

SWAA October 2021 Updates

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Latest survey wave included: September 2021

To sign up for regular results updates, please sign up [here](#).

- **Source of all data (unless noted):** Survey of Working Arrangements and Attitudes (SWAA), see www.wfhresearch.com

- **When referring to these results please cite:**

Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. “Why working from home will stick,” National Bureau of Economic Research Working Paper 28731.

www.wfhresearch.com

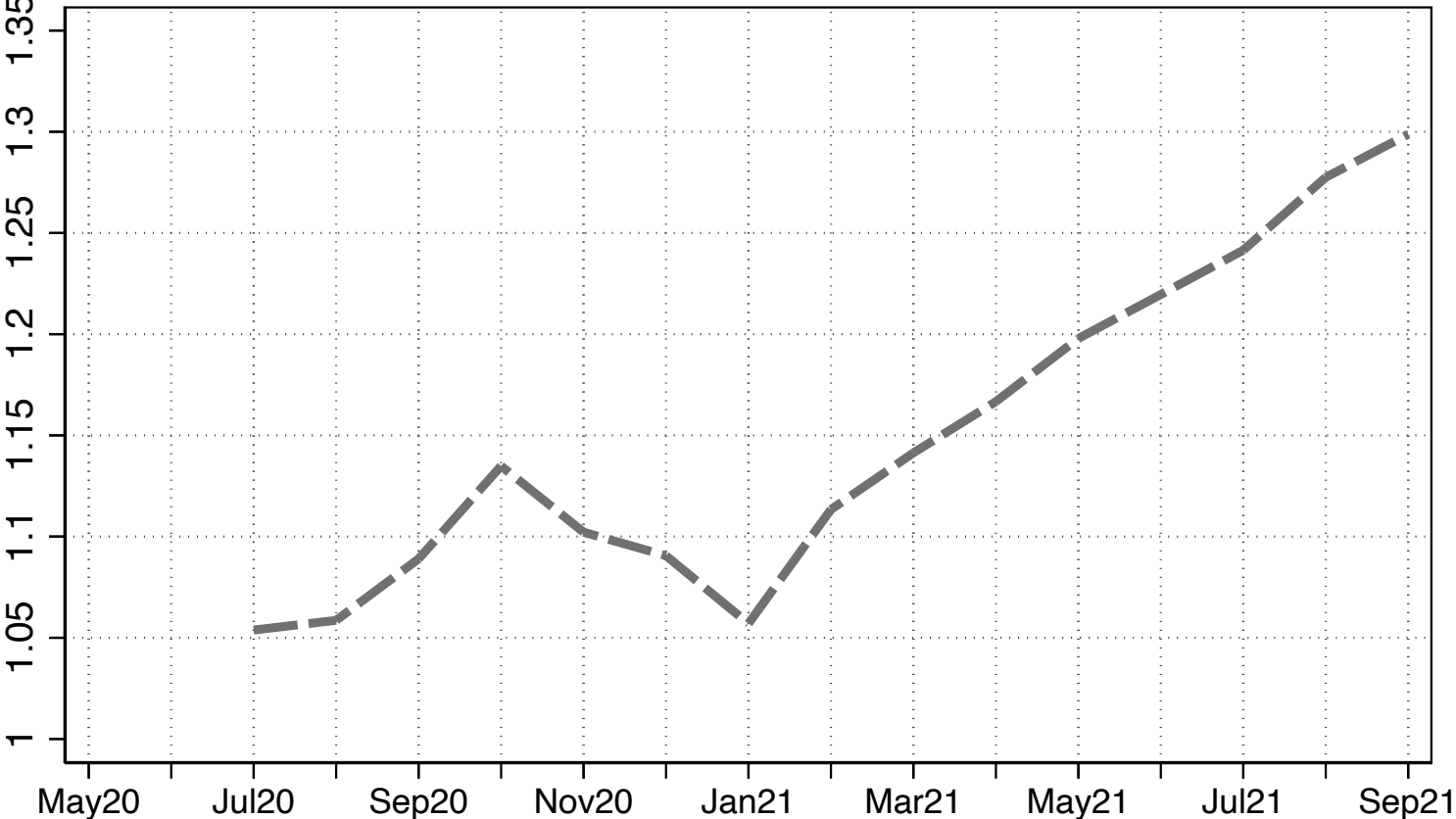
Introduction & Methodology (2/2)

- **Target population:** US residents aged 20 to 64 who earned \$20k or more in 2019. Between April and September 2021 we gradually moved to include individuals who earned \$10k to \$20k in 2019.
 - Each survey wave goes into the field on the 3rd Tuesday of the month and data collection typically takes 10 to 12 days.
 - Each wave collects 2,500 or 5,000 responses.
 - April 2021 and later waves collect 5,000 responses
 - Prior to April 2021 most waves collected 2,500 responses, but August 2020, December 2020, and January 2021 collected 5,000.
 - We drop respondents who “speed” through the survey, so the actual usable number of responses in each wave is somewhat less than the number we collect.
- **Representativeness:** Commercial providers field the survey on our behalf, drawing from a variety of sources for potential respondents.
 - We reweight the raw survey data to match the share of the population in a given {age x sex x education x earnings} cell in a pooled sample of 2010-2019 Current Population Survey data. See Figure 2 in Barrero, Bloom, and Davis (2021).
 - Unless noted, all statistics and charts use reweighted data.

Employer plans for post-COVID WFH continue their upward trend as of September 2021



Average Days Per Week Working from Home
After the Pandemic Ends:
Employer Plans for their Workers



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

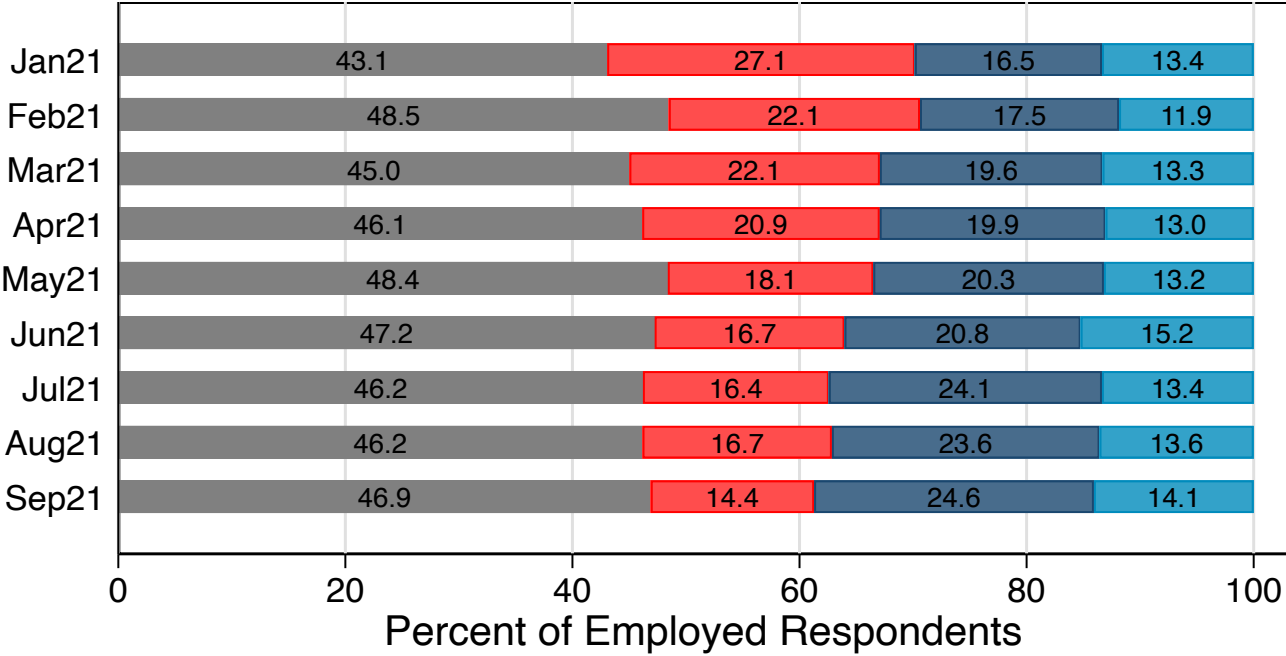
Sample: Data are from all SWAA waves, covering July 2020 to August 2021. The sample includes all respondents who reported their employer’s plans for post-COVID WFH. In particular, we exclude respondents who report having no employer.
N = 41,460

In recent months, fewer workers report their employers have given “no clear plans” about post-COVID WFH.



Most of these employers appear to be opting for hybrid arrangements, rather than full-time WFH.

Evolution of Plans for Post-COVID Working Arrangements by survey wave



Responses to the question:
- After COVID, in 2022 and later, how often is your employer planning for you to work full days at home?

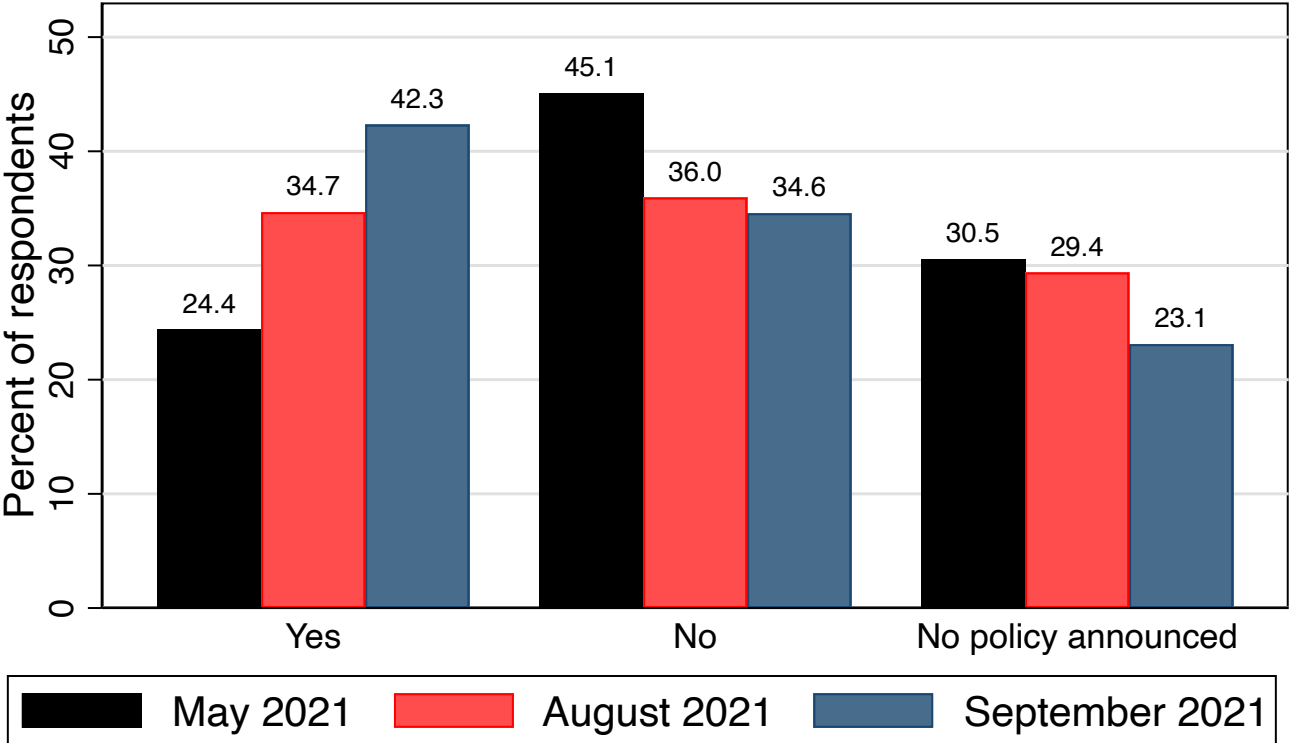
Sample: Data are from all SWAA waves, covering January to September 2021. The sample includes all employed respondents who reported their employer’s plans for post-COVID WFH. In particular, we exclude respondents who report having no employer.
N = 25,055

The share of respondents who report being subject to employer vaccine requirements increased from August to September.



The shift from May to August seems to come mainly from employers going from “no” to “yes.” But from August to September it is from “no policy announced” to “yes.”

Does or will your employer require you to be vaccinated to work on business premises?



Sample: Currently employed respondents.

Responses to the question:

- *Does or will your employer require you to be vaccinated to work on business premises?*

Sample: Data are from the May, August, and September 2021 SWAA waves. The sample includes employed respondents. **N = 10,416**

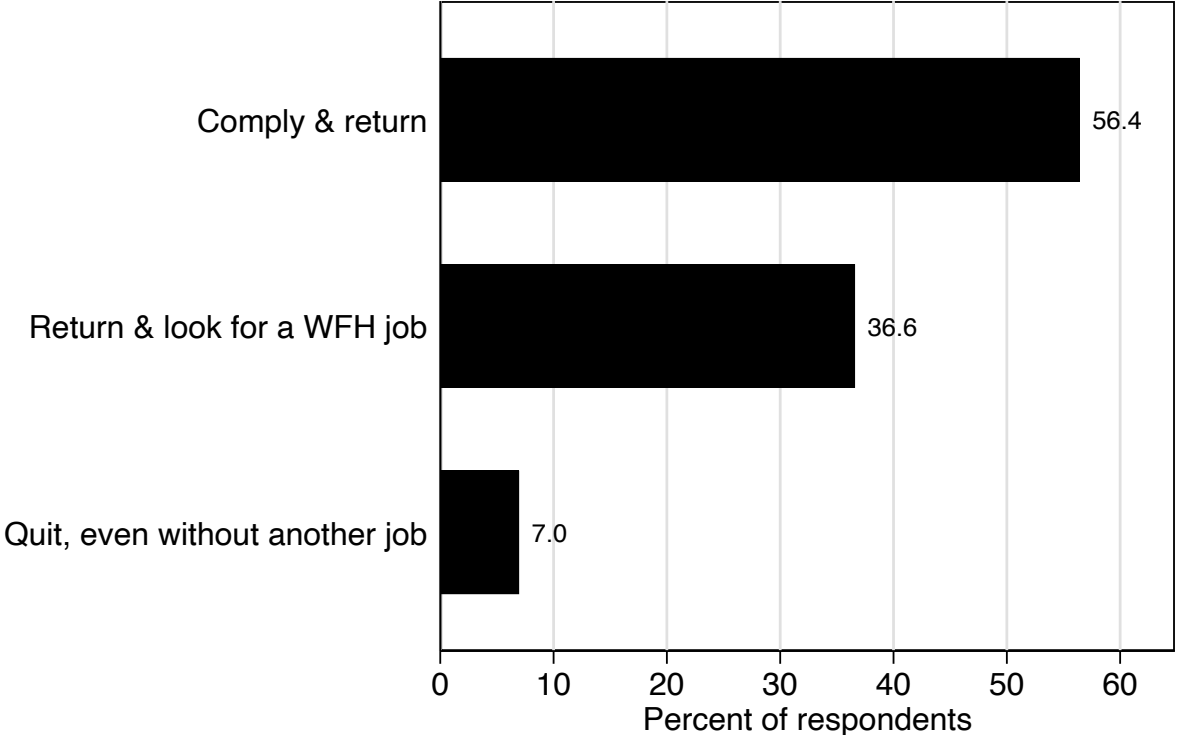
Note: Our projection assigns zero (0) post-COVID WFH days to workers who report getting no clear plans from their employer. So fewer respondents in this category will raise the projection.

For several months we've asked respondents currently WFH 1+ days how they would react if their employer asked them to return to full-time in-person work.



More than 40% consistently say they would quit or start searching for another job allowing some WFH.

If my employer announced that all employees must return to the worksite 5+ days a week the month-after-next, I would:



Responses to the question:

- *How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting [the month after next]?*

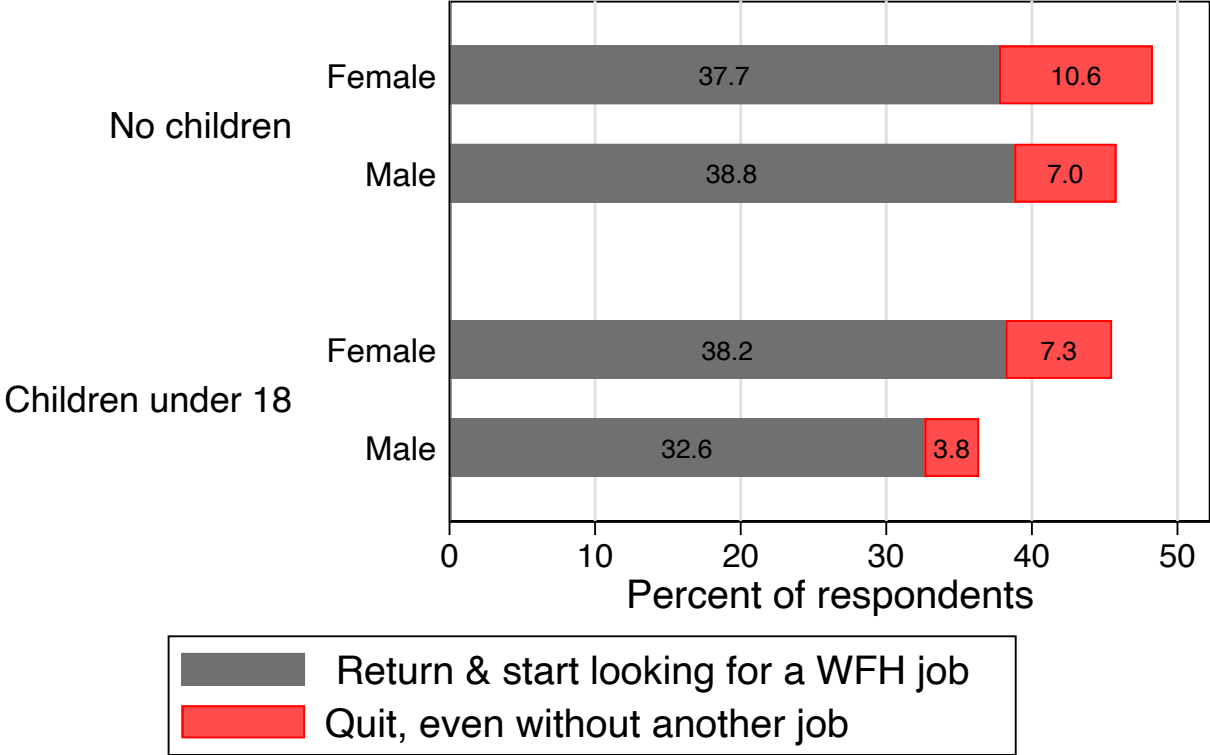
Sample: Data are from the June, July, August, and September 2021 SWAA waves. The sample includes employed respondents who worked from home at least 1 day in the survey week. **N = 8,146**

Digging deeper, women report they would quit or start searching for a job allowing WFH more than men.



Differences between men and women are larger for respondents who have children.

Percent of respondents who would quit or search for a job allowing some WFH, if asked to return full-time in-person



Responses to the question:

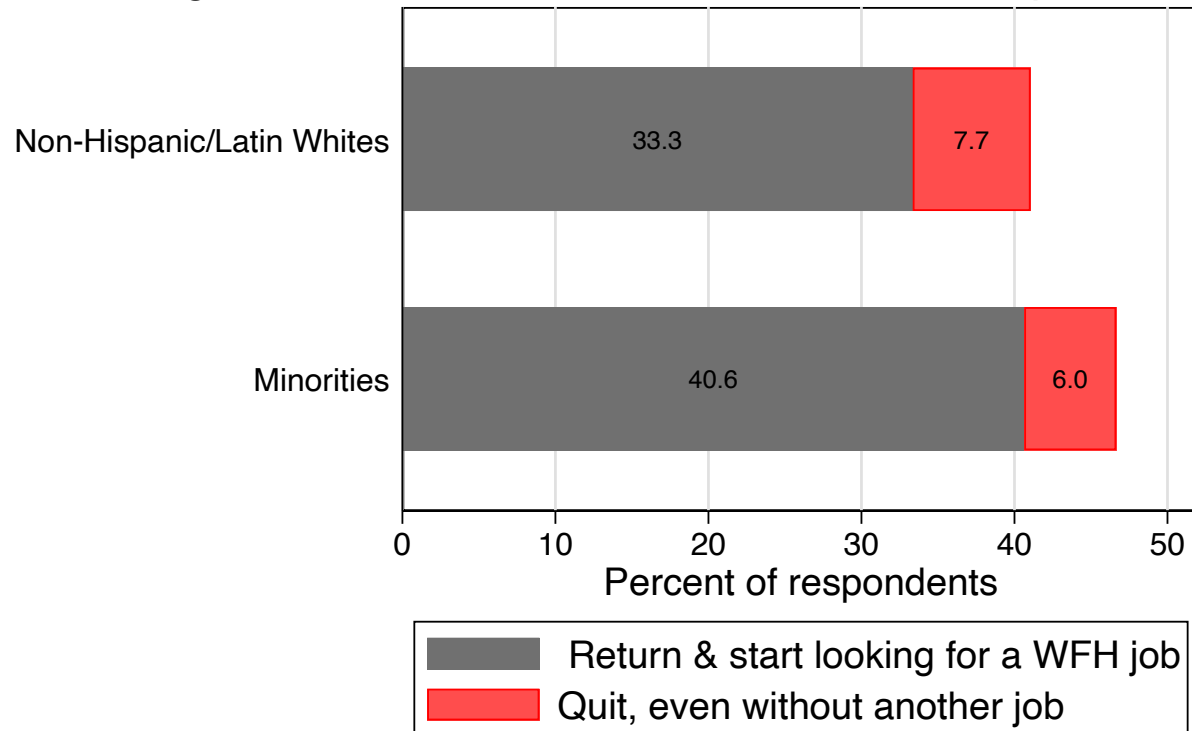
- *How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting [the month after next]?*

Sample: Data are from the June, July, August, and September 2021 SWAA waves. The sample includes employed respondents who worked from home at least 1 day in the survey week. **N = 8,113**

Minority respondents also report being more likely to search for a job allowing some WFH if asked to return full-time in person.

White respondents are more likely to report they would quit, but overall more likely to comply and return full-time in person

Percent of respondents who would quit or search for a job allowing some WFH, if asked to return full-time in-person

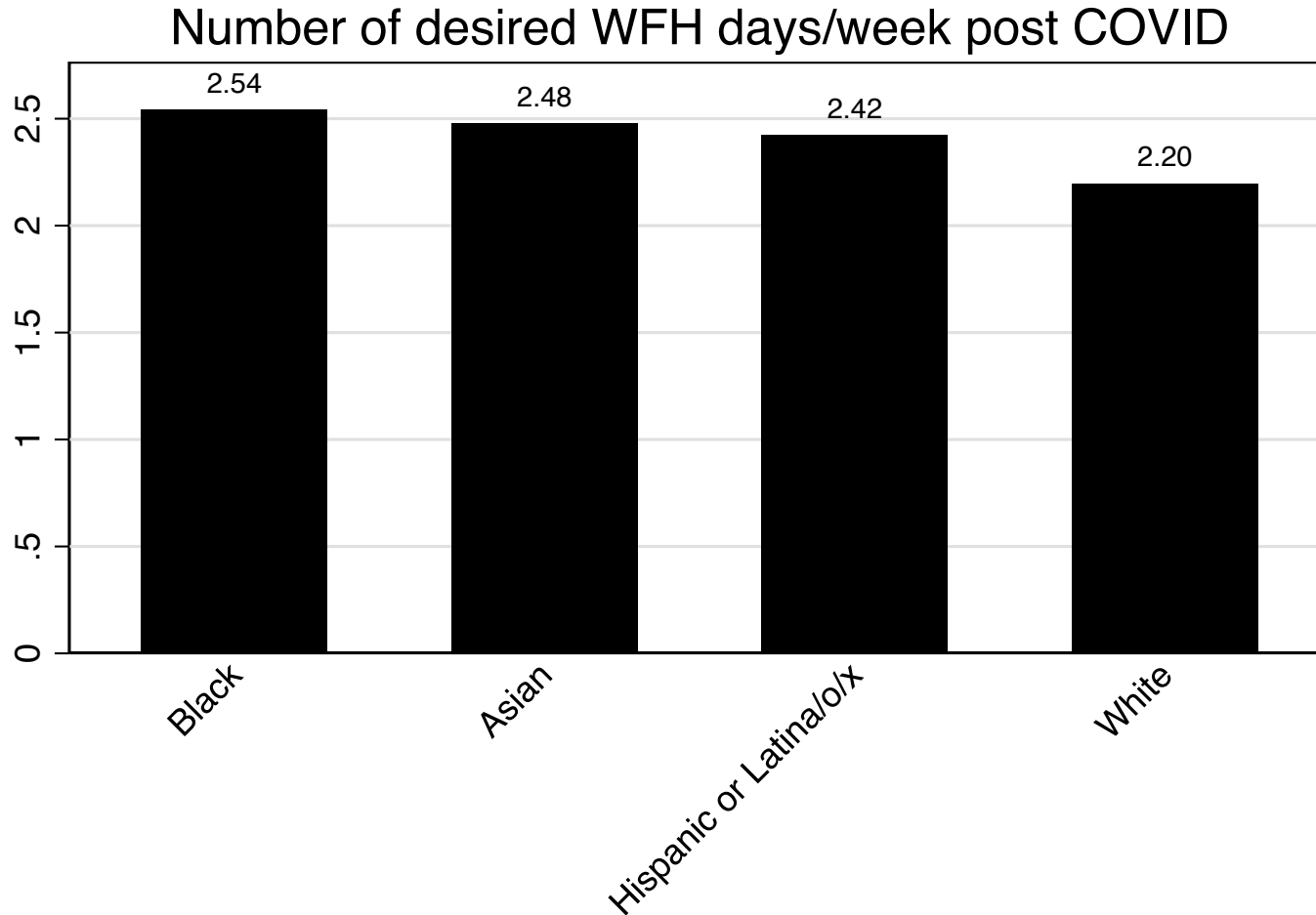


Responses to the question:

- *How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting [the month after next]?*

Sample: Data are from the June, July, August, and September 2021 SWAA waves. The sample includes employed respondents who worked from home at least 1 day in the survey week. **N = 8,067**

Racial and ethnic minorities also report wanting to work from home more often than non-Hispanic whites after the end of the pandemic



Responses to the question:

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

Sample: Data are from the July, August, and September 2021 SWAA waves. **N = 12,246**

References



- Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. “Why working from home will stick,” National Bureau of Economic Research Working Paper 28731.