

Voters Are Negatively Impacted by Surveillance, Overwork, and Lack of Support in the Workplace; Gig Workers Are the Most Harmed.

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Introduction

By many standard economic indicators, the U.S. economy is thriving. Since emerging from the pandemic-induced recession, the economy has added more than 13 million jobs while unemployment has remained under 4 percent for 22 consecutive months.¹ The prime age (25-54 year olds) employment-to-population ratio — the percentage of the population employed in the labor market — has been above 80 percent since January 2023, a sustained high not seen since the early 2000s.² However, despite our nation being awash in jobs, American workers are still struggling to make ends meet. Unfortunately, too many of the jobs in our economy are poor-quality ones that pay low wages, offer few to no benefits, and require employees to work unpredictable schedules.

Workers are expected to do more with less,³ and this production squeeze in low-wage industries is often managed through intense surveillance and punishment.⁴ Current management systems in industries like retail, service, logistics, and hospitality utilize algorithmic technology like cameras, wearables that track biological data, and more to radically boost profits while keeping costs low.⁵ The relentless pace of work and chronic understaffing in these industries squeeze workers into increased productivity at the expense of their physical and mental well-being.

Simultaneously, large companies often “fissure” their workforces by outsourcing labor to further reduce costs. One way to outsource is to misclassify workers who should be considered employees as independent contractors. In doing so, lead companies are no longer responsible for maintaining labor standards, assuring safety, offering benefits, or dealing with on-the-job issues.⁶ The culmination of this new business model has solidified the gig economy as an expedient way to shed employment responsibility and increase profits, all while keeping job quality low.

To investigate how Americans are experiencing these types of changes in the workplace, Data for Progress and the Center for Law and Social Policy conducted a national survey of likely voters to examine attitudes toward the workplace, workplace surveillance, and support for expanding benefits for gig workers. The survey, conducted among 1,131 likely voters from June 8-13, 2023, finds that likely voters strongly support greater protections for gig workers in the workplace.

1 “Statement By Acting Secretary of Labor Su on November Jobs Report,” News Release, US Department of Labor, December 8, 2023. <https://www.dol.gov/newsroom/releases/osec/osec20231208>

2 “Employment-Population Ratio - 25-54 Yrs,” [LNS12300060], U.S. Bureau of Labor Statistics, retrieved from FRED, Federal Reserve Bank of St. Louis, December 13, 2023. <https://fred.stlouisfed.org/series/LNS12300060>

3 Selena Simmons-Duffin and Scott Maucione, “After historic strike, Kaiser Permanente workers win 21% raise over 4 years,” NPR, October 14, 2023. <https://www.npr.org/sections/health-shots/2023/10/13/1205788228/kaiser-permanente-strike-contract-deal-reached>

4 Matthew Desmond, “In order to understand the brutality of American capitalism, you have to start on the plantation,” The New York Times, August 14, 2019. <https://www.nytimes.com/interactive/2019/08/14/magazine/slavery-capitalism.html>

5 “The Injury Machine: How Amazon’s Production System Hurts Workers,” Strategic Organizing Center, April 2022. https://thesoc.org/wp-content/uploads/2022/04/The-Injury-Machine_How-Amazons-Production-System-Hurts-Workers.pdf

6 David Weil, *The Fissured Workplace: Why Work Became So Bad for So Many and What Can Be Done to Improve It*, Harvard University Press 2014.

Key Findings

SURVEILLANCE AND WORKPLACE IMPACTS

We first examined how likely voters feel about their pace of work and the impacts of their job on their health, particularly in relation to knowing they are surveilled in the workplace. This initial set of questions regarding the workplace was asked of 592 voters in the sample who report being employed full- or part-time. Among employed voters, 24% (representing 12% of the full sample) say they are gig workers, defined as earning income through an online “gig” platform, such as a rideshare app or grocery shopping app.

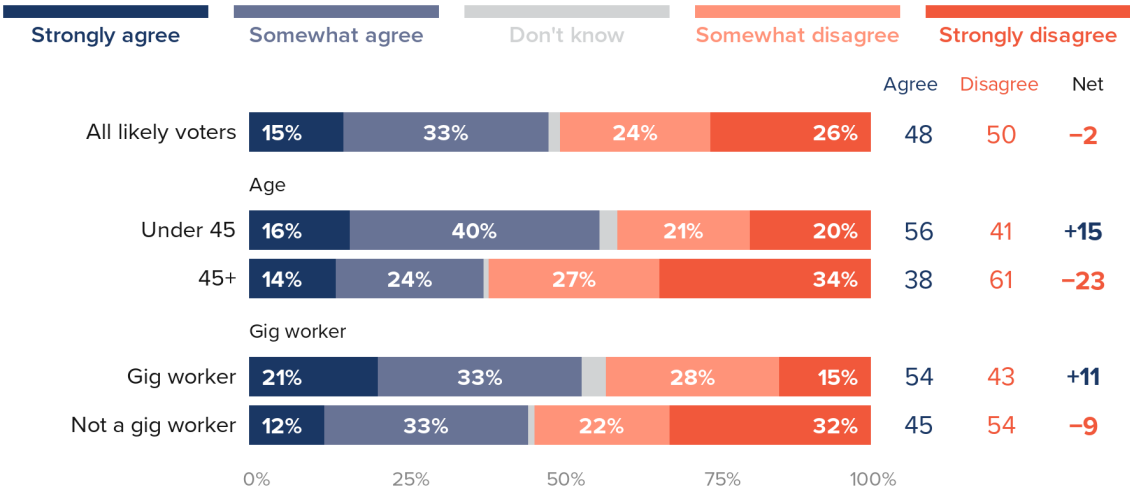
When asked about workplace surveillance, 36% of employed likely voters (about 19% of the sample) report being tracked at work by employers, either by handheld devices or wearable technology, point-of-service logins, or other methods.

Of the voters who are surveilled at work, 48% say that tracking negatively impacts their mental health. Majorities of young employed voters under the age of 45 (56%) and gig workers (54%) say that knowing they are tracked by their employer worsens their mental health.

A Majority of Voters Under 45 Feel That Workplace Surveillance Negatively Impacts Their Mental Health

Do you agree or disagree with the following statement?

Knowing that I am tracked by my employer negatively impacts my mental health.



June 8 - 13, 2023 survey of 218 likely voters who report that they are surveilled in the workplace

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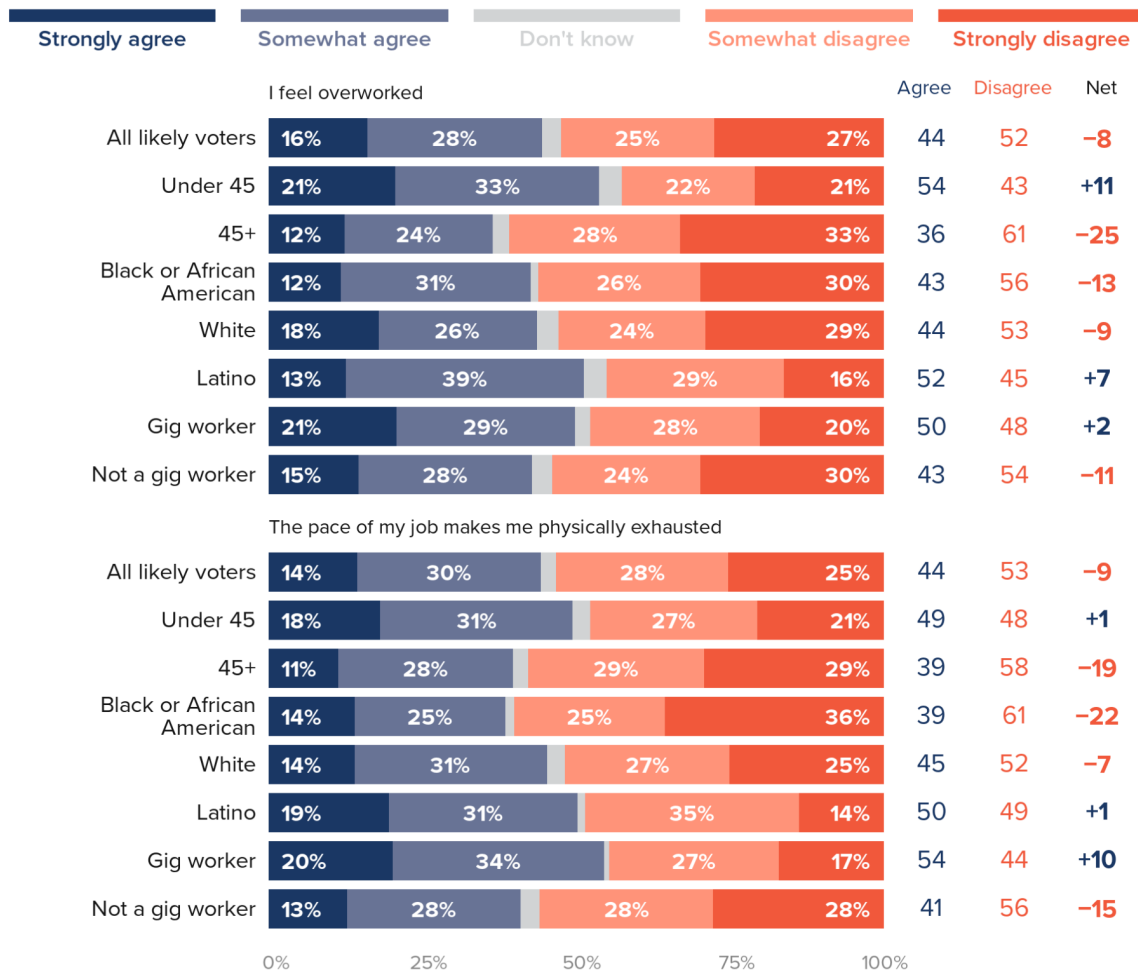
We next asked employed voters overall how their job impacts them physically. Forty-four percent of employed voters are physically exhausted by the pace of their job. Compared to non-gig workers, gig workers are 13 points more likely to say that the pace of work makes them exhausted, at 54%.

We also find that 44% of employed voters feel overworked. Compared to all voters, young workers, gig workers, and Latino voters report slightly higher rates of feeling overworked. Fifty-four percent of young voters feel overworked, while only 36% of voters 45 and over agree with the statement. About half of gig workers report feeling overworked, while 52% of Latino voters say the same.

Workers also report being impacted by the decisions made around staffing and hiring. While the majority of employed voters say that their workplace has the right amount of staff to get work done comfortably, nearly a third of workers (29%) say their workplaces do not have enough staff or capacity to work at a comfortable pace.

Fifty Percent of Gig Workers Report Feeling Overworked and Say Their Job Is Physically Exhausting

To what extent do you agree or disagree with each of the following statements when thinking about your workplace?



June 8 - 13, 2023 survey of 592 employed likely voters

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ACCESSIBLE CHILD CARE CAN LESSEN FINANCIAL BURDEN AND IMPROVE EMPLOYMENT OUTCOMES FOR PARENTS

We also examined the experiences of parents in need of child care services and the impact that child care has on their careers. About 20% of the likely voters sampled report being a custodial parent in need of child care. A plurality of parents (46%) say they found it “somewhat difficult” or “very difficult” to find child care that fits their budget, and another 8% say they haven’t been able to do so at all. In addition, we find that child care responsibilities have impacted 44% of parents’ ability to work.

When asked about how access to affordable child care would affect their work, two-thirds of voters who are parents agree that more affordable child care would help them advance in their career or allow them to switch to a more suitable job. Thirty-one percent of all parents needing child care say that less expensive child care would most improve their ability to work.

VOTERS SUPPORT IMPROVED BENEFITS FOR INDEPENDENT CONTRACTORS

Lastly, we examined likely voters’ attitudes toward companies classifying gig workers as independent contractors to cut labor costs. We find that voters strongly support proposals to give independent contractors traditional employee benefits, including anti-discrimination protections (73%), a minimum wage (69%), overtime pay (65%), and health care benefits (65%). A majority of voters also support companies providing independent workers with unemployment benefits (58%), retirement benefits (57%), and paid medical (56%) and family leave (51%). A plurality of voters (43%) support unionization and independent contractors receiving collective bargaining rights.

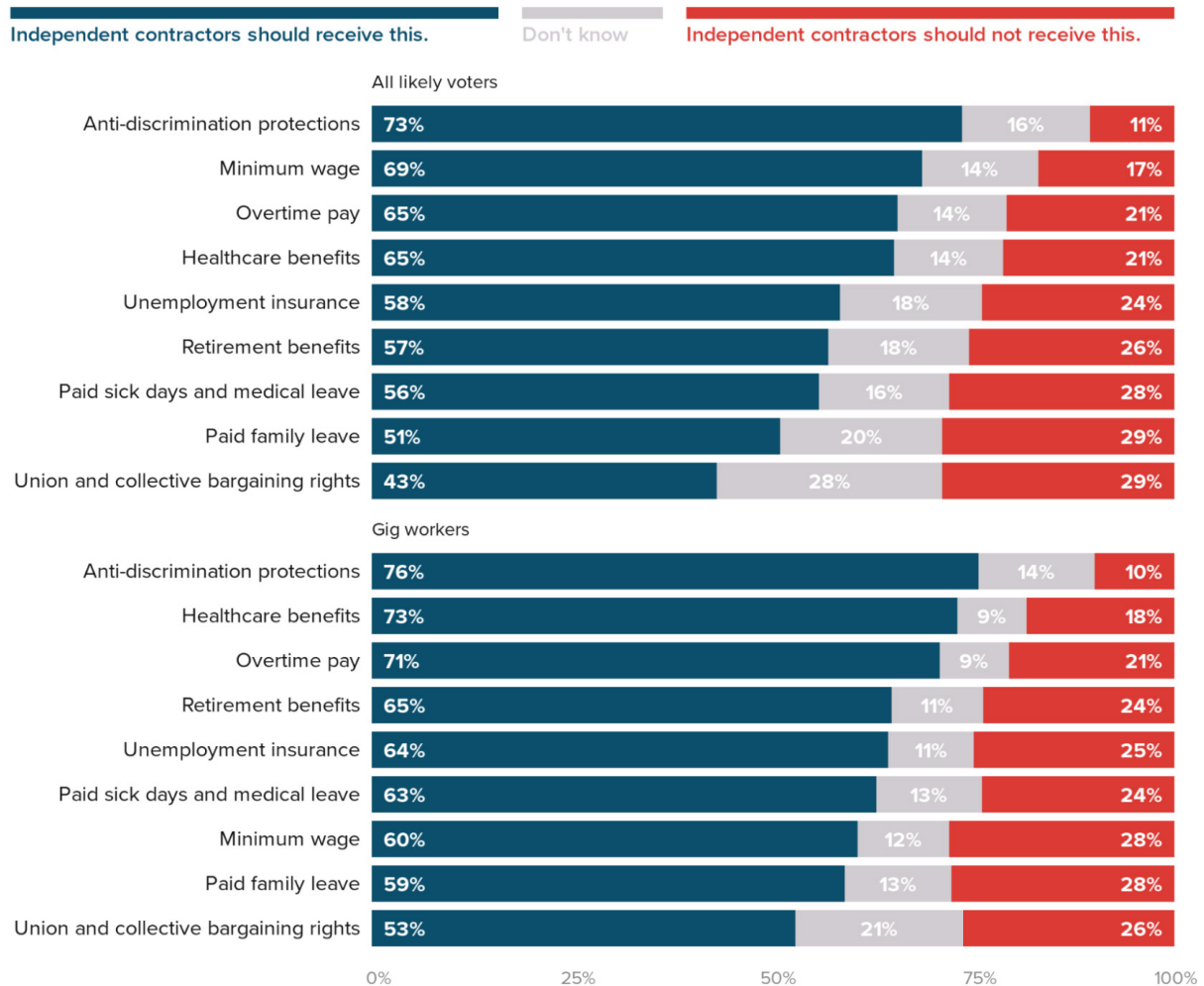
Voters who work gig jobs also strongly support receiving anti-discrimination protections (76%). However, gig workers are more likely than all likely voters to support contractors receiving health care benefits (73%) and overtime pay (71%). Gig workers also agree that independent contractors should be afforded retirement benefits (65%), unemployment insurance (64%), and paid medical leave (63%). Fifty-three percent of gig workers support receiving collective bargaining rights. A majority of gig workers (59%) support a minimum wage.

Voters Strongly Support Independent Contractors Receiving Anti-Discrimination Protections and Minimum Wage

In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.



June 8–13, 2023 survey of 1,131 likely voters

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Conclusion

The survey findings show that technology surveillance is having an impact as employees are tracked in the workplace at greater rates. The changing workplace is especially affecting young workers and gig workers, with the majority feeling overworked, being physically exhausted, and experiencing negative impacts on their mental health. While digital platform corporations employing gig workers are relentlessly funding campaigns and lobbying efforts to permanently reduce pay and benefits for their workers,⁷ our findings show that people are taking on gig work to make ends meet, experiencing poor health because of surveillance and overwork, and struggling to access high-quality, affordable child care. These findings underscore a need for higher-quality jobs and benefits, particularly as gig work becomes a more pervasive element in our job market.

Methodology

From June 8 to 13, 2023, Data for Progress conducted a survey of 1,131 likely voters nationally using web panel respondents. The sample was weighted to be representative of likely voters by age, gender, education, race, geography, and voting history. The survey was conducted in English. The margin of error is ± 3 percentage points.

⁷ See Coalition for Workforce Innovation organizational website at <https://workforceinnovation.net>. The CWI is seeking “broad adoption” of what it describes as “independent work” “across all positions, platforms, and industries.” For the CWI, “independent work” refers to work done by independent contractors: see “Op-Ed: Independent Work Is Critical to Economic Recovery,” Coalition for Workforce Innovation, August 20, 2020, available at <https://workforceinnovation.net/press-releases/f/op-ed-independent-work-is-critical-to-economic-recovery> <https://rilastagemedia.blob.core.windows.net/rila-web/rila.web/media/media/pdfs/letters%20to%20hill/hr/cwi-report-final.pdf>.

Appendix



From June 8 to 13, 2023, Data for Progress conducted a survey of 1,131 U.S. likely voters nationally using web panel respondents. The sample was weighted to be representative of likely voters by age, gender, education, race, geography, and voting history. The survey was conducted in English. The margin of error is ±3 percentage points.

NB: subgroups with a n-size less than 40 (<40) are not shown on these cross-tabs. We choose not to display N<40 subgroups because the sample is too small to have statistical significance. We did, however, take samples of these subgroups for representational and weighting purposes to accurately reflect the electorate makeup. Some values may not add up to 100 due to rounding.

N=1,131 unless otherwise specified.

[1] *Asked of respondents who say they are tracked by their employer:*

Do you agree or disagree with the following statement?

Knowing that I am tracked by my employer negatively impacts my mental health. (N=218)

Response	Topline	Female	Male	Under 45	45+	No College	College	White	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Strongly agree	15	11	18	16	14	11	23	15	15	11	20	21	12
Somewhat agree	33	32	33	40	24	29	40	33	38	31	32	33	33
Somewhat disagree	24	24	24	21	27	27	19	26	23	28	20	28	22
Strongly disagree	26	32	22	20	34	31	16	25	24	29	22	15	32
Don't know	2	1	2	3	1	2	2	1	0	1	5	4	1
AGREE (TOTAL)	48	43	51	56	38	40	63	48	53	42	52	54	45
DISAGREE (TOTAL)	50	56	46	41	61	58	35	51	47	57	42	43	54
AGREE (NET)	-2	-13	+5	+15	-23	-18	+28	-3	+6	-15	+10	+11	-9
Weighted N	218	83	135	122	96	139	79	140	42	97	79	80	138

[2] *Asked of respondents who say they are employed full or part time:*

Which of the following best describes the staffing levels or capacity at your workplace, even if none are exactly right? (N=592)

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
There are not enough staff to do my job at a comfortable pace	29	29	29	29	29	28	30	13	31	32	28	27	32	21	31
There is the right amount of staff to comfortably get the job done	60	59	62	57	63	60	60	72	59	57	63	60	59	65	59
There are too many staff members	8	7	8	10	5	8	7	6	8	8	8	7	8	12	6
Don't know	3	5	2	3	3	4	3	8	2	3	1	6	2	1	4
Weighted N	592	301	291	272	320	348	244	69	426	88	142	256	194	140	452

[3] Q3 and Q4 asked of respondents who say they are employed full or part time

To what extent do you agree or disagree with each of the following statements when thinking about your workplace?

— I feel overworked

(N=592)

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Strongly agree	16	18	15	21	12	13	21	12	18	13	19	13	17	21	15
Somewhat agree	28	25	31	33	24	32	22	31	26	39	27	28	31	29	28
Somewhat disagree	25	23	27	22	28	24	27	26	24	29	26	24	26	28	24
Strongly disagree	27	32	23	21	33	28	27	30	29	16	26	30	25	20	30
Don't know	3	2	4	4	3	4	2	1	3	4	2	5	2	3	3
AGREE (TOTAL)	44	43	46	54	36	45	43	43	44	52	46	41	48	50	43
DISAGREE (TOTAL)	52	55	50	43	61	52	54	56	53	45	52	54	51	48	54
AGREE (NET)	-8	-12	-4	+11	-25	-7	-11	-13	-9	+7	-6	-13	-3	+2	-11
Weighted N	592	301	291	272	320	348	244	69	426	88	142	256	194	140	452

[4] To what extent do you agree or disagree with each of the following statements when thinking about your workplace?

— The pace of my job makes me physically exhausted

(N=592)

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Strongly agree	14	13	16	18	11	16	12	14	14	19	14	13	17	20	13
Somewhat agree	30	31	29	31	28	30	29	25	31	31	29	31	29	34	28
Somewhat disagree	28	24	32	27	29	26	31	25	27	35	25	27	31	27	28
Strongly disagree	25	29	21	21	29	25	26	36	25	14	30	25	21	17	28
Don't know	3	3	2	3	2	4	1	1	3	1	3	3	3	1	3
AGREE (TOTAL)	44	44	45	49	39	46	41	39	45	50	43	44	46	54	41
DISAGREE (TOTAL)	53	53	53	48	58	51	57	61	52	49	55	52	52	44	56
AGREE (NET)	-9	-9	-8	+1	-19	-5	-16	-22	-7	+1	-12	-8	-6	+10	-15
Weighted N	592	301	291	272	320	348	244	69	426	88	142	256	194	140	452

[5] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Minimum wage

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	69	70	67	67	69	65	74	66	70	57	79	67	62	60	70
Independent contractors should not receive this.	17	14	21	17	17	19	14	19	16	31	10	16	23	28	15
Don't know	14	16	12	16	14	16	11	15	14	12	11	17	15	12	15
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[6] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

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For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Healthcare benefits

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	65	70	59	73	62	65	65	74	63	68	78	70	52	73	64
Independent contractors should not receive this.	21	15	28	15	24	19	25	12	23	21	11	16	33	18	22
Don't know	14	15	12	13	14	16	10	14	14	10	11	14	15	9	14
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[7] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

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For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Retirement benefits

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	57	61	52	67	52	58	55	67	55	63	68	61	45	65	55
Independent contractors should not receive this.	26	20	32	17	30	23	30	12	28	26	16	18	39	24	26
Don't know	18	20	15	16	18	19	15	21	17	10	16	21	15	11	19
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[8] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

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For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Unemployment insurance

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	58	62	54	60	57	61	55	62	58	58	70	59	50	64	57
Independent contractors should not receive this.	24	20	29	22	25	21	30	18	25	24	17	21	32	25	24
Don't know	18	18	17	18	17	19	16	20	17	18	13	20	18	11	19
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[9] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Union and collective bargaining rights

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	43	43	43	57	36	43	43	57	41	42	65	44	27	53	41
Independent contractors should not receive this.	29	24	35	18	34	26	34	16	30	37	15	22	45	26	29
Don't know	28	33	22	25	30	31	23	27	29	21	20	34	28	21	29
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[10] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Overtime pay

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	65	68	63	71	63	65	66	68	65	67	75	69	56	71	65
Independent contractors should not receive this.	21	17	25	15	24	20	23	15	21	24	14	18	29	21	21
Don't know	14	15	12	14	13	15	11	17	14	9	11	14	15	9	14
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[11] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Paid family leave

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	51	56	45	62	46	52	48	61	49	60	63	56	37	59	49
Independent contractors should not receive this.	29	23	36	19	34	26	35	21	31	26	19	21	43	28	29
Don't know	20	22	19	19	21	22	17	18	21	14	18	22	19	13	22
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[12] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Paid sick days and medical leave

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	56	61	50	65	51	55	57	65	54	60	70	61	41	63	54
Independent contractors should not receive this.	28	22	35	18	33	26	32	15	30	31	17	20	44	24	29
Don't know	16	17	15	16	16	19	12	20	16	9	13	19	16	13	17
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[13] In the 'gig economy', some companies misclassify their employees as independent contractors to cut labor costs, avoid certain employer responsibilities, and strip them of union and collective bargaining rights.

Independent contractors are not currently provided with traditional employee protections like retirement benefits, healthcare benefits, and union and collective bargaining rights.

Some legislators are proposing that independent contractors should receive traditional employee benefits that are important for their protection and economic well-being.

For each of the following benefits or protections, say whether you think independent contractors should or should not receive it.

— Anti-discrimination protections

Response	Topline	Female	Male	Under 45	45+	No College	College	Black or African American	White	Latino	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Independent contractors should receive this.	73	75	71	74	73	71	77	73	73	71	82	73	68	76	73
Independent contractors should not receive this.	11	7	14	9	11	10	11	8	11	10	6	9	15	10	11
Don't know	16	17	14	18	15	19	12	19	15	20	12	18	17	14	16
Weighted N	1,131	602	529	361	770	716	415	108	881	122	284	428	419	175	956

[14] Q14-Q17 Asked of respondents who say they are a custodial parent in need of child care

How easy or difficult was it for you to find child care that meets your needs within your budget? (N=224)

Response	Topline	Female	Male	Under 45	45+	No College	College	White	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Very easy	15	11	18	15	14	10	23	16	16	11	18	28	10
Somewhat easy	25	18	33	26	21	25	24	24	17	22	34	22	25
Somewhat difficult	31	27	36	32	31	29	36	32	34	34	26	40	29
Very difficult	15	21	6	13	18	17	11	15	18	17	8	8	17
I have not been able to find child care that meets my needs within my budget	8	13	2	9	3	11	2	9	6	8	8	2	10
Don't know	7	10	4	5	13	9	4	4	9	8	5	1	9
Weighted N	224	123	101	163	61	143	81	157	50	100	74	55	169

[15] Have child care responsibilities impacted your ability to work or had no impact at all? (N=224)

Response	Topline	Female	Male	Under 45	45+	No College	College	White	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Child care responsibilities have impacted my ability to work	44	47	39	49	30	41	48	46	50	47	34	51	41
Child care responsibilities have not impacted my ability to work at all	48	42	55	46	53	48	47	51	42	45	55	41	50
Don't know	9	11	6	5	17	10	5	3	8	7	10	8	9
Weighted N	224	123	101	163	61	143	81	157	50	100	74	55	169

[16] Do you agree or disagree with the following statement:

More affordable child care costs would allow me to advance in my career or switch jobs to one that better suits my life.
(N=224)

Response	Topline	Female	Male	Under 45	45+	No College	College	White	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Strongly agree	33	37	29	38	22	31	38	36	41	39	20	41	31
Somewhat agree	33	32	33	36	23	30	38	30	22	32	42	36	32
Somewhat disagree	9	1	18	8	11	11	5	9	15	6	9	9	9
Strongly disagree	4	4	4	3	5	2	7	4	2	4	4	3	4
I do not have any child care costs	19	23	14	12	36	22	13	20	16	18	22	8	22
Not sure	3	3	2	3	2	4	0	2	4	1	3	4	2
Weighted N	224	123	101	163	61	143	81	157	50	100	74	55	169

[17] What aspect of accessing child care would **most** improve your work or ability to work? (N=224)

Response	Topline	Female	Male	Under 45	45+	No College	College	White	Liberal	Moderate	Conservative	Gig worker	Not a gig worker
Child care available closer to my work	3	3	3	4	2	5	1	3	4	1	5	5	3
Child care available closer to my home	3	0	7	4	1	2	6	3	2	4	4	4	3
A more accessible way to get to child care	3	1	5	3	2	2	4	4	3	3	3	3	3
Less expensive child care	31	33	29	35	23	31	32	32	31	30	33	32	31
Better child care options	4	5	3	4	5	1	10	6	7	3	5	4	5
More trustworthy child care options	14	13	15	13	16	16	11	13	13	12	17	22	11
More reliable child care	9	6	13	10	6	8	10	8	12	9	6	12	8
Child care available outside standard 9am-5pm work hours (such as early mornings, nights, and weekends)	13	15	11	14	12	14	12	13	12	20	5	8	15
Other (please specify)	2	3	1	1	6	2	2	3	0	2	3	0	3
None of these	16	20	11	12	28	18	13	15	16	14	19	9	19
Weighted N	224	123	101	163	61	143	81	157	50	100	74	55	169