Current Population Survey Program

Unemployment Insurance Non-Filer Supplement
Cognitive Testing Results

May 26, 2017

In May 2017, The BLS Office of Survey Methods Research (OSMR) conducted 21 cognitive interviews of the CPS Unemployment Insurance Non-filer supplement questions. Participants were recruited and screened to ensure that they were unemployed and looking for work, or living with someone who was. Based on DOL input, the focus of the testing was Question 10, the reasons for not applying for UI benefits, as well as the new job search questions. Additionally, 171 MTurk participants completed an online survey, mirroring the cognitive interview.

This memo summarizes the main findings and documents the recommended question wording. (Appendix A). Only a high level, preliminary analysis of the MTurk results has been completed, with the goal of identifying 'red flags' for the questions or question wording. Those conclusions are summarized here. Additional analysis of that data will be completed and summarized in a separate report.

<u>Cognitive Interviewing Results</u>

<u>Lab Participants</u>

Recruiting was done via craigslist, with ads specifying unemployed, retired or receiving UI benefits.

Most participants (17) qualified based on their own situation. Only a few had household members who were unemployed. This limits the conclusions that can be drawn about the effectiveness of these questions in a proxy setting.

We were also unable to recruit participants who were not actively looking for work (they're likely not looking for 'gigs' such as interview studies!), so we have to rely on expert review to assume these questions will work for them. Most of these respondents should not get the supplement as they should say 'no' to the main CPS labor force questions that ask if they want a job.

Table 1. Participant's Employment Situation

Unemployed, looking, held job in last 12 months	13
Retired, held a job in last 12 months	3
Retired, not looking for work, held job last week	1
HH member unemployed, held a job in last 12 months	4

The demographics of the sample is consistent with others studies done in the DC-Metro area.

Table 2. Participant Demographics

Men	9	White	3	HS	1
Women	12	Black	18	Some College	10
		Other	0	College +	10

Results

UI Nonfiler Supplement

Overall, the questions worked as intended. Participants understood them as intended and were able to answer them without difficulty. The flow from the (streamlined) CPS labor force was smooth and participants had no reactions to the questions as a whole. Several participants said the questions were "straightforward," with others describing them as "basic" or "generalized." No individual questions were reported to stand out in any way, and participants expressed no concerns about their ability or comfort answering them.

Unemployment Insurance Benefits (Introduction)

All participants said that they've heard of unemployment insurance benefits, though a few asked if that was the same as "unemployment" or "unemployment benefits." Although that question was not answered for them during the interview, they were able to answer the questions, showing that they assumed unemployment, unemployment benefits, and unemployment insurance benefits are all the same. During the first week of testing, both "unemployment benefits" and "unemployment insurance benefits" were used in the questions. This inconsistency was identified and only "unemployment insurance benefits" was used for the remaining interviews.

The explanations participants provided about the benefits was generally correct, and they said that our explanation in the introduction aligned with their understanding. Although many didn't know many, or any, of the requirements associated with receiving unemployment benefits, this didn't seem to impact their ability to answer the questions.

> **Training Recommendation**: Ensure that FRs know that these three terms refer to the same thing (general).

Receiving UI Benefits (Q5-Q9a)

Three participants had applied and received UI benefits in the past or lived with someone who did (one person both received and lived with someone who received). These participants were generally able to answer the UI questions, including the month and year the benefits began. One did not receive benefits last week, because her UI case was undergoing review for "monetary redetermination." No participants reported not receiving UI benefits since their last job (Q9), so this question was not tested.

> Reasons for Not Applying (Q10-Q12)

18 of the participants had never applied for UI benefits. When asked why, the reasons fell into a few categories which aligned with the response options for the question.

1. Eligibility: past employers told them they weren't eligible, they knew from prior experience they weren't eligible, recently moved to a new state, was an independent contractor, was fired from last job, hadn't worked at last job long enough
2. New job expectations: expected to find a job quickly, didn't think benefits would start before they had a new job, wanted to focus on getting a new job
3. Finances: concerns about having to pay taxes on the benefits, not needing the money, having expenses covered
4. Social considerations: other people need the money more
5. Features of the program: takes too long to receive benefits, benefits too low, application process 'tedious and annoying'

> **Training Recommendation:** Ensure FRs know to include 'told not eligible' with the first Q10 response option (*thought* not eligible); there is an appropriate category in Q11 for respondents who were told by their employer they weren't eligible, but we need to ensure FRs know which Q10 response option to use.

Several participants said that they hadn't really considered applying for UI benefits: "never crossed my mind." Although this is not a response category, probing revealed a reason behind

why they hadn't considered it, and those reasons were generally either that they did not need additional money or that they weren't really aware of the UI program.

> **Training Recommendation**: Ensure FRs know to probe to find the underlying reason behind respondents who say they didn't think about applying and code that as the response for Q10.

Additionally, a few participants (re)stated their employment situation when asked why they didn't apply (e.g., "I'm retired"). It is hoped that these participants wouldn't get into the supplement, but there is always a chance that they answer the labor force questions in a way that results in them getting the supplement.

> **Training Recommendation:** Train FRs to accept a response such as retired or disabled as an acceptable reason for not applying, coding it into the "other" category.

Based on their explanations of why they didn't apply, only one reason was usually selected (Q10). For the few participants that had a few reasons, the main reason (Q12) was clear from their explanation, but participants had no problem identifying a main reason when asked.

> **Training Recommendation**: Determine how much FRs should use their judgment from the answer to Q10 and ask for respondent confirmation for Q12 (e.g., "It sounds like the main reason you didn't apply is because you were self-employed, is that right?") versus asking Q12 verbatim. That decision should be incorporated into training

Job Search Questions

Overall these questions worked as intended, with participants able to answer the questions easily. The flow of the questions from the UI questions worked well, all the participants said that the questions seemed to 'fit in' with the others: "the whole thing is dealing with employment. If you're unemployed, you're trying to matriculate back to the workforce." Even the participants who were very familiar with the job searching requirement to receive UI benefits did not point out that these questions could be seen as 'checking up' on them.

<u>Number of Jobs Applied For (A1)</u>

The first week of testing revealed that the "number of job applications" wording was restrictive, with several participants noting that they send resumes rather than submit job applications. With

the remaining interviews, the question asked "how many jobs have you applied for" which probing revealed included both standard job applications as well as sending out resumes.

The number of jobs applied for varied considerably, ranging from 1 to 150. Participants seemed to be estimating, using external information such as an average per day or numbers posted on Indeed.com. A few participants admitted that their response was a "guesstimate."

In the first week of testing, the top response option range ended at 21 and above. Given the high number of applications reported, an additional category was added to differentiate 21 to 80 and 81 or higher. These groupings seemed effective.

> **Training Recommendation**: Ensure FRs know that respondents should include both formal applications and sending out resumes. Clear definitions should be provided to ensure that FRs are able to answer questions about what is included and excluded.

Relocation (A2)

This question was generally well understood, with participants describing it as "would I have to move for a job" or "would you have to pick up where you're living and move to a different place to be closer to a job."

Problems Finding Jobs to Apply For (A4)

During the first two weeks of testing, this question followed the number of interviews questions. In this ordering, participants described reasons they hadn't gotten interviews rather than problems finding jobs to apply for. After moving the problems finding jobs to apply for question (A4) before the number of interviews question (A3), no participants talked about problems getting interviews. In the new sequencing, the question seemed to be well understood and participants had no issues answering it.

Two participants noted that they were overqualified or couldn't find jobs that weren't entry level. These responses were coded into the first response option (Too few jobs for what I am trained to do / for my education level). A third participant said that her husband had trouble finding jobs because he didn't have much education. It's important to remember when using the data that it must be interpreted as either a positive or negative education requirement issue

Number of Interviews (A3)

Participants were able to easily report the number of interviews they, or their household members, completed in the last 2 months. They reported that interviews are infrequent and easy

to remember. The, almost universal, estimation strategy was event recall: participants thought of each individual interview and counted.

Job Offers (B1-3)

As with number of interviews, the question about number of job offers worked well. Most participants had not received any job offers since their last job, and some chuckled or otherwise reacted in an incredulous way, since we has just talked about their current status of unemployment.

The few participants that had received an offer, or more than one offers, were also able to answer the question about when the offer was received without any issue. As job offers were rare events, they were easily able to recall when it occurred.

Only one participant reported having received more than one job offer. He was able to easily identify which of the offers was the 'best,' using the criteria of salary and benefits.

Turn Down Job Offer (B4)

The few participants who had turned down a job offer all said they would still turn it down. The debriefing revealed that they understood the intention of the question, and there were no issues with their response process.

The first week of testing revealed a mismatch between question wording and response options (yes/no). The response options were corrected for subsequent interviews (still turn down, accept).

Similar Job for Less Pay (B5)

The last question in the job series worked as well as the others. All participants understood what it was asking, and while they all responded 'no,' there was no confusion. Participants described the question as asking "for the same type of work, would I be willing to take less money" or "of they were to call me and offer less pay, would I go back."

Proxy Reporting

As noted, very few participants had household members who received the UI supplement. The few that did were generally able to answer on their behalf, though there was some uncertainty with the number of job application (A1) question. They all had confidence in their household member's employment situation and if they had applied, or not, for UI benefits. The one participant who's girlfriend receives UI benefits knew exactly when they began, as he gets the mail and they talk about the checks.

MTurk Results

UI Benefits

Only a preliminary analysis of the data has been completed thus far. These results focused on the response distributions and debriefing responses, to determine if there are any potential issues revealed from distributing the UI and job search questions to a larger, more diverse, population. MTurk participants were screened to ensure they were currently unemployed but had worked in the last 12 months; only those that met those criteria completed the full survey.

	#	%
Unemployed and looking	171*	51
Unemployed and NOT looking	25	7
Employed (screened out)	142	42
Total	339	100

*This is the number who started the survey, as the questions progress the total sample
size decreases due to attrition. About 140 participants completed the full survey.

To allow for proxy data collection, we also asked MTurk participants to report about their household members, though most many lived alone. For the household members who were eligible for the UI supplement, the UI and job search questions were asked. Overall, most participants were able to report about the employment situation of their household members, with very few answering 'don't know.'

	Household Member				
Have a job last week?	2	3	4	5	6
Yes	62	26	10	5	1
No	30	14	5	0	0
Don't know	3	0	0	0	0

		Household Member			
When last work?	Respondent	HH2	HH3	HH4	HH5	HH6
Within last 12 months	128	13	3	2	0	0
More than 12 months ago	8	8	5	1	0	0
Never worked	1	2	2	1	0	0
Don't know	3	1	1	0	0	0

Most participants, and household members, had not applied for UI benefits:

	Household Member				
R	HH2	HH3	HH4	HH5	HH6

Yes	29%	36%	-	-	-	-
No	70%	64%	100%	100%	-	-
Don't Know	1%	-	-	-	-	-

Most participants gave reasons for why they did not apply for UI benefits, with only four using the 'other' category, suggesting that the reasons in the list is likely a good representation of the reasons.

Reason did not Apply	#	%
Did not think was eligible	44	21.2
Retired or self employed	33	15.9
Voluntarily left last job	33	15.9
Expect to start a new job	22	10.6
Expected application to be rejected	9	4.3
last employer didn't give any information	7	3.4
Plan to file soon	7	3.4
Did not know where or how to apply	6	2.9
Expect to be recalled to work soon	6	2.9
Too much like charity or welfare	6	2.9
Does not need money/ Benefits not expected to be large enough or last long enough	5	2.4
Too much work/hassle to apply or meet requirements	4	1.9
Did not know benefits exist	3	1.4
Worried might impact future jobs	3	1.4
Application was too confusing, technical or difficult to understand	3	1.4
Expected to be recalled to work	2	1
No transportation	2	1
Started application, did not finish	2	1
Too much work/ hassle to apply or meet requirements	1	0.5
Don't know	5	2.4
Other	4	1.9

There were a few categories that were not selected by any participants, if the list must be streamlined, these are candidates for consideration, though since some of the options are directly under control of the Department, may be desirable to leave in:

- Used or exhausted benefits
- Tried to get assistance with application but couldn't get help
- Tried to file by phone or internet but application system wasn't functioning
- No telephone, no computer or internet
- Application or assistance is not available in their language

More than 60 percent of participants said they had heard of 'unemployment insurance benefits,' and when asked to explain it more than 90 percent gave a correct explanation.

MTurk participants were asked several debriefing questions to get their feedback on the questions. An overwhelming majority (98.5 percent) said that no questions stood out to them for any reason. The comments about questions that did stand out were not related to UI or job searching, rather the overall topic of employment or nature of the survey. An equally high percent of participants said that they had no concerns about the questions.

Nothing in the MTurk data raises any red flags or potential issues with the UI supplement questions, or leads to any recommended changes in wording or interviewer training.

Job Search

Online results mirrored laboratory results for the job search questions, though with the larger sample size and wider distribution of demographics and employment situations, there was a more varied range of response options. Specifically, more participants reporting having problems finding jobs to apply for:

Have you had any problems finding jobs to apply for?

	Household Member					
	Main Participant	HH2	HH3	HH4	HH5	HH6
Yes	64	7	1	1	0	0
No	61	4	1	0	0	0
Don't Know	3	2	1	1	0	0

The types of response distributions suggests that the response options align relatively well with the problems participants encountered:

What is the main problem that you have had in finding jobs to apply for?

	Household Member					
	R	HH2	HH3	HH4	HH5	HH6
Too few jobs	25	3	0	0	0	0
Wages too low	12	1	0	0	0	0
Too far away	9	0	1	0	0	0

9

Job schedule not flexible	6	1	0	0	0	0
Other	4	2	0	0	0	0
Poor health	3	0	0	0	0	0
Not searching hard enough	2	0	0	0	0	0
Hours not convenient	2	0	0	0	0	0
Hours too few	1	0	0	0	0	0
Benefits not good enough	0	0	0	1	0	0
Not good promotion potential	0	0	0	0	0	0

Most participants reported not having received any job offers, but 20 reported receiving one offer and 29 reported receiving more than one. These participants were able to answer the following questions, including identification of the 'best' job offer as no participants answered 'don't know' to the question about turning down their best job offer.

Overall Conclusions

In general, the UI Non-filer and job search questions worked well and should collected the intended data in production. Keeping in mind limitations noted above (limited sample size, select employment situations not represented) and addressing the training issues, OSMR recommends moving forward with the wording shown in Appendix A.

Appendix A

This is the lead in introduction to the supplement.

>PRESUP<

This month we are asking some additional questions about unemployment insurance benefits. People who have previously worked can apply to receive these benefits, which replace part of their income while they look for a job.
PRESS ENTER TO PROCEED

_____

Universe for Q1: HHMEM = 1, AFNOW = 2, PRTAGE = 16+, HRMIS=1,2,3,5,6, OR 7, AND PUMLR=5,6,or 7

>Q1<[Fill Are you/Is name] retired FROM A JOB OR BUSINESS?
        1) Yes – to Q3
        2) No – to Q2
    ===> __
        [Don't know or refused GO TO Q2]

_____

Universe for Q2: Q1=2,D or R

>Q2<What best describes [Fill your/his/her] situation at this time? For example, [Fill are you/is he/is she] disabled, ill, in school, taking care of house or family, or something else?
        1) Disabled
        2) Ill
        3) In school
        4) Taking care of house or family
        5) In retirement
        6) Something else/other

    ===> __
        [Don't know or refused GO TO Q3]
        [all response options GO TO Q3]

_____

Universe for Q3:[(HRMIS=1,2,3,5,6 or 7) AND (PUDWLK=-1,2,D or R) AND PUMLR=5,6, or 7

>Q3< [Fill Have you/Has Name] worked at a job or business at any time during the past 12 months?
        1) Yes – to Q4
        2) No – end survey
    ===> __
        [Don't know or refused END SURVEY]

_____

Universe for Q4: Q3=1 OR PUDWWK=1 OR PUJHWKO=1 OR PUNLFJH=1 (within the last 12 months) OR (PUMLR=4 AND PULKLWO=1, 2,) OR (PUMLR=4 AND PULKLL1O=1 AND PULKLWO=-2, -3, -1) OR (PUMLR=3)

>Q4<[Fill (Have you/Has name)] applied for unemployment insurance benefits since [Fill (your/her/his)] last job?
              1) Yes – to Q5
              2) No – to Q10
    ===> __
          [Don't know or refused GO TO Q10]

>Q5<
[Fill (Have you/Has name)] received any unemployment insurance benefits since [Fill (your/her/his)] last job?
              1) Yes – to Q6
              2) No – to Q9
    ===> __
          [Don't know or refused GO TO Q7]

>Q6< In what month and year did [fill (you/they)] start receiving unemployment insurance benefits?

    ===> __
          [Don't know or refused]
    === > Go to Q7

>Q7<
Did [Fill (you/name)] receive unemployment insurance benefits last week?
              1) Yes - to Q13
              2) No - to Q8
    ===> __
          [Don't know or refused GO TO Q13]

>Q8<
Why didn't [Fill (you/name)] receive any unemployment insurance benefits last week?

Applied and Waiting
        1) Waiting for approval of application
        2) Application approved, but waiting period not over

Denied Claim / Did Not Qualify
        3) Used up (exhausted) all benefits
        4) Left job voluntarily, quit, or dismissed for conduct or cause
        5) Earnings or hours too low to qualify
        6) Strike/work stoppage
        7) Was self-employed or an independent contractor
        8) Disqualified (fraud, failed to report on time, refused work referral/work offer, incarceration)
        9) Withheld for child support or overpayment
        10) Different pay periods (every two weeks, monthly)
        11) Other (specify) _____ - to Q8a

    ===> __   [1 – 10 GO TO Q13]
                  [11 GO TO Q8a]
                  [Don't know or refused GO TO Q13]

>Q8a<

       Other Specify: _____

       [60 characters maximum]

       [GO TO Q13]

>Q9<

Why [Fill (haven't you/hasn't name)] received any unemployment insurance benefits since [Fill (your/her/his)] last job?

Applied and Waiting

       12) Waiting for approval of application

       13) Application approved, but waiting period not over

Denied Claim / Did Not Qualify

       14) Used up (exhausted) all benefits

       15) Left job voluntarily, quit, or dismissed for conduct or cause

       16) Earnings or hours too low to qualify

       17) Strike/work stoppage

       18) Was self-employed or an independent contractor

       19) Disqualified (fraud, failed to report on time, refused work referral/work offer, incarceration)

       20) Withheld for child support or overpayment

       21) Different pay periods (every two weeks, monthly)

       22) Other (specify) _____ - to Q9a

          ===> __   [1 – 10 GO TO Q13]

                         [11 GO TO Q9a]

                         [Don't know or refused GO TO Q13]

>Q9a<

       Other Specify: _____

       [60 characters maximum]

       [GO TO Q13]

>Q10<
There are a variety of reasons why people might not apply for unemployment insurance benefits. What are the reasons [Fill (you have/name has)] not applied for unemployment insurance benefits since [Fill (your/her/his)] last job? MARK ALL THAT APPLY AND PROBE: Was there another reason?
(*Note to instrument Author: Please try to fit this in one screen.*)

- Plan to file soon– to Q13
- Voluntarily left last job, retired or was self-employed

Knowledge Reasons
- Did not think eligible -- to Q11
- Did not know benefits existed
- Did not know where or how to apply
- Used or exhausted benefits
- Last employer didn't give any information

Job-Related Reasons
- Expect to start a new job
- Expect to be recalled to work soon

Problems With Application
- Application was too confusing, technical or difficult to understand
- Tried to get assistance with application but couldn't get help
- Tried to file by phone or internet but application system wasn't functioning

Attitudinal / Personal Reasons
- Too much like charity or welfare
- Worried might impact future jobs
- Does not need money / Benefits not expected to be large enough or last long enough
- Expected application to be rejected
- Too much work/hassle to apply or meet requirements

Other Problems
- No transportation
- No telephone, no computer or internet
- Application or assistance is not available in their language
- Other (specify) _____ - TO Q10a
- N) No more
  [IF tally >1 GO TO Q12]
  [IF tally =1 GO TO Q13]
  [Don't know or refused GO TO Q13]

>Q10a<
Other Specify: _____
       [60 characters maximum]
       [GO TO Q5 to probe for more responses]
       [Store this response as number 19 and tally it in the number of responses to Q10]

>Q11< - only if you answered 3 in Q10
Why didn't [Fill (you/name)] believe [Fill (you were/she was/he was)] eligible for unemployment insurance benefits?
       1) Didn't earn/work enough/worked part time
       2) Didn't have a recent job
       3) Had voluntarily left/quit last job/retired
       4) Was fired from last job
       5) Was self-employed or an independent contractor
       6) Told not eligible by former employer or office
       7) Received severance pay
       8) Other-Specify _____
         ===> __   [1 – 7 GO TO Q10 to probe for more responses]
                      [8 GO TO Q11a]
                      [Don't know or refused GO TO Q10 to probe for more responses]

>Q11a<
       Other Specify: _____
       [60 characters maximum]
       [GO TO Q10 to probe for more responses]
       [Store this response as number 25 and tally it in the number of responses to Q10]

>Q12< [if Q10 has more than one response]
Of the reasons you just mentioned, what is the main reason [Fill (you/name)] did not apply for UI benefits?

       [Response options should have the reasons entered in Q10 (1 through 21) retaining the same numbers previously used.]

       Example: *<5> Misinformed by boss or office*
                           <22> Had voluntarily left/quit last job

       ===> __
          [This response must match an entry given in Q10 or Q11]
          [GO TO Q13]
          [Don't know or Refused GO TO Q13]

>Q13<
[Fill (Were you/Was name)] a union member or covered by a union contract on [Fill (your/his/her)] last job?
  <1> Yes
  <2> No
  <3> DK / R
  ===> All go to A1

Supplement Universe for the following questions: all respondents who are screened into the first supplement AND 1) those who have searched in the last 4 weeks, 2) those who have not searched in the last 4 weeks but searched in the last year OR 3) those who are on-layoff expecting to be recalled who have searched:

 (PULK==1 or PUDWLK==1 or PULAYLK==1).

Now, we also have a few questions about your experience looking for a new job over the last 2 months.

>A1< How many jobs [Fill have you/has name] you applied for, if any, in the last 2 months?

  1)   0 - go to A4
  2)   1 to 10 – go to A2
  3)   11 to 20 – go to A2
  4)   21 to 80 – go to A2
  5)   81 or more – go to A2
  6)   DK / R – go to A2

>A2< To accept any of the jobs [Fill you/name] applied for, would [Fill you/he/she] have to move or relocate?

  1)   Yes
  2)   No
  3)   DK/R

  → All go to A3

>A3< [Fill Have you/Has name] had any problems finding jobs to apply for?

  1)   Yes -- Go to A5
  2)   No -- go to B1
  3)   DK/R -- go B1

>A4< What is the main problem that [Fill you have/Name has] had in finding jobs to apply for? [Interviewer does not read options out loud] MARK ALL THAT APPLY AND PROBE: Was there another problem?

> 1) Too few jobs for what I am trained to do / for my education level
> 2) The wages are too low
> 3) The benefits associated with the job (pension, health insurance) are not good
> 4) The hours of work are too few
> 5) The hours of work are not convenient
> 6) Jobs do not have flexible enough work schedule
> 7) The jobs do not have good promotion potential
> 8) Most of the suitable jobs are too far away
> 9) My health keeps me from being able to do many jobs
> 10) Not searching hard enough
> 11) Other, specify
>
> ===> __ [Range is 1 through 11 and N for no more. Accept multiple entries. Allow backup to remove an entry. Zero is not an acceptable response]
>
> > [If 11 is entered immediately store it for A5 and GO TO A5a, it will return from A5a and it should probe for more responses to A5]
> >
> > [Tally number of responses entered including stored entries of option 11]
>
> ==== > go to B1

>A4a<

> Other Specify: _____
> [60 characters maximum]
> [GO TO A5 to probe for more responses]
> [Store this response as number 11 and tally it in the number of responses to A5]

>A5< How many of the jobs [Fill you/name] applied for in the last 2 months led to an interview?

> 1) 0
> 2) 1 or 2
> 3) 3 to 7
> 4) 8 or more
> 5) DK / R
>
> → All go to A4

>B1< How many job offers, if any, [Fill have you/has name] received since [Fill you\he/she] last worked?

> 1) 0 Go to B5
> 2) 1 → Go to Criteria for B2
> 3) 2 or more → Go to Criteria for B2

1) All respondents in MIS=4 or MIS=8

If MIS= 1-3, 5-7: {just outgoing rotations, 2) people who never applied for UI, 3) people who applied but never got benefits, and 4) people who are no longer receiving benefits }

2) Nonfiler Q4= No
   or
3) Nonfiler Q5= No and [Q9 =/= Waiting for approval of application or Q9 =/= Application approved, but waiting period not over]
   or
4) Nonfiler Q7= No

If criteria matches → Go to B2
If criteria does not match → Go to B3

>B2< Thinking about the [fill if B1>1 best] job offer that [Fill you/name] received, why did [Fill you/he/she] turn that job offer down?

1) I have not turned down a job offer – go to B5
2) The wage was too low
3) The benefits associated with the job (pension, health insurance) were not good
4) The hours of work were too few
5) The hours of work were not convenient
6) It did not offer a flexible enough schedule
7) The job was not in my usual occupation/use my skills well
8) The job did not have good promotion potential
9) The job would have required me to move, relocate to another part of the country
10) The commute to the job would have been too long
11) Personal reasons for turning down the job (e.g. ill health, could not arrange child care, not physically able to do the job
12) Other, specify
    [Response options 2-12 go to B3]

>B2a<

Other Specify: _____
[60 characters maximum]
=== > Go to B3

>B3< How long ago did [Fill you/Name] receive [fill your/his/her] [fill if B1>1 best] offer?

1) Within the last week
2) Longer than a week ago but less than a month
3) 1 to 3 months ago
4) 3 to 6 months ago
5) 6 or more months ago
6) DK/R

→ Go to B4

>B4< If [Fill you/Name] were offered that job again today, would [Fill you/he/she] accept it or would [Fill you/he/she] still turn it down?

1) Accept the job
2) Turn down the job
3) I have not turned down a job offer
4) DK/R

→ Go to B5

>B5< If [Fill you were/Name was] offered a job similar to your last job, would [Fill you/he/she] be willing to accept less pay than [Fill you/he/she] received before?

1) Yes
2) No
3) DK/R