American .................................. 1
American Indian or Alaskan Native ...................... 1
Asian ............................................................... 1
Native Hawaiian or Other Pacific Islander, or .... 1
Some other Race (SPECIFY): .............................. 1
REF ................................................................. 97
DK ................................................................. 98

FOR Q52:

• IF NO WORK IN PAST YEAR [Q44c=0] SKIP TO END
• IF CURRENTLY LOOKING FOR JOB (Q44a =2), SHOW “most recent”
• IF WORKING IN MORE THAN ONE JOB (Q =2), SHOW “main” JOB, AND DEFINITION OF MAIN JOB

Q52. For [FILL NAME]’s (most recent/main) job, what is the easiest way for you to report [his/her] total earnings before taxes or other deductions: hourly, weekly, monthly, or annually? (By main job, we mean the one where you usually work the most hours)

HOURLY ......................................................... 1
WEEKLY ......................................................... 2
MONTHLY ......................................................... 3
ANNUALLY ...................................................... 4
REF ................................................................. 7 (Q52d)
DK ................................................................. 8 (Q52d)

Q52a. (Does/Did) [he/she] usually receive overtime pay, tips, or commissions at this job?

YES ................................................................. 1
NO ................................................................. 2
REF ................................................................. 7
DK ................................................................. 8
IF PAID HOURLY (Q52=1), ASK Q52b
IF Q52=1 AND Q52a=1, ALSO ASK Q52c
ELSE ASK ONLY Q52d

Q52b. (Excluding overtime pay, tips, and commissions) what (is/was) [FILL NAME]’s hourly rate of pay on this job?
$___________

Q52c. How much (do/did) [FILL NAME] usually earn an hour just in overtime pay, tips, or commissions?
$___________

FOR Q52d
- IF Q52=2, SHOW “weekly”
- IF Q52=[3,7,8] SHOW “monthly”
- IF Q52=4, SHOW “annual”

Q52d. (Including overtime pay, tips and commissions) what (are/were) [FILL NAME]’s usual (weekly/monthly/annual) earnings on this job, before taxes or other deductions?
$___________

END. That completes the interview. Thank you for your time.