UnderStandingAmericaStudy

UAS 51: WORK SCHEDULE AND WORK SCHEDULE PREFERENCES

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Contents

1 INTRODUCTION

This UAS panel survey, titled "UAS51: Work schedule and work schedule preferences" asks respondents about their current work schedule and their schedule preferences. It includes experiments comparing preferences for fixed vs. flexible work schedules, over a range of compensation rates. This survey is no longer in the field. Respondents were paid $3 to complete the survey.

The survey is part of a study that includes UAS51: Work schedule and work schedule preferences; UAS 79: Employment and Work Schedule Preferences; and UAS 82: Work location and preferences.

1.1 Topics

This survey contains questions (among others) on the following topics: Employment And Labor Market. A complete survey topic categorization for the UAS can be found here.

1.2 Experiments

This survey includes experiment(s) of the following type(s): Hypothetical Scenarios Experiments. Please refer to explanatory comments in the Routing section for detailed information. A complete survey experiment categorization for the UAS can be found here.

1.3 Citation

Each publication, press release or other document that cites results from this survey must include an acknowledgment of UAS as the data source and a disclaimer such as, 'The project described in this paper relies on data from survey(s) administered by the Understanding America Study, which is maintained by the Center for Economic and Social Research (CESR) at the University of Southern California. The content of this paper is solely the responsibility of the authors and does not necessarily represent the official views of USC or UAS.' For any questions or more information about the UAS, contact Tania Gutsche, Project and Panel Manager, Center for Economic and Social Research, University of Southern California, at tgutsche@usc.edu.

2 SURVEY RESPONSE AND DATA

2.1 Sample selection and response rate

The sample selection for this survey was:

All active English speaking respondents from the Nationally Representative sample who are unemployed and looking for work, or employed full and part time (no matter what other employment status).

As such, this survey was made available to 2593 UAS participants. Of those 2593 participants, 2154 completed the survey and are counted as respondents. Of those who are not counted as respondents, 1 started the survey without completing and 438 did not start the survey. The overall response rate was 83.07%.
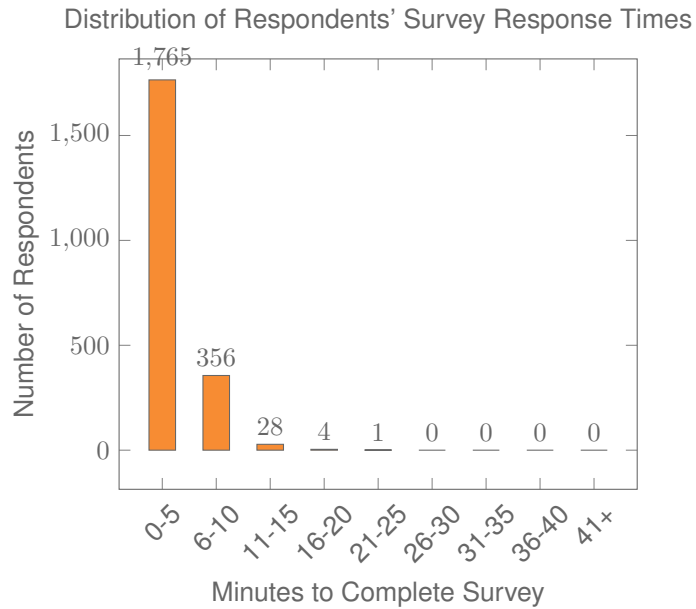
Note: We are unable to provide sample weights for a small number of UAS members (see the Sample and weighting section below for details). If they completed the survey, these members are included in the data set with a weight of zero, but accounted for in the computation of total sample size and survey response rate.%.

The detailed survey response rate is as follows:

UAS51 - Response Overview	
Size of selected sample	2593
Completed the survey	2154
Started but did not complete the survey	1
Did not start the survey	438
Response rate	83.07%

2.2 Timings

The survey took respondents an average of 4 minutes, and the full distribution of survey response times is available in the figure below. Times per question are available upon request.

Distribution of Respondents' Survey Response Times

Number of Respondents

1,765
1,500
1,000
500
356
28 4 1 0 0 0 0

0-5 6-10 11-15 16-20 21-25 26-30 31-35 36-40 41+

Minutes to Complete Survey

2.3   Sample & Weighting

Weights are included in the data set for this survey. This survey dataset may contain respondents with a weight of zero. These respondents belong to a small group of UAS members for whom sample weights cannot be computed due to non-probability recruitment for special projects. Hence, while they are accounted for in the total number of survey respondents, they do not contribute to any statistics using sample weights. For more details on the UAS weighing procedures please refer to the UAS Weighting Procedures V1. Please contact UAS staff with any questions.

3 STANDARD VARIABLES

Each Understanding America Study data set contains a series of standard variables, consisting of individual, household and sample identifiers, language indicator, time stamps and a rating by the respondent of how much he or she liked the survey. These variables are based on the questions asked quarterly in the My Household survey after the application of a cleaning process (https://uasdata.usc.edu/page/Data+Cleaning+Process). They are the following:

○ **uasid**: the identifier of the respondent. This identifier is assigned to a respondent at recruitment and stays with the respondent throughout each and every survey he/she participates in. When analyzing data from multiple surveys, the 'uasid' can be used to merge data sets.

○ **uashhid**: the household identifier of the respondent. Every member is assigned a household identifier, stored in the variable ¡em¿uashhid¡/em¿. For the primary respondent this identifier is his or her 'uasid'. All other eligible members of the primary respondent's household (everyone who is 18 or older in the household) who become UAS respondents receive the uasid of the primary respondent as their household identifier. The uashhid remains constant over time for all respondents. Thus it is always possible to find the original UAS household of an UAS panel member (even after they, for example, have moved out to form another household).

○ **uashhid_current**: the current household identifier of the respondent. Uniquely identifies the household a UAS panel member belongs to in a given survey INDEPENDENT of the exact composition of the household in terms of who else in the household are UAS members. Missing (.n) for respondents who are in a single-UAS member household. Available on request in data sets prior to September 3, 2025.

○ **survhhid**: uniquely identifies the household a UAS panel member belongs to in a given survey DEPENDENT on the exact composition of the household in terms of who else in the household are UAS members. Is set to missing (.n) if no other household members are UAS panel members at the time of the survey. Is set to unknown (.u) for respondents who last participated in the My Household survey prior to January 21, 2015.

○ **uasmembers**: is the number of other household members who are also UAS panel members at the time of the survey. Since individuals can answer the same survey at different points in time (which can be relatively far apart is the survey is kept in the field for a prolonged time), it may be possible that, within the same data set, the primary respondent of a household has a value of '0', whereas the second UAS household respondent has a value of '1'. Therefore 'uasmembers' should be interpreted as the number of household and UAS panel members at the time the respondent answers the survey. Note: in the My Household survey 'uasmembers' is set to unknown (.u) for respondents who last participated in the My Household survey prior to January 21, 2015.

○ **sampleframe**: indicates the sampling frame from which the household of the respondent was recruited. All UAS recruitment is done through address based sampling (ABS) in which samples are acquired based on postal records. Currently, the variable 'sampleframe' takes on four values reflecting four distinct sample frames used by the UAS over the year (in future data sets the number of sample frames used for recruitment may increase if additional specific populations are targeted in future recruitment batches):

1. U.S. National Territory: recruited through ABS within the entire U.S.
2. Areas high concentration Nat Ame: recruited through ABS in areas with a high concentration of Native Americans in the zip-code. Within these batches, individuals who are not Native Americans are not invited to join the UAS.
3. Los Angeles County: recruited through ABS within Los Angeles County.
4. California: recruited through ABS within California.

Note: prior to March 6, 2024 this variable was called sampletype and had the following value labels for the above list in UAS data sets:

1. Nationally Representative Sample: recruited through ABS within the entire U.S.
2. Native Americans: recruited through ABS in areas with a high concentration of Native Americans. Within these batches, individuals who are not Native Americans are not invited to join the UAS.
3. LA County: recruited through ABS within Los Angeles County.
4. California: recruited through ABS within California.

○ **batch**: indicates the batch from which the respondent was recruited. Currently, this variable takes the following values (in future data sets the number of batches may increase as new recruitment batches are added to the UAS):

1. ASDE 2014/01
2. ASDE 2014/01
3. ASDE 2014/01
4. Public records 2015/05
5. MSG 2015/07
6. MSG 2016/01
7. MSG 2016/01
8. MSG 2016/01
9. MSG 2016/02
10. MSG 2016/03
11. MSG 2016/04
12. MSG 2016/05

13. MSG 2016/08
14. MSG 2017/03
15. MSG 2017/11
16. MSG 2018/02
17. MSG 2018/08
18. MSG 2019/04
19. MSG 2019/05
20. MSG 2019/11
21. MSG 2020/08
22. MSG 2020/10
23. MSG 2021/02
24. MSG 2021/08
25. MSG 2021/08
26. MSG 2022/02
27. MSG 2022/02
28. MSG 2022/08
29. MSG 2022/11
30. MSG 2022/11
31. MSG 2023/01
32. MSG 2023/06
33. MSG 2023/09
34. MSG 2023/10
35. MSG 2025/02
36. MSG 2025/09

Note: prior to March 6, 2024 this variable had the following value labels for the above list in UAS data sets:

1. ASDE 2014/01 Nat.Rep.
2. ASDE 2014/01 Native Am.
3. ASDE 2014/11 Native Am.
4. LA County 2015/05 List Sample
5. MSG 2015/07 Nat.Rep.
6. MSG 2016/01 Nat.Rep. Batch 2
7. MSG 2016/01 Nat.Rep. Batch 3
8. MSG 2016/01 Nat.Rep. Batch 4

9. MSG 2016/02 Nat.Rep. Batch 5

10. MSG 2016/03 Nat.Rep. Batch 6

11. MSG 2016/04 Nat.Rep. Batch 7

12. MSG 2016/05 Nat.Rep. Batch 8

13. MSG 2016/08 LA County Batch 2

14. MSG 2017/03 LA County Batch 3

15. MSG 2017/11 California Batch 1

16. MSG 2018/02 California Batch 2

17. MSG 2018/08 Nat.Rep. Batch 9

18. MSG 2019/04 LA County Batch 4

19. MSG 2019/05 LA County Batch 5

20. MSG 2019/11 Nat. Rep. Batch 10

21. MSG 2020/08 Nat. Rep. Batch 11

22. MSG 2020/10 Nat. Rep. Batch 12

23. MSG 2021/02 Nat. Rep. Batch 13

24. MSG 2021/08 Nat. Rep. Batch 15

25. MSG 2021/08 Nat. Rep. Batch 16

26. MSG 2022/02 Nat. Rep. Batch 17 (priority)

27. MSG 2022/02 Nat. Rep. Batch 17 (regular)

28. MSG 2022/08 Nat. Rep. Batch 18

29. MSG 2022/11 LA County Batch 6

30. MSG 2022/11 Nat. Rep. Batch 20

31. MSG 2023/01 Nat. Rep. Batch 21

32. MSG 2023/06 Nat. Rep. Batch 22

33. MSG 2023-09 Native Am. Batch 3

34. MSG 2023-10 Nat. Rep. Batch 23

○ **primary_respondent**: indicates if the respondent was the first person within the household (i.e. to become a member or whether s/he was added as a subsequent member. A household in this regard is broadly defined as anyone living together with the primary respondent. That is, a household comprises individuals who live together, e.g. as part of a family relationship (like a spouse/child/parent) or in context of some other relationship (like a roommate or tenant).

○ **hardware**: indicates whether the respondent ever received hardware or not. Note: this variable should not be used to determine whether a respondent received hardware at a given point in time and/or whether s/he used the hardware to participate in a survey. Rather, it indicates whether hardware was ever provided:

1. None
2. Tablet (includes Internet)

○ **language**: the language in which the survey was conducted. This variable takes a value of 1 for English and a value of 2 for Spanish.

○ **start_date (start_year, start_month, start_day, start_hour, start_min, start_sec)**: indicates the time at which the respondent started the survey.

○ **end_date (end_year, end_month, end_day, end_hour, end_min, end_sec)**: indicates the time at which the respondent completed the survey.

○ **cs_001**: indicates how interesting the respondent found the survey.

4 DEMOGRAPHICS

Every UAS survey data set also includes demographic variables, which provide background information about the respondent and their household. Demographic information such as age, ethnicity, education, marital status, work status, state of residence, family structure is elicited every quarter through the "My Household" survey. The demographic variables provided with each survey are taken from the most recent 'MyHousehold' survey answered by the respondent. If at the time of a survey, the information in "My Household" is more than three months old, a respondent is required to check and update his or her information before being able to take the survey.

The demographic variables are based on the questions taken from the My Household survey after the application of the cleaning process.

The following variables are available in survey data sets after October 8, 2025:

- ○ **sex**: indicates the sex of the respondent as assigned at birth. Is set to gender if the respondent has not filled out My Household after October 8, 2025.

- ○ **genderid**: indicates the current gender of the respondent. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025. Available in data sets after October 8, 2025.

- ○ **dateofbirth_year**: indicates the year of birth of the respondent.

- ○ **age**: indicates the age of the respondent at the start of the survey.

- ○ **agerange**: if the respondent's age cannot be calculate due to missing information, 'agerange' indicates the approximate age. Should a value for both the 'age' and 'agerange' be present, then 'age' takes precedence over 'agerange'.

- ○ **citizenus**: indicates whether the respondent is a U.S. citizen.

- ○ **bornus**: indicates whether the respondent was born in the U.S.

- ○ **stateborn**: indicates the state in which the respondent was born. Is set to missing (.) if the respondent was not born in the U.S.

- ○ **countryborn**: indicates the country in which the respondent was born. Is set to missing (.) if the respondent was born in the U.S.

- ○ **stateside**: indicates the state in which the respondent is living.

- ○ **immigration_status**: indicates whether the respondent is an immigrant. It takes one of the following values: 0 Non-immigrant, 1 First generation immigrant (immigrant who migrated to the U.S), 2 Second generation immigrant (U.S.-born children of at least one foreign-born parent), 3 Third generation immigrant (U.S.-born children of at least

one U.S.-born parent, where at least one grandparent is foreign-born), or 4 Unknown immigrant status.

○ **maritalstatus**: indicates the marital status of the respondent.

○ **livewithpartner**: indicates whether the respondent lives with a partner.

○ **education**: indicates the highest level of education attained by the respondent.

○ **white**: indicates whether the respondent identifies him or herself as white (Caucasian).

○ **black**: indicates whether the respondent identifies him or herself as black (African-American).

○ **nativeamer**: indicates whether the respondent identifies him or herself as Native American (American Indian or Alaska Native).

○ **asian**: indicates whether the respondent identifies him or herself as Asian (Asian-American).

○ **pacific**: indicates whether the respondent identifies him or herself as Native Hawaiian or Other Pacific Islander.

○ **race**: indicates the race of the respondent as singular (e.g., '1 White' or '2 Black') or as mixed (in case the respondent identifies with two or more races). The value '6 Mixed' that the respondent answered 'Yes' to at least two of the single race categories. This variable is generated based on the values of the different race variables (white, black, nativeamer, asian, pacific). This composite measure is not conditional on hisplatino, so an individual may identify as Hispanic or Latino, and also as a member of one or more racial groups.

○ **race_identify**: indicates the race the respondent identifies with most (if mixed). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hisplatino**: indicates whether the respondent identifies him or herself as being Hispanic or Latino. This variable is asked separately from race.

○ **mena**: indicates whether the respondent identifies as being of Middle Eastern or North African ancestry. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **working**: indicates whether the respondent is working for pay.

○ **sick_leave**: indicates whether the respondent is not working because sick or on leave.

○ **unemp_layoff**: indicates whether the respondent is unemployed or on lay off.

○ **unemp_look**: indicates whether the respondent is unemployed and looking for a job.

- **retired**: indicates whether the respondent is retired.

- **disabled**: indicates whether the respondent has a disability.

- **workemployer**: indicates whether the respondent works for an employer. Is set to missing (".e") if no answer for laborstatus was given by the respondent. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **workself**: indicates whether the respondent is self-employed. Is set to missing (".e") if no answer for laborstatus was given by the respondent. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **homemaker**: indicates whether the respondent is a homemaker. Is set to missing (".e") if no answer for laborstatus was given by the respondent. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **student**: indicates whether the respondent is a student. Is set to missing (".e") if no answer for laborstatus was given by the respondent. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **notworking**: indicates whether the respondent is not working and not looking for work. Is set to missing (".e") if no answer for laborstatus was given by the respondent. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **lf_other**: indicates whether the respondent has another labor force status.

- **laborstatus**: indicates the labor force status of the respondent as singular (e.g., '1 Working for pay' or '2 On sick or other leave') or as mixed (in case the respondent selects two or more labor statuses). The value '8 Mixed' indicates that the respondent answered 'Yes' to at least two of the single labor force status variables. This variable is generated based on the values of the different labor status variables (working, sick_leave, unempl_layoff, unempl_look, retired, disabled, lf_other).

- **hourswork**: indicates the number of hours the respondent works per week. Is set to missing (.) if the respondent is not currently working or currently on sick or other leave.

- **hhincome**: indicates the total combined income of all members of the respondent's household (living in their household) during the past 12 months.

- **anyhhmember**: indicates whether there were any members in the respondent's household at the time he/she answered the survey as reported by the respondent. Based on the hhmemberin variables if the respondent has not filled out My Household after October 8, 2025. Based on hhcomp_total if the respondent has filled out My Household after October 8, 2025.

- **hhmembernumber**: indicates the number of household members in the respondent's household at the time of the survey as reported by the respondent. It may

be that 'anyhhmember' is 'Yes', but 'hhmembernumber' is missing if the respondent did not provide the number of household members at the time of the survey. Based on the hhmemberin variables if the respondent has not filled out My Household after October 8, 2025. Based on hhcomp_total if the respondent has filled out My Household after October 8, 2025.

- **hhcomp_male_0_3**: indicates the number of male children ages 0 through 4 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_female_0_3**: indicates the number of female children ages 0 through 4 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_other_0_3**: indicates the number of other-gendered children ages 0 through 4 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.¡/li¿

- **hhcomp_male_4_12**: indicates the number of male children ages 5 through 12 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_female_4_12**: indicates the number of female children ages 5 through 12 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_other_4_12**: indicates the number of other-gendered children ages 5 through 12 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_male_13_17**: indicates the number of male children ages 13 through 17 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_female_13_17**: indicates the number of female children ages 13 through 17 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_other_13_17**: indicates the number of other-gendered children ages 13 through 17 who are living in the respondent's household right now (even if they only

live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_male_18_64**: indicates the number of male adults ages 18 through 64 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_female_18_64**: indicates the number of female adults ages 18 through 64 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_other_18_64**: indicates the number of other-gendered adults ages 18 through 64 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_male_65plus**: indicates the number of male adults ages 65 or older who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_female_65plus**: indicates the number of female adults ages 65 or older who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_other_65plus**: indicates the number of other-gendered adults ages 65 or older who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_total_18_64**: indicates the total number of adults 18 through 64 who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_total_65plus**: indicates the total number of adults 65 or older who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

○ **hhcomp_total_adults**: indicates the total number of adults who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_total_children**: indicates the total number of children who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **hhcomp_total**: indicates the total number of people who are living in the respondent's household right now (even if they only live with the respondent part-time or temporarily). Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **parent_guardian_a**: indicates whether the respondent is the parent or guardian of one or more children ages 0 to 4. Is set to missing (".a") if hhcomp_total_children is not greater than 0. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **parent_guardian_b**: indicates whether the respondent is the parent or guardian of one or more children ages 5 to 12. Is set to missing (".a") if hhcomp_total_children is not greater than 0. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

- **parent_guardian_c**: indicates whether the respondent is the parent or guardian of one or more children ages 13 to 17. Is set to missing (".a") if hhcomp_total_children is not greater than 0. Is set to missing (".v") if the respondent has not filled out My Household after October 8, 2025.

The following variables were provided up until October 8, 2025. Several remain available in data sets created after October 8, 2025 on request.

- **gender**: indicates the gender of the respondent. Available in data sets before October 9, 2025.

- **countryborn_other**: indicates the country of birth if that country is not on the drop down list of countries shown to the respondent'.

- **hisplatinogroup**: indicates which Hispanic or Latino group a respondent identifies him or herself with. Is set to missing (.) if the respondent does not identify him or herself as being Hispanic or Latino. Available in data sets after October 8, 2025 on request.

- **employmenttype**: indicates the employment type of the respondent (employed by the government, by a private company, a nonprofit organization, or self-employed). Is set to missing (.) if the respondent is not currently working or currently on sick or other leave. Available in data sets before October 9, 2025.

- **workfullpart**: indicates whether the respondent works full or part-time. Is set to missing (.) if the respondent is not currently working or currently on sick or other leave. Available in data sets before October 9, 2025.

○ **hhmemberin_#**: indicates whether a household member is currently in the household as reported by the respondent. Household members are never removed from the stored household roster and their information is always included in survey data sets. The order of the roster is the same order in which household members were specified by the respondent in the 'MyHousehold' survey. The order is identified by the suffix _# (e.g., _1 indicates the first household member, _2 the second household member, etc.).

As an example, if the first household member is in the household at the time of the survey, 'hhmemberin_1' is set to '1 HH Member 1 is in the HH'; if he/she has moved out, 'hhmemberin_1' is set to '0 HH member 1 is no longer in the HH'. Since information of other household members (stored in the variables listed below) is always included in survey data sets, information about 'hhmemberin_1' is available whether this person is still in the household or has moved out. Available in data sets before October 9, 2025. Available in data sets after October 8, 2025 on request.

○ **hhmembergen_#**: indicates the gender of the household member as reported by the respondent. Available in data sets before October 9, 2025. Available in data sets after October 8, 2025 on request.

○ **hhmemberage_#**: indicates the age of the household member. The age is derived from the month and year of birth of the household member as reported by the respondent. Available in data sets before October 9, 2025. Available in data sets after October 8, 2025 on request.

○ **hhmemberrel_#**: indicates the relationship of the respondent to the household member as reported by the respondent. Available in data sets before October 9, 2025. Available in data sets after October 8, 2025 on request.

○ **hhmemberuasid_#**: indicates the 'uasid' of the household member if this person is also a UAS panel member. It is set to missing (.) if this person is not a UAS panel member at the time of the survey. Since this identifier is directly reported by the respondent (chosen from a preloaded list), it may differ from the actual (correct) 'uasid' of the UAS member it refers to because of reporting error. Also, this variable should not be used to identify UAS members in a given household at the time of the survey. This is because the variables 'hhmemberuasid_#' are taken from the most recent 'My Household' and changes in household composition involving UAS members may have occurred between the time of the respondent answered 'My Household' and the time the respondent answers the survey. To follow UAS members of a given household, it is advised to use the identifiers 'uashhid' and 'survhhid'. Available in data sets before October 9, 2025. Available in data sets after October 8, 2025 on request.

Lastly, data sets created after May 8, 2025 include an urbanicity variable. It is based on panel members' current census tract of residence and the 2010 Rural-Urban Commuting Area (RUCA) codes released by the US Department of Agriculture's Economic Research Service. To preserve confidentiality, the UAS collapses the 10 primary RUCA codes to 4

levels: Metropolitan, Micropolitan, Small/Rural, and Unknown. The Metropolitan level corresponds to primary RUCA codes 1-3, the Micropolitian level corresponds to RUCA codes 4-6, and the Small/Rural UAS classification corresponds to RUCA codes 7-10.

For detailed information and definitions of the 10 primary RUCA codes, please visit the USDA ERS Rural-Urban Commuting Area Codes site. Surveys conducted completely prior to May 8, 2025 will have an urbanicity data variable available on request.

5 MISSING DATA CONVENTIONS

Data files provide so-called clean data, that is, answers given to questions that are not applicable anymore at survey completion (for example because a respondent went back in the survey and skipped over a previously answered question) are treated as if the questions were never asked. In the data files all questions that were asked, but not answered by the respondent are marked with (.e). All questions never seen by the respondent (or any dirty data) are marked with (.a). The latter may mean that a respondent did not view the question because s/he skipped over it; or alternatively that s/he never reached that question due to a break off. If a respondent did not complete a survey, the variables representing survey end date and time are marked with (.c). Household member variables are marked with (.m) if the respondent has less household members (e.g. if the number of household members is 2, any variables for household member 3 and up are marked with (.m).

UAS provides data in STATA and CSV format. Stata data sets come with include variable labels that are not available in the CSV files. Value labels are provided for single-response answer option. In STATA these labels will include the labels 'Not asked' and 'Not answered' for (.a) and (.e), and will show in tabulations such as 'tab q1, missing'. For multiple-response questions a binary variable is created for each answer option indicating whether the option was selected or not. A summary variable is also provided in string format reflecting which options were selected and in which order. For example, if a question asked about favorite animals with options cat, dog, and horse, then if a respondent selected horse and then cat, the binary variables for horse and cat will be set to yes, while the overall variable would have a string value of '3-1'. If no answer was given, all binary variables and the summary variable will be marked with '.e'.

Questions that are asked multiple times are often implemented as so-called array questions. Supposing the name of such question was Q1 and it was asked in 6 different instances, your data set would contain the variables Q1_1_ to Q1_6_. To illustrate, if a survey asked the names of all children, then child_1_ would contain the name of the first child the respondent named and so on.

More information about the UAS data in general can be found on the UAS Data Pages web site.

6   ROUTING SYNTAX

The survey with routing presented in the next section includes all of the questions that make up this survey, the question answers when choices were provided, and the question routing. The routing includes descriptions of when questions are grouped, conditional logic that determines when questions are presented to the respondent, randomization of questions and answers, and fills of answers from one question to another.

If you are unfamiliar with conditional logic statements, they are typically formatted so that **_if_** the respondent fulfills some condition (e.g. they have a cellphone or a checking account), **_then_** they are presented with some other question or the value of some variable is changed. If the respondent does not fulfill the condition (e.g. they are not a cellphone adopter or they do not have a checking account), something **_else_** happens such as skipping the next question or changing the variable to some other value. Some of the logic involved in the randomization of questions or answers being presented to the respondent is quite complex, and in these instances there is documentation to clarify the process being represented by the routing.

Because logic syntax standards vary, here is a brief introduction to our syntax standards. The syntax used in the conditional statements is as follows: '=' is equal to, '$<$' is less than, '$>$' is greater than, and '!=' is used for does not equal. When a variable is set to some number N, the statement looks like 'variable := N'.

The formatting of the questions and routing are designed to make it easier to interpret what is occurring at any given point in the survey. Question ID is the bold text at the top of a question block, followed by the question text and the answer selections. When a question or variable has associated data, the name links to the appropriate data page, so you can easily get directly to the data. Text color is used to indicate the routing: red is conditional logic, gold is question grouping, green is looping, and orange is used to document randomization and other complex conditional logic processes. The routing is written for a computer to parse rather than a human to read, so when the routing diverges significantly from what is displayed to the respondent, a screenshot of what the respondent saw is included.

The name of the randomization variables are defined in proximity to where they are put into play, and like the question ID the names of the randomization variables can be used to link directly to the associated data page.

7 SURVEY WITH ROUTING

intro1 (intro in section Base)
This survey asks questions about your current work schedule and about your work schedule preferences.

Start of section **WorkArrangements**

labor_verify := laborstatus

labor_verify (VERIFICATION/CHANGES TO LABOR STATUS in section WorkArrangements)
Please update your labor force status, if necessary.
1 Currently working
2 On sick or other leave
3 Unemployed - on layoff
4 Unemployed - looking
5 Retired
6 Disabled
7 Other

IF 1 IN labor_verify OR 2 IN labor_verify OR 3 IN labor_verify OR 4 IN labor_verify THEN
  IF 4 IN labor_verify AND !(1 IN labor_verify)

  /* If the respondent is not working and looking for work, s/he is presented with two job descriptions. The first one, position 1, comes with a pay equivalent to that of the respondent's last job, the second one, position 2, with an increase in pay. The description is randomized in various ways. Firstly, whether the work schedules of the positions are presented as fixed or varying is captured in randomizer position1_rand. With a value of position1_rand = 1 the schedule of position 1 is Monday-Friday 9am-5pm and that of position 2 varies from week to week (if its value is 2, the reverse holds). Secondly, the increase in pay is randomized per percentq1_rand (1=5%, 2=15%, 3=35%). */

  THEN
    IF position1_rand = EMPTY THEN
      position1_rand := mt_rand(1,2)
    END OF IF

    IF percentq1_rand = EMPTY THEN
      percentq1_rand := mt_rand(1,3)
    END OF IF

Fill code of question FL_percentq1_rand executed
Fill code of question FL_position1 executed

WAS001 (JOB POSITION 1 in section WorkArrangements)
Imagine that you are applying for a new job in the same line of work as your last job, and you have been offered two positions. Both positions are the same as your last job in all ways, and to each other, other than the work schedule and how much they pay.

Please read the descriptions of the positions below.

Position 1)

This position is 40 hours per week. (The work schedule is Monday - Friday 9am - 5pm.

This position pays the same as your last job.)

By pay we mean your salary if you were a salaried employee or your hourly pay if you were an hourly employee. If you were a part-time salaried employee we mean the salary you would have received if working on a full-time basis.

Position 2)

This position is 40 hours per week. (The work schedule in this position varies from week to week. You will be given your work schedule one week in advance by your employer. The hours can be morning through evening, weekdays and weekends, but not nights.

This position pays (5/15/35)% more than your last job.)

By pay we mean your salary if you were a salaried employee or your hourly pay if you were an hourly employee. If you were a part-time salaried employee we mean the salary you would have received if working on a full-time basis.

Which position would you choose?
1 Position 1
2 Position 2

Figure 1: Example of WAS001

Imagine that you are applying for a new job in the same line of work as your last job, and you have been offered two positions. Both positions are the same as your last job in all ways, and to each other, other than the work schedule and how much they pay.

Please read the descriptions of the positions below.

Position 1)

This position is 40 hours per week. The work schedule in this position varies from week to week. You will be given your work schedule one week in advance by your employer. The hours can be morning through evening, weekdays and weekends, but not nights.

This position pays 15% more than your last job.

By pay we mean your salary if you were a salaried employee or your hourly pay if you were an hourly employee. If you were a part-time salaried employee we mean the salary you would have received if working on a full-time basis.

Position 2)

This position is 40 hours per week. The work schedule is Monday - Friday 9am - 5pm.

This position pays the same as your last job.

By pay we mean your salary if you were a salaried employee or your hourly pay if you were an hourly employee. If you were a part-time salaried employee we mean the salary you would have received if working on a full-time basis.

Which position would you choose?

○ Position 1
○ Position 2

END OF IF

IF (1 IN labor_verify OR 2 IN labor_verify OR 3 IN labor_verify) THEN

WAS002_intro (INTRO TO CURRENT MAIN JOB QUESTIONS in section WorkArrangements)
We will ask you a series of questions about your current main job. By main job, we mean the job that you usually spend the most hours doing. We will call this your primary employer.

WAS002 (EMPLOYED BY in section WorkArrangements)
On your main job, are you employed by government, by a private company, a non-profit organization, or are you self-employed or working in the family business?
1 Government
2 Private for-profit company
3 Non-profit (including tax-exempt and charitable organizations)
4 Self-employed
5 Working in the family business

IF WAS002 = RESPONSE AND WAS002 != 4 THEN

/* If the respondent is working and not self-employed, s/he is presented with two job descriptions. The first one, position 1, comes with a pay equivalent to that of the respondent's last job, the second one, position 2, with an increase in pay. The description is randomized in various ways. Firstly, whether the work schedules of the positions are presented as fixed or varying is captured in randomizer position1_rand. With a value of position3_rand the schedule of position 1 is Monday-Friday 9am-5pm and that of position 2 varies from week to week (if its value is 2, the reverse holds). Secondly, the increase in pay is randomized per randomizer percentq3a_rand (1=2%,

2=5%, 3=10%, 4=15%, 5=25%, 6=35%). Thirdly, depending on the value of randomizer question3a_3b_3c_rand the answer is captured in WAS003A (question3a3b_3c_rand < 86), WAS003B (question3a_3b_3c rand < 94) or WAS003C (question3a_3b_3c_rand <= 100). */

IF question3a_3b_3c_rand = EMPTY THEN
  question3a_3b_3c_rand := mt_rand(1,100)
END OF IF

IF position3_rand = EMPTY THEN
  position3_rand := mt_rand(1,2)
END OF IF

IF question3a_3b_3c_rand < 86 THEN
  IF percentq3a_rand = EMPTY THEN
    percentq3a_rand := mt_rand(1,6)
  END OF IF

  Fill code of question FL_percentq3a_rand executed
  Fill code of question FL_position3a executed

  WAS003A (JOB POSITION 3A in section WorkArrangements)
  Imagine that you are applying for a new job in your current line of work, and you have been offered two positions. Both positions are the same as your current main job in all ways, and to each other, other than the work schedule and how much they pay.

  Please read the descriptions of the positions below.

  Position 1)

  This position is 40 hours per week. (The work schedule is Monday - Friday 9am - 5pm.

  This position pays the same as your current job.)

  By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

  Position 2)

  This position is 40 hours per week. (The work schedule in this position varies from week to week. You will be given your work schedule one week in advance by your

employer. The hours can be morning through evening, weekdays and weekends, but not nights.

This position pays (2/5/10/15/25/35)% more than your current job.)

By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Which position would you choose?
1 Position 1
2 Position 2

ELSEIF question3a_3b_3c_rand < 94 THEN

Fill code of question FL_position3b executed

WAS003B (JOB POSITION 3B in section WorkArrangements)
Imagine that you are applying for a new job in your current line of work, and you have been offered two positions. Both positions are the same as your current main job in all ways, and to each other, other than the work schedule and how much they pay.

Please read the descriptions of the positions below.

Position 1)

This position is 40 hours per week. (The work schedule is Monday - Friday 9am - 5pm.

This position pays 30% more than your current job.)

By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Position 2)

This position is 40 hours per week. (The work schedule in this position varies from week to week. You will be given your work schedule one week in advance by your employer. The hours can be morning through evening, weekdays and weekends, but not nights.

This position pays the same as your current job.)

By pay we mean your salary if you are a salaried employee or your hourly

pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Which position would you choose?
1 Position 1
2 Position 2

Fill code of question FL_position3c executed

WAS003C (JOB POSITION 3C in section WorkArrangements)
Imagine that you are applying for a new job in your current line of work, and you have been offered two positions. Both positions are the same as your current main job in all ways, and to each other, other than the work schedule and how much they pay.

Please read the descriptions of the positions below.

Position 1)

This position is 40 hours per week. (The work schedule is Monday - Friday 9am - 5pm.

This position pays the same as your current job.)

By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Position 2)

This position is 40 hours per week. (The work schedule in this position varies from week to week. You will be given your work schedule one week in advance by your employer. The hours can be morning through evening, weekdays and weekends, but not nights.

This position pays the same as your current job.)

By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Which position would you choose?
1 Position 1
2 Position 2

Imagine that you are applying for a new job in your current line of work, and you have been offered two positions. Both positions are the same as your current main job in all ways, and to each other, other than the work schedule and how much they pay.

Please read the descriptions of the positions below.

Position 1)

This position is 40 hours per week. The work schedule is Monday - Friday 9am - 5pm.

This position pays the same as your current job.

By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Position 2)

This position is 40 hours per week. The work schedule in this position varies from week to week. You will be given your work schedule one week in advance by your employer. The hours can be morning through evening, weekdays and weekends, but not nights.

This position pays 2% more than your current job.

By pay we mean your salary if you are a salaried employee or your hourly pay if you are an hourly employee. If you are a part-time salaried employee we mean the salary you would receive if working on a full-time basis.

Which position would you choose?

○ Position 1

○ Position 2

END OF IF

GROUP OF QUESTIONS PRESENTED ON THE SAME SCREEN

WAS004 (HOURS WORKED PER WEEK in section WorkArrangements)
How many hours per week do you usually work at your main job?
1 Enter number of hours each week
2 Hours vary each week

WAS004_hours (HOURS WORKED PER WEEK in section WorkArrangements)
RANGE 1..9223372036854775807

END OF GROUP

WAS005 (HOURS WORKED LAST WEEK in section WorkArrangements)
How many hours did you work last week at your main job?
RANGE 0..9223372036854775807

WAS005A (PAY TYPE in section WorkArrangements)
In your main job, are you an hourly employee, a salaried employee, or do you get paid by the job? Hourly employee means you get paid by the hours you work, salaried employee means you get paid on a regular schedule and you receive a pre-determined amount on each pay date, and getting paid by the job means you get paid a pre-determined amount upon completion of a task or project.

1 Hourly
2 Salaried
3 By the job
4 Other

WAS006 (FIXED WORK SCHEDULE in section WorkArrangements)
Do you usually have a fixed work schedule every week at your main job?
1 Yes
2 No

WAS007 (MAKE OWN SCHEDULE in section WorkArrangements)
At your main job, can you make your own schedule, that is, can you choose the times and days you work?
1 Yes
2 No

IF q8_rand = EMPTY THEN
| q8_rand := mt_rand(1,10)
END OF IF

IF WAS007 = 1 THEN
/* If the respondent can make their own schedule, they are then asked about whether a fixed schedule would be acceptable. 9 out of 10 respondents receive a variant involving an increase in pay (q8_rand < 10), 1 out 10 without an increase of pay (q8_rand = 10). The increase in pay is randomized per variable percentq8_rand (1=2%, 2=5%, 3=10%, 4=20%, 5=35%). */

IF q8_rand < 10 THEN
  IF percentq8_rand = EMPTY THEN
  | percentq8_rand := mt_rand(1,5)
  END OF IF

  Fill code of question FL_percentq8_rand executed

  WAS008A (INFLEXIBLE WORK SCHEDULE/HIGHER PAY in section WorkAr-rangements)
  Suppose your primary employer gives you the option of working a fixed work schedule, Monday-Friday during the daytime. Under this arrangement you would continue to work your usual number of hours but once your schedule is set you may not change the times and days of work. In exchange for having this fixed rather than flexible schedule you would get (2/5/10/20/35)% higher pay. Would you agree to this arrangement if given the choice?
  1 Yes, I would agree to this arrangement

2 No, I would not agree to this arrangement

ELSEIF q8_rand = 10 THEN

WAS008B (INFLEXIBLE WORK SCHEDULE in section WorkArrangements)
Suppose your primary employer gives you the option of working a fixed schedule, Monday-Friday during the daytime. Under this arrangement you would continue to work your usual number of hours but once your schedule is set you may not change the times and days of work. Would you agree to this arrangement if given the choice?
1 Yes, I would agree to this arrangement
2 No, I would not agree to this arrangement

END OF IF

ELSEIF WAS007 = 2 THEN

/* If the respondent cannot make their own schedule, they are then asked about whether making their own schedule would be acceptable. 9 out of 10 respondents receive a variant involving an increase in pay (q8_rand $<$ 10), 1 out 10 without an increase of pay (q8_rand = 10). The increase in pay is randomized per variable percentq8 rand (1=2%, 2=5%, 3=10%, 4=20%, 5=35%). */

IF q8_rand $<$ 10 THEN
  IF percentq8_rand = EMPTY THEN
    percentq8_rand := mt_rand(1,5)
  END OF IF

  Fill code of question FL_percentq8_rand executed

  WAS008C (FLEXIBLE WORK SCHEDULE/LOWER PAY in section WorkArrangements)
  Suppose your primary employer gives you the option of being able to make your own work schedule. Under this arrangement you would continue to work your usual number of hours but you may freely choose the times and days you work. In exchange for having a flexible rather than fixed schedule you would get (2/5/10/20/35)% lower pay. Would you agree to this arrangement if given the choice?
  1 Yes, I would agree to this arrangement
  2 No, I would not agree to this arrangement

ELSEIF q8_rand = 10 THEN

  WAS008D (FLEXIBLE WORK SCHEDULE in section WorkArrangements)
  Suppose your primary employer gives you the option of being able to make your own work schedule. Under this arrangement you would continue to work your usual number of hours but you may freely choose the times and days you work. Would you agree to this arrangement if given the choice?
  1 Yes, I would agree to this arrangement

2 No, I would not agree to this arrangement

Figure 3: *Example of WAS008A*

Suppose your primary employer gives you the option of working a fixed work schedule, Monday-Friday during the daytime. Under this arrangement you would continue to work your usual number of hours but once your schedule is set you may not change the times and days of work. In exchange for having this fixed rather than flexible schedule you would get 35% higher pay. Would you agree to this arrangement if given the choice?

○ Yes, I would agree to this arrangement

○ No, I would not agree to this arrangement

END OF IF
END OF IF

WAS009 (EMPLOYER DETERMINE HOURS PER WEEK in section WorkArrangements)
Do you or your primary employer determine the number of hours that you work each week?
1 I determine the number of hours I work each week
2 My employer determines the number of hours I work each week

WAS010 (CAN WORK LESS THAN USUAL HOURS in section WorkArrangements)
Can you work less than your usual hours if you want to at your main job?
1 Yes
2 No

WAS011 (CAN WORK MORE THAN USUAL HOURS in section WorkArrangements)
Can you work more than your usual hours for additional pay if you want to at your main job?
1 Yes
2 No

WAS012 (WORK SCHEDULE SET BY EMPLOYER in section WorkArrangements)
Is your work schedule set by your primary employer?
1 Yes
2 No

WAS013 (HOW FAR IN ADVANCE SCHEDULE IS KNOWN in section WorkArrangements)
How far in advance do you usually know what days and hours you will need to work from your primary employer?
1 One week or less
2 Between 1 and 2 weeks

3 Between 3 and 4 weeks
4 4 weeks or more
5 Not applicable

WAS014 (HAVE FLEXIBLE WORK HOURS in section WorkArrangements)
Do you have flexible work hours that allow you to vary or make changes in the time you begin and end work at your main job?
1 Yes
2 No

WAS015 (WORK FROM HOME FREQUENCY in section WorkArrangements)
How frequently do you work at home for your main job?
1 At least once a week
2 At least once every two weeks
3 At least once a month
4 Less than once a month
5 Never

IF WAS015 = 1 OR WAS015 = 2 OR WAS015 = 3 OR WAS015 = 4 THEN
  WAS016 (FORMAL ARRANGEMENT WITH EMPLOYER in section WorkArrangements)
  Do you have a formal arrangement with your employer to be paid for the work that you do at home, or were you just taking work home from the job?
  1 Formal arrangement
  2 Taking work home
END OF IF

WAS016A (WERE YOU ON-CALL in section WorkArrangements)
Were you an ON-CALL worker last week? On-call means you have certain days or hours during which you are not at work but on standby until called to work.
1 Yes
2 No

IF WAS016A = 1 THEN
  WAS017 (ON-CALL in section WorkArrangements)
  Were you on-call and worked only when called to work last week?
  1 Yes
  2 No
END OF IF
END OF IF
END OF IF

WAS018 (ANY CHILDREN UNDER 18 IN HH in section WorkArrangements)
Are there children under 18 living in your household?

1 Yes
2 No

  WAS019 (AGE OF YOUNGEST CHILD IN HH in section WorkArrangements)
  What is the age of the youngest child living in your household?
  0 less than 1
  1 1
  2 2
  3 3
  4 4
  5 5
  6 6
  7 7
  8 8
  9 9
  10 10
  11 11
  12 12
  13 13
  14 14
  15 15
  16 16
  17 17
END OF IF
ELSE
  goodbye (GOODBYE SCREEN in section WorkArrangements)
  This survey asks questions about current employment, so that is the only question we have for you today. Thank you for responding! You will be paid for taking the full survey.
END OF IF

End of section **WorkArrangements**

IF 1 IN labor_verify OR 2 IN labor_verify OR 3 IN labor_verify OR 4 IN labor_verify THEN
  Start of section **Closing**

  CS_001 (HOW PLEASANT INTERVIEW in section Closing)
  Could you tell us how interesting or uninteresting you found the questions in this interview?
  1 Very interesting
  2 Interesting
  3 Neither interesting nor uninteresting
  4 Uninteresting

5 Very uninteresting

CS_003 (comments in section Closing)
Do you have any other comments on the interview? Please type these in the box below.(If you have no comments, please click next to complete this survey.)
STRING

End of section **Closing**

END OF IF

/* Please note that although question CS_003 is listed in the routing, the answers are not included in the microdata in the event identifiable information is captured. Cleaned responses are available by request. */