Independent Contract Work in Washington: An Exploratory Analysis

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MEF Associates conducted research for this study under a contract with the Washington Department of Commerce. The findings in this report do not necessarily represent the official positions or policies of the Department.

For more information about MEF Associates and our work, see our website: http://mefassociates.com/

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1. Overview

The Washington Department of Commerce (hereafter Commerce) commissioned MEF Associates and its partners in October 2018 to design and conduct a descriptive study on independent contractor employment in Washington (hereafter the project). This report presents the results of the project.

As outlined in the research proviso, the primary goal of this project is to provide:

> *"…information on the needs of workers earning income as independent contractors, including sources of income, the amount of their income derived from independent work, and a discussion of the benefits provided to such workers."*[1]

The project used a diverse set of measures and analytic approaches to understand the scope and variability of independent contract work in Washington and the needs of independent workers. The study team employed a mixed methods approach that: (1) analyzed secondary data sources to estimate the prevalence of independent contracting, (2) fielded an exploratory survey on work arrangement characteristics, and (3) facilitated focus group discussions with independent workers about their experiences doing such work.

The project's original data collection strategy—an exploratory survey and focus group discussions—filled in some of the data gaps identified in secondary data sources. National surveys and administrative records generally provide little information about independent contract work, including earnings, benefits, and total hours worked. They also do not always contain sufficient sample sizes to generate state-specific estimates. Moreover, current data sources offer little sense of how such jobs fit into broader aspects of work and home life and economic mobility. Our approach builds on past and current research of independent contract work to better understand how workers in independent contractor positions fit those jobs within a broader mix of work, household earnings, and other income streams.

Given the complexity of this effort and the project's compressed timeline, each of these efforts were undertaken concurrently as defined by three interrelated studies: (1) the **Prevalence Study**; (2) the **Characteristics Study**; and, (3) the **Experiences Study**. Each study was guided by a set of research aims and objectives to capture the breadth and depth of the independent contractor workforce and their experiences, as shown in Figure 1-1. Data collection strategies were tailored to address each study's research aims. The following sections present findings from each of these studies.

[1] Substitute Senate Bill 6032 Sec 127 (47(a-b)).

Figure 1-1. The Independent Contractor Project Components and Objectives

	PREVALENCE STUDY	CHARACTERISTICS STUDY	EXPERIENCES STUDY
Study Objectives	• Establish lower-bound estimates of the independent contractor workforce in Washington state • Document scope and limitations of secondary data sources	• Describe characteristics of independent contractors and their work arrangements • Pilot survey questions and fielding procedures to inform future survey efforts	• Describe independent contractors' in-depth experiences and perspectives • Generate ideas for future data collection and analyses
Data Sources	Current Population Survey, Nonemployer Statistics	Washington Independent Worker Pilot Survey	Focus Groups of Independent Workers

2. The Prevalence Study

This section describes analyses of secondary data on the prevalence of independent contractors in Washington and addresses the following research questions:

- What is the size of the independent contractor workforce in Washington based on lower-bound estimates?
- What are the limitations associated with each of the derived estimates?
- In what industries is independent contracting most prevalent based on the lower-bound estimates?
- What are the limitations of Nonemployer Statistics (NES) and Contingent Worker Survey (CWS) data? What can these data say, and not say, about independent contracting in Washington?
- How can NES and CWS data inform future efforts to estimate the prevalence of independent contracting in Washington?

There is no study, survey, or administrative record that unambiguously measures or estimates the prevalence of independent contractors across all relevant definitions, nationally, or for Washington. As a result, this section generates estimates based on two national and federally administered data sources:

- The ***Contingent Worker Survey*** (CWS) which is, in turn, the May 2017 supplement of the Current Population Survey (CPS); and,
- ***Nonemployer Statistics*** (NES), administered by the Census Bureau.

While neither of these data sources is ideal, they both provide valuable intelligence on the prevalence of independent contractors both nationally and in Washington. The result of these analyses are two sets of estimates. The CWS estimates represent a likely lower bound of independent contractors in the state. The NES estimates, while higher, may also underestimate the prevalence of independent workers in the state based on the criteria for inclusion in that data set. In this section we present analyses from these two data sources and discuss their limitations.

The estimates in this section can inform understanding of the overall prevalence of independent contractors, but they do not directly align with specific regulatory definitions. Both the CWS and NES are national data sources that are not specifically aligned with definitions of independent contractors in different municipalities. In the case of the CWS the questions capture respondents' perceived independent contractor status, while NES are based on the tax filing status of businesses. By comparison, the definition of independent contractors used by the Washington Department of Labor and Industries may define businesses as independent contractors that include some establishments not included in these estimates and exclude others that are counted here.

2.1 Measurement

There is no state-level data on the prevalence of independent contractors. At the national level, estimation of the number of independent contractors is most frequently conducted via national household surveys or based on Internal Revenue Service (IRS) income tax records. These sources measure perceived independent contractor status, and they use different definitions of independent work. Additionally, recent research, specifically by Abraham and colleagues, underscores methodological discrepancies between these different data sources.[2]

Abraham and colleagues (2018) provide a useful taxonomy of the range of alternative work arrangements captured in various data sources.[3] They divide workers into two broad categories: "Employee" and "Self-employed." The employee categories have earnings reported with W-2 forms. Self-employed workers may report earnings through 1099 or K-1 forms. Among these individuals there is further granularity, with the authors identifying four different self-employment subcategories: business owners who are unincorporated sole proprietors, independent contractors, day laborers, and on-demand platform workers. Abraham and colleagues (2018) provide definitions for each:

- *Business owners* are defined as enterprises with "a well-established clientele and a relatively predictable flow of work";
- *Independent contractors or freelancers* are defined as workers "who earn money by performing one-off tasks for which they are paid an agreed sum";
- *Day laborers* find "work by waiting at a place where employers pick up people to help with short-term tasks"; and
- *On-demand platform workers* "obtain work by claiming tasks listed through an online intermediary rather than by waiting for work at a physical location. Examples of the increasing number of on-line platforms that facilitate the matching of workers to those requiring services include Uber, TaskRabbit, Mechanical Turk and Upwork" (pg. 7).

There are other definitions of independent contractors such as those used in the CWS (as defined by the Bureau of Labor Statistics and the Census Bureau), the Washington state Department of Labor and Industries, and the IRS are described in Appendix A.

As noted above, this section provides two sets of estimates (and definitions) of the prevalence of independent work in Washington:

- ***Contingent Worker Survey***. Analysis of the CWS provides estimates of the number of independent contractors and platform workers, subdivided into independent contractors, online, and app-based workers. The CWS sample is large enough to generate state-specific estimates for Washington, which we present with 90 percent confidence intervals and national comparison statistics. The CWS estimates are based on the CPS household survey which, as Abraham and colleagues suggest, may understate the incidence or self-employed workers. The estimates derived from the CWS are considered lower bound not only because of the limitations of survey data collection but also because the question was only asked about respondents' *main job* – that is, the job for which they worked the most hours in the

[2] Abraham, K. G., Haltiwanger, J. C., Sandusky, K., & Spletzer, J. R. (2018). *Measuring the gig economy: Current knowledge and open issues* (No. w24950). National Bureau of Economic Research.
[3] See p 48 of Abraham et al.

previous week. Second or third jobs might involve independent contract work, but they are not included in the CWS-based independent contractor estimates.

- *Nonemployer Statistics*. The NES provide national- and state-level data from 2008 through 2016, which allows comparisons between Washington and the nation. The data cover businesses with no employees and include information about sole proprietorships, partnerships, corporations, and S-corporations. It also includes industry designations using the NAICS code taxonomy.[4]

Neither of these two estimates is perfect. The CWS is based on a time-limited survey, which restricts the amount of probing an interviewer can undertake. There is the possibility that CPS-based estimates are biased downward due to limitations in the ability of interviewers to probe about additional jobs, respondents' misunderstanding about what constitutes a job, even when self-employed, and interviewers asking about independent contractor status only for the main job.[5] Part time or occasional jobs may sometimes not be reported as work, or "a household member who is doing work for a business may be reported as an employee of that business, even in cases where further probing might reveal that the person is in fact an independent contractor or freelancer" (Abraham, et al., 15). Additionally, the Contingent Worker Supplement is not administered regularly which means it is not possible to look at trends over time.[6]

The NES may also suffer inaccuracies. It is based on IRS data supplied to the Census Bureau and covers businesses without employees, which includes businesses that are neither independent contractors nor platform workers. Additionally, it suffers from the potential of under-reporting. As Abraham et al. (2018) note, "Non-reporting or under-reporting of income to the tax authorities is an acknowledged issue, especially with regard to self-employment income and other types of income that do not generate an information return that is submitted to the IRS" (p. 15).

Based on business income tax records provided by the IRS, the Census Bureau develops a list of businesses that are potential nonemployer businesses, then, following analysis, narrows the list to those that are judged to be actual nonemployer businesses. Major categories of firms removed from the list include businesses that are part of a multi-site or multi-unit businesses, regulated investment companies, companies with less than $1,000 in gross receipts, and companies with gross receipts exceeding an industry specific figure, often $1,000,000.[7]

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[4] Federal statistical agencies use the North American Industry Classification System (NAICS) to classify businesses by industry. Further information is available at https://www.census.gov/eos/www/naics/2017NAICS/2017_NAICS_Manual.pdf.

[5] The CWS asks workers two questions to identify them as independent contractors. The first is to distinguish them from business operators, such as restaurant owners, asking self-employed workers the following questions: (1) "Are you self-employed as an independent contractor, independent consultant, freelance worker, or something else (such as a shop or restaurant owner)?", and, if yes, (2) "Last week, were you working as an independent contractor, an independent consultant, or a freelance worker? That is, someone who obtains customers on their own to provide a product or service." https://www.bls.gov/cps/contingent-and-alternative-arrangements-faqs.htm#IC.

[6] The CWS has been administered six times: 1995, 1997, 1999, 2001, 2005, and 2017.

[7] The Census Bureau adjusts nonemployer data for reporting and statistical anomalies as well as to protect the confidentiality of the NES businesses. Regardless the form of business organization, the proportion of NES businesses that are independent contractors are unknown. Specifically: "A company commonly known as an employee leasing company or professional employer organization (PEO) operates in a co-employment relationship with client businesses. Employee leasing establishments typically acquire and lease back some or all of the employees of their clients and serve as the employer of record of the leased employees for payroll, benefits, and related purposes. In cases where all employees are leased or contracted, the payroll for the business is zero, placing it in the potential nonemployer universe. In some cases, an employer will be tabulated due to this lack of payroll. Currently, the Census Bureau does not have a reliable method to identify the universe of

The data also include information on the legal form of organizations. This includes corporations, S-corporations, partnerships, and sole proprietorships. Government and nonprofit organizations are excluded.[8]

For the purposes of identifying businesses in the NES that are likely to be independent contractors, we include sole proprietorships, corporations, S-corporations, and partnerships, as these forms of businesses may be independent contractors given that they have no employees. The vast majority (87 percent) of these nonemployer establishments are self-employed individuals operating sole proprietorships that may or may not be their primary source of income.[9] It is important to note that for federal tax purposes, sole proprietors do not need to be registered with Washington, or any other state, as a business entity. Rather, the definition of a sole proprietor is based on whether business expenses and income are reported to the IRS separately from personal income and expenses.

There are several key distinctions between the two data sources that are critical to understand when interpreting the data. Table 2-1 below summarizes these differences.

Table 2-1 Key Differences Between Data Sources Used to Estimate Prevalence

Area of Difference	Contingent Worker Survey	Nonemployer Statistics
Unit of analysis	Individual survey respondents	Businesses as filed with the IRS with no employees and annual business receipts of $1,000 or more ($1 for construction industry)
Data collection Approach	Nationally representative survey	IRS administrative records derived from Schedule C of Form 1040
Potential source of undercounting	• Respondents who do not perceive that their current main job is considered independent (as opposed to an employee) • Respondents whose independent work is not their main job (the job for which they work the most hours)	• Non-reporting of income to tax authorities • Reported business annual income is less than $1,000
Potential source of overcounting	Estimates including online platform workers may include workers with only W-2 earned income	Not all nonemployer establishments are independent contractors; for example, establishments with business income earned solely through sales of a product (i.e., no income from a contracting employer) are included in NES

firms that lease all of their employees. To mitigate this problem, NES uses detailed processing and editing of the data to eliminate likely employers based on the size of the receipts for a given type of industry"

[8] See the Nonemployer Statistics website for more details: https://www.census.gov/programs-surveys/nonemployer-statistics/technical-documentation/methodology.html

[9] The NES may include sole proprietorships that are not registered in Washington state as such because the NES entries are based on IRS definitions.

2.2 Contingent Worker Survey Estimates

The CWS estimates are presented in Table 2-2, with more detailed tables in Appendix A. Because they are derived from survey data, there is inherent uncertainty in the estimates. For the Washington estimates, we calculated confidence intervals that illustrate the range of potential values.[10]

Table 2-2 displays estimates of the independent contractor workforce in Washington and nationally. For Washington state, the data show a point estimate of 287,853 independent contractors, or 8.1 percent of all employed workers in the state. Additionally, the CWS results suggest that in addition to the 32,177 platform-based workers, there are 25,383 independent contractors with online platform work, representing an estimated total of 57,558 platform-based workers, or 1.6 percent of all workers in Washington.

Table 2-2: Contingent Worker Survey Estimate of Independent Contractors and Platform-Based Workers, Comparison of Washington and National Estimates

	Washington State		United States	
	Estimate	Percent of all Workers	Estimate	Percent of all Workers
Total Employed Workers	**3,515,200**		**153,406,900**	
Total Independent Contractors	**287,853**	**8.1%**	**10,613,639**	**6.9%**
Independent Contractors Only	262,470	7.4%	9,932,425	6.5%
Independent Contractors w/ Online Platform Work	25,383	0.7%	681,214	0.4%
Independent contractors + app	14,758	0.4%	374,746	0.2%
Independent contractors + online	10,625	0.3%	264,258	0.2%
Independent contractors + app + online	0	0.0%	42,210	0.03%
Other Online Platform Workers	**32,177**	**0.8%**	**1,092,821**	**0.7%**
Online platform workers - app only	22,453	0.6%	615,419	0.4%
Online platform workers - online only	9,724	0.2%	437,218	0.3%
Online platform workers - online + app	0	0.0%	40,184	0.03%
Total Independent Contractors & Other Online Platform Workers	**320,030**	**9.1%**	**11,706,460**	**7.6%**

Nationally, independent contractors comprise an estimated 6.9 percent of all workers in the United States. Of the 10,613,639 estimated independent contractors, 681,214 workers are also online platform workers. The CWS results also suggest that there are an additional 1,092,821 online platform workers who are not independent contractors. Taken together, these estimates suggest there are 1,774,035 online platform workers, representing 1.2 percent of all workers. Compared to

[10] Tables in Appendix A show the lower and upper bounds of the estimate, reflecting the 90 percent confidence interval around the estimate. This indicates 90 percent confidence that the actual number of independent contractors lies within these bounds. The 90 percent confidence interval is plus or minus 33,019 of the point estimate for independent contractors in this survey.

the nation, independent contractors and platform workers represent a greater estimated proportion of the workforce in Washington.

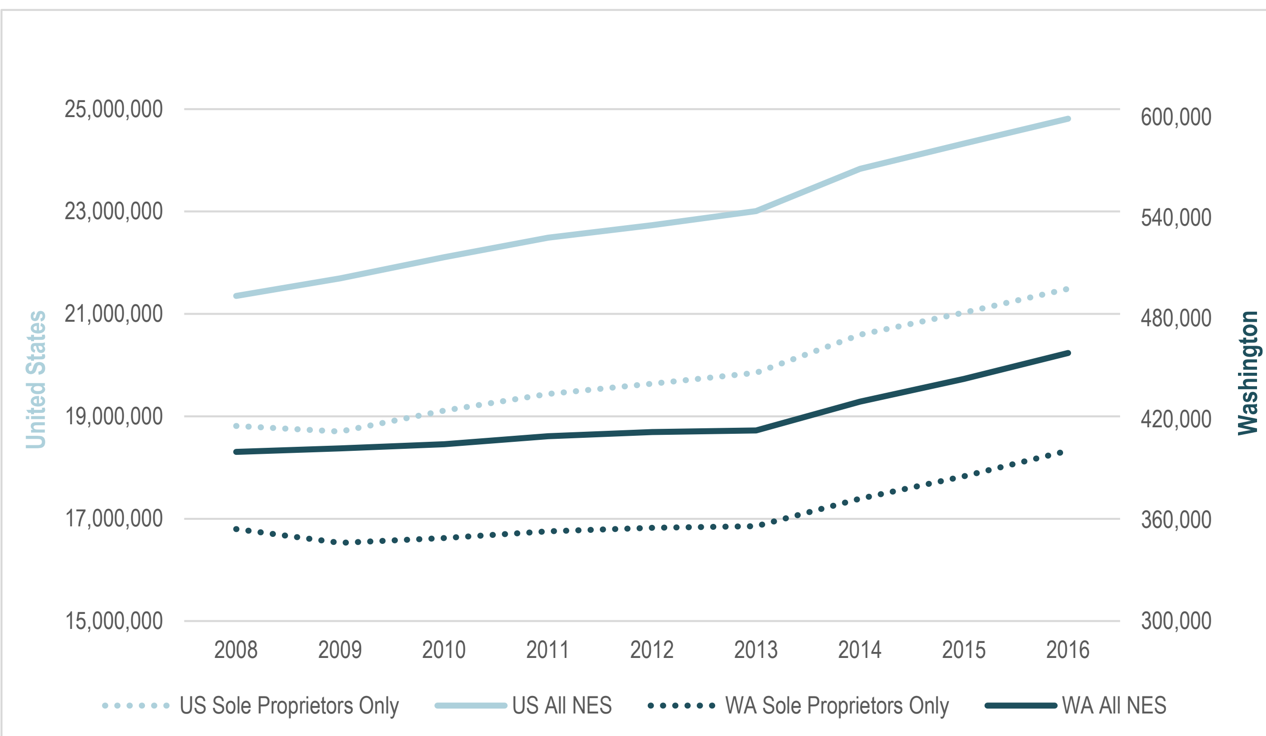
The least ambiguous estimate of independent contractors—that is, workers who self-identified as independent contractors—in Washington State is 287,853. However, based on previous research documenting the potential underreporting of platform work as independent work, it is possible that some subset of online platform workers identified in the CWS data may also be independent contractors. We therefore consider this estimate of 287,853 independent workers to be lower bound.

To account for the uncertainty in how platform workers report that work as independent, we provide an estimate that includes all independent contractors (including those who are also platform workers) plus online platform workers who do not self-identify as independent contractors. According to these criteria, an expanded estimate of independent contractors for Washington State as of May 2017 is 320,030. Given how questions are asked to CWS respondents, there remains the possibility that this estimate either overstates or understates the true number of independent workers. For more precise estimates, future research should explore independent contractor status for multiple job holders and for platform workers.

2.3 Nonemployer Statistics Estimates

In 2016, that last year for which NES are available, there were 459,590 establishments without employees in Washington state and 24,813,048 nationally. There were 401,410 sole proprietorships in Washington without employees and 21,490,556 nationally. As shown in Figure 2-1, in both the state and the nation, the number of nonemployee establishments grew between 2008 and 2016. Sole

Figure 2-1: All Nonemployer Establishments and Sole Proprietorships Only



proprietor establishments grew faster after 2012, and Washington experienced an acceleration in the number of all nonemployer establishments after 2012.

In the United States, the number of nonemployer establishments rose steadily throughout the period from 2009 through 2016 with a slight acceleration after 2013. In Washington state, the number of nonemployer establishments grew slowly between 2008 and 2013, after which it increased more rapidly.

Independent contractors can take any of the forms of business organization found in NES. Sole proprietorships may be the most likely form of business organization for independent contractors, though there may be circumstances under which corporations, S-corporations, and partnerships are used.

Table 2-3 shows the industry distribution of nonemployer establishments by NAICS code sector.[11] These industry designations come from the Census Bureau and are based on the Census Bureau business register as well as IRS data. The table indicates the breadth of independent contractor activities. While professional, scientific and technical services, other services, real estate, and retail trade are the most prevalent industries, the other nonemployer establishments and sole proprietorships are spread broadly across the other industry categories.

[11] The industry designations are based on self-reported NAICS codes and do not necessarily reflect local, state, or national regulatory designations.

Table 2-3: Industry Distribution of Nonemployer Establishments, Washington and United States, 2016

	Washington		United States	
	All Nonemployer Establishments	Sole Proprietorships Only	All Nonemployer Establishments	Sole Proprietorships Only
Total Establishments	**459,590**	**401,410**	**24,813,048**	**21,490,556**
Industry				
Agriculture, Forestry, Fishing and Hunting	1.6%	1.6%	1.0%	1.0%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.3%	0.3%
Utilities	0.1%	0.0%	0.1%	0.1%
Construction	7.0%	7.1%	10.0%	10.5%
Manufacturing	1.9%	1.8%	1.4%	1.3%
Wholesale Trade	1.6%	1.5%	1.6%	1.4%
Retail Trade	8.8%	9.4%	8.1%	8.4%
Transportation and Warehousing	7.7%	8.5%	7.5%	8.1%
Information	1.6%	1.6%	1.4%	1.3%
Finance and Insurance	2.4%	2.2%	2.9%	2.6%
Real Estate and Rental and Leasing	12.4%	6.5%	10.8%	5.3%
Professional, Scientific, and Technical Services	18.3%	19.5%	13.9%	14.4%
Administrative and Support Services	6.3%	7.0%	8.4%	9.3%
Educational Services	3.6%	4.0%	2.9%	3.2%
Health Care and Social Assistance	7.1%	7.9%	7.9%	8.7%
Arts, Entertainment, and Recreation	6.7%	7.4%	5.6%	6.1%
Accommodation and Food Services	1.3%	1.3%	1.5%	1.6%
Other Services	11.3%	12.4%	14.8%	16.3%

Table 2-4 shows the percent change by industry between 2012 and 2016. While the professional, scientific and technical services category has the most nonemployer establishments and sole proprietors in Washington, the table shows the fastest recent growth in transportation and warehousing services. Educational services and accommodation and food services also experienced rapid growth in nonemployer establishments over the period.

Table 2-4: Percent Change in Nonemployer Establishments and Sole Proprietorships, 2012-2016

	Washington		United States	
	All Nonemployer Establishments	Sole Proprietorships Only	All Nonemployer Establishments	Sole Proprietorships Only
All Industries	**11.4%**	**12.9%**	**9.1%**	**9.5%**
Agriculture, Forestry, Fishing and Hunting	-6.1%	-6.1%	-1.6%	-2.2%
Mining, Quarrying, and Oil and Gas Extraction	-10.4%	-13.9%	-21.2%	-26.5%
Utilities	2.1%	-2.2%	6.3%	5.9%
Construction	4.6%	6.8%	5.3%	6.2%
Manufacturing	-0.1%	-0.8%	1.3%	0.4%
Wholesale Trade	-3.0%	-2.2%	-0.4%	-0.6%
Retail Trade	7.5%	7.9%	5.2%	5.3%
Transportation and Warehousing	102.2%	107.4%	76.1%	80.9%
Information	5.9%	6.4%	2.9%	3.1%
Finance and Insurance	-3.2%	-2.0%	-0.5%	-0.8%
Real Estate and Rental and Leasing	12.6%	25.2%	12.1%	15.5%
Professional, Scientific, and Technical Services	9.7%	10.4%	7.1%	7.4%
Administrative and Support Services	3.7%	3.8%	3.8%	3.7%
Educational Services	23.9%	24.4%	19.0%	19.2%
Health Care and Social Assistance	0.9%	0.6%	0.6%	0.1%
Arts, Entertainment, and Recreation	15.1%	15.5%	11.9%	12.1%
Accommodation and Food Services	19.4%	21.6%	12.4%	13.6%
Other Services	4.2%	4.7%	4.5%	4.3%

3. The Characteristics Study

The aim of the Characteristics Study is to explore the characteristics of independent contractors and their work arrangements. This chapter presents tabulations of the characteristics of survey respondents, their work arrangements, economic circumstances, and their households.

The study addressed the following research questions:

- What are the characteristics of work arrangements for independent contractors?
- What are the household and demographic characteristics of independent contractors?
- What proportion of weekly earnings are derived from independent contract work?
- What are the most reported reasons for pursuing independent contract work?
- What are the economic circumstances of independent contractors?

3.1 Survey Administration and Response

MEF Associates administered the *Pilot Survey of Washington Independent Workers* ("the pilot survey") online and fielded it during a four-week period from March 25, 2019 through April 24, 2019. Survey participants were recruited through online Facebook ads, advisory committee referrals,[12] and email addresses of registered sole proprietors in Washington obtained from the Department of Revenue (DOR). The latter were sent an email invitation to participate in the survey that contained a personalized hyperlink to the survey instrument.[13]

Figure 3-1 summarizes survey response by source. The majority of respondents (92 percent) were registered sole proprietors in Washington for whom a valid email address was provided by the Department of Revenue, 5 percent of respondents received the link to the survey from the advisory committee, and 3 percent of respondents were recruited from Facebook ads. The survey's codebook is provided in Appendix B.

[12] The legislature required that Commerce convene an advisory committee comprised of representatives from organized labor and the business community in conjunction with the study. Members of the committee graciously agreed to share links to the survey with their membership and other key partners.

[13] To thank survey respondents for participating in the survey, respondents were given the option of entering a drawing for the chance to win a free iPad. iPads were sent to five randomly selected respondents at the end the survey's field period.

Figure 3-1 Survey Response by Recruitment Type

DOR EMAILS	ONLINE ADS	COMMITTEE SHARES
Audience Reach		
199,692 emails delivered	**964** clicks to the survey website	**338** clicks to the survey webpage
2,701 began the survey	**80** began the survey	**159** began the survey
Survey Response		
586 started but did not complete	**5** started but did not complete	**39** started but did not complete
2,116 completed the survey	**75** completed the survey	**120** completed the survey
2,702 *(92% of all surveys)*	80 *(3% of all surveys)*	159 *(5% of all surveys)*
		TOTAL SURVEYS: 2,941

3.2 Identifying Respondents as Independent Contract Workers

We identified respondents as independent contract workers based on answers to two questions about their employment status in the previous week, both adapted from the Current Population Survey:

1. Which best describes your employment status last week?
    a. I worked for someone else as an independent contractor, an independent consultant, or a freelance worker
    b. I worked for myself, self-employed, or as a sole proprietor
2. *If respondent selected worked for myself, self-employment, or as a sole proprietor*: Last week, were you self-employed as an independent contractor, independent consultant, or freelancer, or something else?

Table 3-1 characterizes the work arrangements of all respondents. Based on the two questions described above, most respondents (84 percent) reported working as an independent contractor in the previous week. Nearly one-quarter of respondents identified as self-employed (not as an independent contractor). Seventy-two percent of respondents worked only one arrangement in the previous week, while 18 percent worked more than one arrangement (e.g., worked full-time for someone else *and* as an independent contractor, consultant, or freelancer), and 10 percent of respondents reported not working in the previous week.

The survey also asked all respondents whether they found or accepted work using a mobile app or website to understand the extent to which respondents engaged in online platform work. Thirteen percent of all respondents reported using a mobile app or website to find or accept work in the previous week.

Table 3-1 Respondent Work Arrangements in the Past Week

Employment Status*	N=2,197
Worked as an independent contractor, an independent consultant, or a freelance worker	84%
Self-employed not as an independent contractor (e.g., shop owner, restaurant owner)	24%
Worked full-time for someone else	20%
Worked part-time for someone else	15%
Retired	5%
Not working, but looked for work	4%
Student	3%
Not working, and did not look for work	2%
Other status	2%
Temporarily laid off	0%
Number of Work Arrangements	**N=2,197**
Did not work	10%
One arrangement	72%
Two arrangements	17%
Three or more arrangements	1%
Online Platform Work	**N= 2,197**
Accepted jobs or tasks using a mobile app or website	13%
Did not accept jobs or tasks using a mobile app or website	86%
Don't know	1%
Prefer not to answer	1%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

3.3 Respondent Demographic and Household Characteristics

Table 3-2 presents the demographic characteristics for respondents who reported working as an independent contractor in the last week. A slight majority of these respondents were female (52 percent), and most were white (83 percent). More than two-thirds (68 percent) of respondents who self-identified as independent contractors had a bachelor's degree or higher, and 46 percent currently hold a professional certificate or credential and/or state industry license. The average age of respondents was 47 years.

Table 3-2: Demographics of Respondents Identifying as Independent Contractors

Gender	**N=1,558**
Male	45%
Female	52%
Prefer not to say	2%
Prefer to self-describe	1%
Race and Ethnicity*	**N=1,557**
American Indian or Alaska Native	2%
Asian	5%
Black or African American	3%
Hispanic, Latino, or Spanish Origin	4%
Middle Eastern or North African	1%
Native Hawaiian or Other Pacific Islander	1%
White	83%
Prefer not to answer	6%
Other	2%
Highest Level of Education	**N=1,555**
Less than a high school degree, no diploma	1%
High school diploma or GED	5%
Some college but no degree	14%
Associate degree - occupational/vocational program	6%
Associate degree - academic program	5%
Bachelor's degree or higher	68%
Prefer not to answer	1%
Professional Credential	**N=1,555**
Currently holds a professional certificate and/or state or industry license	46%
Age	**N=1,558**
Mean	47
Median	45
Standard Deviation	13
Range	18 - 98

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

Table 3-3 presents household characteristics of respondents identifying as independent contractors. More than two-thirds (67 percent) of respondents reported an annual household income of $50,000 or more. The average independent contractor's household had two adults and one child. Table 3-3 also presents household measures of economic hardship for respondents identifying as independent contractors: public assistance receipt in the past year and the extent to which their household may have experienced financial or food insecurity in the previous month. Few respondents (6 percent or less) reported receiving government assistance, such as food or rental assistance, in the past year. Fifty-eight percent of respondents reported no difficulty paying last month's bills while 30 percent found it somewhat difficult and 9 percent found it very difficult. When asked about the types of food eaten in their household last month, over three-quarters of respondents (76 percent) reported that they had enough to eat and the kinds of food they wanted to eat, while 20 percent reported having enough to eat but not always the kinds of food they wanted to eat. Two percent reported that their household sometimes did not having enough to eat last month.

Table 3-3: Household Characteristics of Respondents Identifying as Independent Contractors

Total Annual Household Income	N=1,580
Less than $5,000	1%
$5,000 to $24,999	8%
$25,000 to $49,999	16%
$50,000 to $74,999	15%
$75,000 to $149,999	33%
$150,000 or more	19%
Prefer not to answer	6%
Household Size	**N=1,571**
Number of Adults (inclusive of respondent)	
Mean	2
Median	2
Standard Deviation	1
Range	1 - 7
Number of Children	
Mean	1
Median	0
Standard Deviation	1
Range	0 - 9
Public Assistance Receipt in the Past Year	**N=1,575**
Food assistance	6%
Cash assistance from state welfare program	0%
Government housing or rental assistance	1%
None of these	92%
Prefer not to answer	1%
Financial Security	**N=1,571**
Very difficult to pay last month's bills in full	9%
Somewhat difficult to pay last month's bills in full	30%
Not at all difficult to pay last month's bills in full	58%
Don't know	1%
Prefer not to answer	2%
Food Security	**N=1,570**
We had enough to eat and the kinds of food we want to eat last month	76%
We had enough to eat, but not always the kinds of food we want last month	20%
Sometimes we didn't have enough to eat last month	2%
Often we didn't have enough to eat last month	0%
Prefer not to answer	1%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

3.4 Respondent Characteristics of Independent Contract Work

Table 3-4 presents characteristics of independent contract work specifically, and all measures are based on respondents who reported working as an independent contractor last week. The survey asked these respondents to identify their reasons for working as an independent contractor last week. Forty-five percent reported doing so to earn money as a primary source of income while 21 percent did so to be able to control their own schedule, including to childcare, school, or other obligations. Fifteen percent reported working as an independent contractor helped fill the gaps or fluctuations in their other sources of income. The most common industries respondents reported for their independent contract work were professional, scientific, and technical services (30 percent), health care and social assistance (10 percent), arts, entertainment, and recreation (8 percent), and construction (7 percent).

Although most respondents who reported working as an independent contractor did not find or accept work using a website or app (83 percent), 15 percent reported doing so in the previous week. For nearly a third of these respondents (30 percent), all work as an independent contractor in the previous week was through an online platform.

Table 3-4 Respondent Characteristics of Independent Contract Work

Reasons for Independent contract work*	**N=1,459**
To earn money as a primary source of income	45%
It helps to fill the gaps or fluctuations in my other sources of income	15%
To be able to control my own schedule due to child care, school, or other obligations	21%
To gain work experience for future job opportunities	8%
For fun, or to do something with my spare time	9%
To earn money while I look for full-time work	3%
Other	6%
Industry*	**N=1,432**
Agriculture, Forestry, Fishing, and Hunting	1%
Construction	7%
Manufacturing	1%
Retail Trade	2%
Transportation and Warehousing	2%
Information	2%
Finance, Insurance, Real Estate, and Rental and Leasing	6%
Professional, Scientific, and Technical Services	30%
Administrative and Support Services	3%
Educational Services (including childcare)	3%
Health Care and Social Assistance	10%
Arts, Entertainment, and Recreation	8%
Accommodation and Food Services	1%
Don't know	1%
Other	24%
Online Platform Work	**N=1,655**
Accepted jobs or tasks using a mobile app or website	15%
Did not accept jobs or tasks using a mobile app or website	83%
Among respondents with online platform work, the number of jobs or tasks accepted using an app or website	
All jobs were accepted through an online platform	30%
Some jobs were accepted through an online platform	70%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

3.5 Respondent Earnings from Independent Contract Work

Table 3-5 characterizes the earnings of respondents who reported working as an independent contractor last week. For nearly 60 percent of these respondents, their independent contract work served as their sole source of earnings. However, 35 percent of these respondents reported no earnings in the last week from independent contract work.[14]

Respondents who identified as independent contractors *and* reported working an additional work arrangement were asked to identify the proportion of their total earnings last week that was derived from independent work. These respondents reported that 42 percent of their previous week's earnings on average came from their independent work. This amount ranged from 10 percent to all of the previous week's earnings among respondents working more than one arrangement.

Most respondents identifying as independent contractors (56 percent) reported that the money from their independent work was essential to meeting their basic needs. Thirty percent of respondents who reported working as an independent contractor last week said their earnings were somewhat steady from week to week, while nearly a quarter (24 percent) of respondents reported their earnings were inconsistent from week to week.

[14] This is likely due to how independent contractors are paid, often intermittently, such as at the time of project completion or other specified performance period.

Table 3-5. Respondent Earnings from Independent Contract Work

Proportion of Earnings Derived from Independent Work	N=1,684
All earnings from independent work	56%
More than half but not all earnings	3%
Less than half but some earnings	6%
No earnings	35%
Among respondents with more than one arrangement, proportion of earnings from independent work	*N=427*
Mean	42%
Median	30%
Standard Deviation	36%
Range	10% - 100%
Importance of Earnings to Budget	**N=1,457**
The money was essential to meeting my basic needs last week	56%
The money was an important component of my budget last week, but not essential	20%
The money was nice to have last week, but I could live comfortably without it	20%
Don't know	2%
Prefer not to answer	2%
Consistency of Earnings	**N=1,456**
It is steady from week to week	23%
It is somewhat steady from week to week	29%
It is neither steady nor inconsistent from week to week	10%
It is somewhat inconsistent from week to week	13%
It is inconsistent from week to week	24%
Prefer not to answer	1%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

3.6 Respondent Benefit Coverage and Access

Table 3-6 presents health insurance coverage and access to other benefits among respondents who reported working as an independent contractor in the previous week. The majority of respondents (81 percent) reported having health insurance coverage in the previous week. Health insurance coverage reported by respondents was most commonly accessed through a spouse or partner's employer (31 percent), purchased directly from health insurance exchange or insurance company (28 percent), or through a current or former employer (16 percent).

Respondents were also asked about their access to other types of benefits, such as paid sick leave, paid vacation leave, and maternity or paternity leave. Nearly 20 percent reported having access to retirement benefits and 16 percent reported having access to life insurance, but three quarters reported that they did not have access to any of these other benefits.

Table 3-6: Respondent Health Insurance Coverage and Access to Other Benefits

Heath Insurance Coverage	N=1,383
Yes	81%
No	18%
Don't know	0%
Prefer not to answer	1%
Type of Health Insurance Coverage	**N=1,275**
Insurance through my current or former employer	16%
Insurance through spouse or partner's employer	31%
Insurance purchased directly from health insurance exchange or insurance company	28%
Medicare, for people 65 or older or people with certain disabilities	11%
Medicaid, Medical Assistance, or government-assistance plan for those meeting income eligibility or with certain disabilities	11%
Department of Veterans Affairs health care	3%
Other health insurance or coverage plan	6%
Don't know	0%
Prefer not to answer	1%
Access to Other Benefits*	**N=1,324**
Paid sick leave	14%
Paid vacation or personal leave	13%
Maternity or paternity leave	6%
Life insurance	16%
Retirement benefits	19%
Tuition assistance	5%
Did not have access to benefits	78%
Don't know	1%
Prefer not to answer	2%
Other	10%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

3.7 Respondent Annual Investments

Respondents who reported working as an independent contractor last week were asked to estimate their average annual investments on tools, equipment, computers, or other materials used for their work. The majority of these respondents (54 percent) reported spending between $1,000 and $10,000 on such items. Among respondents who reported spending over $1,000, most (88 percent) decided which tools or equipment they were going to buy, as opposed to being required to buy specific tools or equipment.

Table 3-7. Annual Investments Among Respondents Identifying as Independent Contractors

Annual Investment Amount	N=1,445
More than $10,000	11%
Between $1,000 and $10,000	54%
Under $1,000	29%
None, you have not spent money on materials for your work	3%
Don't know	1%
Prefer not to answer	1%
Investment of Own Money for Day-to-Day Operations	**N=948**
Yes	62%
No	35%
Don't know	2%
Prefer not to answer	0%
Investment Purchases or Leases	**N=948**
I am required to buy specific tools or equipment	10%
I decide what to buy	88%
Don't know	1%
Prefer not to answer	1%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

3.8 Characteristics of Online Platform Work

All respondents were asked whether they had found and accepted any jobs through an online platform. Table 3-8 summarizes the characteristics of the work done through these platforms. The most common type of jobs found using an online platform were transportation or delivery (57 percent) followed by professional services or skilled labor (26 percent). Few respondents used an online platform to find and accept home or care service jobs.

The survey asked respondents to identify why they accepted jobs using online platforms. Fifty-six percent of respondents reported that they did so to earn money as a primary source of income, and 45 percent reported that work helped to fill the gaps or fluctuations in their other sources of income.

The survey also asked respondents to describe their connection to the online platform used. More than two-thirds (68 percent) of respondents who found and accepted work through an online platform thought of themselves as an independent worker who used the website or app to connect with customers, while 17 percent thought of themselves as a part-time employee of the website or app.

For most of the respondents who found and accepted jobs using an online platform in the last week, the money they earned was essential to meeting their basic needs. Over half (54 percent) of these respondents categorized their earnings from online platform work as steady or somewhat steady from week to week.

Table 3-8: Characteristics of Online Platform Work

Type of Online Platform	N=314
Transportation or Delivery	57%
Professional Services or Skilled Labor	26%
Home or Care Services	4%
Other	13%
Reason for Online Platform Work*	**N=269**
To earn money as a primary source of income	56%
It helps to fill the gaps or fluctuations in my other sources of income	45%
To be able to control my own schedule due to childcare, school, or other obligations	41%
To gain work experience for future job opportunities	6%
For fun, or to do something with my spare time	23%
To earn money while I look for full-time work	8%
Other	8%
Connection to Online Platform	**N=268**
I think of myself as a full-time employee of the website or app	9%
I think of myself as a part-time employee of the website or app	17%
I think of myself as an independent worker who used the website or app to connect with customers	68%
Don't know	1%
Other	4%
Earnings	**N=248**
The money was essential to meeting my basic needs last week	58%
The money was an important component of my budget last week, but not essential	26%
The money was nice to have last week, but I could live comfortably without it	13%
Prefer not to answer	2%
Consistency of Earnings	**N=261**
It is steady from week to week	21%
It is somewhat steady from week to week	33%
It is neither steady nor inconsistent from week to week	10%
It is somewhat inconsistent from week to week	16%
It is inconsistent from week to week	18%
Prefer not to answer	1%

* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.
Note: Ns may vary across survey questions due to skip sequencing and item nonresponse.

4. The Experiences Study

The Experiences Study is based on in-depth qualitative research gathered through four 90-minute focus group discussions in Seattle and Spokane designed to collect and describe the experiences of independent contractors in Washington State. Focus group conversations explored issues related to participants' experiences as independent contractors to address the following research questions:

- How do independent contractors describe the benefits, challenges, and tradeoffs of independent work compared to traditional payroll jobs?
- What resources or networks do independent contractors access for professional support?
- How do independent contractors perceive the value of their work (e.g., compensation and benefits)?
- How does independent work affect independent contractors' sense of economic security, stability, and need for additional resources?
- How do independent contractors describe their reasons for doing this type of work?

4.1 Methods

The research team conducted focus groups in Spring 2019 – two in Seattle in late March and two in Spokane in early April. Qualitative findings and quotes are drawn from these four focus group discussions.

In addition, prior to each focus group, participants completed an online enrollment form and screener that asked them questions about their work arrangement, industry, and earnings as well as their contact data and preferred city for focus group participation. Two participants did not complete the survey. In addition to the survey, researchers asked participants about their work arrangements and industries as part of the focus group protocols. Quantitative findings in this section are drawn from these screener data, with the exception of industry, which is drawn from the participants' self-identification during focus group discussions.

4.2 Description of Respondents

The focus groups included 31 respondents (17 in Seattle and 14 in Spokane). Table 4-1 illustrates the work arrangements and industries represented by the focus group respondents.[15] The three most common combinations were (1) working for themselves, self-employed, or as a sole proprietor and working for someone else as a consultant, independent contractor, or freelancer; (2) working part-time for someone else and working for themselves, self-employed, or as a sole proprietor; and (3) working part-time for someone else and working for someone else as a consultant, independent contractor, or freelancer.

[15] Since data were self-reported, the employment status reflects focus group respondents' identities and may not always align with standard definitions. For example, some Uber drivers who participated in our focus group identified as working full-time for someone else.

In focus group discussions, the majority of respondents reported that independent work was their primary occupation and primary source of income. While a small subset of participants in each group also received earnings through a W-2 job, these respondents viewed the W-2 job as supplemental to their primary independent work rather than vice versa. None of the respondents reported working in a W-2 job as their primary occupation.

In Seattle, there was a slightly higher share of professional-service freelancers who indicated they perform professional services such as visual design, writing, editing, digital marketing, or social media than in Spokane.

In Spokane, work arrangements comprised of *multiple* gig-work jobs were common, and more common than in Seattle. For example, one independent worker reported using a variety of apps to get gigs conducting in-store demonstrations, special events, and retail brand auditing. Another independent worker reported driving for a rideshare app, driving part time for a trucking company, and selling products.

Table 4-1 Characteristics of Focus Group Participants (Self-identified)

	Full Sample (n=31)	Spokane (n=14)	Seattle (n=17)
Employment Status[16]			
Worked full-time for someone else	13%	7%	18%
Worked part-time for someone else	23%	14%	30%
Worked for themselves, self-employed, or as a sole proprietor	52%	13%	59%
Worked for someone else as a consultant, independent contractor, or freelancer	55%	57%	53%
Retired	3%	0%	6%
Did not answer	6%	14%	0%
Number of Work Arrangements[17]			
One arrangement	48%	50%	47%
Two arrangements	39%	36%	41%
Three or more arrangements	6%	0%	12%
Did not answer	6%	14%	0%
Online Platform Work			
Accepted jobs or tasks using a mobile app or website	45%	50%	41%
Did not accept jobs or tasks using a mobile app or website	48%	36%	59%
Did not answer	6%	14%	0%
Proportion of Earnings Derived from Independent Work			
All earnings from independent work	48%	43%	53%
Most earnings from independent work	26%	29%	24%
Some earnings from independent work	19%	14%	24%
Did not answer	6%	14%	0%
Industry[18]			
Accommodation and Food Services	10%	14%	6%
Construction	6%	14%	0%
Finance, Insurance, Real Estate, and Rental Leasing	6%	7%	6%
Health Care and Social Assistance	6%	7%	6%
Professional, Scientific, and Technical Services	32%	14%	47%
Transportation and Warehousing	19%	21%	18%
Other	19%	21%	18%

[16] Respondents could select more than response category (14 did so). Total percentages therefore may exceed 100 percent.
[17] With the exception of Employment Status, responses were mutually exclusive. However, due to rounding, percentages by column may not add to 100 percent.
[18] Several respondents reported piecing together independent work spanning multiple industries (e.g., one respondent performed medical work along with additional freelance work and platform-based work). However, we coded just one industry per respondent, based on the occupation that the respondent shared the most about or shared that they spent the majority of their time working (if applicable) during the focus group discussion, not necessarily how they self-identified in the online enrollment survey.

4.3 Meaning of Independent Work to Workers

4.3.1 Identity

Respondents reported that their sense of "independence" as an independent worker varies. While several respondents see themselves as their own bosses, others see their clients or the app for which they work as their boss, which can sometimes limit their sense of autonomy and freedom. Some gig workers, especially, expressed limited control over the terms of their employment arrangement.

One driver shared the perception that Uber, especially, dictates when he will work (i.e., when he will get a ride), and that the firm controls his safety. For example, he indicated the he sometimes feels he has to park in unsafe areas because that is where Uber has decided to place a group pick-up location. In addition, Uber requires drivers to turn away passengers who are younger than 18 years old but still sends drivers to locations where kids are likely to be picked up (e.g., high schools, requested by parents). One respondent in Seattle felt that this limits his ability to work safely and within the "rules" of the contracted arrangement. He wished that, if he was going to be called an independent contractor, he could be truly independent, deciding what to charge, whom to pick up, and where to go. He stated: "I'm told that I'm an independent contractor or a small business owner, but my prices are determined by Uber."

Some respondents, especially professional-service freelancers, described ways that working for clients outside of gig work can limit their sense of autonomy as well. They described the pressure to "be nice," and to undersell themselves or work over the agreed upon scope because they have no recourse if the client requests it, sensing that the client ultimately dictates the terms of the arrangement. Because the work is relationship-based, some participants shared that they must sometimes sacrifice their short-term pay and a sense of fairness to preserve the long-term relationship.

In addition to perspectives on independence, respondents discussed other aspects of their identity affected by their work as an independent contractor. One respondent in Spokane sees independent work in digital marketing as a way to affect lives by being "on top of" a new technology. Another respondent in Spokane working multiple gig-work jobs feels that independent work represents an opportunity to align with the times and belong to the contemporary era: "It feels like a marker of time to be an independent worker."

4.3.2 Pathways into Independent Work

Responses to the question, "what got you into your current work?" varied widely. For example, some respondents had never done anything but independent work, some had seen a business fail or failed to advance in their careers working as an employee elsewhere, some had seen their profession shift more towards an independent contracting model, and some began working as independent contractors due to family caretaking responsibilities and the need for a more flexible schedule. Reports of a shift to independent work in response to a need for more flexibility or availability for family caretaking were slightly more common in Spokane than in Seattle and more common among women than men.

Table 4-2 below provides examples of the types of reasons respondents reported for "getting into" independent work.

Table 4-2 Reasons for Independent Work among Focus Group Participants

Reasons for Independent Work	Examples
Personal challenges in W-2 work environment	• Repeated layoffs working in a corporate environment • Inability to advance in larger organization • Collapse of personal business • Inability to get a W-2 job with limited formal experience on resume • Physical injury and desire not to sit as often as in office setting
Sectoral labor market shifts	• Works in an industry sector where work used to be provided in-house and is now increasingly done online • Works as a driver where opportunities shifted to app-based driving
Family caretaking needs	• Family caretaking – elderly parents • Family caretaking – child with special needs
Desire for social interaction	• Retired, seeking social interaction • After pregnancy, seeking a way to get out of the house and earn some extra money
Supplemental income	• Retired, seeking extra money for travel/grandchildren • Saving money to start own business
Other	• Working for a start-up who initially couldn't pay an employee and has been working on a consultant basis since • Only professional experience has been doing independent work since graduating college

4.3.3 Degree of choice

Most respondents shared that they are working independently by choice and for the foreseeable future. However, they expect that their desire to remain an independent worker may change with a major life event (e.g., childbirth, family sickness). This was especially pronounced in situations where individuals indicated that their spouse or partner also primarily relies on income from independent contract work.

One gig worker in Seattle shared that he is happy with his current work arrangement, schedule, and freedom but that he might look for more formal employment if his life circumstances were to change. He stated: "If I had a kid or something, I'd probably bite the bullet and, ya know, learn to code."

A small subset of respondents felt "stuck" in independent contracting work (e.g., due to advanced age or limited formal work experience) and reported that they would like to obtain a traditional, W-2 job. Some participants were actively seeking to transition out of their independent work arrangement (e.g., Uber driver who is taking classes), while others said they would like to obtain formal employment but were not actively seeking it due to perceived limitations in formal work experience. For example, one gig worker respondent in Spokane shared that she would prefer a more traditional job with shifts that she can clock in and out of as opposed to independent work, which can be an "all-day job" requiring her to stay online on the various apps she uses to earn an income. As she put it, "There's a little bit of ball and chain to that aspect [of gig work]." However, she feels that her limited formal work experience will prevent her from finding such "shift" work.

An even smaller subset felt "forced into" independent contracting due to changing, industry-specific norms. However, a respondent whose work has shifted from traditional W-2 employment to contract work shared that he also appreciates the flexibility being an independent contractor gives him to obtain work from multiple employers.

4.4 Perceived Advantages and Disadvantages of Independent Work

The primary perceived benefits of independent working noted by the majority of participants include schedule and location flexibility, variety of work, ability to choose work, and the feeling that their earnings are more directly tied to the work they do personally. Additional details about these and other perceived advantages of independent work described by respondents include:

- **Flexibility.** Respondents noted that they appreciate the flexibility of independent work, accommodating personal preference, allowing them to take care of family following unexpected illnesses or children with special needs, and affording them the ability to partake in religious observances not always observed in traditional workplace settings. One professional-services freelancer in Seattle noted that she appreciates that independent work accommodates her preferred non-traditional sleep schedule, which a traditional W-2 job does not. Some respondents noted their appreciation for the flexibility of independent contract work to accommodate childcare needs, allowing them to decide "when to 'go in'" to work even if they work from home or when to "leave" if they are needed for childcare.
- **Variety.** Respondents indicated that they appreciate the ability to mix up their work routine. For some, they felt that the more rigid routine of their previous W-2 job negatively affected their mental health.
- **Choice.** Respondents stressed the ability to choose customers, projects and "love what you do."
- **Personalized profit.** Many respondents said they appreciate the feeling of realizing the full, independent value of their work and not working as "someone else's factory." Some with stronger feelings about this topic also felt that working for someone else felt like "slavery" and that "working with other people sucks."
- **Self-efficacy.** Some respondents noted that they purely enjoy the drive they feel and the sense of propelling oneself forward.

- **Professional advantage.** Younger respondents shared that independent work allows them to have more say in their work and in client relations than one would upon entering their field in a traditional organization. Others shared that they are able specialize in the aspect of their field that most interests them or that they feel is the most innovative; this is in contrast to being pigeon-holed into working in whatever area of their field a firm specializes in.
- **Physical health.** Some respondents shared the perception that independent work is healthier than traditional jobs since they can choose when to sit or stand, and this is not dictated by their employer-driven schedule.
- **Freedom from "shirkers."** Some respondents who had worked in traditional organizational settings appreciated the freedom from bureaucracy and from coworkers who they felt were not "pulling their weight."

The primary, perceived challenges reported by the majority of respondents include income volatility, contract enforcement, costly insurance/benefits, and navigating Washington's regulatory environment. Additional details about these and other perceived challenges of independent work described by respondents include:

- **Income volatility.** Specifically, one respondent indicated that earnings are "feast or famine," to which many others concurred.
- **Contract enforcement.** Multiple respondents had experienced late payments and non-payment from customers, with a sense of limited recourse.
- **Costly insurance and benefit options.** Most respondents shared concerns regarding the cost of obtaining insurance and the limited options available to them.
- **Difficulty navigating Washington's business law and tax systems.** For example, several respondents expressed challenges related to forming an LLC, filing taxes appropriately, and navigating which licenses are needed to provide app-based services. One respondent described managing the legal aspects of managing her business as a "constant hill" to climb, figuring it out herself or overpaying for legal services.
- **Personal safety.** Some respondents expressed as sense of increased identity exposure when entering into contracts with clients online. One respondent noted that if independent contractors have not yet set up a corporate tax identification number, they must sometimes use or share their Social Security Number with prospective clients when developing a contract. Others said they feel they have received "creepier" ads since beginning independent work, attributed to their increased personal visibility online, which, they say, is critical for online marketing purposes. In addition to identity concerns, some respondents shared concern about "sketchy," unvetted gigs. Since some workers are piecing together their income by responding to a variety of Craigslist gig ads, absent a centralized vetting system, they may realize a gig sounds unsafe or sexual in nature only after engaging in communication with the potential client.
- **Challenges coordinating public benefit eligibility.** Some respondents have had a difficult time qualifying for or maintaining benefits given their fluctuating income and the fact that some benefit programs consider income in the past 30 days.
- **Marketing.** Marketing and business development was a challenge for respondents in both cities, because of the time and effort required and because development reduces their ability to specialize and invest in their craft.

- **Childcare.** Childcare can be challenging for independent workers, especially in terms of finding drop-in childcare enabling parents to pick up gig work. Multiple respondents had to cancel gigs or drop clients when they could not find childcare.
- **Sense of isolation.** One Seattle group discussed the topic of isolation and measures taken to reduce it. One driver described the conversations he has with passengers (often his only form of interpersonal exchange in a day) as "tragic social interaction:" pleasant in the moment but ultimately fleeting, after which he is again left alone in his car.
- **Self-organization and motivation.** Keeping oneself motivated was a common, personal challenge reported by respondents in both cities.
- **Fear and anxiety.** Some respondents, particularly professional-service freelancers who had purchased healthcare through the Washington State Exchange, discussed anxiety about the potential repeal of the Affordable Care Act and its implications for their own budget if the costs of health insurance were to rise. Others (especially app-based gig workers) expressed anxiety that "one wrong move" could lead to economic instability (e.g., via getting deactivated on Uber).

4.5 Economic Experiences

4.5.1 Income/ Sense of economic security

On average, respondents described a slightly weaker sense of economic security than if they were working in a W-2 job. However, most perceive that their hourly rate is better than minimum wage or the wage they would receive if they were to do similar work as an employee. Additionally, for most, the benefits of flexibility and choice outweighed any decreased sense of economic insecurity associated with working independently.

Some respondents who had previously worked as employees felt like they were making two to three times less now doing the same type of work than when they worked a comparable W-2 job. However, the comparison was complicated. For example, one respondent in Seattle who was working as freelancer noted that she spent more time as a W-2 employee doing substantive work, whereas she now must focus on business development, so she cannot be as productive as she was when she was an employee.

In addition to income, respondents described the sense of intrinsic value they receive from the direct alignment between their work and their pay given the ability to realize the full value of their labor. One Spokane respondent working as a gig worker described and appreciated the freedom of being able to take full financial advantage of his own labor as an independent contractor while stressing the need to "work the system" strategically (e.g., maximize tax incentives via working on as many apps as possible) in order to be financially successful. Other respondents shared this perception that financial success depends on how well one utilizes their available resources. As one Spokane respondent working as a gig worker put it, "[Independent work] should be an open door to generate a lot of wealth and … if you use it right, it will, but if not, you fall out of it."

4.5.2 Benefits

More professional-service freelancers purchased health insurance and healthcare than gig workers and those piecing together their income through multiple work arrangements. Professional service freelancers primarily purchased their insurance through the state-operated health insurance exchange. More gig workers and those piecing together their income through multiple work arrangements accessed Medicaid and/or go without health insurance, utilizing self-help resources on the internet. Some gig worker respondents intentionally kept their income low enough to qualify for Medicaid, and others sought out sliding scale resources or utilized financial aid at health care centers and hospitals. Respondents did not discuss being covered by any other benefits aside from health insurance, though the prohibitive cost of such benefits when purchased independently was a widely discussed challenge for many, as noted above. Respondents in both cities shared that they would benefit from a state-administered benefit package that independent contractors could buy into at an affordable rate, including: retirement, health care, life insurance, and disability benefits.

4.5.3 Strategies to strengthen economic security

In addition to their main source of income through independent work, respondents noted additional strategies they use to increase their income and strengthen their sense of economic security. Common strategies to strengthen security include "flipping" goods (e.g., via OfferUp or Craigslist), "cutting back," and asking for full or partial payment for services up-front. For one respondent who worked as a gig worker in Seattle, "cutting back" meant taking fewer vacations than he had previously been able to afford.

4.6 Resources to Support Independent Workers

Respondents discussed a combination of established and emerging infrastructure to provide social and professional support to workers – unions, trade groups, and centers affiliated with the Small Business Administration, along with burgeoning meet-up and coworking centers and online forums. They often saw these established institutional supports as insufficient when seeking legal redress or for more formal business assistance (e.g., tax status advising). In addition, they often viewed publicly funded websites as confusing and not targeted to specific professions.

While many respondents preferred the emerging, informal supports (e.g., coworking space panels, workshops) as a source of information, they suggested that these are insufficient at times since information is second-hand.

4.6.1 Institutional and Informal Resources Used

Respondents discussed varying degrees of familiarity with established resources for independent contractors. Across all groups, the professional-service freelancers were more familiar with emerging and established institutional supports and resources for independent workers and entrepreneurs (e.g., coworking spaces, workshops, publicly funded websites, Freelancer's Union), as were the younger members of the group. In Seattle, especially, respondents described coworking space and accelerator-offered office hours, information about small business laws, tax help, web design, and boot camps. However, respondents in both Seattle and Spokane felt that these are biased toward social impact-type organizations. Some professional-service freelancer respondents also acknowledged that there were more resources for those in the start-up/tech world.

Although some members of each focus group were aware of established institutional resources, very few respondents in either city had ever used any of these resources. Some gig workers described using institutional support in the form of app-specific support lines or resource hubs.

Along with institutional supports, respondents described more informal supports they use. For example, one professional freelancer had started a women's independent worker group for female independent contractors in the Seattle area to serve as a space place where they can exchange advice over lunch. They often meet in person but have a biweekly Skype call as well. She described some of the typical concerns they discuss: "We end up talking about things like: 'Did you form an LLC?;' 'Oh, I got half-way through the process and here's how;' 'here's my lawyer;' 'does anyone have an accountant?;' 'wait how much are you paying your accountant;' 'what are you writing off on your taxes;' 'are you allowed to?;' 'wait, meals and incidentals, that's only 50%;' 'wait, is it? I didn't know that;' …" She went on to describe it as a "safe place to ask those questions; and it's free because you're not paying an accountant or a lawyer. You're kind of hearing advice that they learned from their accountants or their lawyers."

In contrast to most respondents, one individual who worked as a freelancer in Seattle felt that informal assistance is more helpful and targeted than state- or city-sponsored information. He noted: "I think [talking to other freelancers is] way better because, for instance, when I'm on the Washington State websites or City of Seattle or whatever, that's like too much information and I'm not sure what applies to me or if I'm doing it correctly, and I just wanna know. I have a good friend who's a graphic designer, and I know that if she's done something for five years then it's fine, and it's so much easier to ask her as well."

4.6.2 Resource Gaps

Respondents identified common resource gaps across both cities, though they shared slightly different preferences for meeting those gaps. In addition, respondents in Spokane reported feeling a larger overall resource gap, with some saying that there were not any resources, especially in-person resources, for independent contractors in Spokane.

Common resource gaps reported included:

- **Information and resources hubs:** Respondents across all groups shared that clearer, more centralized, and better vetted information about the business and legal aspects of independent contract work, especially, would enable them to increase their sense of security.
- **Clearer tax and business registration information:** Respondents across all groups shared that they would benefit from clearer, more consistent information about topics related to their legal and tax status as independent workers in Washington State. For example, this included a call for clarification regarding whether one can register their business activities as a sole entity (i.e., "just me") or must register themselves as an LLC, and clarifications about which permits and licenses are required to perform app-based independent contract work (e.g., whether rideshare drivers need a business license)

- **Organizing and collective resources:** In addition to information, respondents called for more organizing and collective representation resources among independent contractors. While the coworking spaces and accelerators provide resources, they feel these resources are insufficient when it comes to arguing on behalf of independent contractors (e.g., with their contracting agencies for sick pay, or with clients to pay their bills on time). One respondent wished there was a stronger Freelancer's Union that bore more organizing and advocating responsibilities like the Freelancer's Union in New York City.
- **Contract enforcement and client dispute assistance:** Without the leverage of a firm, the legal costs fall to independent contractors. Respondents, particularly in Seattle, shared their desire for a more centralized – or at least cooperative – contract enforcement mechanism.
- **State involvement and regulation of some aspects of app-based contracting.** Some respondents felt that the staffing companies that some larger corporations require independent contractors to work through can be predatory. The respondents suggested increased regulation of these entities by state and local municipalities. One Seattle respondent called for a public entity (e.g., Seattle/King County) to take over the background-checking process for online gig-work platforms. Currently, some gig companies outsource to a private background checking company, which he felt delayed verification, depriving gig workers of economic livelihood. He also felt those companies are more likely to make mistakes than a privately administered system.

5. Discussion

This study of independent contractors sheds new light on the state of the workforce in Washington and the role that independent contract work plays. The research conducted under the three sub-studies can inform policymakers' understanding of the prevalence of independent contracting, the characteristics of independent contract workers, and their experiences. However, the work also underscores the limitations of existing data and highlights where new opportunities exist to better understand this segment of the workforce. Below we summarize key findings emerging from this work.

There is currently no data source sufficient to provide direct estimates of the number of independent contractors in Washington state. However, existing survey data and administrative records collected by federal agencies can provide some insight into the prevalence of independent contracting with important caveats. Estimates generated from these data sources likely do not capture the extent of independent contracting in the state.

There are several sources of uncertainty associated with the estimates presented in this report. In the case of those generated based on the CWS, there is the sampling error associated with any survey data. While the sample size in the CWS is sufficient to generate population-level estimates, there is a relatively wide range around these estimates of the number of individuals in the state doing independent contract work.

More importantly, estimates derived from both the CWS and NES may not capture all of the potential work arrangements that constitute independent contract work. This includes not capturing independent contract work that is not the primary source of income, not capturing all app-based or online work due to vague question wording, and potential underreporting of nonemployer establishments in IRS filings.

These barriers are compounded by a lack of consistent definitions of independent contractors across the data sources. For example, the definition of independent contractor used by the Washington Department of Labor and Industries is not perfectly aligned with those used by federal agencies, and that limits the extent to which analysis of federal data sources can yield precise estimates of the number of workers meeting state regulatory definitions of independent contractors.

Despite the limitations of existing data, independent workers appear to be a sizeable and growing segment of the Washington workforce relative to that of the nation as a whole, with growth concentrated in certain industry sectors. NES estimates of independent contract work—that is, the number of federal tax-paying entities that reported annual self-employment income over one thousand dollars—suggest independent contract work in Washington rose steadily from 2012 to 2016, resembling national trends during that period. However, the growth was concentrated in a few industry sectors. While professional, scientific and technical services was the category with the greatest share of nonemployer establishments both in the state and nationally, the number of nonemployer establishments grew more rapidly in transportation and warehousing services, educational services, and accommodation and food services industries over the period relative to the increase experienced in those industries nationwide.

Analysis of the CWS indicates that, even with a very conservative lower bound estimate, independent contractors make up roughly 8 percent of all workers. The CWS estimates also suggests that independent contracting is more prevalent in Washington than the nation as a whole.

Independent contract work in Washington encompasses an array of work arrangements. Responses from the pilot survey and focus groups demonstrate independent contracting takes a variety of forms in Washington. This includes variation in the type of industry in which the work occurs, the amount of income derived for independent work, and the extent to which this work is the sole way workers earn money. While not representative of independent contract workers in the state, the study's primary data collection for this study underscores that, often, independent contract work may be one piece of a broader earnings puzzle among workers. Some are supplementing salaried or hourly work with independent contract work, some are earning money from multiple independent work arrangements, and some rely almost exclusively on independent work. Nearly 20 percent of survey respondents reported working two or more arrangements in the previous week, and among respondents who self-identified as independent contractors, 15 percent reported working an additional arrangement.

Earnings from independent contract work are an important income source for some Washington workers. The findings across the three sub-studies underscore the prominence of independent contract work in the state, both in terms of its prevalence and the degree to which individuals doing independent contract work rely on this income to support themselves and their families. For example, 75 percent of survey respondents who self-identified as an independent contractor reported that the earnings from their independent contract work were an essential or important component of their budget. Survey respondents who identified as independent contractors and worked an additional arrangement, such as working full- or part-time for someone else, reported that, on average, 42 percent of their previous week's earnings came from their independent work.

The wide variation of independent workers and their work arrangements presents challenges to developing a survey instrument that effectively captures earnings and employment across the diverse arrangements. Independent contract work is often project- or task-based and, by its nature, can be short-term or transient. Additionally, unlike traditional arrangements where income is received at regular intervals, such as biweekly or monthly, earnings from independent contract work are often intermittent and received at project completion or other specified pay points. For example, during interviews conducted as part of the survey's pretesting, respondents reported no earnings in the previous week because payment for their work is determined by contract terms that often vary across clients and projects.

Focus group findings suggest that, while independent workers often see the benefit of their work situation, they face unique challenges compared to traditional employees. Independent workers reported experiencing some uncertainty related to their earnings. In addition to economic uncertainty, the focus group findings suggest that independent workers feel there are limited supports and resources they can turn to when they encounter challenges with their work. However, they also expressed clear appreciation for the flexibility and independence that this work affords them. Additionally, findings from the focus groups and pilot survey suggest that most respondents have health care coverage.

Appendix A

Technical Supplement to the Prevalence Study

Independent Contractor Definitions:

The Bureau of Labor Statistics (BLS):

BLS defines independent contractors as workers "who obtains customers on their own to provide a product or service."

The full description is as follows:

To distinguish independent contractors from business operators—such as restaurant owners—the Contingent Worker Supplement (CWS) asks self-employed workers the following question:

Are you self-employed as an independent contractor, independent consultant, freelance worker, or something else (such as a shop or restaurant owner)?

Wage and salary workers are asked a different question:

Last week, were you working as an independent contractor, an independent consultant, or a freelance worker? That is, someone who obtains customers on their own to provide a product or service.

https://www.bls.gov/cps/contingent-and-alternative-arrangements-faqs.htm#IC

Washington Department of Labor and Industries (L&I):

The primary interest of L&I is to ensure all workers are paying payroll taxes (workers compensation and UI taxes). L&I provides a guidebook defining independent contractors at this website: www.lni.wa.gov/IPUB/101-063-000.pdf.

The guidebook describes a two-step test to determine if a worker is an independent contractor:

Step 1:

A–1. Do they hire crew of their own or are they bringing other employees? A–2. Or, are they bringing heavy or costly specialized equipment?

If the answer to either of these requirements is yes, the worker is an independent contractor.

Step 2: Are all of these six requirements met?

B–1. Are they free from your supervision, direction or control?

B–2. Is the individual's business different and separate from your own? B–2(a). Is the individual's service "outside the usual course of business," or in other words, does the contractor do something different from what you do? B–2(b). Is the individual's service being performed "outside of all of the places of business," or in other words, does the contractor perform the service away from where you perform your services? B–2(c). Is the individual contractually obligated to pay costs affiliated with the location from where the work is controlled (usually its headquarters)?

B–3. Does the individual have an established independent business that existed before you brought them on – OR – does the individual have a principal place of business that qualifies for an IRS business deduction? B–3(a). Do you have evidence to demonstrate that the individual has an established business? B–3(b). Does the individual have a principal place of business that qualifies for an IRS business deduction? Do you have evidence to demonstrate it?

B–4. Is the individual responsible for filing a schedule of expenses with the IRS, such as would be part of a business tax return?

B–5. Does the individual have all required registrations and licenses for their business?

B–6. Does the individual maintain his/her own set of books and records that reflect all income and expenses of the business?

And, for construction workers only:

B–7. This question is for construction contractors only: Is the individual a properly registered contractor?

The United States Internal Revenue Service (IRS):

The IRS' definition of an independent contractor can be found here: https://www.irs.gov/businesses/small-businesses-self-employed/independent-contractor-defined

That publication states: "The general rule is that an individual is an independent contractor if the payer has the right to control or direct only the result of the work and not what will be done and how it will be done. The earnings of a person who is working as an independent contractor are subject to Self-Employment Tax."

Table A-1: Contingent Worker Survey Estimate of Independent Contractors and Platform-Based Workers, Washington and National, May 2017

Washington State					
	Total Working	**Independent Contractor (Unadjusted)**	**App-Based**	**Online-Based**	**All Platform Based**
Point Estimate – Number Employed	***3,515,613***	**287,853**	**37,211**	**20,374**	**57,558**
Lower Bound (90% Confidence Interval)		254,834	25,343	11,588	42,651
Upper Bound (90% Confidence Interval)		320,872	49,080	29,106	72,465
Point Estimate – Percent of Employed	**100%**	**8.2%**	**1.1%**	**0.6%**	**1.6%**
Lower Bound (90% Confidence Interval)		7.2%	0.7%	0.3%	1.2%
Upper Bound (90% Confidence Interval)		9.1%	1.4%	0.8%	2.1%
United States					
	Total Working	**Independent Contractor (Unadjusted)**	**App-Based**	**Online-Based**	**All Platform Based**
Point Estimate – Number Employed	*153,406,945*	10,613,639	990,165	701,476	1,609,247
Point Estimate – Percent of Employed	*100%*	6.9%	1.9%	1.9%	3.3%

Source: https://www.bls.gov/opub/geographic-profile/home.htm

Appendix B

Survey Codebook

Metadata

Question ID8 *Completion status*

No. Response Categories 3

Total N	2,949
Valid N	2,949

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
ID8_R1	Complete	77.7%	2,291
ID8_R2	Partial	18.5%	546
ID8_R3	Neither	3.8%	112

Notes: Neither status refers to respondents that clicked to the first page of the survey and closed out of the survey before saving a response to Q1.

Question ID9 *Recruitment source*

No. Response Categories 3

Total N 2,949
Valid N 2,949

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
ID9_R1	DOR	92.1%	2,715
ID9_R2	online ads	2.5%	75
ID9_R3	advisory committee shares	5.4%	159

Question ID7 *Completion time*

Var Format		***Total N***	2,949
Var Type	Text	***Valid N***	2,949

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
ID7_R1	Less than one minute	6.8%	202
	1 to 5 minutes	17.1%	504
	6 to 10 minutes	39.8%	1,173
	11 to 15 minutes	20.5%	605
	16 to 20 minutes	7.0%	206
	21 to 25 minutes	3.2%	93
	26 to 30 minutes	1.0%	29
	More than 30 minutes (within same day)	3.9%	116
	Multiple days	0.7%	21

Descriptives

Variable Name	Category	
ID7_R1	Mean	0:41:29
	Median	0:08:03
	Range	0:00:00 - 588:42:44
	Mean excluding multiple days	0:11:48
	Mean excluding partials	0:13:46

Employment Status Module

Question 1

What was your employment situation last week? Check all that apply.

No. Response Categories 10

All respondents

Total N 2,949

Valid N 2,837

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q1_R1	I worked full-time for someone else	15.8%	449
Q1_R2	I worked part-time for someone else	11.8%	336
Q1_R3	ndent contractor, an independent consultant, or a freelance worker	31.7%	899
Q1_R4	I worked for myself, self-employed, or as a sole proprietor	66.5%	1,886
Q1_R5	I was temporarily laid off	0.3%	9
Q1_R6	I was not working, but looked for work	2.9%	82
Q1_R7	I was not working, and did not look for work	1.4%	40
Q1_R8	I was retired	3.8%	109
Q1_R9	I was a student	2.4%	67
Q1_R10	None of these apply to me	1.2%	33

Notes: Respondents could select more than one response

Question 2

Last week, were you self-employed as an independent contractor, independent consultant, or freelancer, or something else?

No. Response Categories 4

Those that said they were self-employed in Question 1

Total N 1,886

Valid N 1,858

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q2_R1	Worked as a independent contractor, independent consultant, or freelancer	69.8%	1,297
Q2_R2	Self-employed as something else (e.g., shop owner, restaurant owner)	27.9%	518
Q2_R3	Don't know	1.5%	28
Q2_R4	Prefer not to answer	0.8%	15

Question 3

In what industry do you work full-time for someone else?

No. Response Categories 15

Those whose only work arrangement was working full-time for someone else OR *working full-time and part-time for someone else*

Total N 211

Valid N 198

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q3_R1	Agriculture, Forestry, Fishing, and Hunting	1.5%	3
Q3_R2	Construction	7.6%	15
Q3_R3	Manufacturing	3.5%	7
Q3_R4	Retail Trade	4.5%	9
Q3_R5	Transportation and Warehousing	5.1%	10
Q3_R6	Information	3.0%	6
Q3_R7	Finance, Insurance, Real Estate, and Rental and Leasing	8.1%	16
Q3_R8	Professional, Scientific, and Technical Services	16.2%	32
Q3_R9	Administrative Support Services	6.1%	12
Q3_R10	Educational Services (including child care)	7.6%	15
Q3_R11	Health Care and Social Assistance	17.2%	34
Q3_R12	Arts, Entertainment, and Recreation	2.0%	4
Q3_R13	Accommodation and Food Services	2.0%	4
Q3_R14	Don't know	0.5%	1
Q3_R15	Other (please specify)	15.2%	30

Question 4 *In what industry do you work part-time for someone else?*

No. Response Categories 15

Cross Ref

Total N 88

Valid N 83

Q1_Combo

Those whose only work arrangement was working part-time for someone else OR *working full-time and part-time for someone else*

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q4_R1	Agriculture, Forestry, Fishing, and Hunting	0.0%	0
Q4_R2	Construction	2.4%	2
Q4_R3	Manufacturing	1.2%	1
Q4_R4	Retail Trade	12.0%	10
Q4_R5	Transportation and Warehousing	8.4%	7
Q4_R6	Information	2.4%	2
Q4_R7	Finance, Insurance, Real Estate, and Rental and Leasing	1.2%	1
Q4_R8	Professional, Scientific, and Technical Services	7.2%	6
Q4_R9	Administrative Support Services	7.2%	6
Q4_R10	Educational Services (including child care)	13.3%	11
Q4_R11	Health Care and Social Assistance	9.6%	8
Q4_R12	Arts, Entertainment, and Recreation	10.8%	9
Q4_R13	Accommodation and Food Services	4.8%	4
Q4_R14	Don't know	0.0%	0
Q4_R15	Other (please specify)	19.3%	16

Question 73 *In what industry do you work as an independent contractor, independent consultant, or freelancer?*

No. Response Categories 15

Cross Ref

Total N 1,842

Valid N 1,432

All respondents that identified as independent contractors

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q73_R1	Agriculture, Forestry, Fishing, and Hunting	0.8%	11
Q73_R2	Construction	7.1%	101
Q73_R3	Manufacturing	1.0%	15
Q73_R4	Retail Trade	2.2%	31
Q73_R5	Transportation and Warehousing	2.1%	30
Q73_R6	Information	2.4%	34
Q73_R7	Finance, Insurance, Real Estate, and Rental and Leasing	5.9%	85
Q73_R8	Professional, Scientific, and Technical Services	30.1%	431
Q73_R9	Administrative and Support Services	2.8%	40
Q73_R10	Educational Services (including child care)	2.9%	42
Q73_R11	Health Care and Social Assistance	9.8%	140
Q73_R12	Arts, Entertainment, and Recreation	8.0%	114
Q73_R13	Accommodation and Food Services	0.8%	11
Q73_R14	Don't know	0.5%	7
Q73_R15	Other (please specify)	23.7%	339

Question		
Question	**3**	*In what industry do you work full-time for someone else?*
	4	*In what industry do you work part-time for someone else?*
	73	*In what industry do you work as an independent contractor, independent consultant, or freelancer?*

No. Response Categories 15

Total N 1,987

Valid N 1,713

Respondents whose only work arrangement was working full-time or part-time for someone else OR those that identified as independent contractors who did not get all of their work through a website/app

Response Summary

Variable Name			Response Category	Percentage (based on valid N)	Count
Q3_R1	Q4_R1	Q73_R1	Agriculture, Forestry, Fishing, and Hunting	0.8%	14
Q3_R2	Q4_R2	Q73_R2	Construction	6.9%	118
Q3_R3	Q4_R3	Q73_R3	Manufacturing	1.3%	23
Q3_R4	Q4_R4	Q73_R4	Retail Trade	2.9%	50
Q3_R5	Q4_R5	Q73_R5	Transportation and Warehousing Information	2.7%	47
Q3_R6	Q4_R6	Q73_R6		2.5%	42
Q3_R7	Q4_R7	Q73_R7	Finance, Insurance, Real Estate, and Rental and Leasing	6.0%	102
Q3_R8	Q4_R8	Q73_R8	Professional, Scientific, and Technical Services	27.4%	469
Q3_R9	Q4_R9	Q73_R9	Administrative and Support Services	3.4%	58
Q3_R10	Q4_R10	Q73_R10	Educational Services (including child care)	4.0%	68
Q3_R11	Q4_R11	Q73_R11	Health Care and Social Assistance	10.6%	182
Q3_R12	Q4_R12	Q73_R12	Arts, Entertainment, and Recreation Accommodation and	7.4%	127
Q3_R13	Q4_R13	Q73_R13	Food Services	1.1%	19
Q3_R14	Q4_R14	Q73_R14	Don't know	0.5%	8
Q3_R15	Q4_R15	Q73_R15	Other (please specify)	22.5%	385

Q1_Cnt *Count of employment status responses*

Average 1.2
Range 0 - 6

Total N 2,949
Valid N 2,837

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q1_Cnt	0		112
	1	77.4%	2,197
	2	20.0%	567
	3	2.4%	69
	4	0.1%	3
	5	0.0%	-
	6	0.0%	1

Notes: This variable counts the number of employment status response categories reported

Independent Contractor Module

Question 68 *Last week, why did you work as an independent contractor, independent consultant, or freelancer? Check all that apply.*

No. Response Categories 9

Total N 1,684

Those who worked as an independent contractor, worked for themselves as an independent contractor, and did not get all of their independent contract jobs through a website/app

Valid N 1,459

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q68_R1	To earn money as a primary source of income	68.3%	996
Q68_R2	It helps to fill the gaps or fluctuations in my other sources of income	23.2%	338
Q68_R3	To be able to control my own schedule due to child care, school,	32.4%	472
Q68_R4	To gain work experience for future job opportunities	11.9%	174
Q68_R5	For fun, or to do something with my spare time	12.8%	187
Q68_R6	To earn money while I look for full-time work	4.1%	60
Q68_R7	Don't know	0.1%	1
Q68_R8	Prefer not to answer	0.5%	7
Q68_R9	Other (please specify)	9.4%	137

Question 69

Which best describes the money you made from your independent contractor, independent consultant, or freelancer jobs last week?

No. Response Categories 5

Total N 1,684

Those who worked as an independent contractor, worked for themselves as an independent contractor, and did not get all of their independent contract jobs through a website/app

Valid N 1,457

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q69_R1	The money was essential to meeting my basic needs last week	55.7%	812
Q69_R2	The money was an important component of my budget last week, but not essential	20.2%	294
Q69_R3	The money was nice to have last week, but I could live comfortab	19.7%	287
Q69_R4	Don't know	1.9%	28
Q69_R5	Prefer not to answer	2.5%	36

Question 70

How steady or inconsistent do you consider the money you make from your independent contractor, independent consultant, or freelancer jobs?

No. Response Categories 7

Total N 1,684

Those who worked as an independent contractor, worked for themselves as an independent contractor, and did not get all of their independent contract jobs through a website/app

Valid N 1,456

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q70_R1	It is steady from week to week	23.0%	335
Q70_R2	It is somewhat steady from week to week	28.8%	419
Q70_R3	It is neither steady nor inconsistent from week to week	10.3%	150
Q70_R4	It is somewhat inconsistent from week to week	13.1%	191
Q70_R5	It is inconsistent from week to week	23.8%	347
Q70_R6	Don't know	0.3%	5
Q70_R7	Prefer not to answer	0.6%	9
			1,456

Question 71

Last week, about how many hours did you spend working the independent contractor, independent consultant, or freelancer jobs?

No. Response Categories 1

Total N 1,684

Those who worked as an independent contractor, worked for themselves as an independent contractor, and did not get all of their independent contract jobs through a website/app

Valid N 1,430

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q71_R1	Please enter number of hours	84.9%	1,430
	No response	17.8%	254

Descriptives

Q71_R1	Mean	24.79
	Median	20.00
	Standard Deviation	18.13
	Range	0 - 168

Question 72

Is this less, about the same, or more time than you would spend in a typical week working independent contractor, independent consultant, or freelancer jobs?

No. Response Categories 5

Total N 1,684

Those who worked as an independent contractor, worked for themselves as an independent contractor, and did not get all of their independent contract jobs through a website/app

Valid N 1,441

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q72_R1	I typically spend less time each week working these jobs	10.3%	149
Q72_R2	I typically spend about the same time each week working these jobs	60.7%	874
Q72_R3	I typically spend more time each week working these jobs	23.8%	343
Q72_R4	Don't know	4.2%	60
Q72_R5	Prefer not to answer	1.0%	15

Earnings Module

Question 9 *Thinking about last week, what were your earnings from all jobs?*

No. Response Categories 1   ***Total N*** 2,663

Anyone who reported working in Question 1   ***Valid N*** 2,348

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q9_R1	Please enter a number without commas or decimals	88.2%	2,348
	No response	12.8%	342

Descriptives

				Count
Q9_Num	Mean - *excluding values above*	*194,500*	1,941.73	2,346
	Median - *excluding values above*	*194,500*	850.00	
	Standard Deviation- *excluding values above*	*194,500*	7,898.99	
	Ran e - *excluding values above*	*194,500*	0.00 - 194,400.00	

Question 10

Last week, what would you say your earnings were from all jobs?

No. Response Categories 9

Total N 342

Anyone who reported working in Question 1 & did not answer Question 9

Valid N 119

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q10_R2	$0	2.5%	3
Q10_R3	$1 - $500	16.0%	19
Q10_R4	$501 - $1,000	11.8%	14
Q10_R5	$1,001 - $1,500	10.1%	12
Q10_R6	$1,501 - $2,000	2.5%	3
Q10_R7	$2,001 - $2,500	2.5%	3
Q10_R8	$2,501 or more	1.7%	2
Q10_R9	Don't know	8.4%	10
Q10_R10	Prefer not to answer	44.5%	53

Question 19

We learned earlier you earned ${{ Q10.R1 }} last week.What percentage of those earnings came from your independent contractor, independent consultant, or freelancer jobs?Drag the slider to show roughly how much of your earnings came from those jobs. You may also enter a number in the textbox.

No. Response Categories 1

Those who identified as an independent contractor and had an additional work arrangement and answered open-ended earnings question (Question 9)

Total N 356

Valid N 341

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q19_R1	Open-Ended Response	95.8%	341
	No response	8.1%	29

Descriptives

		Count
Mean	46.30	341
Median	36.00	
Range	0 - 100	

Question 20

We learned earlier you earned {{ Q11 }} last week. What percentage of those earnings came from your independent contractor, independent consultant, or freelancer jobs?Drag the slider to show roughly how much of your earnings came from those jobs. You may also enter a percentage in the textbox.

No. Response Categories 1

Those who identified as an independent contractor and had another work arrangement and answered earnings range question (Question 10)

Total N 18

Valid N 5

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q20_R1	Open-Ended Response	27.8%	5
	No response	72.2%	13

Descriptives

		Count
Mean	41.60	5
Median	30.00	
Standard Deviation	35.54	
Range	10 - 100	

Question 21 *Still thinking about last week, about how much of your earnings came from your independent contractor, independent consultant, or freelancer jobs?*

No. Response Categories 6

Total N 53

Those who identified as an independent contractor and had another arranagement and either answered don't know/prefer not to answer for Question 10 OR left Question 19 or 20 blank

Valid N 17

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q21_R1	All of my earnings were from independent contractor, independent consultant, freelancer work	0.0%	0
Q21_R2	Most of my earnings were from independent contractor, independent consultant, freelancer work	5.9%	1
Q21_R3	Some of my earnings were from independent contractor, independent consultant, freelancer work	35.3%	6
Q21_R4	None of my earnings were from independent contractor, independent consultant, freelancer work	47.1%	8
Q21_R5	Don't know	5.9%	1
Q21_R6	Prefer not to answer	5.9%	1
Q21_R7			

Investment Module

Question 5 *How much of your own money do you spend each year, on average, on tools, equipment, computers, or other materials you use for your work?This can be an estimate. It may include investments into specialized equipment, office space, software, computers , marketing materials, vehicles, or other related startup costs.*

No. Response Categories 6

All respondents that identified as independent contractors OR those that work full-time or part-time for someone else in the construction industry

Total N 1,859

Valid N 1,445

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q74_R1 Q5_R1	More than $10,000	8.9%	166
Q74_R2 Q5_R2	Between $1,000 and $10,000	42.3%	786
Q74_R3 Q5_R3	Under $1,000	22.5%	419
Q74_R4 Q5_R4	None, you have not spent money on materials for your work	2.4%	44
Q74_R5 Q5_R5	Don't know	0.9%	17
Q74_R6 Q5_R6	Prefer not to answer	0.7%	13

Notes: Combines independent contractors and construction industry

Question 6

Have you invested your own money where you work to support the day-to-day operations? Examples include purchasing equipment, renting space, or advertising

No. Response Categories 4

Those that said they invested under $1,000

Total N 420

Valid N 420

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q6b_R1 Q6_R1	Yes	62.4%	262
Q6b_R2 Q6_R2	No	35.0%	147
Q6b_R3 Q6_R3	Don't know	2.4%	10
Q6b_R4 Q6_R4	Prefer not to answer	0.2%	1

Question 7 *What types of tools, equipment, or other materials did you purchase for your work?*

No. Response Categories	1	***Total N***	952
	Those that invested over $1,000	***Valid N***	948

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q7b_R1 Q7_R1	Open-Ended Response	99.6%	948
	No response	0.4%	4

Question 8 *Are you required to purchase or lease specific tools or equipment, or do you decide what to buy?*

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No. Response Categories 4

Those that invested over $1,000

Total N 952

Valid N 948

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q8b_R1 Q8_R1	I am required to buy specific tools or equipment	10.4%	99
Q8b_R2 Q8_R2	I decide what to buy	92.4%	876
Q8b_R3 Q8_R3	Don't know	1.2%	11
Q8b_R4 Q8_R4	Prefer not to answer	1.2%	11

Online Platform Work Module

Question 22 *Last week, did you earn money by accepting jobs using this type of app or website? By jobs, we mean tasks, assignments, shifts, blocks, fares, etc.*

No. Response Categories 4

All survey respondents

Total N 2,949

Valid N 2,501

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q22_R1	Yes	12.6%	314
Q22_R2	No	85.9%	2,149
Q22_R3	Don't know	1.0%	24
Q22_R4	Prefer not to answer	0.6%	14

Platform Work Module - App Type

Question 23

Last week, did you accept any transportation or delivery jobs through this type of website or app? Some examples include Uber, Lyft, Sidecar, HopSkipDrive, UberEats, GrubHub, Postmates, Instacart, Amazon Flex, Favor.

No. Response Categories 4

Total N 314

If respondent said they earned money using an app or website (yes to Question 22)

Valid N 311

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q23_R1	Yes	57.2%	178
Q23_R2	No	42.8%	133
Q23_R3	Don't know	0.0%	0
Q23_R4	Prefer not to answer	0.0%	0

Question 34

Last week, did you accept any professional services or skilled labor jobs through this type of website or app?Some examples include PeopleReady JobStack, Wonolo, Freelancer, FancyHands, Fiverr, Mechanical Turk.

No. Response Categories 4

Total N 314

If respondent said they earned money using an app or website (yes to Question 22)

Valid N 299

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q34_R1	Yes	27.1%	81
Q34_R2	No	71.2%	213
Q34_R3	Don't know	1.3%	4
Q34_R4	Prefer not to answer	0.3%	1

Question 45 *Last week, did you accept any home or care service jobs through this type of website or app?Some examples include TaskRabbit, Handy, Wag, Care.com, Sittercity, Rover.*

No. Response Categories 4

Total N 314

If respondent said they earned money using an app or website (yes to Question 22)

Valid N 293

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q45_R1	Yes	4.1%	12
Q45_R2	No	95.6%	280
Q45_R3	Don't know	0.3%	1
Q45_R4	Prefer not to answer	0.0%	0

Question 56

Last week, what other types of jobs did you find and accept through a website or mobile app? Please describe the work as well as the website or mobile app used.

No. Response Categories 1

If respondent said they earned money using an app or website (yes to Question 22) but did not use apps in any of the three categories

Total N 53

Valid N 40

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q56_R1	Open-Ended Response	75.5%	40
	No response	24.5%	13

Online Platform Work Module - Reason

Question 24

Last week, why did you accept the transportation or delivery jobs using a website or app? Check all that apply.

No. Response Categories 9

Those who said they found and accepted transportation jobs using a website/app

Total N 178

Valid N 177

**respondents could select more than one response*

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q24_R1	To earn money as a primary source of income	50.3%	89
Q24_R2	It helps to fill the gaps or fluctuations in my other sources of income	49.2%	87
Q24_R3	To be able to control my own schedule due to child care, school, or other	43.5%	77
Q24_R4	To gain work experience for future job opportunities	1.1%	2
Q24_R5	For fun, or to do something with my spare time	26.0%	46
Q24_R6	To earn money while I look for full-time work	9.0%	16
Q24_R7	Don't know	0.0%	0
Q24_R8	Prefer not to answer	0.0%	0
Q24_R9	Other (please specify)	8.5%	15

Question 35

Last week, why did you accept the professional services or skilled labor jobs using a website or app? Check all that apply.

No. Response Categories 9

Those who said they found and accepted professional services jobs using a website/app

Total N 81

Valid N 81

**respondents could select more than one response*

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q35_R1	To earn money as a primary source of income	66.7%	54
Q35_R2	It helps to fill the gaps or fluctuations in my other sources of income	37.0%	30
Q35_R3	To be able to control my own schedule due to child care, school, or other	33.3%	27
Q35_R4	To gain work experience for future job opportunities	13.6%	11
Q35_R5	For fun, or to do something with my spare time	14.8%	12
Q35_R6	To earn money while I look for full-time work	6.2%	5
Q35_R7	Don't know	0.0%	0
Q35_R8	Prefer not to answer	0.0%	0
Q35_R9	Other (please specify)	6.2%	5

Question 46

Last week, why did you accept the home or care service jobs using a website or app? Check all that apply.

No. Response Categories 9

Those who said they found and accepted home/care service jobs using a website/app

Total N 12

Valid N 11

**respondents could select more than one response*

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q46_R1	To earn money as a primary source of income	63.6%	7
Q46_R2	It helps to fill the gaps or fluctuations in my other sources of income	45.5%	5
Q46_R3	To be able to control my own schedule due to child care, school, or other	45.5%	5
Q46_R4	To gain work experience for future job opportunities	27.3%	3
Q46_R5	For fun, or to do something with my spare time	27.3%	3
Q46_R6	To earn money while I look for full-time work	18.2%	2
Q46_R7	Don't know	0.0%	0
Q46_R8	Prefer not to answer	0.0%	0
Q46_R9	Other (please specify)	18.2%	2

Online Platform Work Module - Connection

Question 25 *Which best describes your connection to the app or website where you accepted the transportation or delivery jobs last week?*

No. Response Categories 6

Those who said they found and accepted transportation jobs using a website/app

Total N 178

Valid N 176

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q25_R1	I think of myself as a full-time employee of the website or app	11.9%	21
Q25_R2	I think of myself as a part-time employee of the website or app	17.6%	31
Q25_R3	I think of myself as an independent worker who used the website or app	65.3%	115
Q25_R4	Don't know	0.6%	1
Q25_R5	Prefer not to answer	0.0%	0
Q25_R6	Other (please specify)	4.0%	7

Question 36

Which best describes your connection to the app or website where you accepted the professional services or skilled labor jobs last week?

No. Response Categories 6

Those who said they found and accepted professional services jobs using a website/app

Total N 81

Valid N 81

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q36_R1	I think of myself as a full-time employee of the website or app	3.7%	3
Q36_R2	I think of myself as a part-time employee of the website or app	16.0%	13
Q36_R3	I think of myself as an independent worker who used the website or app	72.8%	59
Q36_R4	Don't know	1.2%	1
Q36_R5	Prefer not to answer	0.0%	0
Q36_R6	Other (please specify)	6.2%	5

Question 47 *Which best describes your connection to the app or website where you accepted the home or care service jobs last week?*

No. Response Categories 6

Those who said they found and accepted home/care service jobs using a website/app

Total N 12

Valid N 11

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q47_R1	I think of myself as a full-time employee of the website or app	0.0%	0
Q47_R2	I think of myself as a part-time employee of the website or app	18.2%	2
Q47_R3	I think of myself as an independent worker who used the website or app	72.7%	8
Q47_R4	Don't know	9.1%	1
Q47_R5	Prefer not to answer	0.0%	0
Q47_R6	Other (please specify)	0.0%	0

Online Platform Module - Proportion of Earnings

Question 26

We learned earlier you earned ${{ Q10.R1 }} last week.What percentage of those earnings came from the transportation or delivery jobs you accepted last week using a website or app?Drag the slider to show roughly how much of your earnings came from those jobs. You may also enter a number in the

No. Response Categories 1

Those who accepted transportation jobs and answered open-ended earnings question

Total N 166

Valid N 161

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q26_R1	Open-Ended Response	97.0%	161
	No response	3.0%	5

Descriptives

			Count
Q26_R1	Mean	74.11	161
	Median	99.00	
	Standard Deviation	34.05	
	Range	0 - 100	

Question 37

We learned earlier you earned ${{ Q10.R1 }} last week.What percentage of those earnings came from the professional services or skilled labor jobs you accepted last week using a website or app?Drag the slider to show roughly how much of your earnings came from those

No. Response Categories 1

Those who accepted professional services jobs and answered open-ended earnings question

Total N 79

Valid N 76

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q37_R1	Open-Ended Response	96.2%	76
	No response	3.8%	3

Descriptives

			Count
Q37_R1	Mean	65.20	76
	Median	70.00	
	Standard Deviation	33.29	
	Range	1 - 100	

Question 48

We learned earlier you earned ${{ Q10.R1 }} last week.What percentage of those earnings came from the home or care service jobs you accepted last week using a website or app?Drag the slider to show roughly how much of your earnings came from those jobs. You may also enter a number in the textbox.

No. Response Categories 1

Those who accepted home care jobs and answered open-ended earnings question

Total N 12

Valid N 11

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q48_R1	Open-Ended Response	91.7%	11
	No response	8.3%	1

Descriptives

			Count
Q48_R1	Mean	47.27	11
	Median	35.00	
	Standard Deviation	39.14	
	Range	10 - 100	

Online Platform Work Module - Proportion of Earnings

Question 27 *We learned earlier you earned {{ Q11 }} last week.What percentage of those earnings came from the transportation or delivery jobs you accepted last week using a website or app?Drag the slider to show roughly how much of your earnings came from those jobs. You may also enter a number in the textbox.*

No. Response Categories 1 ***Total N*** 4

Those who accepted transportation jobs and answered range earnings question ***Valid N*** 2

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q27_R1	Open-Ended Response	50.0%	2
	No response	50.0%	2

Descriptives

			Count
Q27_R1	Mean	100.00	2
	Median	100.00	
	Standard Deviation	0.00	
	Range	100 - 100	

Question 38

We learned earlier you earned {{ Q11 }} last week.What percentage of those earnings came from the professional services or skilled labor jobs you accepted last week using a website or app?Drag the slider to show roughly how much of your earnings came from those jobs. You

No. Response Categories	1	***Total N***	2
Those who accepted professional services jobs and answered range earnings question		***Valid N***	1

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q38_R1	Open-Ended Response	50.0%	1
	No response	50.0%	1

Descriptives

			Count
Q38_R1	Mean	31.00	1
	Median	31.00	
	Standard Deviation		
	Range	31 - 31	

Question 49

We learned earlier you earned {{ Q11 }} last week.What percentage of those earnings came from the home or care service jobs you accepted last week using a website or app?Drag the slider to show roughly how much of your earnings came from those jobs. You may also enter a number in the textbox.

No. Response Categories 1

Those who accepted home/care jobs and answered range earnings question

Total N 0

Valid N 0

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q49_R1	Open-Ended Response	0.0%	0
	No response	0.0%	0

Descriptives

Variable Name		Count
Q27_R1	Mean	
	Median	
	Range	

Online Platform Work Module - Proportion of Earnings

Question 28 *Still thinking about last week, about how much of your total earnings came from the transportation or delivery jobs you accepted using an app or website?*

No. Response Categories 6

Total N 8

Those that accepted trasnportation jobs and either answered don't know/prefer not to answer for Question 10 OR left Question 26 or 27 blank

Valid N 4

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q28_R1	All of my earnings came from these jobs	75.0%	3
Q28_R2	Most of my earnings came from these jobs	0.0%	0
Q28_R3	Some of my earnings came from these jobs	25.0%	1
Q28_R4	None of my earnings came from these jobs	0.0%	0
Q28_R5	Don't know	0.0%	0
Q28_R6	Prefer not to answer	0.0%	0

Question 39

Still thinking about last week, about how much of your total earnings came from the professional services or skilled labor jobs you accepted using an app or website?

No. Response Categories 6

Those that accepted professional services jobs and either answered don't know/prefer not to answer for Question 10 OR left Question 37 or 38 blank

Total N 5

Valid N 2

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q39_R1	All of my earnings came from these jobs	50.0%	1
Q39_R2	Most of my earnings came from these jobs	0.0%	0
Q39_R3	Some of my earnings came from these jobs	0.0%	0
Q39_R4	None of my earnings came from these jobs	50.0%	1
Q39_R5	Don't know	0.0%	0
Q39_R6	Prefer not to answer	0.0%	0

Question 50

Still thinking about last week, about how much of your total earnings came from the home or care service jobs you accepted using an app or website?

No. Response Categories 6

Total N 1

Those that accepted home/care jobs and either answered don't know/prefer not to answer for Question 10 OR left Question 48 or 49 blank

Valid N 0

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q50_R1	All of my earnings came from these jobs	0.0%	0
Q50_R2	Most of my earnings came from these jobs	0.0%	0
Q50_R3	Some of my earnings came from these jobs	0.0%	0
Q50_R4	None of my earnings came from these jobs	0.0%	0
Q50_R5	Don't know	0.0%	0
Q50_R6	Prefer not to answer	0.0%	0

Online Platform Work Module - Earnings Amount

Question 29 *Thinking about last week, about how much did you earn from the transportation or delivery jobs you accepted using a website or app?*

No. Response Categories 1

If they said 0% of their earnings came from transportation jobs, or if they said they didn't work last week and thus did not get the earnings questions (9 or 10)

Total N 10

Valid N 9

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q29_R1	Please enter a number, without commas or decimals	100.0%	9
	No response	0.0%	0

Descriptives

			Count
Q29_R1	Mean	359.56	9
	Median	250.00	
	Standard Deviation	385.36	
	Range	0 - 1100	

Question 40

Thinking about last week, about how much did you earn from the professional services or skilled labor jobs you accepted using a website or app?

No. Response Categories 1

If they said 0% of their earnings came from professional services jobs, or if they said they didn't work last week and thus did not get the earnings questions (9 or 10)

Total N 1

Valid N 1

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q40_R1	Please enter a number without commas or decimals	100.0%	1
	No response	0.0%	0

Descriptives

			Count
Q40_R1	Mean	0.00	1
	Median	0.00	
	Standard Deviation	0.00	
	Range	0 - 0	

Question 51	*Thinking about last week, about how much did you earn from the home or care service jobs you accepted using a website or app?*

No. Response Categories 1

If they said 0% of their earnings came from home/care jobs, or if they said they didn't work last week and thus did not get the earnings questions (9 or 10)

Total N 0

Valid N 0

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q51_R1	Please enter a number without commas or decimals		
	No response		

Descriptives

		Count
Q51_R1	Mean	
	Median	
	Range	

Online Platform Work Module - Earnings Importance

Question 30 *Which best describes the money you made from the transportation or delivery jobs you accepted last week using a website or app?*

No. Response Categories 5

Those that accepted transportation jobs using a website/app

Total N 178

Valid N 172

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q30_R1	The money was essential to meeting my basic needs last week	64.5%	111
Q30_R2	The money was an important component of my budget last week, but not essential	22.7%	39
Q30_R3	The money was nice to have last week, but I could live comfortably without	11.0%	19
Q30_R4	Don't know	0.0%	0
Q30_R5	Prefer not to answer	1.7%	3
			172

Question 41

Which best describes the money you made from the professional services or skilled labor jobs you accepted last week using a website or app?

No. Response Categories 5

Those that accepted professional services jobs using a website/app

Total N 81

Valid N 78

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q41_R1	The money was essential to meeting my basic needs last week	48.7%	38
Q41_R2	The money was an important component of my budget last week, but not essential	29.5%	23
Q41_R3	The money was nice to have last week, but I could live comfortably without it	16.7%	13
Q41_R4	Don't know	1.3%	1
Q41_R5	Prefer not to answer	3.8%	3
			78

Question 52

Which best describes the money you made from the home or care service jobs you accepted last week using a website or app?

No. Response Categories 5

Those that accepted home/care jobs using a website/app

Total N 12

Valid N 11

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q52_R1	The money was essential to meeting my basic needs last week	36.4%	4
Q52_R2	The money was an important component of my budget last week, but not essential	54.5%	6
Q52_R3	The money was nice to have last week, but I could live comfortably without it	9.1%	1
Q52_R4	Don't know	0.0%	0
Q52_R5	Prefer not to answer	0.0%	0
			11

Online Platform Work Module - Earnings Stability

Question 31 *How steady or inconsistent do you consider the money you make from the transportation or delivery jobs you accept using a website or app?*

No. Response Categories 7

Those that accepted transportation jobs using a website/app

Total N 178

Valid N 172

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q31_R1	It is steady from week to week	23.8%	41
Q31_R2	It is somewhat steady from week to week	34.9%	60
Q31_R3	It is neither steady nor inconsistent from week to week	9.9%	17
Q31_R4	It is somewhat inconsistent from week to week	15.1%	26
Q31_R5	It is inconsistent from week to week	14.0%	24
Q31_R6	Don't know	0.6%	1
Q31_R7	Prefer not to answer	1.7%	3
			172

Question 42

How steady or inconsistent do you consider the money you make from the professional services or skilled labor jobs you accept using a website or app?

No. Response Categories 7

Those that accepted professional services jobs using a website/app

Total N 81

Valid N 78

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q42_R1	It is steady from week to week	15.4%	12
Q42_R2	It is somewhat steady from week to week	29.5%	23
Q42_R3	It is neither steady nor inconsistent from week to week	11.5%	9
Q42_R4	It is somewhat inconsistent from week to week	16.7%	13
Q42_R5	It is inconsistent from week to week	26.9%	21
Q42_R6	Don't know	0.0%	0
Q42_R7	Prefer not to answer	0.0%	0
			78

Question 53

How steady or inconsistent do you consider the money you make from the home or care service jobs you accept using a website or app?

No. Response Categories 7

Those that accepted home/care jobs using a website/app

Total N 12

Valid N 11

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q53_R1	It is steady from week to week	9.1%	1
Q53_R2	It is somewhat steady from week to week	36.4%	4
Q53_R3	It is neither steady nor inconsistent from week to week	9.1%	1
Q53_R4	It is somewhat inconsistent from week to week	27.3%	3
Q53_R5	It is inconsistent from week to week	18.2%	2
Q53_R6	Don't know	0.0%	0
Q53_R7	Prefer not to answer	0.0%	0

Online Platform Work Module - Hours

Question 32

Last week, about how many hours did you spend working the transportation or delivery jobs accepted using a website or app?

No. Response Categories	1	***Total N***	178
Those that accepted transportation jobs using a website/app (quesiton not required)		***Valid N***	168

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q32_R1	Enter the number of hours	94.4%	168
	No response	6.0%	10

Descriptives

			Count
Q32_R1	Mean	28.95	168
	Median	30.00	
	Standard Deviation	16.72	
	Range	0 - 85	

Question 43	*Last week, about how many hours did you work the professional services or skilled labor jobs accepted using a website or app?*

No. Response Categories 1

Those that accepted professional services jobs using a website/app (question not required)

Total N 81

Valid N 76

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q43_R1	Enter the number of hours	93.8%	76
	No response	6.2%	5

Descriptives

			Count
Q43_R1	Mean	20.67	76
	Median	14.00	
		19.28	
	Range	1 - 80	

Question 54

Last week, about how many hours did you spend working the home or care service jobs accepted using a website or app?

No. Response Categories	1	***Total N***	12
Those that accepted home/care jobs using a website/app (question not required)		***Valid N***	11

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q54_R1	Enter the number of hours	91.7%	11
	No response	8.3%	1

Descriptives

			Count
Q54_R1	Mean	13.64	11
	Median	6.00	
	Standard Deviation	15.91	
	Range	4 - 50	

Online Platform Work Module - Hours

Question 33 *Is this less, about the same, or more time than you would spend in a typical week working the transportation or delivery jobs you accept using a website or app?*

No. Response Categories 5 — ***Total N*** 178

Those that accepted transportation jobs using a website/app — ***Valid N*** 170

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q33_R1	I typically spend less time each week working these jobs	10.6%	18
Q33_R2	I typically spend about the same time each week working these jobs	64.1%	109
Q33_R3	I typically spend more time each week working these jobs	22.9%	39
Q33_R4	Don't know	2.4%	4
Q33_R5	Prefer not to answer	0.0%	0
			170

Question 44

Is this less, about the same, or more time than you would spend in a typical week working the professional services or skilled labor jobs you accept using a website or app?

No. Response Categories 5

Those that accepted professional services jobs using a website/app

Total N 81

Valid N 76

Response Summary

Variable Name	Response Category	Percentage (based on valid N	Count
Q44_R1	I typically spend less time each week working these jobs	18.4%	14
Q44_R2	I typically spend about the same time each week working these jobs	57.9%	44
Q44_R3	I typically spend more time each week working these jobs	19.7%	15
Q44_R4	Don't know	3.9%	3
Q44_R5	Prefer not to answer	0.0%	0
			76

Question 55

Is this less, about the same, or more time than you would spend in a typical week working the home or care service jobs you accept using a website or app?

No. Response Categories 5 — *Those that accepted home/care jobs using a website/app*

Total N 12
Valid N 11

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q55_R1	I typically spend less time each week working these jobs	9.1%	1
Q55_R2	I typically spend about the same time each week working these jobs	63.6%	7
Q55_R3	I typically spend more time each week working these jobs	9.1%	1
Q55_R4	Don't know	18.2%	2
Q55_R5	Prefer not to answer	0.0%	0
			11

Benefits Module

Question 78 *Thinking about last week, did you have access to any of the following benefits from any source (even if you did not personally use the benefit)?Check all that apply.*

No. Response Categories 10

All respondents

Total N 2,949

Valid N 2,397

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q78_R1	Paid sick leave	15.9%	380
Q78_R2	Paid vacation or personal leave	15.2%	364
Q78_R3	Maternity or paternity leave	6.5%	155
Q78_R4	Life insurance	16.0%	383
Q78_R5	Retirement benefits	19.4%	466
Q78_R6	Tuition assistance	4.4%	106
Q78_R7	Did not have access to benefits	60.7%	1,456
Q78_R8	Don't know	1.6%	39
Q78_R9	Prefer not to answer	2.1%	51
Q78_R10	Other (please specify)	8.8%	210

Question 79 *Thinking about last week, were you covered by a health insurance plan?*

No. Response Categories 4

All respondents

Total N 2,949

Valid N 2,406

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q79_R1	Yes	81.6%	1,964
Q79_R2	No	16.5%	396
Q79_R3	Don't know	0.5%	13
Q79_R4	Prefer not to answer	1.4%	33

Question 80 *What type of health insurance plan were you covered by?*

No. Response Categories 9

Those that said they were covered by health insurance

Total N 1,964

Valid N 1,960

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q80_R1	Insurance through my current or former employer	20.6%	403
Q80_R2	Insurance through spouse or partner's employer	31.3%	613
Q80_R3	Insurance purchased directly form health insurance exchange or insurance company	24.2%	475
Q80_R4	Medicare, for people 65 or older or people with certain disabilities	10.5%	206
Q80_R5	Medicaid, Medical Assistance, or government-assistance plan for those meeting income eligible	11.3%	222
Q80_R6	VA health care	3.4%	66
Q80_R7	Other health insurance or coverage plan	5.9%	115
Q80_R8	Don't know	0.3%	6
Q80_R9	Prefer not to answer	0.7%	13

Household Module

Question 81

Thinking about about last year, which category represents your household's total combined income before taxes and deductions?

No. Response Categories 11

All respondents

Total N 2,949

Valid N 2,397

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q81_R1	Less than $5,000	1.2%	29
Q81_R2	$5,000 to $14,999	3.8%	90
Q81_R3	$15,000 to $24,999	5.6%	135
Q81_R4	$25,000 to $39,999	9.5%	227
Q81_R5	$40,000 to $49,000	6.5%	156
Q81_R6	$50,000 to $74,999	15.1%	363
Q81_R7	$75,000 to $99,999	14.7%	353
Q81_R8	$100,000 to $149,999	18.2%	437
Q81_R9	$150,000 or more	18.6%	445
Q81_R10	Don't know	0.8%	20
Q81_R11	Prefer not to answer	5.9%	142

Question 82

Did your household receive any of the following in addition to wages or salaries last year? Check all that apply.

No. Response Categories 9		***Total N***	2,949
	All respondents	***Valid N***	2,386

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q82_R1	Interest, dividends, or rental income	30.6%	731
Q82_R2	Social Security retirement income	10.8%	257
Q82_R3	Supplement Security Income or Supplemental Security Disability Insurance (SSDI)	3.0%	71
Q82_R4	Unemployment income	4.4%	106
Q82_R5	Retirement income (from a pension or a 401k plan)	11.1%	265
Q82_R6	Any other income that is not wages or salaries	14.1%	337
Q82_R7	None of these	45.0%	1,073

Question 83 *Did your household receive any of the following in the past 12 months?Check all that apply.*

No. Response Categories 6

All respondents

Total N 2,949

Valid N 2,381

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q83_R1	Food assistance (e.g., SNAP or food stamps/EBT, Women Infants, and Children	6.2%	147
Q83_R2	Cash assistance from state welfare program (e.g., DSHS)	0.4%	9
Q83_R3	Government housing or rental assistance (e.g., Section 8, Housing Assistance)	1.0%	25
Q83_R4	None of these	92.3%	2,198
Q83_R5	Don't know	0.3%	7
Q83_R6	Prefer not to answer	0.8%	20

Question 84 *Thinking about the past month, how difficult was it to pay your bills in full?*

No. Response Categories 5 | ***Total N*** 2,949

All respondents | ***Valid N*** 2,377

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q84_R1	Very difficult	11.0%	261
Q84_R2	Somewhat difficult	31.0%	737
Q84_R3	Not at all difficult	55.5%	1,321
Q84_R4	Don't know	0.5%	12
Q84_R5	Prefer not to answer	1.9%	46

Question 85 *Thinking about the past month, which statement best describes food eaten in your household?*

No. Response Categories 6

All respondents

Total N 2,949

Valid N 2,373

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q85_R1	We had enough to eat and the kinds of food we want to eat	74.3%	1,769
Q85_R2	We had enough to eat, but not always the kinds of food we want	21.1%	503
Q85_R3	Sometimes we didn't have enough to eat	2.5%	59
Q85_R4	Often we didn't have enough to eat	0.5%	12
Q85_R5	Don't know	0.2%	5
Q85_R6	Prefer not to answer	1.0%	25

Question 86 *In the past month, how many people lived in your household last month, including yourself?*

No. Response Categories 24

All respondents

Total N 2,949

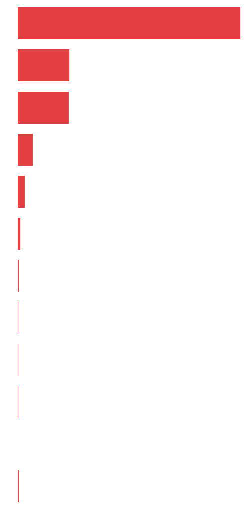
Valid N 2,358

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Number of Adults			
Q86_R2	1	20.8%	491
Q86_R3	2	65.6%	1,547
Q86_R4	3	8.5%	201
Q86_R5	4	3.0%	70
Q86_R6	5	1.0%	24
Q86_R7	6	0.3%	7
Q86_R8	7	0.2%	5
Q86_R9	8	0.0%	0
Q86_R10	9	0.0%	0
Q86_R11	10 or more	0.0%	1
Q86_R12	Prefer not to answer	0.2%	5

Number of Children

Q86_R13	None	63.6%	1,500
Q86_R14	*1*	14.6%	344
Q86_R15	2	14.5%	342
Q86_R16	3	4.2%	99
Q86_R17	4	2.0%	46
Q86_R18	5	0.6%	14
Q86_R19	6	0.2%	4
Q86_R20	7	0.1%	2
Q86_R21	8	0.0%	1
Q86_R22	9	0.1%	2
Q86_R23	10 or more	0.0%	0
Q86_R24	Prefer not to answer	0.2%	4



Descriptives

Q86_AdltCnt	Mean - Number of Adults (excluding prefer not to answer)	1.99	2,346
	Median - Number of Adults (excluding prefer not to answer)	2.00	
	Standard Deviation - Number of Adults (excluding prefer not to answer)	0.78	
	Range - Number of Adults (excluding prefer not to answer)	1 - 7	
Q86_ChldCnt	Mean - Number of Children (excluding prefer not to answer)	0.70	2,354
	Median - Number of Children (excluding prefer not to answer)	0.00	
	Standard Deviation - Number of Adults (excluding prefer not to answer)	1.13	
	Range - Number of Children (excluding prefer not to answer)	0 - 9	

Demographics Module

Question 87 *In what county do you currently live?*

No. Response Categories 39

All respondents

Total N 2,949

Valid N 2,353

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q87_R1	Adams	0.0%	1
Q87_R2	Asotin	0.3%	6
Q87_R3	Benton	1.8%	43
Q87_R4	Chelan	1.1%	25
Q87_R5	Clallam	1.2%	28
Q87_R6	Clark	6.5%	152
Q87_R7	Columbia	0.1%	2
Q87_R8	Cowlitz	0.9%	21
Q87_R9	Douglas	0.3%	8
Q87_R10	Ferry	0.1%	2
Q87_R11	Franklin	0.4%	10
Q87_R12	Garfield	0.0%	0
Q87_R13	Grant	0.6%	14
Q87_R14	Grays Harbor	0.8%	18
Q87_R15	Island	1.9%	45
Q87_R16	Jefferson	1.2%	28
Q87_R17	King	36.9%	869

Q87_R18	Kitsap	3.5%	82
Q87_R19	Kittitas	0.6%	15
Q87_R20	Klickitat	0.8%	18
Q87_R21	Lewis	0.7%	16
Q87_R22	Lincoln	0.1%	2
Q87_R23	Mason	0.7%	17
Q87_R24	Okanogan	0.6%	14
Q87_R25	Pacific	0.3%	8
Q87_R26	Pend	0.1%	3
Q87_R27	Pierce	8.3%	196
Q87_R28	San Juan	0.8%	19
Q87_R29	Skagit	1.4%	33
Q87_R30	Snohomish	9.0%	212
Q87_R31	Spokane	6.2%	146
Q87_R32	Stevens	0.6%	13
Q87_R33	Thurston	4.0%	93
Q87_R34	Wahkiakum	0.0%	0
Q87_R35	Walla Walla	0.8%	19
Q87_R36	Whatcom	4.7%	110
Q87_R37	Whitman	0.6%	13
Q87_R38	Yakima	1.1%	25
Q87_R39	I do not currently live in Washington state	1.1%	27

Question 88 *In what year were you born?*

No. Response Categories	87	***Total N***	2,949
	All respondents	***Valid N***	2,349

Descriptives

Q88_Age	Mean	46.5	2,349
	Median	45.0	
	Standard Deviation	13.3	
	Range	18 - 98	

Question 89 *How do you describe yourself?*

No. Response Categories 4 | ***Total N*** 2,949

All respondents | ***Valid N*** 2,349

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q89_R1	Male	44.1%	1,037
Q89_R2	Female	52.7%	1,238
Q89_R3	Prefer not to say	2.2%	51
Q89_R4	Prefer to self-describe	1.0%	23

Question 90 *What is your race or ethnicity? Check all that apply.*

No. Response Categories 9
All respondents

Total N 2,949
Valid N 2,348

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q90_R1	American Indian or Alaska Native	2.2%	51
Q90_R2	Asian	5.1%	119
Q90_R3	Black or African American	3.2%	76
Q90_R4	Hispanic, Latino, or Spanish Origin	4.4%	103
Q90_R5	Middle Eastern or North African	0.9%	20
Q90_R6	Native Hawaiian or Other Pacific Islander	1.0%	23
Q90_R7	White	82.0%	1,926
Q90_R8	Prefer not to answer	6.1%	144
Q90_R9	Other, please specify:	1.0%	23

Question 91 *What is the highest level of education you have completed?*

No. Response Categories 7

All respondents

Total N 2,949

Valid N 2,346

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q91_R1	Less than a high school degree, no diploma	0.7%	16
Q91_R2	High school diploma or GED	5.0%	118
Q91_R3	Some college but no degree	14.1%	330
Q91_R4	Associate's Degree - occupational/vocational program	7.5%	176
Q91_R5	Associate's Degree - academic program	4.9%	116
Q91_R6	Bachelor's degree or higher	66.6%	1,563
Q91_R7	Prefer not to answer	1.2%	27

Question 92

Do you currently hold a professional certification or a state or industry license? Professional certification or license shows you are qualified to perform a specific job, such as Certified Medical Assistant, Certified Construction Manager, or an IT certification.

No. Response Categories 4

All respondents

Total N 2,949

Valid N 2,343

Response Summary

Variable Name	Response Category	Percentage (based on valid N)	Count
Q92_R1	Yes	45.8%	1,074
Q92_R2	No	51.9%	1,217
Q92_R3	Don't know	1.1%	26
Q92_R4	Prefer not to answer	1.1%	26

MEMORANDUM

DATE:	June 21, 2019
TO:	Amber Siefer, Washington State Department of Commerce
FROM:	MEF Associates
SUBJECT:	*Washington Independent Contractor Study*: Additional requested analyses of the Pilot Survey of Washington Independent Workers

This memo presents results from additional analyses requested by the Department of Commerce on behalf of the Advisory Committee examining measures of economic hardship and access to benefits by annual household income collected by the *Pilot Survey of Washington Independent Workers* (hereafter the Pilot Survey).

No single data source covers the universe of independent contractors working in Washington. Without such a list the study team could not draw a representative sample of all independent contractor workers in Washington and instead recruited respondents from online ads, email addresses of sole proprietors acquired from the Department of Revenue, and Advisory Committee referrals to listservs of membership organizations.

The Pilot Survey was therefore exploratory and findings from it cannot be generalized to the population of independent workers in Washington. Its aim was to gather preliminary insights into the characteristics of independent workers and their work arrangements and to pretest survey questions and fielding procedures to inform future survey efforts.

Based on the Advisory Committee's request to examine variation in economic hardship and benefit access among high- and low-income households, Tables 1 and 2 on the following pages present these measures for all survey respondents reporting annual household income for the previous year above and below $75,000.

Table 1 shows differences between these groups across three measures: public assistance receipt in the past year and the extent to which their household may have experienced financial or food insecurity in the previous month. Survey respondents reporting annual household incomes above $75,000 also reported lower levels of public benefit receipt, financial insecurity, and food insecurity.

Table 2 shows the vast majority of respondents reported having health insurance coverage at the time of the survey (82 percent). Among respondents with household incomes above $75,000, 86 percent reported having health insurance coverage while 80 percent of respondents with annual household incomes below $75,000 did. The majority of survey respondents (61 percent) reported not having access to other types of benefits, such as paid leave, life insurance, or retirement benefits, at the time of the survey. Respondents reporting annual household incomes above $75,000 also reported having access to retirement benefits, life insurance, and paid leave at higher levels compared to households with annual household incomes below $75,000.

Overall these differences align with our expectations: respondents reporting higher household incomes also reported lower levels of economic hardship and higher levels of health insurance coverage and access to other types of benefits.

Table 1. Household Measures of Economic Hardship by Annual Income

	Annual Household Income above $75k	Annual Household Income below $75K	Total
Public Assistance Receipt in the Past Year	**N=1,387**	**N=994**	**N=2,381**
Food assistance	1%	13%	6%
Cash assistance from state welfare program	0%	1%	0%
Government housing or rental assistance	0%	2%	1%
None of these	98%	84%	92%
Prefer not to answer	0%	0%	0%
Financial Security	**N=1,386**	**N=990**	**N=2,376**
Very difficult to pay bills in full last month	6%	18%	11%
Somewhat difficult to pay bills in full last month	22%	44%	31%
Not at all difficult to pay bills in full last month	69%	36%	56%
Don't know	0%	1%	1%
Prefer not to answer	2%	2%	2%
Food Security	**N=1,384**	**N=989**	**N=2,373**
We had enough to eat and the kinds of food we want to eat	86%	58%	75%
We had enough to eat, but not always the kinds of food we want	11%	35%	21%
Sometimes we didn't have enough to eat	1%	5%	2%
Often we didn't have enough to eat	0%	1%	1%
Don't know	0%	0%	0%
Prefer not to answer	1%	1%	1%

Ns may vary across survey questions due to skip sequencing and item nonresponse.
Percentages may not equal 100 due to rounding

Table 2. Health Insurance Coverage and Access to Other Benefits by Annual Household Income

	Annual Household Income above $75k	Annual Household Income below $75K	Total
Health Insurance Coverage	**N=1,397**	**N=999**	**N=2,405**
Yes	86%	80%	82%
No	12%	18%	16%
Don't know	0%	1%	1%
Prefer not to answer	1%	1%	1%
Access to Other Benefits*	**N=1,389**	**N=997**	**N=2,397**
Paid sick leave	17%	13%	16%
Paid vacation or personal leave	18%	11%	15%
Maternity or paternity leave	8%	4%	6%
Life insurance	21%	9%	16%
Retirement benefits	23%	14%	19%
Tuition assistance	5%	4%	4%
Did not have access to benefits	57%	65%	61%
Don't know	2%	2%	2%
Prefer not to answer	2%	2%	2%
Other	9%	8%	9%

Ns may vary across survey questions due to skip sequencing and item nonresponse.
Percentages may not equal 100 due to rounding
* Respondents may select more than response category. Total percentages therefore may exceed 100 percent.