

Topic/Content Domain	Other Recommendations and Notes	Included in the NLSY79	Included in the NLSY97	Useful for Cross-cohort Analysis	Topic Priority	Data Collection Method (Survey, Documentation, Linked)	Recommended Ages/Stage in Life Course	Recommended Frequency of Data Collection
<b>Information to enable administrative linkages</b>								
Collect identifying information on individuals and employers to enable administrative data linkages	The most valuable administrative linkages would be to employer characteristics in employer censuses or data on federal administrative actions regarding employers.	No	No	No	High	S; D	All	Each wave
<b>Wages and Hours</b>								
Include all kinds of earning, stigmatized or not	Strive to ensure that all types of earning opportunities are reported, including informal and illicit activities.	Yes, but not explicitly labeled	Yes, but not explicitly labeled	Yes	High	S; D	All	Each job-wave
Test ways to reduce detail on pay types within job	If considering ways to shorten data collection around wages and hours, the key concepts that will serve for most purposes are earnings, hours, and hourly non-overtime wage.	No	No	No	Low	S; L; D	All	Each job-wave
<b>Barriers to work</b>								
Barriers to work	Jail/prison, child support, mental health (own or someone else), digital divide, child care/elder care, disability (including long COVID). Note that prison/health issues have also been covered by the justice/health panels.	Yes for select categories	Yes for select categories	Somewhat	High	S; L	Varies	Each job-wave
<b>Youth employment</b>								
Summer youth employment	Whether a job is intended to start and end within academic summer vacation. Whether the opportunity is publicly funded.	Yes for government summer jobs	No	Yes	Medium	S	Early; while student	Each job-wave
School-connected work (e.g. for school credit internships)	Whether a job was secured through a student's educational institution and whether it earns the student credit towards their educational program.	No	Yes	Yes	Medium	S; D; L	Early; while student	Each job-wave
Work outside of school	All kinds of other work for students.	Yes, some	Limited detail in freelance questions	Somewhat	Medium	S; D; L	All	Each wave
<b>Volunteering</b>								
Volunteering and internships	Volunteering and internships are unpaid experiences relevant for future employability and productivity.	Volunteering only	Limited detail in select rounds	Limited	Low	S; D; L	Early	Every other wave
<b>Work Schedule</b>								
Control over schedule	workers' reported degree of control or input into: days of week, start times, stop times, number of hours, place of work. Ability to swap shifts, alter schedule once published, take a few hours off during the work day.	Flexible hours as fringe benefit; who sets hours	Flexible hours as fringe benefit; who sets hours	Limited	High	S; D	All	Each job-wave
Schedule instability and unpredictability	Amount of advance of notice of work schedule; relative frequency of worker being on-call for a shift, employer cancellation of scheduled shift, adding shift with little notice, changing timing of scheduled shift with little notice.	No	Yes, limited in scope and to the more recent rounds	Limited	High	S; D;	All	Each job-wave
Timing of work	Collect a full week of retrospective time-diary data on work hours that registers start and stop times of work on each day of the reference week. Alternative: frequency of work within time periods; days of the week. Usual hours, variability, and desire for more/fewer hours.	No	No	Limited	Medium	S; D;	All	Each job-wave
<b>Leaves</b>								
Unmet need for leave	Collect data on times that leave was needed but not taken, which may have important consequences to economic security and later health, due to job exits and/or health strains. The Department of Labor commissioned FMLA reports from 1995, 2000, 2012, and 2018 have questions about "unmet need" (and racial disparities have been documented).	No	No	No	High	S; D	Adult	Each wave
Use of leave and its nature	Ask directly about use of leave since last wave for family caregiving and for own illness. Ask this of respondents of all genders and ages, since leave for own illness and for family caregiving (not only leave for pregnancy or only infant bonding/care) may affect economic attainment, mobility, labor market decisions, and health. Ask length of time away from work and whether this was fully or partially paid leave or unpaid leave. Follow-up questions should be tested to see if respondents can estimate the percentage of their regular pay received (probably in broad categories) and whether they can identify paid leave as tied to state leave law, tied to company policy, a mix of both, or don't know.	Maternity leave only	Pregnancy leave only	Limited	Medium	S; D	Adult	Each wave
<b>Discrimination and Fairness</b>								
Perception of workplace discrimination & harassment	Time-bound, repeated questions about perceived discrimination. ("In the last 12 months, did you feel in any way discriminated against on your job because of your race or ethnic origin, gender, age?") and harassment. Reuse question about discrimination in getting a job that allow for cross-cohort analysis.	Yes but not time bound	No	Limited	High	S	All	Each wave

Experiences of respectful and unfair treatment, harassment, bullying, violence	Measure respectful, fair, supportive treatment. On the negative side, ask about experiences of perceived unfairness and then immediately follow up with a question prompting the main reason for this experience. This captures unfairness that may not be labeled as discrimination or harassment but may affect job exits, attainment, and mental health. Ask directly about job-related unwanted sexual attention, bullying, and violence periodically. All can come from supervisors, coworkers, customers, and supply chain.	No	No	No	Medium	S; L	All	Each wave
<b>Restrictive covenants</b>								
Noncompete, nondisclosure, and mandatory arbitration clauses	Include measures of prevalence in NLSY26, building off recent NLSY97 modules.	No	Yes	Limited	High	S	All	Each job-wave for newly reported jobs, maybe repeat
<b>Technology and Tasks</b>								
Computer and mechanical task complexity required	Complexity of interactions with digital tools and mechanical tools required to perform the worker's job tasks.	No	No	No	High	S	All	Each job-wave
<b>Work location</b>								
Share of time at location of employer choice vs flexible	Growing use of fully remote and hybrid arrangements.	No	Projected to start in Round 21	Limited	High	S	All	Each job-wave
<b>Occupational health and safety risks</b>								
Exposure to Physical Risks	Respiratory exposures at work. Ergonomic hazard exposure at work. Related occupational illnesses & injuries experienced by the worker and their co-workers.	Occupational injuries	Limited	Limited	High	S; L	All	Each job-wave
Exposure to Psychosocial Risks	Quality of relationships with supervisors, coworkers, and customers and clients.	No	No	No	Medium	S	All	Each job-wave
Work stress	Expected pace of work versus capacity.	No	No	No	Medium	S	All	Each job-wave
<b>Employer monitoring and surveillance</b>								
Employer monitoring and surveillance	What types of worker behavior or process are monitored and with what consequence.	No	No	No	High	S	All	Each job-wave
<b>Job Search and Beliefs</b>								
Job search: consistent measure for everyone	Don't exclude recent hires from on-the-job search questions. As much as possible, at each time during any employment, measure intensity of on-the-job search. Prioritize at the time of the interview to avoid recall bias. Harmonize the reference period for employed's and unemployed's question. Distinguish between search for a job to replace a current job versus for an additional job. Capture search for job changes within employer (e.g., promotions or rotations). Main reason(s) for job search. Collect information on reservation wage and desired new job characteristics.	Yes, to some degree	Yes, to some degree	Somewhat	High	S	All	Each wave
Job search: intensity	For both unemployed and employed (on-the-job) search. Number of applications in the last X weeks. Number of hours of search activity in last week.	No	No	No	Medium	S	All	Each wave
Subjective job quality including most important determinant for how respondents value jobs	Measure worker satisfaction with various job aspects.	General job satisfaction question	General job satisfaction question	Somewhat	Medium	S	All	Each job-wave
(Mis)match between new job conditions and pre-hire expectations	Compared to what you expected right before you started this job, overall did this job turn out to be: much better than expected, somewhat better, about as expected, somewhat worse, much worse than expected? For various aspects, better or worse?	No	No	No	Medium	S	All	Each job at start
Expectations about search outcomes (job transition)	Percent chance of moving to a new job in the next 3 months. Expectations about wage offers.	No	No	No	Low	S	All	Each job-wave
<b>Training and Development</b>								
Training & development opportunities	Add questions on mode of delivery and synchronicity	Yes	Yes	Somewhat	High	S	All	Each job-wave
Prospects for promotion	Elicit beliefs about prospects for promotion and reasons	Yes	No	Somewhat	Low	S	All	Each job-wave
<b>Voice at Work</b>								
Control over job tasks, team, and organization	Karasek job control; HRS or NIOSH WellQ as possible example.	No	No	No	Medium	S	All	Each job-wave
Voice behaviors, safety, and efficacy	What has the worker done to influence work conditions individually or collectively. If seeking change, has management made it safe or risky and have they made it efficacious or futile.	No	No	No	Medium	S; L	All	Each job-wave
<b>Fringe Benefits</b>								
Update list of fringe benefits, drop flexible scheduling	Could remove flexible scheduling given scheduling questions. Little need to make other changes.	Yes	Yes	No	Low	S; D; L	All	Each job-wave
<b>Work Arrangements</b>								
Measure 7 mutually exclusive and exhaustive work arrangements	Classify jobs into 7 mutually exclusive and exhaustive categories: 1) employees not in AWA, 2) employees who are temporary help workers/staffing agency workers, 3) employees who are other contract company workers, 4) self-employed not independent contractors, 5) self-employed who are independent contractors not intermediated, 6) platform worker independent contractors (self-employed), 7) other intermediated independent contractor arrangement (self-employed).	No	No	Somewhat	High	S; L	All	Each job-wave for newly reported jobs
Improve question wording to determine if self-employed	For self-employed: Define self-employment in question to include freelance/independent contract, informal work. These types of self-employment arrangements most likely being missed.	No	No	No	High	S	All	Each job-wave for newly reported jobs

Expand measure of independent contractors and alter question wording	Prior question limited to those who did not identify as self-employed, missing many independent contractors. Ask those who initially do and do not identify as self-employed if independent contractor. Drop wording that defines independent contractors as obtaining clients on their own.	No	No	Somewhat	High	S	All	Each job-wave for newly reported jobs
Add probe for informal and platform work held during period covered by wave	These types of activities likely underreported. Informal work/platform jobs may be short-lived but play an important role in job dynamics and income smoothing.	No	No	No	High	S	All	Each job-wave for newly reported jobs
If in intermediated employee arrangement (temp help, PEO, contract company worker) collect name of employer and name and industry of client	Direct-hire employer may be used in the future for administrative data linkages; information on names and industries using these workers is not available in other data sources. For contract company workers, collect employer name if working primarily for one client.	Partially	Partially	Somewhat	High	S; D	All	Each job-wave for newly reported jobs
If platform worker: collect name(s) of platform	Platform names may be used to identify the platform type and to identify cases where respondent misinterpreted the question.	No	No	No	High	S; D	All	Each job-wave for newly reported jobs
If other staffing workers: measure if a PEO worker	Measure if other staffing workers are employed by a professional employer organization (PEO).	No	No	No	Medium	S; D; L	All	Each job-wave for newly reported jobs
If other contract company workers: measure additional aspects	For other contract company workers: Capture whether 1) work primarily for one client and 2) at the client worksite for <u>all</u> who indicated work for a company that contracts out their services.	Yes	Yes	Yes	High	S	All	Each job-wave for newly reported jobs
If self-employed, all: measure if incorporated and if have employees	Self-employed, all: Add questions on whether business incorporated and whether have employees.	Yes	Yes	Yes	Medium	S; D; L	All	Each job-wave for newly reported jobs
If independent contractors, all: measure if primarily work for one client	Independent contractors, all: capture whether primarily work for one client or more.	No	No	No	High	S; D; L	All	Each job-wave for newly reported jobs
Platform worker: capture and measure all types of platform work	Platform workers: Capture and identify different types of platforms: labor services platforms (e.g. Upwork, Uber), retail services (e.g. Etsy), rental (e.g. Airbnb).	No	No	No	High	S; D	All	Each job-wave for newly reported jobs
Drop questions about on-call employment	Drop on call questions because it is a job characteristic that may apply to several types of work arrangements and will be better captured by the recommended scheduling questions.	Yes	Yes	no	High	S	All	Each job-wave for newly reported jobs

#### NOTES

Data Collection Method definitions

S=Survey Questionnaire

L=Linked data

D=Documentation supplied by the respondent