Headline Results
February 2023 Survey of Business Uncertainty

1. U.S. firms remain more uncertain about future revenue growth than they were before the pandemic.
2. Most firms say severance costs are similar for employees who work from home and for those who don’t.
3. The disruption and time costs of terminating employees are also similar for the two groups, according to most firms.
About the Survey

The Survey of Business Uncertainty (SBU) is fielded by the Federal Reserve Bank of Atlanta. It was designed, tested, and refined in cooperation with Nick Bloom of Stanford University and Steven Davis of the Chicago Booth School of Business and the Hoover Institution. Bloom and Davis received research support from the Sloan Foundation and the U.S. National Science Foundation. Davis also received research support from Chicago Booth.

Our monthly Survey of Business Uncertainty (SBU) goes to about 1500 panel members (as of August 2022), who occupy senior finance and managerial positions at U.S. firms. We contact panel members each month by email, and they respond via a web-based instrument.

Survey questions pertain to current, past, and future outcomes at the respondent’s firm. Our primary objective is to elicit the respondent’s subjective forecast distributions over own-firm future sales growth rates and employment levels. We also ask special questions on timely topics.

For more information on survey design and methodology, please refer to the resources on the SBU page and “Surveying Business Uncertainty,” published in the Journal of Econometrics and also available as NBER Working Paper 25956.
Nominal sales growth remains higher than before the pandemic but is declining over the past year. Recent employment growth is in line with pre-pandemic growth.

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business. For more information, see “Surveying Business Uncertainty” by David Altig, Jose Maria Barrero, Nick Bloom, Steven J. Davis, Brent Meyer, and Nick Parker, NBER Working Paper No. 25956, February 2020.
Sales revenue growth expectations have slowed in recent months, and firms remain more uncertain about future revenue growth than they were before the pandemic.

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business. For more information, see “Surveying Business Uncertainty” by David Altig, Jose Maria Barrero, Nick Bloom, Steven J. Davis, Brent Meyer, and Nick Parker, NBER Working Paper No. 25956, February 2020.
Firms’ expectations about their future employment growth have dropped in recent months. Uncertainty about employment growth has returned to pre-pandemic levels.

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business. For more information, see “Surveying Business Uncertainty” by David Altig, Jose Maria Barrero, Nick Bloom, Steven J. Davis, Brent Meyer, and Nick Parker, NBER Working Paper No. 25956, February 2020.

NOTE: The charts show smoothed series.
The distribution of realized sales growth remains wider than it was in the pre-pandemic period.

**January 2017–February 2023**

**Distribution of Sales Growth Rates over the Past Year**

NOTES: Calculated using monthly data through February 2023. The chart shows smoothed series. Lines show percentiles of the activity-weighted distribution of firm-level sales growth rates over the past year.

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business.
About 90 percent of firms say that the cost of severance packages is the same for employees who work from home at least one day per week and those who are fully on site.

Question: Rate the cost of severance packages for employees who work remotely one or more days per week as compared to employees who report on the worksite every day.

Note: Results are not weighted. This questions was given only to respondents who said that their firms have some employees who work from home at least one day per week.
Laying off workers is less disruptive when the employee works remotely at least one day per week according to nearly a quarter of firms, and more disruptive according to one-tenth.

**Question:** How disruptive is firing or laying off employees who work remotely one or more days per week as compared to employees who report to the worksite every day?

<table>
<thead>
<tr>
<th>How disruptive</th>
<th>Percent of firms</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less disruptive</td>
<td>23.8</td>
</tr>
<tr>
<td>About the same</td>
<td>66.4</td>
</tr>
<tr>
<td>More disruptive</td>
<td>9.8</td>
</tr>
</tbody>
</table>

Note: Results are not weighted. This question was given only to respondents who said that their firms have some employees who work from home at least one day per week.
Nearly 80 percent of firms say it takes about the same amount of time to layoff employees who work remotely part of the week as those who work fully onsite.

Question: How time consuming is firing or laying off employees who work remotely one or more days per week as compared to employees who report to the worksite every day?

- Less time consuming
- About the same
- More time consuming

N = 266

Note: Results are not weighted. This questions was given only to respondents who said that their firms have some employees who work from home at least one day per week.
Computing Moments of the Firm-Level Subjective Forecast Distributions

We calculate first and second moments of the subjective growth rate distributions of employment and sales revenue over the next 12 months or four quarters, as appropriate. Following standard practice in the literature on business-level dynamics, we calculate the growth rate of \( x \) from t-1 to t as \( g_t = (x_t - x_{t-1}) / (x_t + x_{t-1}) \).

**Employment**

\( E\text{Emp}_t = \text{firm's current employment level, as reported by the respondent} \)

\( E\text{Emp}_t = \text{employment 12 months hence in scenario } i, \text{ for } i = 1, 2, 3, 4, 5 \)

\( p_i = \text{the associated probabilities, } i = 1, 2, 3, 4, 5 \)

**Scenario-Specific Growth Rates**

\( EGr_t = 2(E\text{Emp}_t - E\text{Emp}) / (E\text{Emp}_t + E\text{Emp}), \text{ i = 1, 2, 3, 4, 5} \)

**First and Second Moments of the Subjective Growth Rate Forecast Distribution**

\( \text{Mean}(EGr) = \sum_{i=1}^{p_i} EGr_i \)

\( \text{Var}(EGr) = \sum_{i=1}^{p_i} (EGr_i - \text{Mean}(EGr))^2 \)

\( SD(EGr) = \sqrt{\text{Var}(EGr)} \)

**Sales Revenue**

\( \text{Sales}_t = \text{firm's sales revenue in the current quarter, as reported by the respondent} \)

\( \text{SalesGr}_i = \text{respondent's scenario-specific sales growth rate from now to four quarters hence, } i = 1, 2, 3, 4, 5 \)

\( p_i = \text{the associated probabilities, } i = 1, 2, 3, 4, 5 \)

**Implied Future Sales Level**

\( \text{Sales}_t = \left(1 + \frac{\text{SalesGr}_i}{100}\right) \times \text{Sales}_t, \text{ i = 1, 2, 3, 4, 5} \)

**Scenario-Specific Growth Rates (re-expressing respondent growth rates to our growth rate measure)**

\( \text{SalesGr}_i = 2(\text{Sales}_t - \text{Sales}) / (\text{Sales}_t + 4 \times \text{Sales}), \text{ i = 1, 2, 3, 4, 5} \)

**First and Second Moments of the Subjective Growth Rate Forecast Distribution**

\( \text{Mean}(SalesGr) = \sum_{i=1}^{p_i} p_i \text{SalesGr}_i \)

\( \text{Var}(SalesGr) = \sum_{i=1}^{p_i} p_i (\text{SalesGr}_i - \text{Mean}(SalesGr))^2 \)

\( SD(SalesGr) = \sqrt{\text{Var}(SalesGr)} \)

We construct a monthly activity-weighted expectations (first-moment) index for employment growth and sales growth looking one year ahead. We also construct a monthly activity-weighted uncertainty (second-moment) index for the employment growth and sales growth looking one year ahead.

**Subjective Expectations and Uncertainty Indices**

- **Employment**
  - In month \( t \), the index for employment (sales) takes a value equal to the activity-weighted average of subjective mean employment (sales) growth rates looking one year hence (\( Mean(EGr) \)), averaging across all firms responding that month.
  - We compute these subjective mean growth rates as described on slide 3, and winsorize them at the first and 99th percentiles before using them to construct the index.
  - The month-\( t \)-index of year-ahead subjective uncertainty for employment (sales) growth is the activity-weighted mean of \( (SD(EGr)) \) values across firms responding in month \( t \). We compute these subjective standard deviations over growth rates as described on slide 3, and winsorize them at the first and 99th percentiles before inputting them into the index construction formula.
  - When constructing first- and second-moment employment growth indexes, we weight firm’s subjective mean growth rate expectation and uncertainty by the average of its month-\( t \)-employment (\( E\text{Emp}_t \)) and its expected employment level (\( E\text{Emp}_t \)). We top-code these weights at 500 to diminish the influence of outliers among very large firms.
  - When constructing first- and second-moment sales revenue growth indexes, we weight firms’ subjective mean growth rate expectation and uncertainty by the average of its month-\( t \)-sales revenue (\( \text{Sales}_t \)) and its expected sales level (\( \text{Sales}_t \)). We winsorize these activity weights at the 1st and 80th percentiles.
  - Finally, we smooth our topic-specific indices by taking a moving average. We set the window for the moving average to 2 or 3 months, to match the panel structure of our survey.

**Topic-specific Expected Excess Reallocation Indices**

We construct forward-looking indices of excess job and sales revenue reallocation. These series measure the volume of cross-firm reallocation in economic activity above the reallocation required to support aggregate growth. For ease of exposition, we often refer to these as simply ‘reallocation rates’.

- **First**, in each month \( t \), we compute the activity-weighted average of own-firm expected gross job creation and destruction rates, which boils down to the activity-weighted average of the absolute value of subjective mean growth rates \( \text{Mean}(EGr) \).
  - Then, in each month \( t \), we compute the absolute value of the activity weighted average of own-firm expected employment growth \( \text{Mean}(EGr) \). This is effectively the absolute value of the employment growth expectations index in month \( t \).
  - We then obtain the expected job reallocation rate index value for month \( t \) by subtracting the outcome of the second bullet from the first. Letting \( w_t \) be firm \( i \)’s activity weight in month \( t \).

\[ \text{Expected Job Reallocation Rate}_t = \sum_{i=1}^{w_t} \left| \text{Mean}(EGr)_i \right| - \sum_{i=1}^{w_t} \left| \text{Mean}(EGr)_i \right| \]

- Analogously, the expected sales revenue reallocation rate index in month \( t \) is the difference between the activity-weighted average of absolute expected sales growth rates, minus the absolute value of the average activity-weighted growth rate:

\[ \text{Expected Reallocation Rate For Sales}_t = \sum_{i=1}^{w_t} \left| \text{Mean}(SalesGr)_i \right| - \sum_{i=1}^{w_t} \left| \text{Mean}(SalesGr)_i \right| \]

- We compute the subjective mean growth rates \( \text{Mean}(EGr) \) and \( \text{Mean}(SalesGr) \) as described on slides 18-21, and winsorize them at the 1st and 99th percentiles before using them to construct the index.

- Firm \( i \)’s activity weight \( w_t \) is the average of its month-\( t \)-employment or sales level (\( E\text{Emp}_t \) or \( \text{CSales}_t \)) and its expected employment or sales level twelve months hence (\( E\text{Emp}_t \) or \( \text{FSales}_t \)). We top-code these weights at 500 for employment and at the 80th percentile for sales to diminish the influence of outliers among very large firms.

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Appendix: Technical Information

**Subjective Expectations and Uncertainty Indices**

We compute the subjective mean growth rates as described on slide 3, and winsorize them at the first and 99th percentiles before using them to construct the index. These subjective mean growth rates as described on slide 3, and winsorize them at the first and 99th percentiles before using them to construct the index.
Appendix: Subjective Forecast Distribution of Future Sales Growth Rates at a One-Year Horizon

January 2017–February 2023
Subjective Distribution of Future Sales Growth Rates at a One-Year Horizon

NOTES: Calculated using monthly data through February 2023. The charts show smoothed series. This is a plot of the subjective distribution for the representative firm’s future sales growth rates over a 4-quarter look-ahead horizon. To calculate this distribution, we pool over all firm-level subjective forecast distributions in the indicated month and weight each firm by its activity level. Then we use the probabilities assigned to each possible future sales growth rate to obtain activity-weighted quantiles of the future sales growth rate distribution.

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business.