

# Topline questionnaire

**2023 PEW RESEARCH CENTER'S AMERICAN TRENDS PANEL  
SURVEY OF U.S. WORKERS  
WAVE 121 FEBRUARY 2023  
FINAL TOPLINE  
FEBRUARY 6-12, 2023  
TOTAL N=5,775<sup>1</sup>**

**NOTE: ALL NUMBERS ARE PERCENTAGES UNLESS OTHERWISE NOTED. THE PERCENTAGES LESS THAN 0.5% ARE REPLACED BY AN ASTERISK (\*). ROWS/COLUMNS MAY NOT TOTAL 100% DUE TO ROUNDING.**

	Sample size	Margin of error at 95% confidence level
All employed adults with one job or a primary job and who are not self-employed <sup>2</sup>	5,188	+/- 2.0 percentage points

## ADDITIONAL QUESTIONS PREVIOUSLY RELEASED OR HELD FOR FUTURE RELEASE

**SOME QUESTIONS IN THIS TOPLINE WERE ASKED OF ALL WORKERS. HOWEVER, ALL FIGURES IN THIS TOPLINE ARE BASED ON WORKERS WITH ONE JOB OR A PRIMARY JOB AND WHO ARE NOT SELF-EMPLOYED.**

### DISPLAY IF HAS MORE THAN ONE JOB BUT CONSIDERS ONE PRIMARY (JOBNUM=2):

For this survey, please think only about the job you consider your primary job.

### BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:

PAYTYPE      What is the main way you are paid at work?

Feb 6-12, <u>2023</u>	
42	Salary
53	Paid by the hour
3	Commission
2	Other
*	No answer

<sup>1</sup> This includes only employed adults with one job or multiple jobs but consider one primary.

<sup>2</sup> All employed adults in the American Trends Panel were eligible to take this survey. However, for analytical purposes, only those who said they have one job or have multiple jobs but consider one to be their primary job and are not self-employed are included in this topline. Those who have multiple jobs and *do not* consider one to be their primary job or did not provide an answer to the question about how many jobs they have are excluded from this analysis.

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKHOURS In a typical week, how many hours do you work?

Feb 6-12, 2023	
6	Less than 20 hours
9	20-29 hours
6	30-34 hours
58	35-44 hours
18	45-59 hours
3	60 hours or more
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

JOBTYPEMOD Which of the following best describes where you work?

Feb 6-12, 2023	A private company or <u>business</u>	A non-profit <u>organization</u>	Government (including federal, state, or local government, public schools, colleges and universities)	Self-employed (including business owner and independent contractor, freelance worker) <sup>3</sup>	Other	No <u>answer</u>
	63	10	21	--	5	*

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

INDUSTRY What industry or field do you currently work in?

Feb 6-12, 2023	
10	Hospitality, service, arts, entertainment and recreation
17	Health care and social assistance
11	Manufacturing, mining, construction, agriculture, forestry, fishing and hunting
10	Retail and trade
11	Education
8	Banking, finance, accounting, real estate or insurance
6	Transportation
7	Government, public administration or military
8	Information/Technology
8	Professional, scientific and technical services
4	Other <b>[TEXT BOX – RESPONSES NOT SHOWN]</b>
*	No answer

<sup>3</sup> Data from the self-employed are not included in this topline as they are excluded from the analysis presented in this report.

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

YRSJOBMOD How long have you been with your current employer?

	Less than <u>1 year</u>	1 year to less <u>than 5 years</u>	5 years to less than 10 <u>years</u>	10 years or <u>more</u>	No <u>answer</u>
Feb 6-12, 2023	18	36	20	26	*
June 27-July 4, 2022 <sup>4</sup>	23	32	19	26	*

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

NUMEMP Including all its locations and work sites, not just your own, about how many people are employed by **[IF NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99):** the company or organization you work for; **IF SELF-EMPLOYED (JOBTYPEMOD=4):** your company or organization, including yourself]? Just your best guess is fine.

Feb 6-12, <u>2023</u>	
9	1-9
13	10-49
8	50-99
18	100-499
8	500-999
43	1,000 or more
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

MANAGER Thinking about your role at work, are you someone's manager or supervisor?

Feb 6-12, <u>2023</u>	
27	Yes
73	No
0	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

JOBSAT Overall, how satisfied are you with your job? **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12, <u>2023</u>	
14	Extremely satisfied
37	Very satisfied
37	Somewhat satisfied
9	Not too satisfied

<sup>4</sup> In the 2022 survey, this question was asked of those who said they were "employed full-time (not self-employed)" or "employed part-time (not self-employed)" when asked, "Which of the following best describes your current employment situation?" By contrast, in the 2023 survey, this question was asked of those who said they "work full time for pay" or "work part time for pay" when asked, "What is your current work situation?" and who did not indicate they were self-employed in JOBTYPEMOD. The only difference between the two is the slight wording change in how employed and not self-employed adults were defined. YRSJOBMOD was the same in both surveys.

3 Not at all satisfied  
\* No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**  
WORKSATIS Now thinking about some specific aspects of your job...

Overall, how satisfied are you with each of the following? **[RANDOMIZE ITEMS;  
DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

		Extremely <u>satisfied</u>	Very <u>satisfied</u>	Somewhat <u>satisfied</u>	Not too <u>satisfied</u>	Not at all <u>satisfied</u>	No <u>answer</u>	
a.	The benefits your employer provides you, such as health insurance and paid time off Feb 6-12, 2023	16	32	30	12	9	1	
b.	How much you are paid Feb 6-12, 2023	7	28	40	17	9	*	
c.	Your opportunities for promotion at work Feb 6-12, 2023	9	23	34	21	11	1	
d.	Your opportunities for training or ways to develop new skills Feb 6-12, 2023	13	30	35	15	6	*	
e.	Your relationship with your coworkers Feb 6-12, 2023	22	45	27	4	1	*	
f.	Your relationship with your manager or supervisor Feb 6-12, 2023	25	37	27	7	4	*	
g.	The amount of feedback you receive from your manager or supervisor on how you're doing your job Feb 6-12, 2023	14	36	31	13	6	*	
h.	Your day-to-day tasks at work Feb 6-12, 2023	12	39	38	8	2	*	
i.	Your commute Feb 6-12, 2023	25	27	23	9	4	13	*

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**  
**JOBIDENTITY** How important is your job or career to your overall identity? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

Feb 6-12,  
2023

11	Extremely important
28	Very important
34	Somewhat important
19	Not too important
7	Not at all important
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**  
**WORKFEEL** How often do you find your job to be... **[RANDOMIZE ITEMS; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1, USING THE SAME ORDER FOR EACH ITEM]**

		All of the <u>time</u>	Most of the <u>time</u>	Some of <u>the time</u>	<u>Rarely</u>	<u>Never</u>	No <u>answer</u>
a.	Enjoyable Feb 6-12, 2023	6	44	39	9	2	*
b.	Fulfilling Feb 6-12, 2023	8	39	37	12	3	*
c.	Stressful Feb 6-12, 2023	7	21	52	17	3	*
d.	Overwhelming Feb 6-12, 2023	4	15	49	26	5	*

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**  
**HRSSATIS** Thinking about how many hours you work in a typical week, do you feel that you work...  
**[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

Feb 6-12,  
2023

24	Too many hours
10	Too few hours
66	About the right number of hours
*	No answer

**[RANDOMIZE ORDER OF WRKRESPECT, WRKYRSELF, WRKCONTRIB, WRKMENTOR, WRKFEEDBACK, WRKFRIEND, WRKCARE, AND WRKCON]**

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKRESPECT Thinking about how you are treated at work, would you say you are treated with respect... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WORKFEEL]**

Feb 6-12,  
2023

28	All of the time
50	Most of the time
17	Some of the time
4	Rarely
1	Never
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKYRSELF Would you say you can be yourself at work... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WORKFEEL]**

Feb 6-12,  
2023

26	All of the time
46	Most of the time
21	Some of the time
5	Rarely
1	Never
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKCONTRIB Would you say the contributions you make at work are valued... **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,  
2023

25	A great deal
37	A fair amount
26	Some
8	Not much
3	Not at all
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKMENTOR Do you currently have someone at work who you consider a mentor – that is, an experienced person who cares about your professional development?

Feb 6-12,  
2023

44	Yes
55	No
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKFEEDBACK How often do you get feedback on how you're doing your job from your manager or supervisor? **[RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,  
2023

5	Extremely often
29	Often
39	Sometimes
22	Rarely
4	Never
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKFRIEND Would you say you have at least one close friend at work?

Feb 6-12,  
2023

65	Yes
35	No
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKCARE Would you say your employer cares about your well-being... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKCONTRIB]**

Feb 6-12,  
2023

20	A great deal
32	A fair amount
28	Some
14	Not much
6	Not at all
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

WRKCON How often do you respond to work emails or other messages from work outside of normal work hours? **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS WRKFEEDBACK]**

Feb 6-12,  
2023

9	Extremely often
19	Often
27	Sometimes
22	Rarely
11	Never
12	Don't get messages from work outside of normal work hours
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

JOBVALUE1 Here is a list of benefits that some employers may offer. Regardless of whether each of the following describes your current job, how important is it to you personally to have a job that offers... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

	<u>Extremely important</u>	<u>Very important</u>	<u>Somewhat important</u>	<u>Not too important</u>	<u>Not at all important</u>	<u>No answer</u>
a. Employer-sponsored health insurance Feb 6-12, 2023	51	28	13	5	3	*
b. An employer-sponsored 401(k) or other retirement program Feb 6-12, 2023	44	32	17	5	3	*
c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses Feb 6-12, 2023	62	27	7	2	1	*
d. Paid parental, family, or medical leave, separate from vacation or sick leave Feb 6-12, 2023	43	31	17	6	3	*



**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND INDICATED MORE THAN ONE ITEM IN JOBVALUE1 IS EXTREMELY/VERY IMPORTANT (JOBVALUE1a-d=1,2 FOR MORE THAN ONE ITEM) [n=4,701]:**

JOBVALUE2 Which one of these would you say is the MOST IMPORTANT to you personally? To have a job that offers... **[SHOW ONLY THE ITEMS THAT THEY SAID EXTREMELY/VERY IMPORTANT TO IN JOBVALUE1 (JOBVALUE1a-d=1,2) AS RESPONSE OPTIONS IN JOBVALUE2]**

**BASED ON THOSE WHO INDICATED ONE OF THE FOLLOWING WAS THE MOST IMPORTANT IN JOBVALUE2 OR ANSWERED THAT ONLY ONE WAS EXTREMELY/VERY IMPORTANT IN JOBVALUE1 [n=4,911]:**

Feb 6-12,  
2023

46	Employer-sponsored health insurance
14	An employer-sponsored 401(k) or other retirement savings program
31	Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses
8	Paid parental, family, or medical leave, separate from vacation or sick leave
*	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

JOBBENEFIT Please indicate if your current employer offers each of the following to you.

	Yes, employer offers it	No, employer does not offer it	Not sure	No answer
a. Employer-sponsored health insurance Feb 6-12, 2023	79	16	5	*
b. An employer-sponsored 401(k) or other retirement program Feb 6-12, 2023	77	18	5	*
c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses Feb 6-12, 2023	82	14	4	*
d. Paid parental, family, or medical leave, separate from vacation or sick leave Feb 6-12, 2023	57	28	14	*

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND EMPLOYER OFFERS PTO (JOB BENEFITc=1) [n=4,408]:**

WORKPTO Thinking about the amount of paid time off your employer allows you to take, would you say that you typically... **[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

Feb 6-12,  
2023

46	Take less paid time off than your employer offers
48	Take all of the paid time off your employer offers
5	My employer offers unlimited paid time off
1	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND HAS PTO BUT TAKES LESS PAID TIME OFF THAN EMPLOYER OFFERS (WORKPTO=1) [n=2,140]:**

WORKPTO2 Here are some reasons why people typically take less paid time off from work than their employer offers. For each, please indicate if this is a reason or not a reason why you typically take less paid time off from work than your employer offers. **[RANDOMIZE ITEMS]**

	Yes, is a <u>reason</u>	No, is not a <u>reason</u>	No <u>answer</u>
a. You think you might risk losing your job if you take more time off Feb 6-12, 2023	16	83	1
b. You think taking more time off might hurt your chances for job advancement Feb 6-12, 2023	19	80	1
c. Your manager or supervisor discourages you from taking time off Feb 6-12, 2023	12	88	*
d. You worry you might fall behind at work Feb 6-12, 2023	49	50	1
e. You don't feel the need to take more time off from work Feb 6-12, 2023	52	47	1
f. You feel badly about co-workers taking on additional work Feb 6-12, 2023	43	56	1

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND EITHER DOESN'T HAVE A TELEWORKABLE JOB OR HAS A TELEWORKABLE JOB BUT DOESN'T WORK FROM HOME ALL THE TIME (JOBTYPEMOD=1-3,5,99 AND (WFHOPTION=2,99 OR WFHCURR=2-5,99)) [n=4,468]<sup>5</sup>:**

WRKSAFETY How would you describe the safety and health conditions at the place where you work?  
**[DISPLAY RESPONSE OPTIONS 1-5 OR 5-1]**

Feb 6-12,  
2023

26	Excellent
33	Very good
26	Good
12	Fair
3	Poor
*	No answer

**[RANDOMIZE ORDER OF UNFAIRGEND AND UNFAIRETH]**

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

UNFAIRGEND Thinking about your own experience, have you personally experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of your gender?

Feb 6-12,  
2023

17	Yes
82	No
1	No answer

**BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED:**

UNFAIRETH Thinking about your own experience, have you personally experienced discrimination or been treated unfairly by an employer in hiring, pay or promotions because of your race or ethnicity?

Feb 6-12,  
2023

16	Yes
84	No
1	No answer

<sup>5</sup> In the 2023 survey, WFHOPTION and WFHCURR was asked of all workers, including the self-employed, and is trended to surveys conducted in 2022 and 2020. See this [topline](#) for details.