How COVID-19 Affected the Quality of Work

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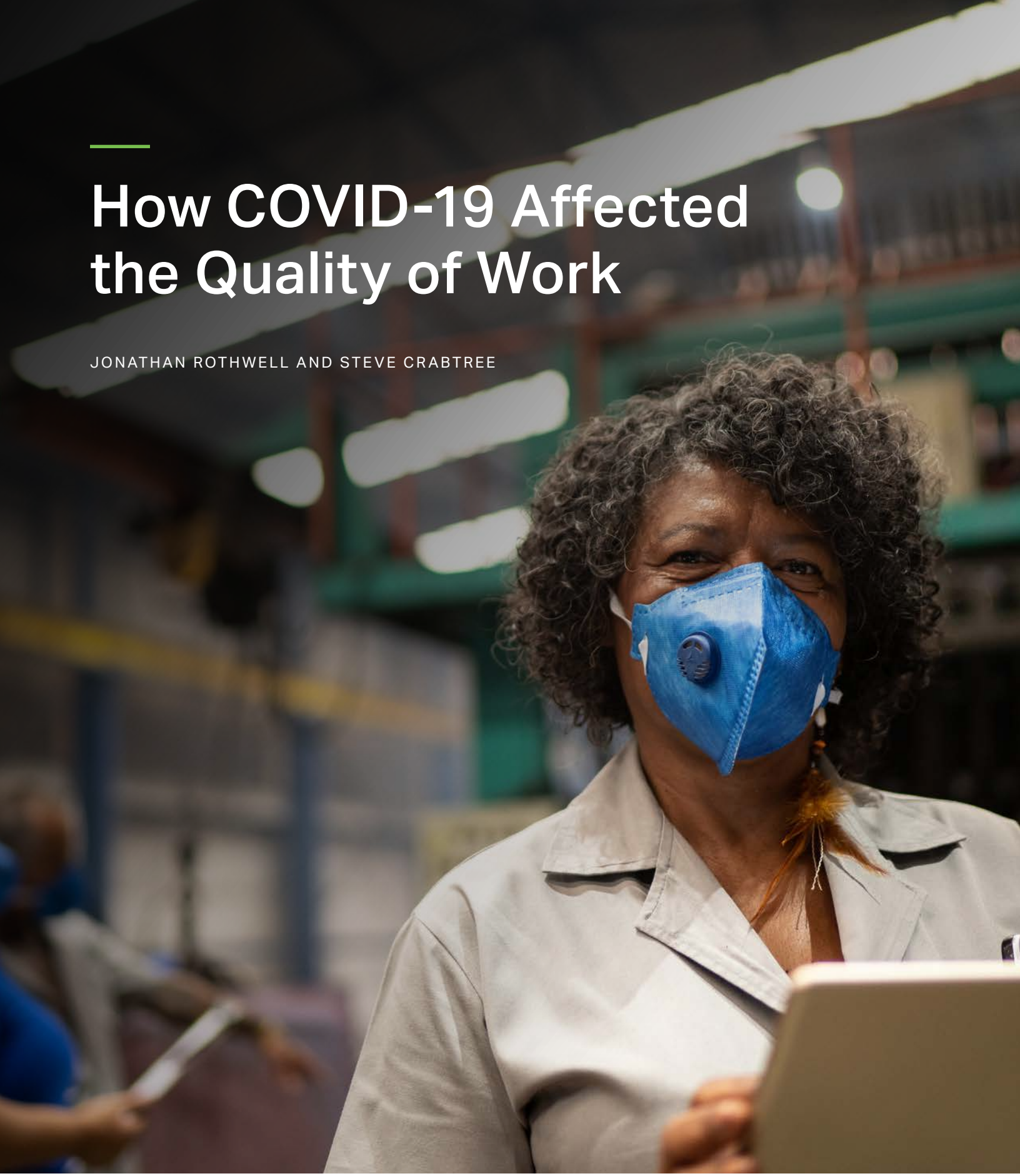

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Overview

> The COVID-19 pandemic has exacerbated previous inequities in the labor market, as layoffs, income loss, exposure to the virus, lack of safety and lack of access to remote work have been disproportionately experienced by low-income workers and those who worked in low-quality jobs in 2019.

With the dramatic realtering of the economy away from in-person services, lower-income and less-educated workers have been hit hardest by layoffs and income losses, as have Black and Hispanic workers.[1] Evidence from Gallup's 2020 Great Jobs Survey confirms the disproportionate economic harm facing lower-income and other groups of workers. With continued funding from the Gates Foundation, Omidyar Network and Lumina Foundation. the study builds upon the 2019 Great Jobs Survey — the first large-scale effort to quantify the subjective experiences of workers in a multidimensional measure of job quality.[2] The new survey deepens our understanding of the practical and safety-related problems confronting these workers and how these concerns tie into overall job quality.

As this report documents, risk of a layoff or income loss resulting from COVID-19 is strongly related to income and job quality in the year before the pandemic. Nearly half (45%) of the lowest-income workers in 2019 (those in the bottom 20% of the worker income distribution) were laid off either temporarily or permanently because of COVID-19, compared with only 11% of workers in the top 10% of the income distribution. Workers entering 2020 in a low-quality or "bad" job — based on their own evaluation — were also far more likely to be laid off (36%) than those working in a high-quality or "good" job before the outbreak (23%). Gaps in layoff risk by race and education are also apparent, with Hispanic, Black and less-educated workers at the greatest risk.

1 Rothwell, J., & Smith, E. (2021). Socio-economic status as a risk factor in economic and physical harm from COVID-19: Evidence from the United States [Manuscript in preparation, forthcoming in spring 2021]. *The Annals of the American Academy of Political and Social Science.*

2 Rothwell, J., & Crabtree, S. (2019). *Not just a job: New evidence on the quality of work in the United States.* Gallup, Inc. https://www.gallup.com/education/267590/great-jobs-lumina-gates-omidyar-gallup-report-2019.aspx

Greater safety concerns have compounded the elevated risk of layoff confronting lower-income workers, and the ability to work remotely falls sharply with declining income. **Only one in five workers below the median of the 2019 income distribution has been able to work entirely remotely during the pandemic, compared with half of workers in the top 10%.** Not surprisingly, this gap corresponds with greater self-reported risk of exposure for lower-income workers.

The 2020 Great Jobs Survey results suggest that low-income employers could be doing more to mitigate these risks. Compared with workers in the bottom quintile, workers in the top decile of the income distribution are 89% more likely to be able to take sick leave and 19% more likely to say their employers are taking all necessary safety precautions.

These safety divides go beyond income. "Job quality last year" is highly predictive of safety across these measures, even after controlling for income. Low-wage workers who had high-quality jobs in 2019 report much lower COVID-19 exposure risk and better protective measures from employers.

By going beyond mere income and employment figures, the current Great Jobs data generate a critical picture of how the COVID-19 crisis has affected job quality overall and differentially across groups. This information would not be apparent from traditional unemployment and labor force participation data, but it has important implications for the lived experiences and prospects of workers, especially during the pandemic. A comparison of the 2019 and 2020 surveys reveals a downturn in job quality trends: **40% of workers have experienced worsening job quality since the start of the pandemic, up from 24% as measured in spring 2019 relative to the previous year.**

Access to remote work and prior year's job quality are among the strongest predictors of changes in job quality since the pandemic began. These factors hold such strong explanatory power that job quality was more likely to increase (45%) than decrease (33%) for the average fully remote worker, whereas the reverse is true for those who work entirely in-person (30% report an increase in quality compared to 43% reporting worsening quality). A similar pattern holds for those in high- versus low-quality jobs in 2019 — workers in low-quality jobs were far more likely to face worsening job quality (52%) than those in high-quality jobs (37%).

In other words, job quality and remote work status prior to the pandemic have prefigured the changes seen during the pandemic in ways that have widened disparities between workers, consistent with what economists have described as a "k-shaped" recovery.[3]

> As further discussed in this report, these changes are driven by trends in several key dimensions, including control over hours and location, the health and safety of the work environment and benefits.

3 Schwartz, N. D. (2021, February 27). They were on equal footing. Then the ground shifted. *The New York Times.* https://www.nytimes.com/2021/02/27/business/economy/unequal-economic-recovery.html

Introduction

In early 2020, the sudden and deadly rise of the coronavirus pandemic — and policies put in place to limit its devastation — led to a massive loss of employment. **According to data from the Bureau of Labor Statistics, over 25 million fewer people were working in April of 2020 than just two months earlier.** The economy gradually and partially recovered in subsequent months as businesses shifted to social distancing practices and customers grew increasingly comfortable shopping in masks. As of this writing, nearly one year into the pandemic, U.S. employment is still down by 7.8 million workers from February of 2020, with 5.3 million workers having dropped out of the labor market altogether.[4]

While the physical threat and economic harm caused by the coronavirus have been widespread, job losses have been concentrated in specific industries. **Forty percent of total job losses (3.8 million) have come from one sector: leisure and hospitality.** This sector, which includes hotels, restaurants and entertainment venues, has seen a 23% drop in employment from January 2020 to January 2021. Other massive losses have occurred in clothing stores (down 22%) and air transportation (down 20%). In contrast, financial services and professional and technical services have lost only 1% of their total employment.

Analysis of public data has found that lower-income and less-educated workers have been hit hardest by layoffs and income losses, as have Black and Hispanic workers relative to White and Asian workers.[5] Women, who disproportionately work in the service occupations hardest hit and have borne a greater childcare burden with schools closed, have experienced a larger decline in labor force participation than men.[6] Importantly, workers with lower socioeconomic status have also had to confront a greater risk of exposure to the virus, resulting in more devastating health consequences, including higher mortality rates from COVID-19 in low-income, American Indian, Hispanic and Black communities.[7]

Regardless of industry or demographic group, nearly every American's working experiences dramatically changed in 2020, with millions abandoning offices and work sites in favor of remote work and others completely changing how they interact with customers, partners and coworkers. Such changes raise many important questions about how the quality of work changed with adaptations to the pandemic. The headline numbers from government agencies are useful but treat all jobs as fundamentally the same and do not capture the depth of the disruption to people's lives.

> The Great Jobs Survey gives workers the opportunity to report how satisfied they are with different aspects of their job and provides context on the challenges many have confronted.

4 *Labor force statistics from the current population survey | Data.* (n.d.). U.S. Bureau of Labor Statistics. Retrieved March 10, 2021, from https://www.bls.gov/web/empsit/cpseea01.htm

5 Rothwell, J., & Smith, E. (2021). Socio-economic status as a risk factor in economic and physical harm from COVID-19: Evidence from the United States [Manuscript in preparation, forthcoming in spring 2021]. *The Annals of the American Academy of Political and Social Science.*

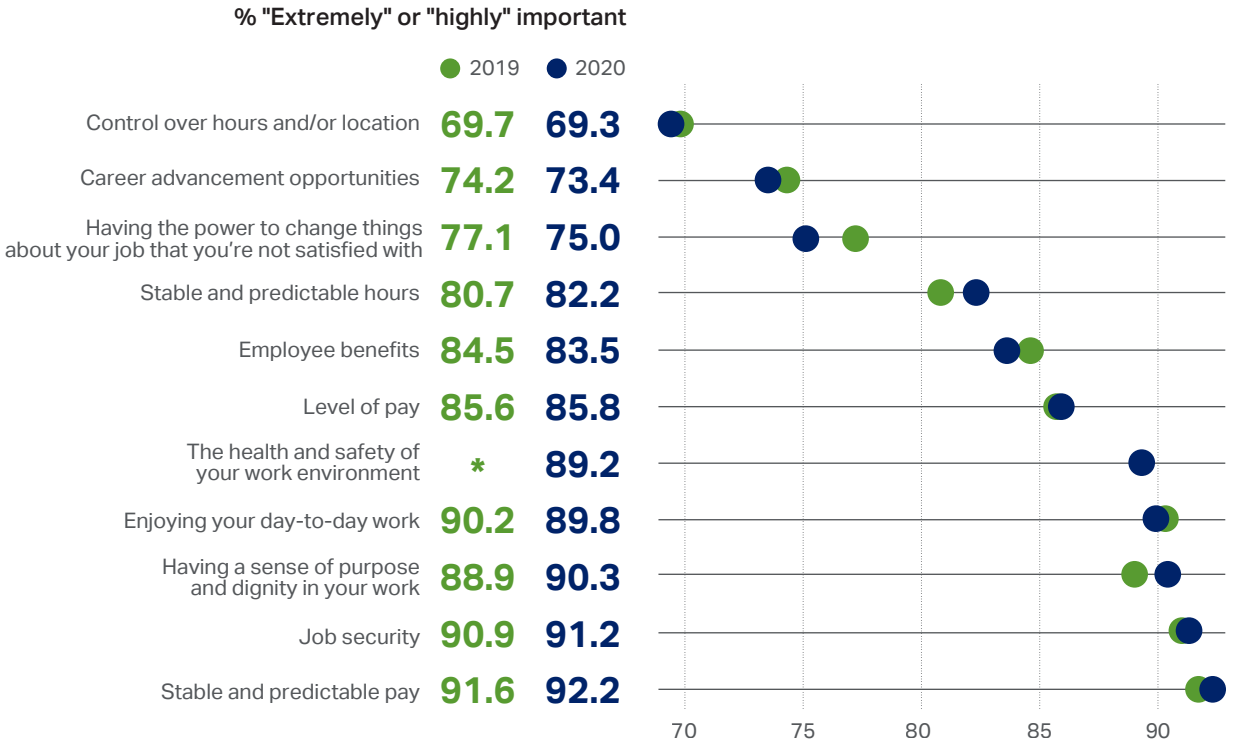
6 Saad, L., & Rothwell, J. (2021, March 8). *How have U.S. working women fared during the pandemic?* Gallup, Inc. https://news.gallup.com/poll/330533/working-women-fared-during-pandemic.aspx

7 Ibid.

Current research builds on findings from the 2019 Great Jobs Survey

The initial Great Jobs Study, conducted in the spring of 2019, revealed that job quality varies widely among employed workers. Moreover, workers' overall satisfaction with their job situation — and with important dimensions of work — are correlated with objective measures like compensation and work hours, but also go well beyond these measures to include less-tangible factors such as the degree of control they exert over their schedule, the stability of their pay and hours and the extent to which they enjoy their work experiences. As that study found, these dimensions and others are very important to how workers perceive job quality, and several are rated as more important than pay. Notably, the importance of these dimensions did not substantially change from 2019 to 2020.

Chart 1: Importance of Job Quality Dimensions, 2019 vs. 2020



* "The health and safety of your work environment" item was not asked in 2019.

In light of the dramatic changes associated with the pandemic and prior knowledge about job quality, Gallup and its partners decided to readminister the Great Jobs Survey in the fourth quarter of 2020. The 2020 version builds off the prior survey by using the same basic questionnaire but adding COVID-19-relevant items about safety and the impact of the pandemic on job and income loss, income volatility and the affordability of living expenses.

This report summarizes the major trends in job quality and how they vary by type of worker. It also provides new details on who suffered job and income losses because of the pandemic and what factors reduced the risk of such outcomes. The underlying data are publicly available on the Gallup website. We hope researchers and policymakers will take advantage of Great Jobs data from both administrations to further study the pandemic and other aspects of the labor market.

Methods

The 2020 Great Jobs Survey included most of the same survey items from the 2019 study and was fielded using a similar address-based sampling method with web options and multilanguage questionnaires. The most important change from the 2019 survey is that, given the importance of these issues during the pandemic, safety considerations were added to the original list of 10 job characteristics included in the overall job quality rating.

The new survey was fielded Oct. 20-Dec. 7, 2020, and collected responses from 7,768 adults, of which 5,491 were employed for pay at the time of their response.

As in the previous version, the key question set measuring job quality asks: "In your current employment situation (across all jobs), on a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, how satisfied are you with each of the following characteristics?" (See Chart 1 for the list of dimensions).

As before, "job quality" is defined as the average satisfaction score across all job dimensions listed, weighted by their importance according to the average U.S. worker. Changes in job quality are measured by workers' responses on a one-to-five scale as to whether each dimension significantly improved, somewhat improved, stayed the same, somewhat worsened or significantly worsened. Their average reply was taken to be the change in job quality, and these figures were reclassified as showing no change, an overall increase or an overall decrease based on whether the average response was at, above or below three.

Another important change between survey waves is that the 2020 instrument asks whether various things happened to respondents as a result of the coronavirus pandemic, including loss of income and layoffs. Other safety-related questions were added and are described in the analysis below.

These data do not track individuals over time, but the survey does ask several retrospective questions to account for workers' job quality and incomes going into the pandemic. Workers were asked to evaluate their job situation now and last year on a 0-10 scale, with "0" representing "the worst possible job situation for you" and "10" the best.[8] Likewise, workers were asked to give their personal yearly income from work for 2019 and 2020. We report both but emphasize 2019 income to assess how the pandemic has affected job quality for workers who were at different income levels prior to its onset.

8 The retrospective item asks people to rate their job situation last year on a 0-10 scale. This is a more limited method to determine job quality than the one used in the 2019 report because it does not assess the dimensions. Nonetheless, in the absence of time series data, "bad jobs" are defined for these retrospective purposes as those scoring a 0-4. "Mediocre jobs" score a 5,6 or 7, and "good jobs" score an 8 or above. The distribution across these categories is close to the 2019 job quality distribution, with 14%, 39% and 47%, respectively.

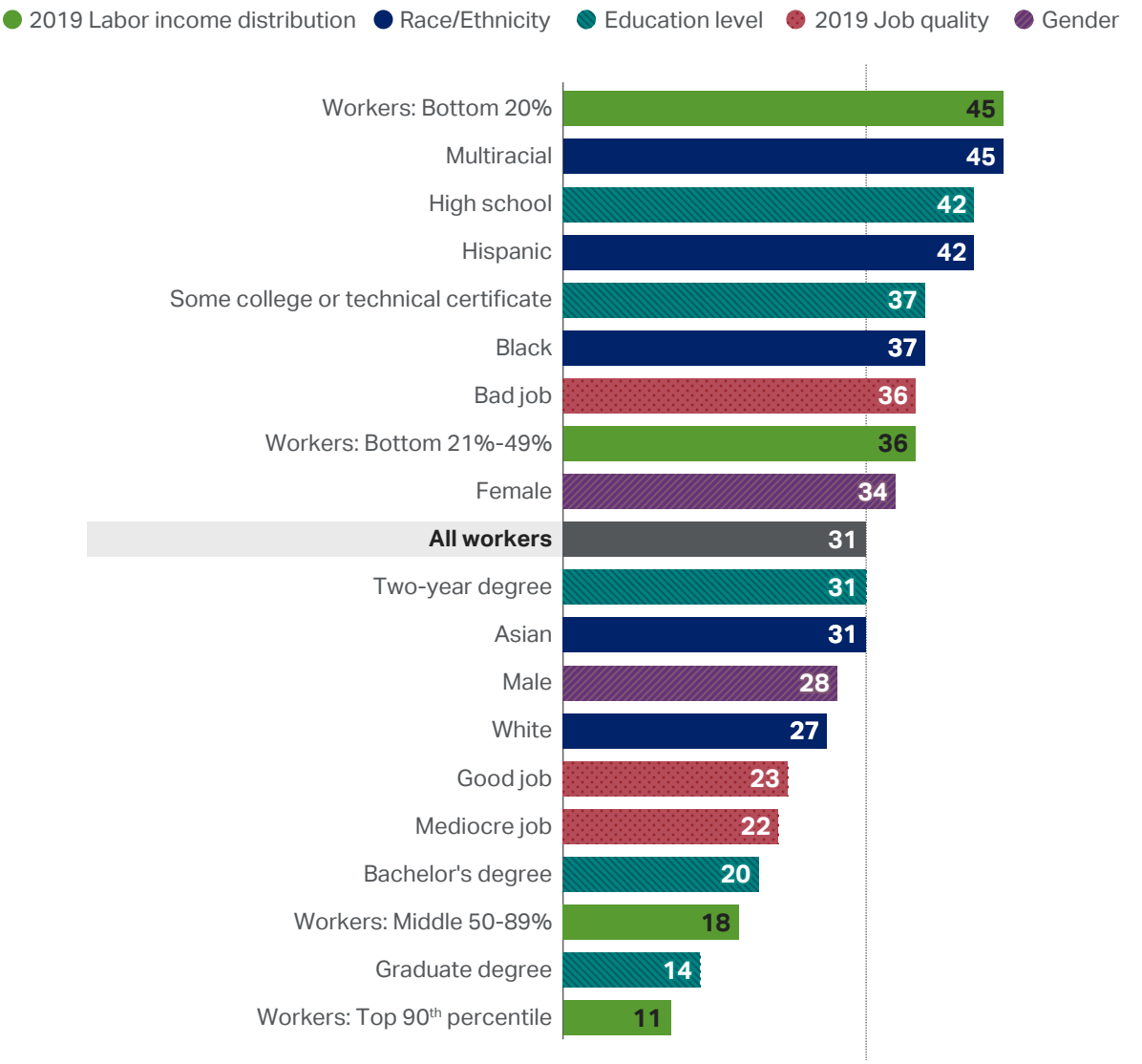
Findings

1 COVID-19-related job and income losses have skewed heavily toward Hispanic and Black workers, as well as those with lower education and income levels, resulting in financial hardship for millions of workers and their families.

Overall, almost one-third of U.S. workers — 31% — say they have experienced a layoff (temporary or otherwise) as a result of the pandemic. However, that figure rises to more than 40% in several groups, including those whose 2019 incomes were in the bottom 20%, multiracial and Hispanic workers and those with a high school education only. Black workers, women and those who rated their 2019 job quality poorly are also more likely to have been laid off.

In contrast, relatively few workers with graduate degrees or who had 2019 incomes in the top 10% have been laid off.

Chart 2: Percentage of U.S. Adults Laid Off as a Result of COVID-19



Experiencing a coronavirus-related layoff — even if it was temporary — is associated with large losses in job quality. Most workers who have been laid off (52%) report a decline in their current overall job quality when averaged across the 11 dimensions, compared with only 31% of those who have avoided being laid off. On net — taking the percentage experiencing improvement minus those experiencing deterioration — laid-off workers saw a 21-percentage-point drop in job quality compared to 2019, whereas those who have not been laid off saw a net improvement of two percentage points.

Between workers who have experienced a layoff and those who have not, job quality trends diverge most sharply on four dimensions: level of pay, stability of pay, control over hours and job security.

On balance, the average worker who has avoided being laid off reports improvements in pay, control over hours and location of work, safety and purpose over 2019. By contrast, those who have been laid off and found new employment report worsening conditions on every dimension except safety, which is largely unchanged for the average worker.

Chart 3: Change in Job Quality Dimension Ratings Since 2019, by Experience of a COVID-19-Related Layoff (Sorted by Gap)

Layoffs related to COVID-19 also strongly predict whether workers experienced income losses or income volatility and whether they had trouble covering basic expenses in the past 30 days. This relationship is similar among workers who had below-average incomes in 2019 and those who had incomes at or above the median.

Chart 4: Economic Harm Due to COVID-19, by Experience of a COVID-19-Related Layoff and 2019 Income

For workers who experienced a layoff but are currently working, changes in job quality are significantly better among those who strongly agree that their employers care about their safety, they have opportunities to do their best work, they are treated with respect at work and their opinions count at work. Further, laid-off workers are more positive about changes in job quality if they are in a union and are more likely to report worsening job quality if they work multiple jobs.

2 Workers' job quality before the pandemic strongly predicts job quality changes during the pandemic. Those who were in good jobs at the start of the pandemic feel much safer and less exposed than those who were not, regardless of whether they are able to work remotely.

Workers who gave their pre-pandemic (2019) jobs high quality ratings are about as likely to have experienced an overall improvement in job quality across the 11 dimensions since the pandemic started as they are to have experienced an overall decline (36% vs. 37%, respectively). In contrast, those who reported being in low-quality jobs in 2019 are almost twice as likely to report an overall decline in job quality (52%) as an overall improvement (28%).

These differences are reflected in all 11 of the specific quality attributes addressed in the survey; in each case, those who reported having lower-quality jobs in 2019 are more likely to say each dimension worsened in 2020. However, **the biggest gaps exist regarding 1) control over hours and location and 2) the health and safety of one's work environment.** In both cases, workers with high-quality jobs in 2019 report a net improvement, while those who had been in low-quality jobs report a net decline.

The 2020 survey added several items addressing workers' views of health and safety, all of which differed substantially between those in high-quality and low-quality jobs prior to the pandemic. For example, 72% of those who reported high job quality in 2019 agree that their employer is taking the necessary precautions to keep employees safe; among those reporting low job quality in 2019, just 43% agree.

Table 1: Changes in Job Quality Dimension Ratings and Worker Safety, by 2019 Job Quality Rating

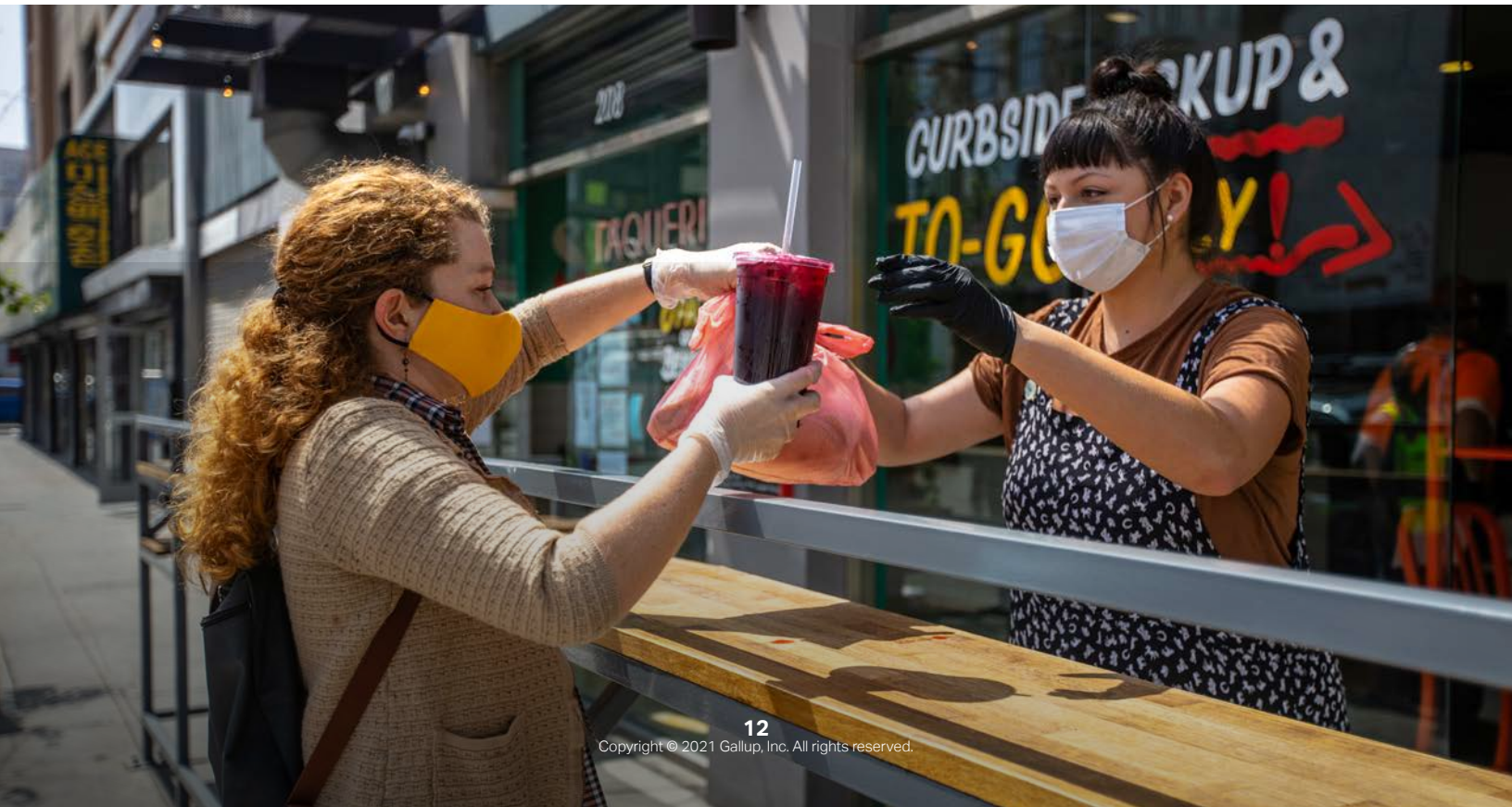
	Low job quality in 2019	High job quality in 2019
OVERALL		
Workers experiencing improving job quality	+28%	+36%
Workers experiencing no change in job quality	+20%	+27%
Workers experiencing worsening job quality	+52%	+37%
CHANGE BY DIMENSION		
Level of pay	-12%	-1%
Stable and predictable pay	-17%	-5%
Stable and predictable hours	-29%	-11%
Control over hours and/or location	-10%	+13%
Job security	-23%	-8%
Employee benefits	-19%	-1%
Career advancement opportunities	-16%	+1%
Enjoying your day-to-day work	-26%	-9%
Having a sense of purpose and dignity in your work	-9%	+7%
Having the power to change things	-19%	-4%
The health and safety of your work environment	-12%	+10%
SAFETY CONSIDERATIONS		
Strongly agree employer provides sick leave	+40%	+71%
Strongly agree comfortable raising health concerns	+47%	+75%
Strongly agree employer cares about health	+40%	+74%
Strongly agree employer takes safety precautions	+43%	+72%
Exposure to COVID-19 at work is likely	+53%	+44%

As previously stated, workers with lower pre-pandemic job quality are more likely to have experienced COVID-19-related layoffs. They are also more likely than those reporting high 2019 job quality to have suffered from income loss and income volatility and are more likely to have had trouble covering basic expenses and paying bills in the past 30 days. In this way, high job quality seems to have insulated workers from some of the worst aspects of the pandemic, which makes it all the more concerning that efforts to measure long-term changes in job quality have found evidence of decline.[9]

Table 2: Economic Harm Due to COVID-19, by 2019 Job Quality Rating

	Low job quality in 2019	Medium job quality in 2019	High job quality in 2019
Laid off as a result of COVID-19	38%	25%	25%
Lost income as a result of COVID-19	46%	37%	33%
Monthly income varied quite often over 12 months	21%	14%	13%
Couldn't afford either food or shelter in past 30 days	40%	23%	23%
Couldn't pay bills in past 30 days	37%	18%	17%
Needed to borrow money from friends or family	40%	16%	13%

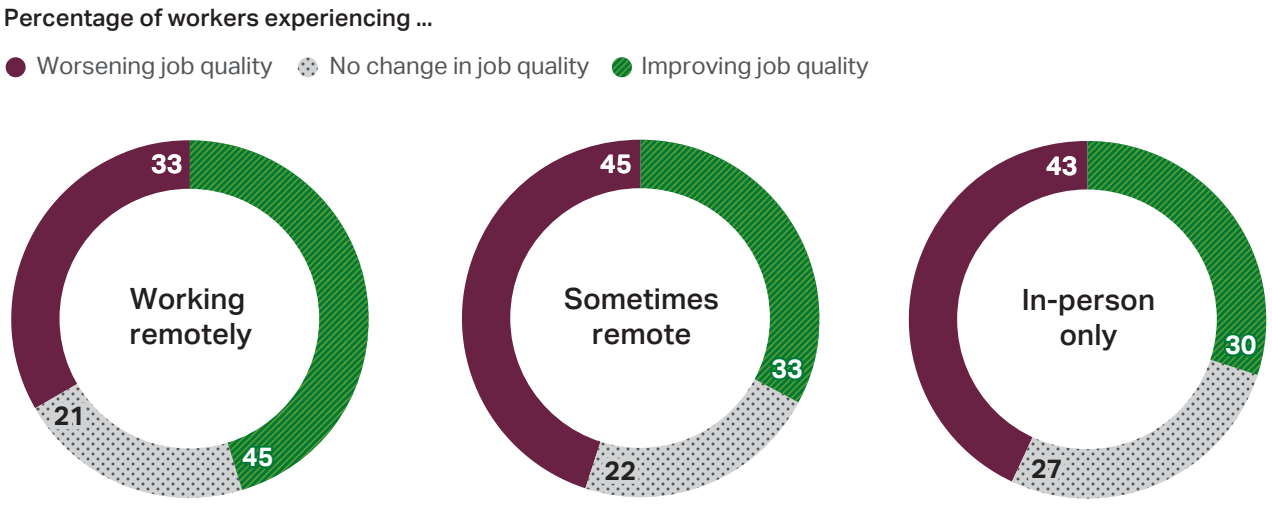
9 Schmitt, J., & Jones, J. (2012). *Where have all the good jobs gone?* Center for Economic and Policy Research.



3 Access to remote work has opened new gaps in job quality, with those able to work remotely experiencing an overall improvement in job quality, whereas those not working remotely experienced deteriorating working conditions.

The 2020 survey also suggests the pandemic has worsened discrepancies in job quality between the types of jobs that can and cannot be done from home. Among those who say they are always working remotely, average responses across the 11 quality dimensions indicate an overall *improvement* in job quality (45%) versus an overall decline (33%). Conversely, average responses among those who say they never or sometimes work remotely are more likely to point to an overall decline than an overall improvement in job quality.

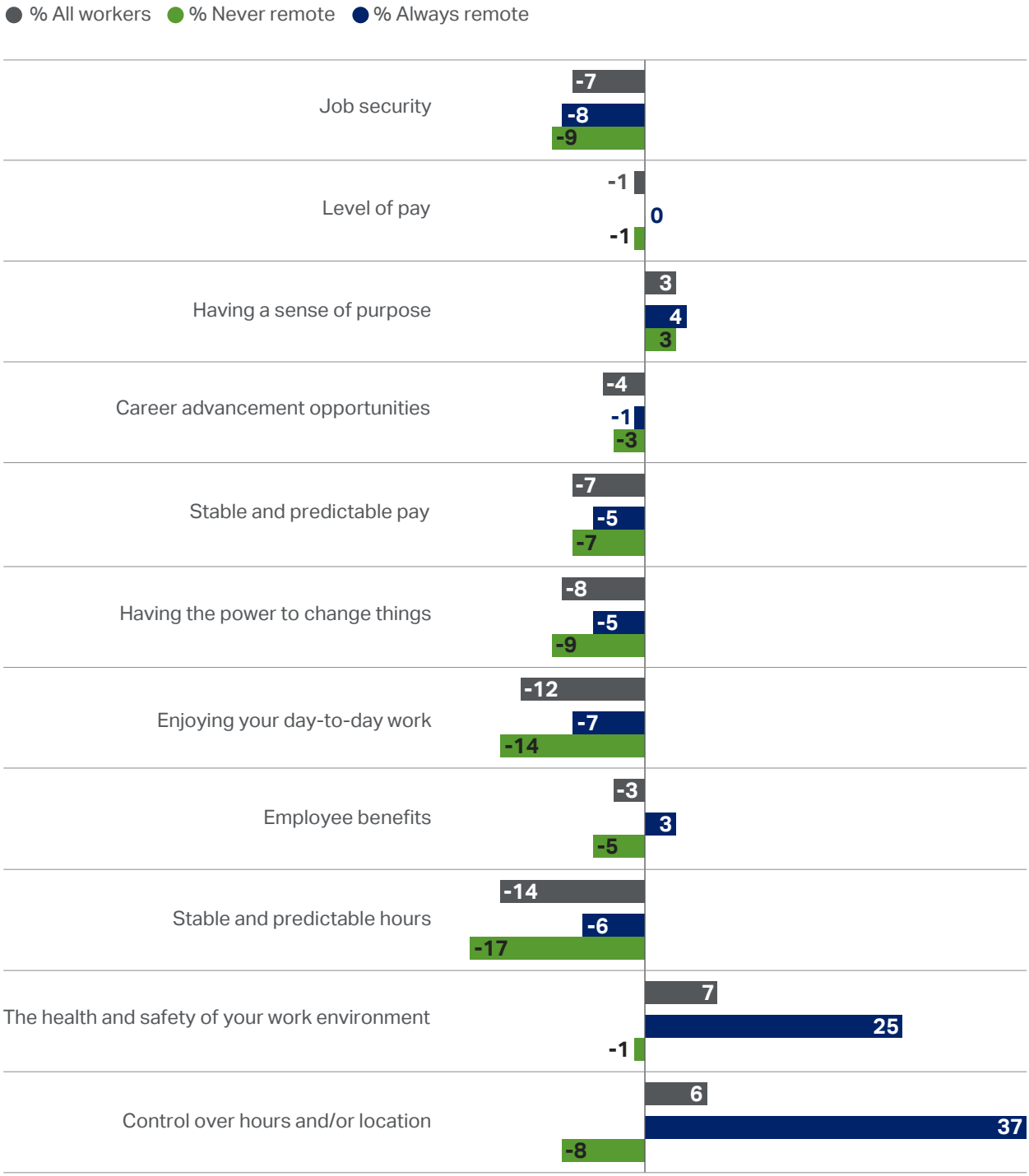
Chart 5: Changes in Job Quality Ratings, by Remote Work Status



Due to rounding, percentages may not sum to 100.

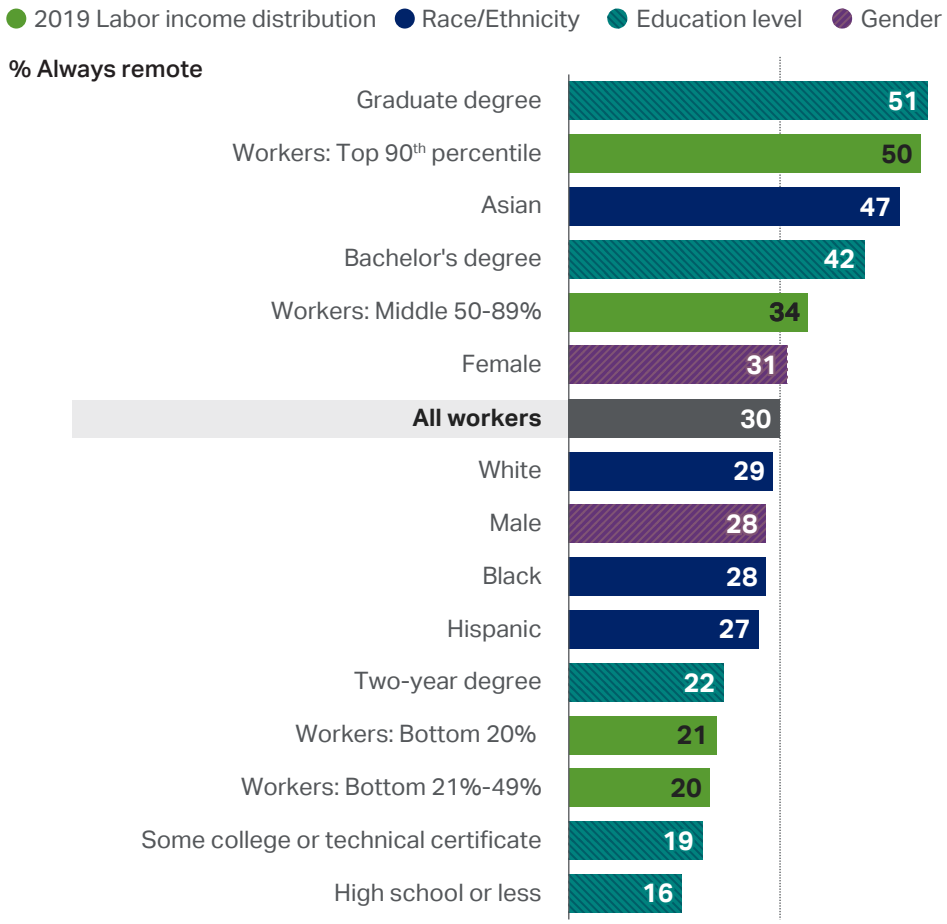
Among workers who did not work remotely at all pre-pandemic, "stable and predictable hours" and "enjoying your day-to-day work" are the job quality characteristics with the highest "net worsened" scores — i.e., the percentage who say it has worsened minus the percentage who say it has improved — at -17 points and -14 points, respectively. Among workers who have always worked remotely, "control over hours and/or location" (37 points) and "the health and safety of your work environment" (25 points) have the highest "net improved" scores.

Chart 6: Changes in Job Quality Dimension Ratings, by Pre-Pandemic Remote Work Status (Sorted by Gap Between In-Person and Remote Workers)



Many U.S. workers have jobs that require them to be on-site at a workplace; overall, 44% say they have never worked remotely during the pandemic. A higher 54% say they are not currently working remotely at all, while 30% say they always work remotely and 16% work remotely some of the time. These figures vary substantially by industry, job type and workers' socioeconomic status. Half of those with graduate degrees and those whose 2019 incomes were in the top 10% say they currently always work remotely, versus about one in five of those with no college degree and those whose 2019 incomes were in the bottom half of the distribution.

Chart 7: Access to Remote Work During the Pandemic, by 2019 Income, Race, Ethnicity and Education Level



For those unable to work remotely, job quality changes are more favorable if they agree that their employer provides sick leave, cares about their health and maintains an environment that allows workers to be comfortable bringing up health concerns. In-person workers also experience more favorable trends in quality if they feel that their opinions count, they are treated with respect, have opportunities to develop at work and have opportunities to do what they do best at work.

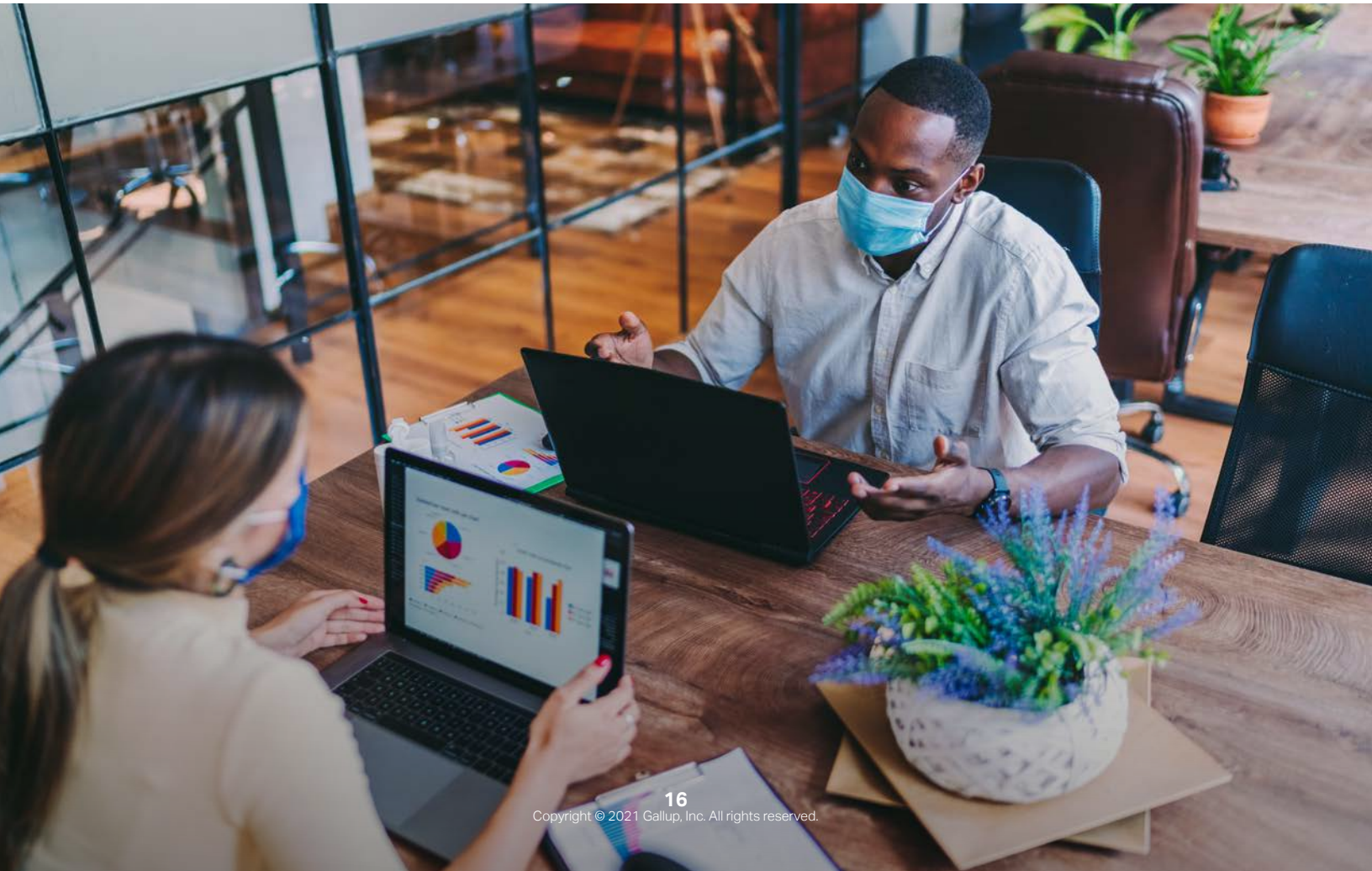
For all workers, both the level of job quality and changes were significantly worse for those without a postsecondary degree and better for those in professional occupations (defined as those working as healthcare practitioners or in management, finance, legal, engineering, scientific or computer roles).

Conclusion

The 2020 Great Jobs Study highlights the uneven nature of economic harm resulting from the pandemic. The results are consistent with other studies showing groups with lower average wages, education and socioeconomic status more generally — including Black and Hispanic workers — have borne disproportionate economic harm. These data deepen understanding of the potential causes and consequences of this inequity by identifying gaps in access to remote work and significant health and safety differences.

Going further, changes in job quality during the pandemic have largely diverged according to two factors: **1) workers' ability to work remotely and 2) the quality of their jobs prior to the crisis.** The data show that these two variables are more directly related to changes in job quality than workers' income, race, gender or education.

Employers and policymakers should prioritize improving conditions for in-person workers, particularly with regard to the two quality attributes that most distinguish them from remote workers: making their workplaces as safe as possible and granting them greater control and flexibility. Moreover, a nationwide effort to boost job quality would immediately benefit workers and leave them better prepared for future crises.



Appendix

Appendix Table 1: Job quality levels and change in 2019 and 2020, by worker characteristics

	Share working in good jobs	Share working in mediocre jobs	Share working in bad jobs	Share of workers experiencing improving job quality	Share of workers experiencing no change in job quality	Share of workers experiencing worsening job quality
2019						
All workers	40%	44%	16%	60%	17%	24%
Asian	31%	48%	21%	58%	20%	22%
Black	37%	38%	25%	49%	20%	31%
Hispanic	36%	41%	22%	58%	15%	27%
Multiracial	38%	50%	12%	66%	10%	24%
White	41%	46%	13%	62%	17%	22%
Bottom 20% of 2019 labor income distribution	28%	41%	31%	54%	21%	25%
Bottom 21%-49% of 2019 labor income distribution	30%	47%	23%	56%	18%	26%
Middle 50-89% of 2019 labor income distribution	47%	46%	8%	64%	13%	23%
Top 90th percentile of 2019 labor income distribution	61%	34%	5%	68%	13%	20%
Male	39%	46%	15%	62%	15%	23%
Female	41%	44%	15%	57%	19%	25%
High school	39%	39%	22%	52%	22%	25%
Some college or technical certificate	38%	47%	16%	62%	14%	24%
Two-year degree	38%	48%	14%	60%	15%	25%
Bachelor's degree	41%	47%	11%	67%	13%	20%
Graduate degree	47%	44%	10%	59%	17%	24%
2020						
All workers	44%	40%	16%	35%	26%	40%
Asian	44%	42%	13%	43%	21%	37%
Black	43%	39%	17%	38%	28%	35%

	Share working in good jobs	Share working in mediocre jobs	Share working in bad jobs	Share of workers experiencing improving job quality	Share of workers experiencing no change in job quality	Share of workers experiencing worsening job quality
Hispanic	38%	38%	24%	34%	21%	44%
Multiracial	42%	39%	19%	36%	26%	38%
White	46%	40%	14%	33%	27%	39%
Workers: Bottom 20% of 2019 labor income distribution	36%	38%	26%	39%	28%	33%
Workers: Bottom 21%-49% of 2019 labor income distribution	35%	45%	20%	32%	24%	44%
Workers: Middle 50-89% of 2019 labor income distribution	52%	36%	12%	36%	25%	39%
Workers: Top 90th percentile of 2019 labor income distribution	56%	37%	7%	33%	24%	42%
Workers: Bottom 20% of 2020 labor income distribution	36%	36%	28%	32%	28%	40%
Workers: Bottom 21%-49% of 2020 labor income distribution	31%	46%	23%	31%	23%	46%
Workers: Middle 50-89% of 2020 labor income distribution	53%	38%	9%	38%	27%	35%
Workers: Top 90th percentile of 2020 labor income distribution	59%	36%	4%	38%	22%	40%
Workers: Bottom 20% of wealth distribution	36%	35%	29%	37%	27%	36%
Workers: Bottom 21%-49% of wealth distribution	39%	41%	20%	31%	23%	46%
Workers: Middle 50-89% of wealth distribution	50%	41%	9%	36%	25%	39%
Workers: Top 90% of wealth distribution	54%	38%	8%	34%	31%	36%
Male	44%	41%	15%	36%	26%	38%
Female	46%	39%	16%	34%	25%	41%
High school	43%	39%	19%	36%	30%	34%
Some college or technical certificate	40%	40%	20%	32%	26%	42%
Two-year degree	51%	38%	11%	36%	26%	38%
Bachelor's degree	44%	42%	14%	36%	22%	42%
Graduate degree	50%	38%	12%	34%	21%	44%
Working remotely	52%	38%	10%	45%	21%	33%
Sometimes remote	46%	41%	13%	33%	22%	45%

	Share working in good jobs	Share working in mediocre jobs	Share working in bad jobs	Share of workers experiencing improving job quality	Share of workers experiencing no change in job quality	Share of workers experiencing worsening job quality
Never working remotely	39%	38%	22%	30%	27%	43%
Always Remote: Bottom 20% of 2019 labor income	40%	41%	20%	48%	24%	27%
Always Remote: Bottom 21%-49% of 2019 labor income	49%	36%	15%	42%	20%	38%
Always Remote: Middle 50-89% of 2019 labor income	54%	38%	8%	49%	20%	30%
Always Remote: Top 90% of 2019 labor income	55%	38%	8%	38%	22%	40%
Never Remote: Bottom 20% of 2019 labor income	35%	32%	32%	40%	30%	30%
Never Remote: Bottom 21%-49% of 2019 labor income	34%	46%	20%	29%	24%	47%
Never Remote: Middle 50-89% of 2019 labor income	49%	33%	19%	26%	29%	45%
Never Remote: Top 90% of 2019 labor income	40%	52%	8%	20%	28%	51%
Good job quality in 2019	60%	32%	8%	36%	27%	37%
Mediocre job quality in 2019	36%	46%	18%	37%	20%	43%
Bad job quality in 2019	21%	42%	36%	28%	20%	52%

Appendix Table 2: Access to remote work and safety during the pandemic among U.S. workers

	Share always remote	Share never remote	Share who believe exposure to virus at work is likely	Essential worker	All or nearly all workers on-site (%)	Strongly agree that could take time off if sick	Strongly agree employer is taking all necessary safety precautions
All workers	30%	45%	46%	61%	56%	60%	61%
Asian	47%	35%	46%	37%	52%	65%	63%
Black	28%	47%	63%	59%	50%	56%	55%
Hispanic	27%	55%	48%	61%	53%	49%	66%
White	29%	42%	42%	63%	58%	63%	60%
Workers: Bottom 20% of 2019 labor income distribution	21%	62%	47%	49%	69%	41%	62%
Workers: Bottom 21%-49% of 2019 labor income distribution	20%	54%	52%	64%	62%	55%	52%
Workers: Middle 50-89% of 2019 labor income distribution	34%	37%	45%	65%	53%	65%	61%
Workers: Top 90th percentile of 2019 labor income distribution	50%	18%	34%	53%	40%	78%	74%
Workers: Bottom 20% of 2020 labor income distribution	19%	62%	49%	45%	67%	39%	53%
Workers: Bottom 21%-49% of 2020 labor income distribution	19%	57%	52%	64%	64%	52%	55%
Workers: Middle 50-89% of 2020 labor income distribution	33%	35%	45%	66%	53%	67%	62%
Workers: Top 90th percentile of 2020 labor income distribution	56%	17%	32%	51%	37%	81%	78%
Male	28%	46%	42%	63%	54%	64%	60%
Female	31%	43%	51%	59%	58%	57%	62%
High school or less	16%	69%	49%	65%	67%	54%	61%
Some college or technical certificate	19%	56%	50%	70%	64%	55%	58%
Two-year degree	22%	55%	48%	70%	56%	63%	62%
Bachelor's degree	42%	26%	42%	53%	49%	66%	59%
Graduate degree	51%	12%	40%	50%	41%	66%	65%
Good job quality in 2019	31%	42%	44%	61%	56%	71%	72%
Mediocre job quality in 2019	31%	42%	46%	60%	56%	54%	53%
Bad job quality in 2019	21%	52%	53%	64%	55%	40%	43%

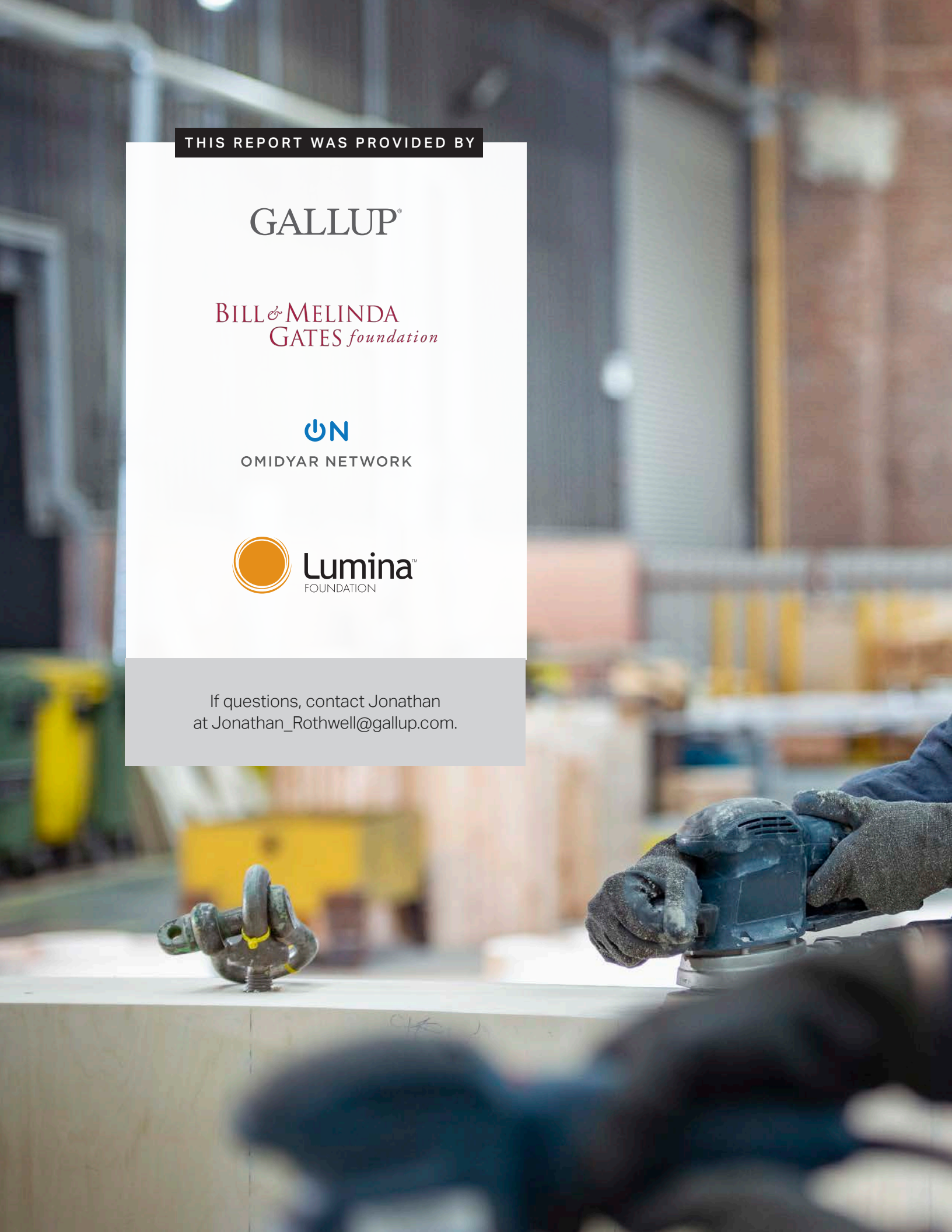
Appendix Table 3: Economic harm related to COVID-19 for U.S. adults

	Currently employed	Laid off as a result of COVID-19	Lost income as a result of COVID-19	Monthly income varied quite often over 12 months	Could not afford either food or shelter in past 30 days
All workers	67%	31%	40%	14%	31%
Asian	69%	31%	38%	8%	25%
Black	63%	37%	47%	18%	49%
Hispanic	69%	42%	52%	20%	43%
Multiracial	67%	45%	41%	20%	40%
White	67%	27%	36%	13%	25%
Workers: Bottom 20% of 2019 labor income distribution	100%	45%	48%	19%	42%
Workers: Bottom 21%-49% of 2019 labor income distribution	100%	36%	42%	19%	33%
Workers: Middle 50-89% of 2019 labor income distribution	100%	18%	28%	11%	20%
Workers: Top 90th percentile of 2019 labor income distribution	100%	11%	32%	9%	14%
Adults: Bottom 20% of 2020 labor income distribution	20%	34%	39%	9%	36%
Adults: Bottom 21%-49% of 2020 labor income distribution	71%	54%	58%	23%	41%
Adults: Middle 50-89% of 2020 labor income distribution	88%	23%	32%	13%	24%
Adults: Top 90th percentile of 2020 labor income distribution	90%	14%	31%	10%	15%
Adults aged 25-64: Bottom 20% of wealth distribution	62%	41%	54%	20%	57%
Adults aged 25-64: Bottom 21%-49% of wealth distribution	81%	37%	44%	21%	37%
Adults aged 25-64: Middle 50-89% of wealth distribution	88%	21%	33%	12%	19%
Adults aged 25-64: Top 90% of wealth distribution	85%	14%	31%	9%	12%
Male	73%	28%	38%	14%	30%
Female	62%	34%	44%	15%	32%
High school	56%	42%	44%	17%	44%
Some college or technical certificate	66%	37%	48%	16%	33%
Two-year degree	71%	31%	41%	12%	26%
Bachelor's degree	77%	20%	33%	12%	17%
Graduate degree	78%	14%	30%	9%	13%
Good job quality in 2019	100%	25%	33%	13%	23%
Mediocre job quality in 2019	100%	25%	37%	14%	23%
Bad job quality in 2019	100%	38%	46%	21%	40%

Appendix Table 4: Changes in job quality, remote work access, employment and affordability experiences, by occupation or most recent occupation

	Number of observations	Share of workers experiencing improving job quality	Share of workers experiencing worsening job quality	Percentage always working remotely	Percentage employed	Laid off as a result of COVID-19	Lost income as a result of COVID-19	Could not afford either food or shelter in past 30 days
Business and financial operations	533	47%	29%	61%	80%	21%	30%	23%
Computers, Science and Engineering	602	41%	33%	58%	77%	13%	26%	16%
Legal	169	39%	32%	51%	75%	21%	39%	26%
Community and social service	179	38%	31%	37%	80%	30%	39%	39%
Food preparation and serving-related	186	44%	41%	6%	61%	64%	59%	46%
Installation, repair and building maintenance	284	38%	36%	9%	76%	43%	43%	40%
Management	895	37%	37%	30%	72%	23%	31%	28%
Sales and related	455	40%	41%	36%	71%	38%	49%	36%
Healthcare support	337	34%	36%	24%	74%	29%	39%	34%
Office and administrative support	355	32%	39%	30%	71%	27%	39%	29%
Production	186	26%	34%	2%	69%	41%	38%	35%
Healthcare practitioners and technical	520	34%	46%	7%	80%	24%	36%	16%
Arts, design, entertainment, sports and media	194	35%	49%	58%	73%	51%	63%	22%
Education, training and library	774	32%	49%	41%	77%	20%	33%	17%
Transportation and material moving	230	26%	44%	4%	72%	34%	51%	32%
Construction and extraction	159	25%	44%	7%	73%	38%	38%	22%
Protective and personal services	204	23%	57%	10%	59%	41%	57%	42%

	Number of observations	Share of workers experiencing improving job quality	Share of workers experiencing worsening job quality	Percentage always working remotely	Percentage employed	Laid off as a result of COVID-19	Lost income as a result of COVID-19	Could not afford either food or shelter in past 30 days
Finance or real estate	270	49%	33%	59%	83%	12%	26%	22%
Manufacturing goods	367	36%	33%	18%	71%	35%	33%	30%
Media, internet, software, cable or phone services	162	39%	38%	70%	76%	14%	42%	19%
Selling goods directly to customers (retail) or other businesses (wholesale)	490	36%	41%	22%	74%	40%	46%	37%
Healthcare, education, nonprofit or government services	1,510	35%	41%	27%	78%	22%	33%	23%
Professional services (e.g., legal, engineering, computer programming, consulting, administrative services)	737	39%	38%	49%	80%	22%	37%	18%
Construction, transportation, farming or energy	395	28%	37%	15%	74%	30%	42%	34%
Other sector	715	30%	38%	25%	55%	40%	43%	35%
Restaurants, entertainment or hospitality	180	32%	56%	13%	65%	60%	67%	45%



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