POST-COVID-19 EMPLOYMENT ISSUES

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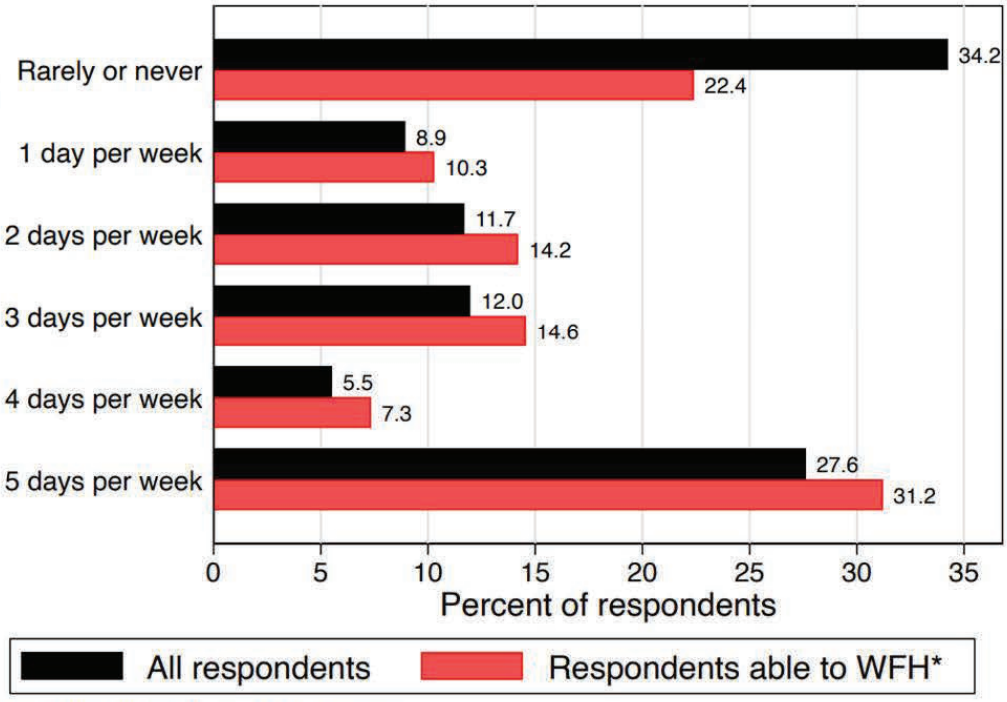
Figure 3: Most workers want to work from home two or more days per week



Source: Responses to the question:

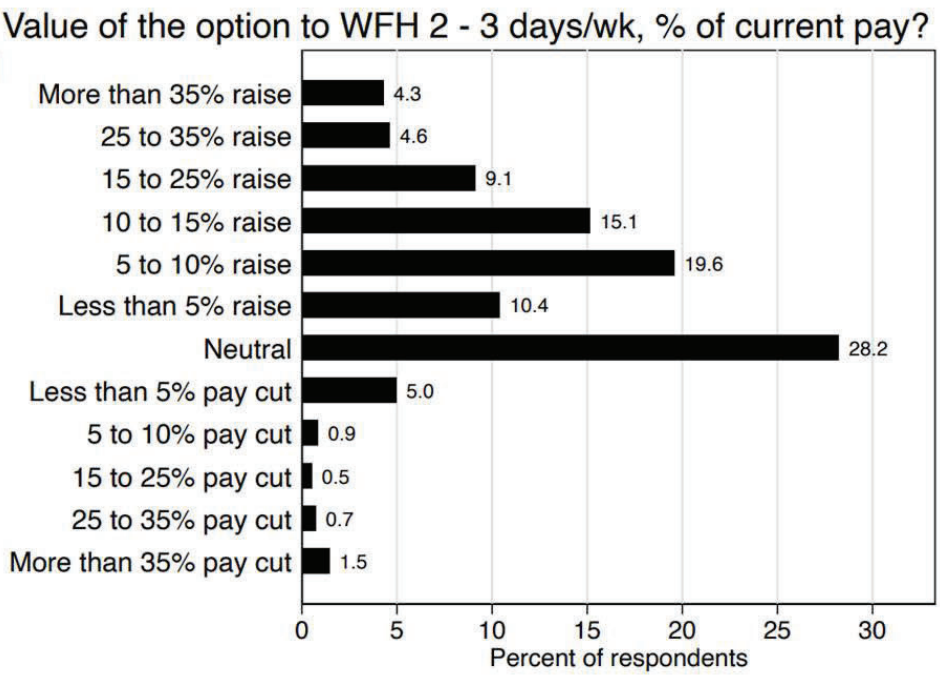
In 2022+ (after COVID) *how often would you like to have paid work days at home?*

Notes: Data are from 33,250 survey responses collected from May 2020 through March 2021 by Inc-Query and QuestionPro. "Respondents able to WFH" are those who say they can work from home at least partially and those who report having mainly worked from home at some point during the COVID-19 pandemic. We re-weight raw responses to match the share of working-age respondents in the 2010-2019 CPS in a given {age x sex x education x earnings} cell.

*64% of the full sample meets this criterion

Barrero, J., N. Bloom, and S. Davis (2021): "Why Working From Home Will Stick," Working Paper, Department of Economics, Stanford University.

Figure 4: Most workers value the option to work from home



Source: Responses to a two-part question.

Part 1: ***After COVID, in 2022 and later,*** *how would you feel about working from home* ***2 or 3 days*** *a week?"*

- *Positive: I would view it as a benefit or extra pay*
- *Neutral*
- *Negative: I would view it as a cost or a pay cut*

Part 2: *How much of a* ***pay raise [cut]*** *(as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?*

Data are from 20,750 survey responses collected from September 2020 to February 2021 by Inc-Query and QuestionPro. We asked a similar question in earlier and subsequent waves, but we focus on the above waves, which use identical questions and response options. We re-weight raw responses to match the share of working age respondents in the 2010-2019 CPS in a given {age x sex x education x earnings} cell.

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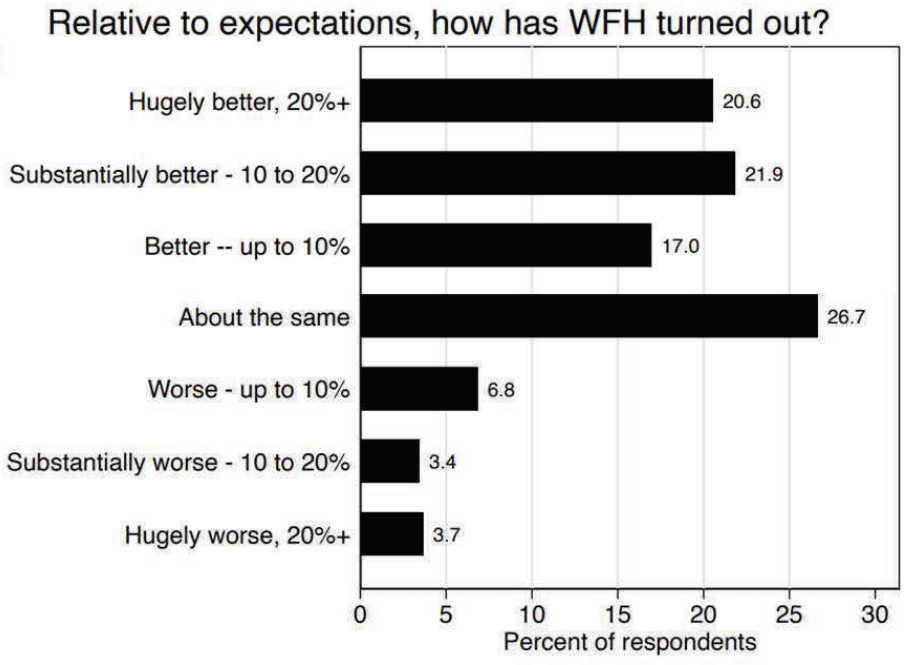
Figure 5: Productivity when working from home has exceeded expectations



Source: Responses to the question:

Compared to your expectations ***before COVID (in 2019)*** *how has working from home turned out for you?*

- *Hugely better -- I am 20%+ more productive than I expected*
- *Substantially better -- I am to 10% to 19% more productive than I expected*
- *Better -- I am 1% to 9% more productive than I expected*
- *About the same*
- *Worse -- I am 1% to 9% less productive than I expected*
- *Substantially worse -- I am to 10% to 19% less productive than I expected*
- *Hugely worse -- I am 20%+ less productive than I expected*

Notes: Data are from 30,750 survey responses collected from July 2020 to March 2021 by Inc-Query and QuestionPro. We re-weight raw responses to match the share of working age respondents in the 2010-2019 CPS in a given {age x sex x education x earnings} cell. We did not ask about productivity relative to expectations in May 2020.

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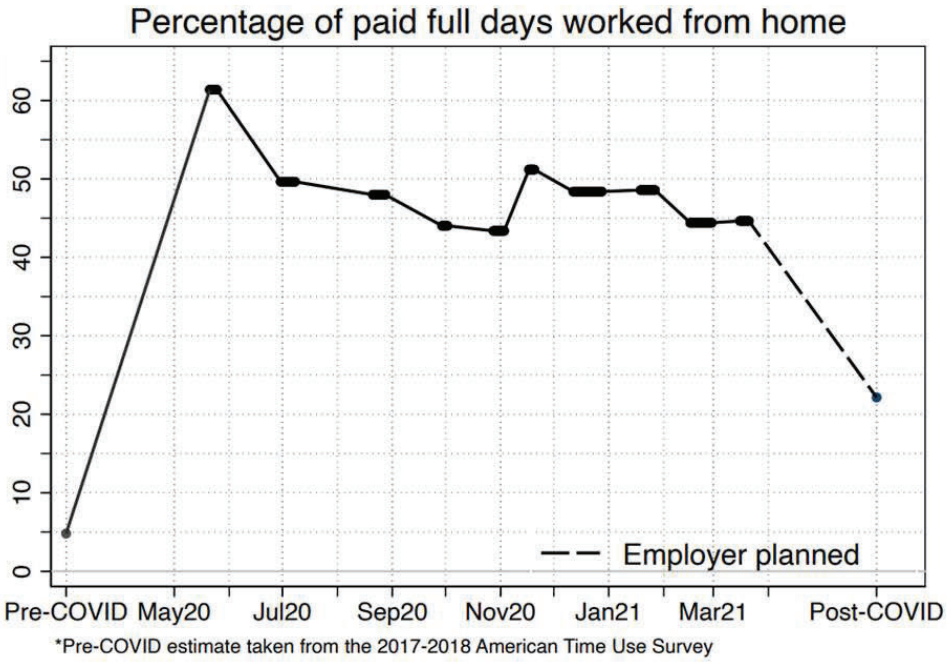
Figure 1: Extent of working from home before, during, and after COVID



Source: Responses to the questions: *"**Currently (this week)** what is your work status?" and "**After COVID, in 2022 and later,** how often is your employer planning for you to work full days at home?"*

Notes: Data are from 33,250 survey responses collected between May 2020 and March 2021 by Inc-Query and QuestionPro. For each survey wave, we compute the average percentage of paid full days worked from home and plot it on the vertical axis against the days during which that wave was in the field on the horizontal axis. The pre-COVID estimate comes from the 2017-2018 American Time Use Survey (see Appendix A for details) and the post-COVID estimate uses data from the March 2021 wave. We re-weight the sample to match Current Population Survey data from 2010 to 2019 by age-sex-education-earnings cell.

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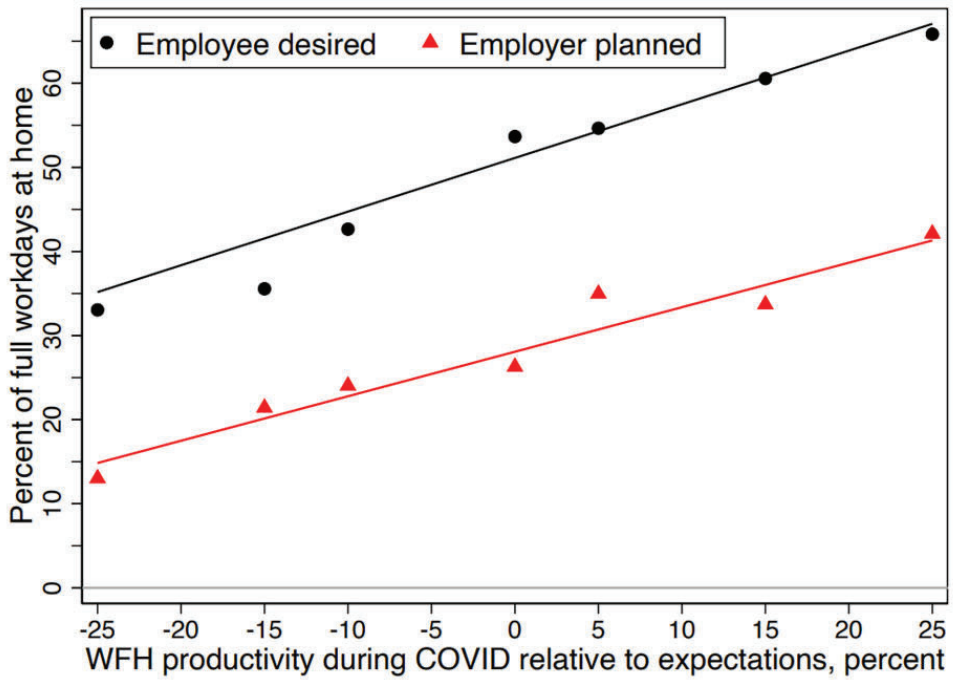
Figure 6: Desired and planned levels of WFH after the pandemic increase with WFH productivity surprises during the pandemic



Source: Response to the questions:

***After COVID, in 2022 and later,** how often would you like to have paid workdays at home?*

***After COVID, in 2022 and later,** how often is your employer planning for you to work full days at home?*

*Compared to your expectations **before COVID (in 2019)** how has working from home turned out for you?*

Notes: This figure shows bin scatters of worker desires and employer plans for WFH after the pandemic against WFH productivity surprises during the pandemic.

Data are from 30,750 survey responses collected from July 2020 to March 2021 and reweighted to match the share of working age respondents in the 2010-2019 CPS in a given {age x sex x education x earnings} cell. We did not ask about productivity relative to expectations in May 2020.

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