

# SWAA November 2021 Updates

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Latest survey wave included: October 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](http://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](http://www.wfhresearch.com)

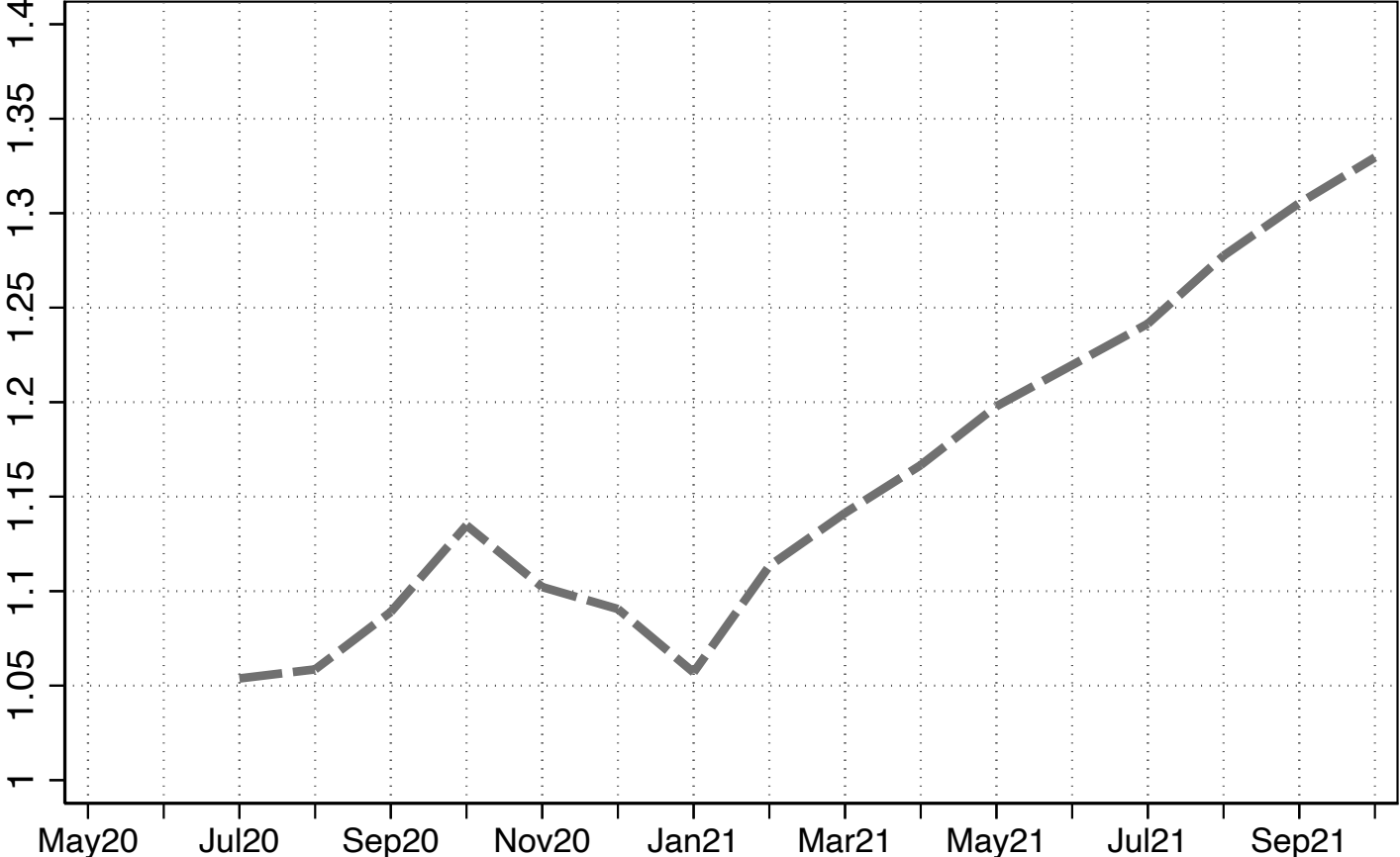
## Introduction & Methodology (2/2)

- **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.

# Respondents report their employers' post-COVID work-from-home plans continue their upward march as of October 2021.



Average Days per Week Working From Home  
After the Pandemic Ends: Employer Plans



**Responses to the question:**

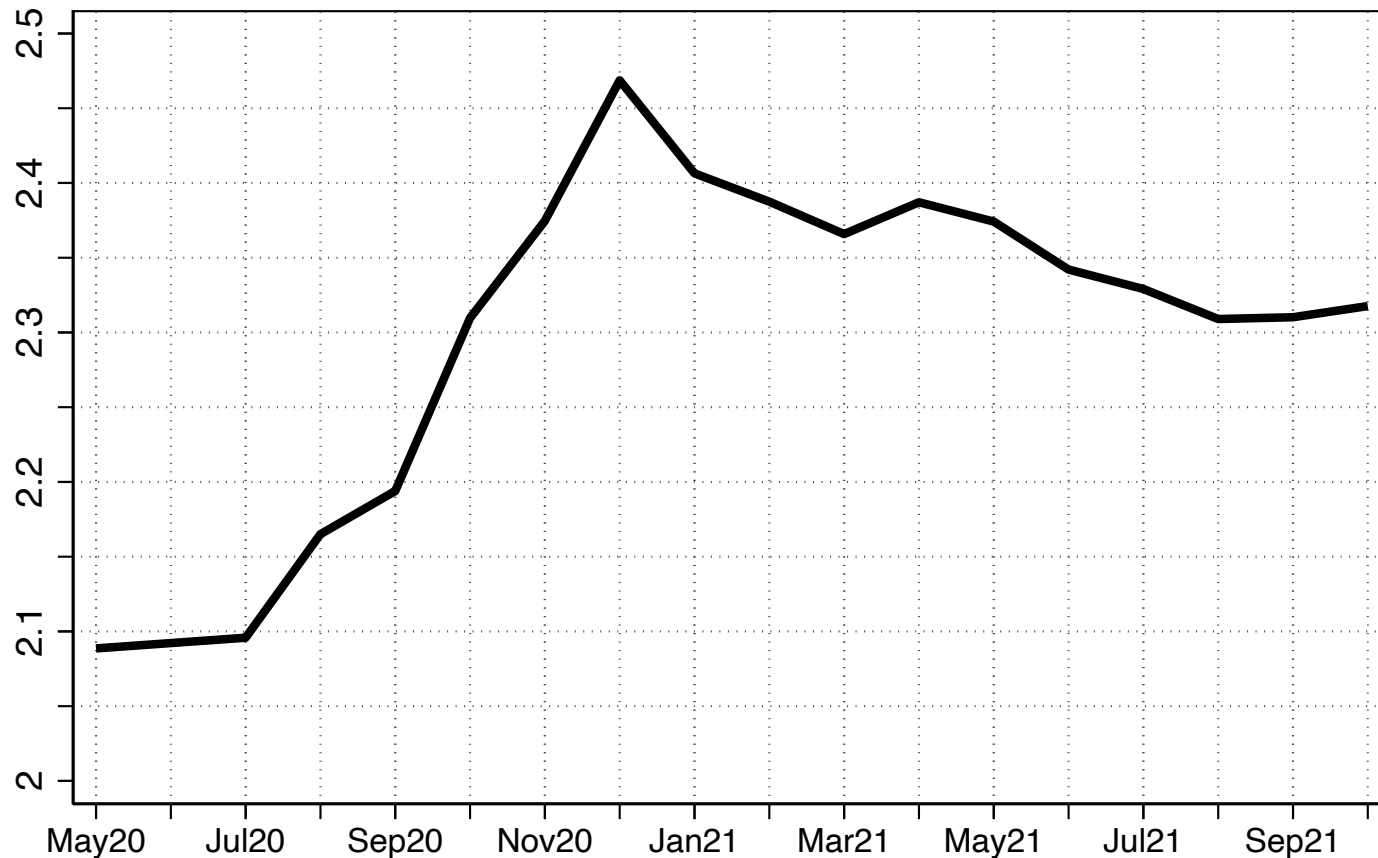
- *After COVID, in 2022 and later, how often is your employer planning for you to work full days at home?*

**Sample:** Data are from all SWAA waves, covering July 2020 to October 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 = 48,665**

# But respondents' own desires for post-COVID working from home seem to have stabilized at just above 2.3 days per week in recent months

Average Days per Week Working From Home  
After the Pandemic Ends: Worker Desires



## Responses to the question:

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

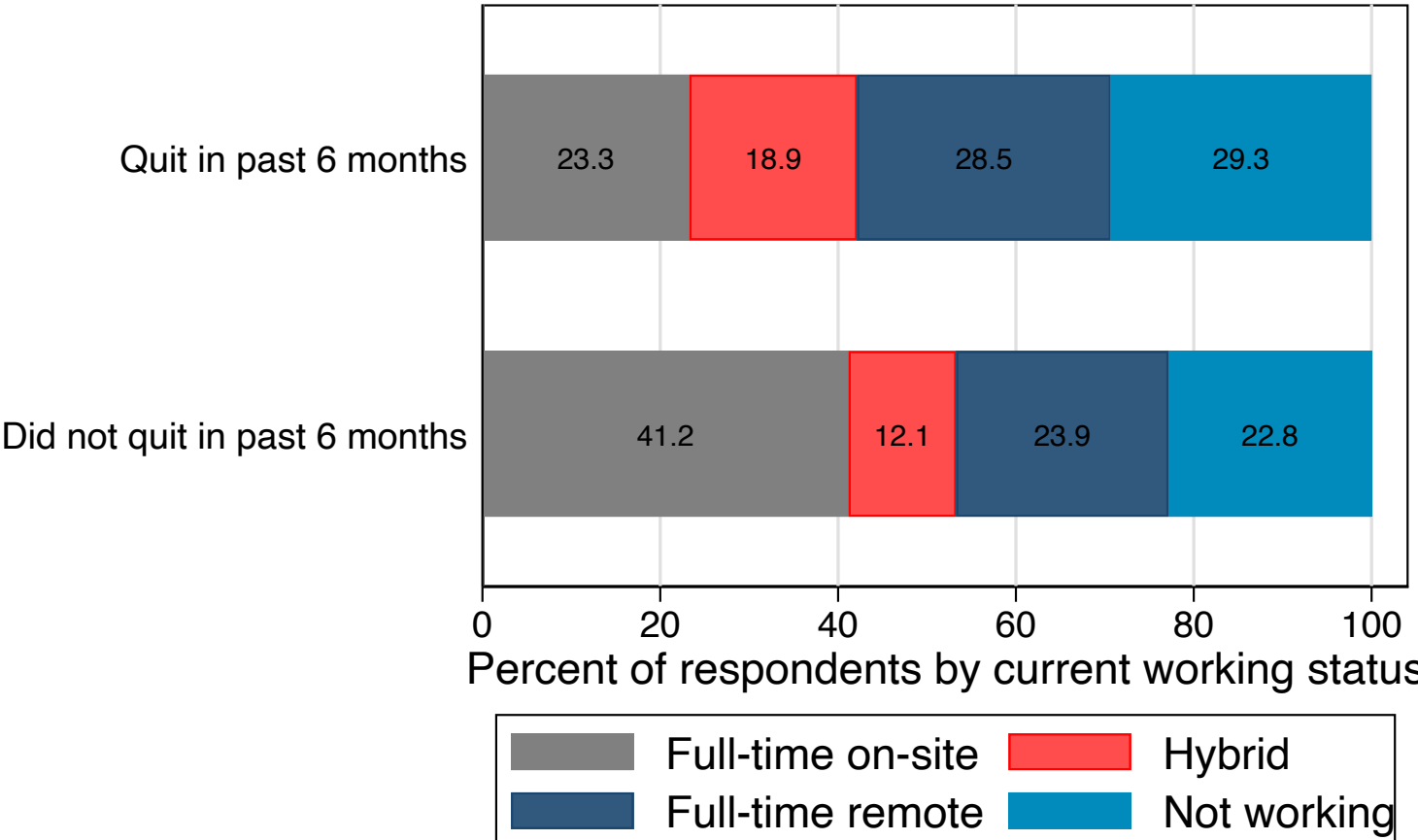
**Sample:** Data are from all SWAA waves, covering May 2020 to October 2021. The sample includes all respondents

**N = 57,890**

# Respondents who quit a job in the past 6 months are more likely to be working from home in their current job



Current Working Status  
by Whether Quit a Job in the Past 6 Months



**Responses to the questions:**

*Have you quit or voluntarily left a job in the past 6 months?*

**Currently (this week)** what is your work status?

You have indicated that you are working this week. How many **full paid working days** are you working from home this week?

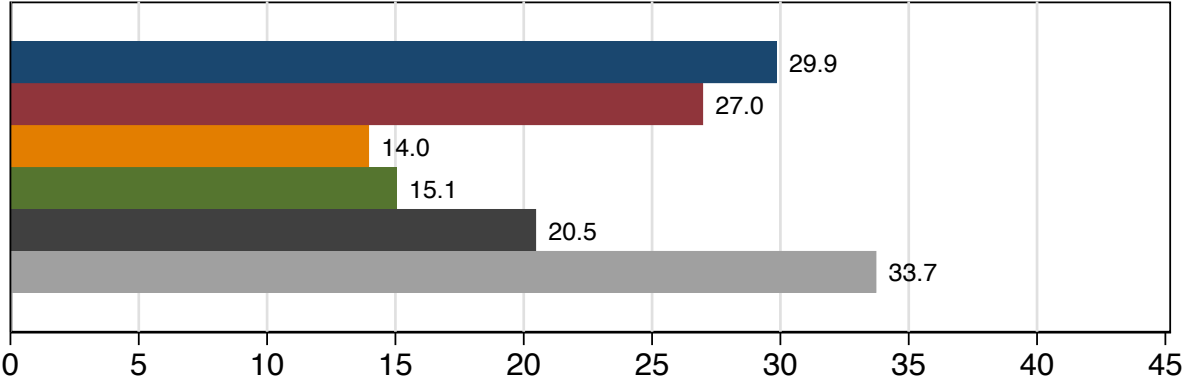
**Notes:** The sample includes all respondents to the October 2021 survey wave. **N = 4,058.**

# 39% of college graduates who quit a job in the past 6 months say they did so to increase their ability to work from home



Reason(s) for Quitting:

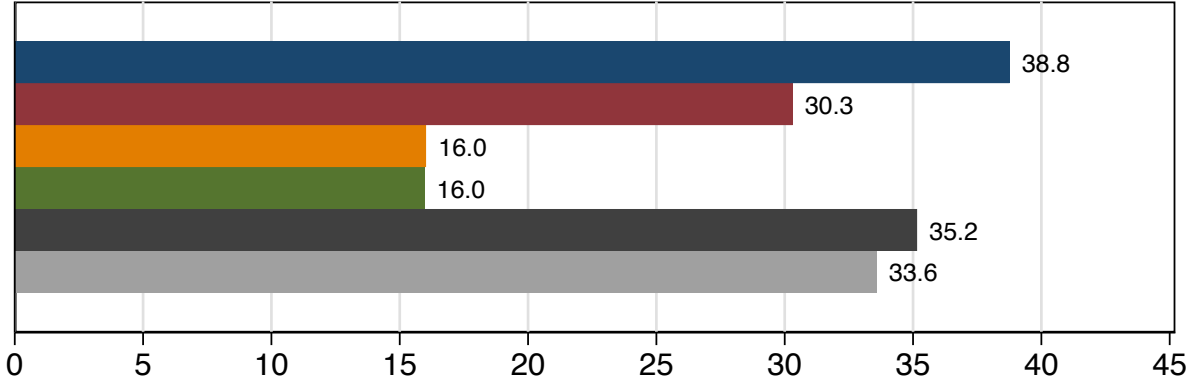
Respondents with Less than a 4-year College Degree



- To increase my ability to WFH
- Take a job with better pay/benefits
- Care for relatives/children
- Start my own business
- Long term life choices: moving, retiring, full-time study
- Other reasons (incl. leaving a temporary job)

Reason(s) for Quitting:

Respondents with 4-year College Degrees or More



- To increase my ability to WFH
- Take a job with better pay/benefits
- Care for relatives/children
- Start my own business
- Long term life choices: moving, retiring, full-time study
- Other reasons (incl. leaving a temporary job)

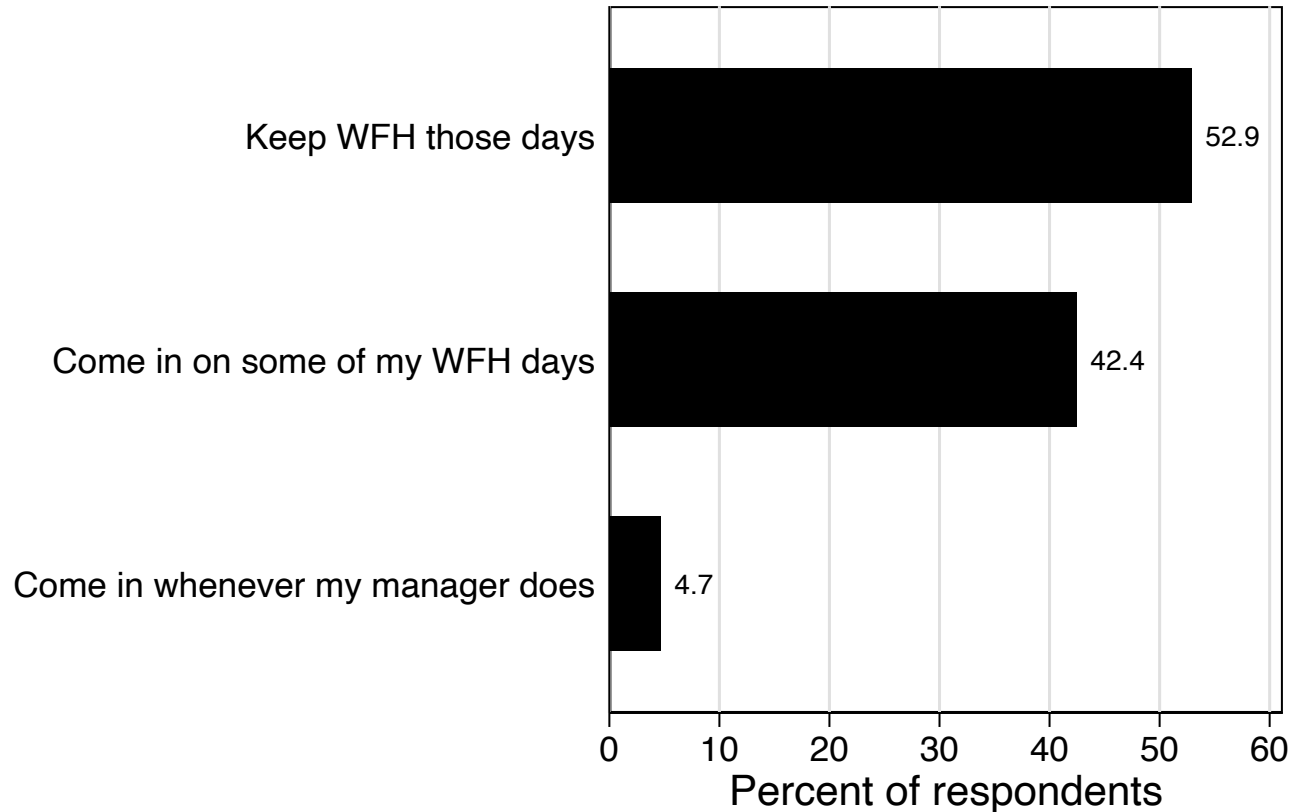
**Responses to the questions:** (1) *Have you quit or voluntarily left a job in the past 6 months?* (2) **Why did you voluntarily quit/leave that job?** Please select **up to 3 reasons**.

**Notes:** The sample includes respondents from the October 2021 survey wave who report having quit a job in the past 6 months. **N = 924.**

# Presenteeism bias: If the boss won't work from home, neither will the employees.



If your manager starts coming in on some of your work-from-home days, what will you do?



## Responses to the questions:

*Will your manager work from home on the same days as you after the pandemic is over?*

***If your manager starts coming into your employer's place of business on some of your work-from-home days, what will you do?***

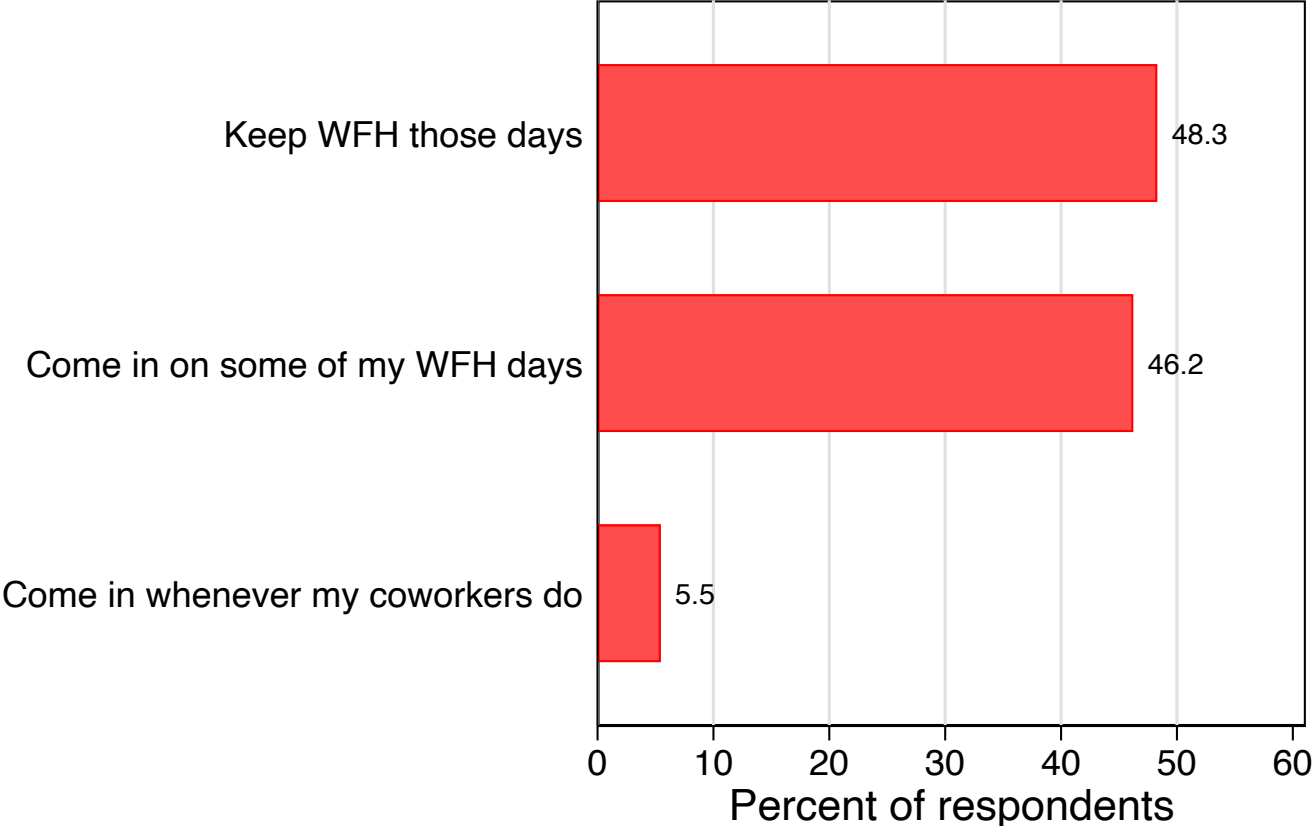
**Notes:** The sample includes respondents who (1) report their employer plans for them to work from home 1, 2, 3, or 4 days per week after COVID in 2022 and later, and (2) who report their manager will work from home on the same days as them after the pandemic. **N = 989.**



# Presenteeism bias: If your coworkers won't work from home, neither will you.



If your coworkers starts coming in on some of your work-from-home days, what will you do?



### Responses to the questions:

*Will your coworkers work from home on the same days as you after the pandemic is over?*

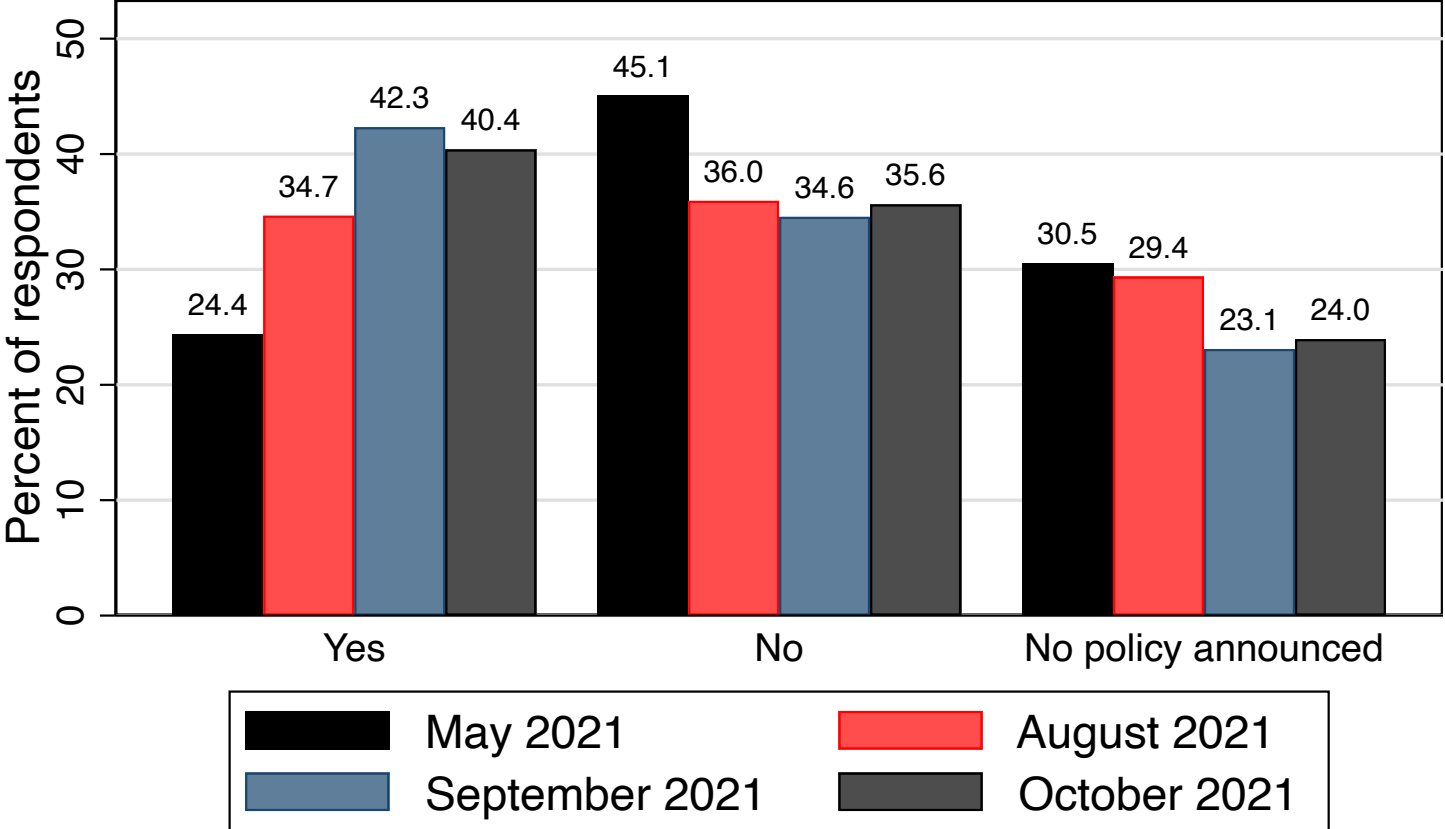
***If your coworkers start coming into your employer's place of business on some of your work-from-home days, what will you do?***

**Notes:** The sample includes respondents who (1) report their employer plans for them to work from home 1, 2, 3, or 4 days per week after COVID in 2022 and later, and (2) who report their coworkers will work from home on the same days as them after the pandemic, and (3) are not small business owners with zero staff. **N = 933.**

# The share of respondents reporting employer vaccine requirements appears to have stabilized by October 2021.



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



**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, September, and October 2021 SWAA waves. The sample includes employed respondents. **N = 13,839**

Sample: Currently employed respondents.

# 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.