

Employment/Remote work**QW1. [T]****Base=All****Single choice**

Now we'd like to ask questions about your work situation.

Which of the following currently describes your working status today? Are you...?

Employed / self-employed full-time (30+ hours per week)

Employed / self-employed part-time (fewer than 30 hours/week)

Student

Retired

Looking for work

Not working, not looking

Other

QW1b. [T]**Base=Employed (top 2 at QW1a)****Single choice**

And which sector best describes where you are currently employed?

Public sector

Private sector

Not-for-profit/charitable organization

QW1c.**Base=Employed (top 2 at QW1a)****Single choice**

And in which of the following more specific sectors do you work in currently?

Professional (e.g., nurse, engineer, teacher, accountant)

Knowledge/Creative (e.g., marketing, HR, research, consulting)

Management/Executive

Finance/Banking/Insurance

Information Technology

Office/Admin Work

Sales, Service, and Hospitality

Skilled Trades

General Labour

Health Support/Personal Care

Education Support and Childcare

Agriculture/Natural Resources

Arts, Entertainment, and Media

Public Safety/Law Enforcement

Legal Professions
 Military/Veteran
 Business Owner (self-employed or operates a business)
 Other/Not sure

QW1d.**Base=Employed (top 2 at QW1a)****Single choice**

Do you currently belong to a labour union, or a professional association that bargains collectively on behalf of its membership?

Yes, belong to a union
 Yes, belong to a professional association
 No, do not belong to a union or professional association

QW2.**Base=Exclude Retired in QW1****Single choice**

Are you currently working remotely, or have you ever worked remotely, e.g. from home or elsewhere?

Yes, currently
 Not anymore but within the last year
 Not anymore, a year or two ago
 Not anymore, two or three years ago
 Not anymore, more than three years ago
 No, never

QW2b.**Base=Yes, currently in QW2****Single choice**

And how much of your work week do you spend working remotely?

Entirely remotely
 More remotely than not
 About equal in office and remote
 More in the office/on-site than remote

QW3a.**Base=Bottom 3 options in QW2b****Single choice**

Even if you don't always meet the number, how many days a week does your employer require you to be in office?

There's no real policy in place

At least 1 day a week

At least 2

At least 3

At least 4

QW3b.

Base=Bottom 4 QW3a

Single choice

On average, how often do you meet the minimum number of days you're required to be in office?

Every week

Most weeks

Occasionally

Almost never

QW4.

Base=Work from home currently or in the past in QW2

Single choice

While working remotely, did your employer increase the number of days required in office?

Yes, asked to return full time

Yes, increased the number of days

No

QW5.

Base=Top Two in QW4

Single choice

And what did you do?

I went back for the days required

I agreed to go back, but often don't meet the requested number

I did not agree to go back, and I quit

I did not agree to go back, and I was fired/asked to leave

QW6.

Base=Top two QW5

Single choice

And how did you feel about returning to the office for more days per week?

Very pleased

Pleased

Neither pleased nor upset
 Upset
 Very upset

QW7.**Base=Exclude Retired in QW1****Single choice**

Which would you prefer, if it were up to you?

Work remotely all the time
 Work remotely most of the time, some office time
 Work mostly from the office, some remote time
 Work from the office all the time

QW7.33**Base=Exclude Retired in QW1****Multichoice**

Which, for you personally, would be/are the biggest benefits of spending more time working from home? Select all that apply:

[Randomize]

More time with family and friends
 No commute / transportation savings
 Increased productivity or focus
 Saving on childcare costs
 Improved mental health or well-being
 Ability to live farther from the workplace / lower housing costs
 Other (please specify): _____ [Anchor]
 I don't see any benefits to working from home [Anchor]

QW7.66**Base=Exclude Retired in QW1****Multichoice**

And what do you feel would be/are the biggest potential costs or risks of spending more time working from home? Select all that apply:

[Randomize]

Fewer opportunities for promotion or career advancement
 Reduced collaboration or innovation from co-working
 Harder to separate work and personal life
 Less likelihood of receiving a raise
 More distractions at home/less productivity
 Concerns about being monitored or tracked
 Loneliness or social isolation
 Other (please specify): _____ [Anchor]

I don't see any downsides to working from home [Anchor]

QW7.99

Base=Exclude no never in QW2

Multichoice

Do you feel you have been impacted by any of these, personally? Select all that apply:

[Randomize same order as 7.66]

Missed out on opportunities for career advancement

Missed out on a pay bump

Felt disconnected from coworkers or company culture

Had difficulty separating work and personal life

More distractions at home

Issues with being monitored or tracked

Loneliness or social isolation

Other (please specify): _____ [Anchor]

I don't see any downsides to working from home [Anchor]

QW8.

Base=Exclude Retired in QW1

Single choice

When it comes to working remotely, generally, do you believe:

Employees are more productive remotely

Employees are as productive remotely as at the office

Employees are more productive at the office

Not sure/ Can't say

QW9. (2023 study)

Base=Yes, currently in QW2

Single choice

Suppose your employer demands that you return to the office full time, what would you do in this case?

Roll with it and return full time

Go back to the office full time, but may start looking for a new job

Likely quit/look for another job right away

Have already given notice/signaled that I will be leaving

Not sure