

SWAA May 2022 Updates

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31 May 2022



Latest survey wave included: April 2022

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:**

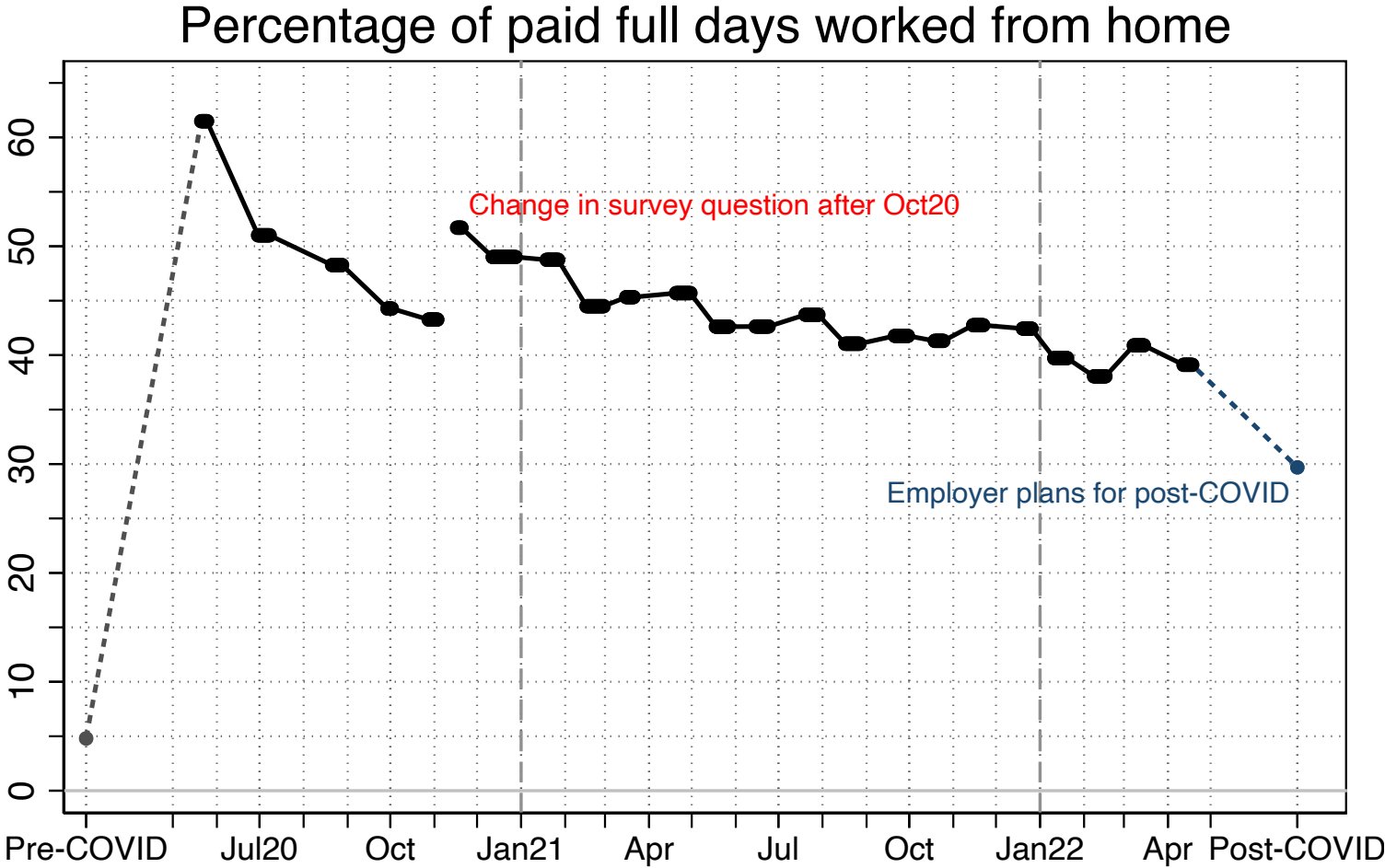
Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. “Why working from home will stick,” National Bureau of Economic Research Working Paper 28731.

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.

The share of full paid working from home days declines in early 2022 after much stability in 2021



Source: Responses to the questions:

- *Last week what was your work status?*
- *How many full days did you work last week (whether at home or on business premises)?*
- *How many **full paid working days** did you **work from home** last week?*
- *After COVID, in 2022 and later, how often is your employer planning for you to work full days at home?"*

Notes: 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 and the post-COVID estimate uses data from the April 2022 wave. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

*Pre-COVID estimate taken from the 2017-2018 American Time Use Survey

**Post-COVID estimate based on the latest survey wave

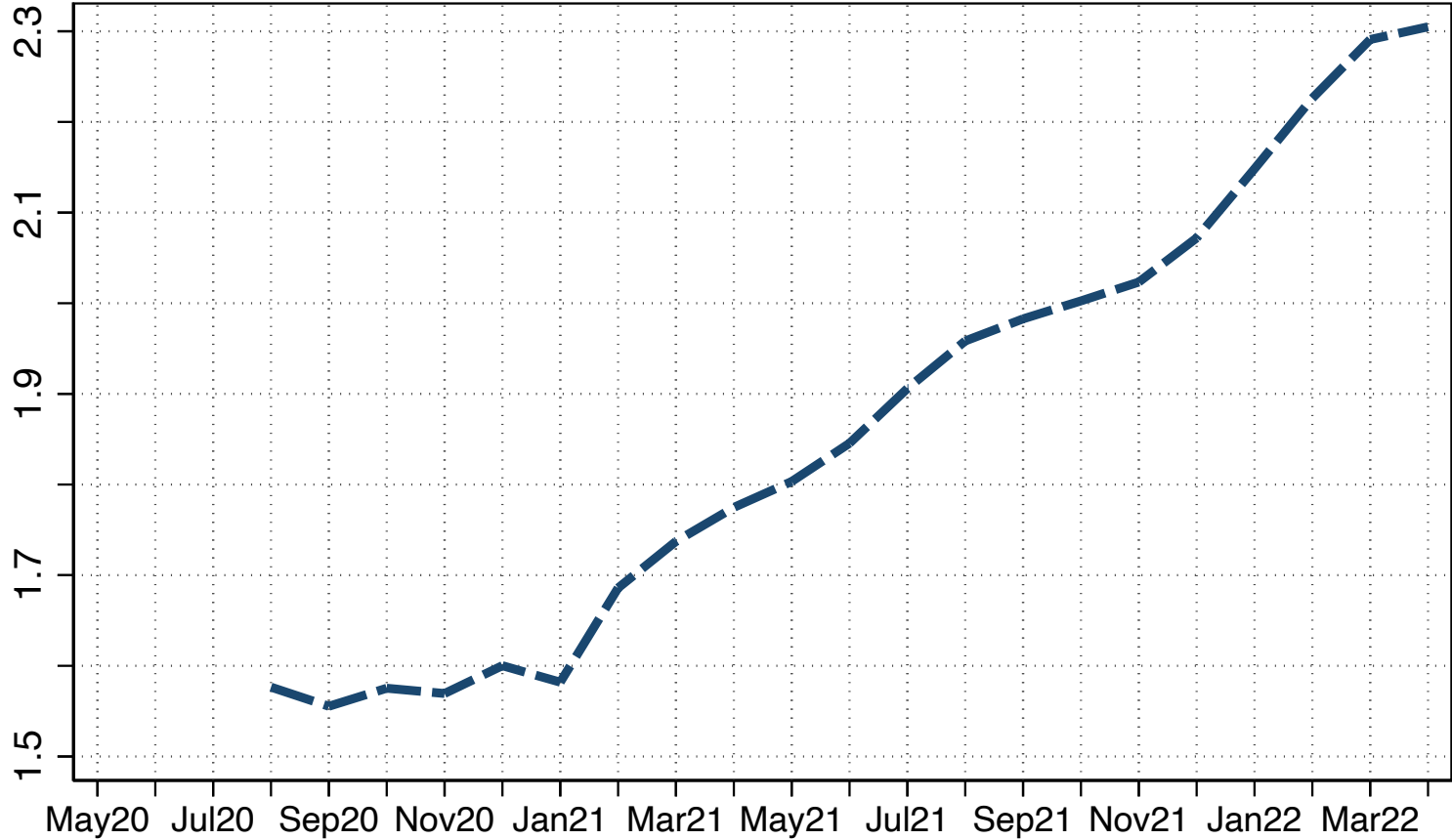
N = 67,756 (May20 to Apr22)

N = 3,513 (post-COVID estimate from Apr22 data)

Employer plans for working from home post-COVID



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



Sample: Workers able to work from home

Responses to the question:
- *After the pandemic ends, how often is your employer planning for you to work full days at home?*

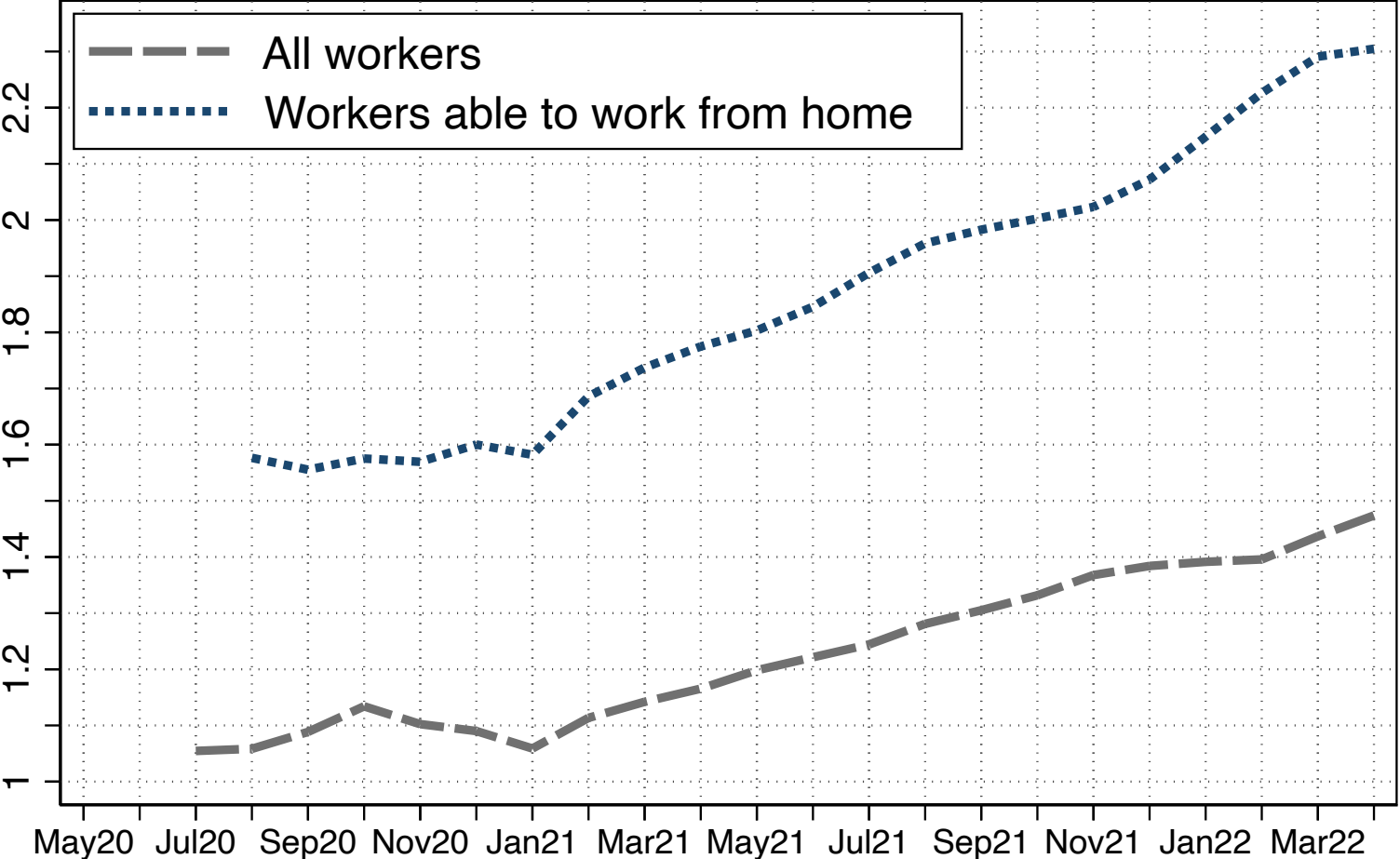
Sample: Data are from all SWAA waves, covering August 2020 to April 2022. The sample includes all respondents who reported their employer’s plans for post-COVID WFH and who have work-from-home experience during the pandemic (thus able to work from home). We exclude respondents who report having no employer. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 51,439 (able to work from home)

Employer plans for working from home post-COVID: all workers vs. those able to work from home



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



Responses to the question:

- *After the pandemic ends, how often is your employer planning for you to work full days at home?*

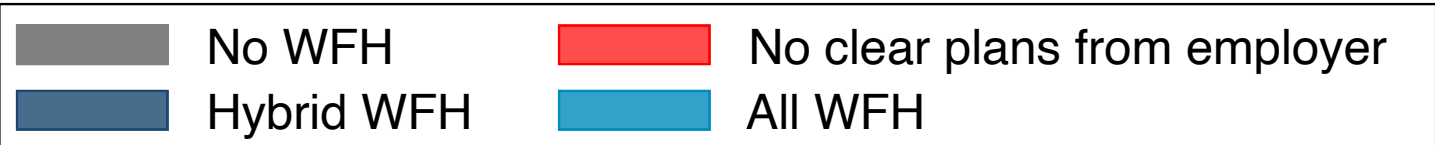
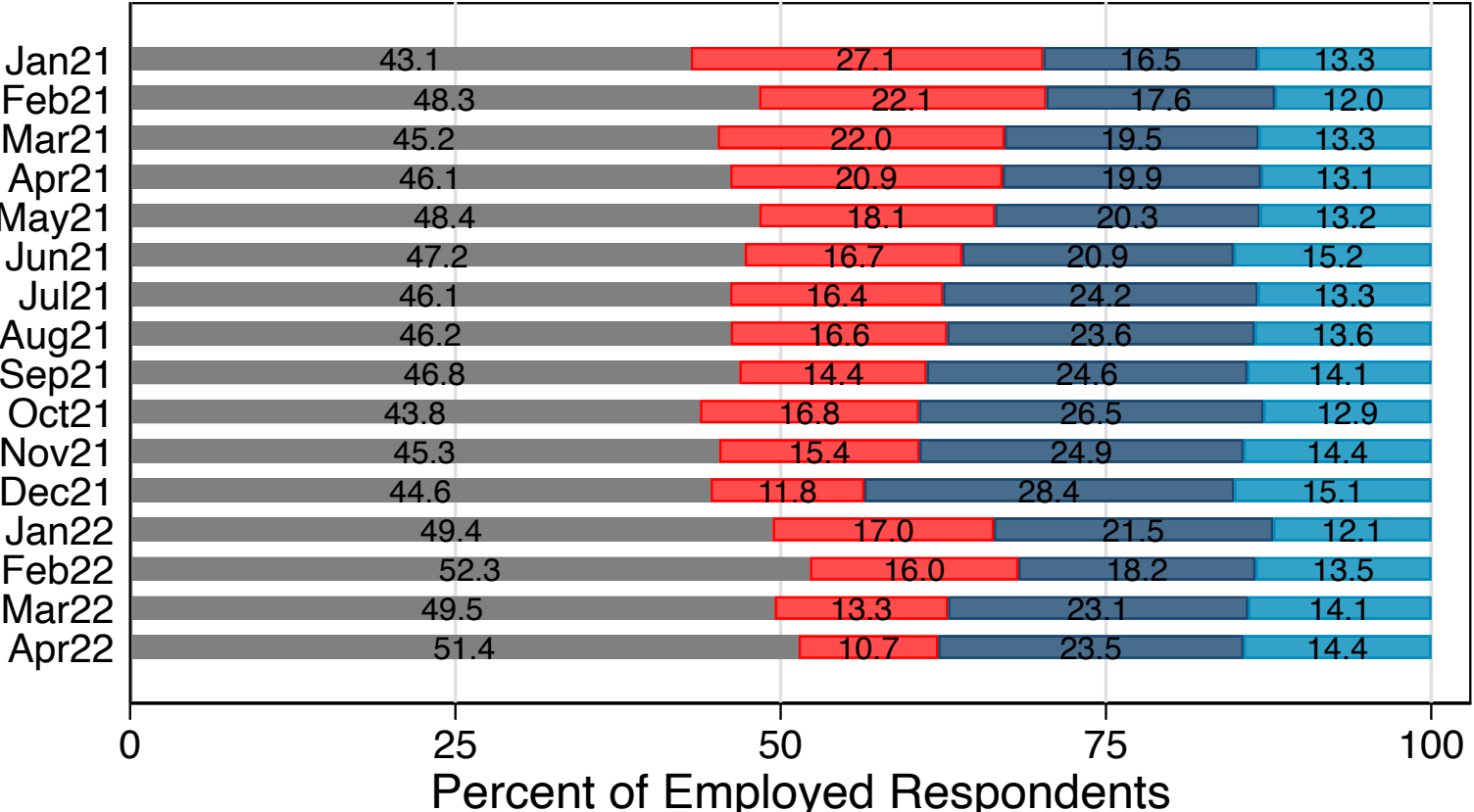
Sample: Data are from all SWAA waves, covering July 2020 to April 2022. The sample includes all respondents who reported their employer’s plans for post-COVID WFH (“All workers” series), restricting attention to workers who have work-from-home experience during the pandemic for the series labeled “Workers able to work from home.” In particular, we exclude respondents who report having no employer. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 73,714 (all respondents) and 51,439 (able to work from home)

Share of respondents reporting no clear plans from employer down to 11%



Evolution of Plans for Post-COVID Working Arrangements



Responses to the question:
 - *After the pandemic ends, how often is your employer planning for you to work full days at home?*

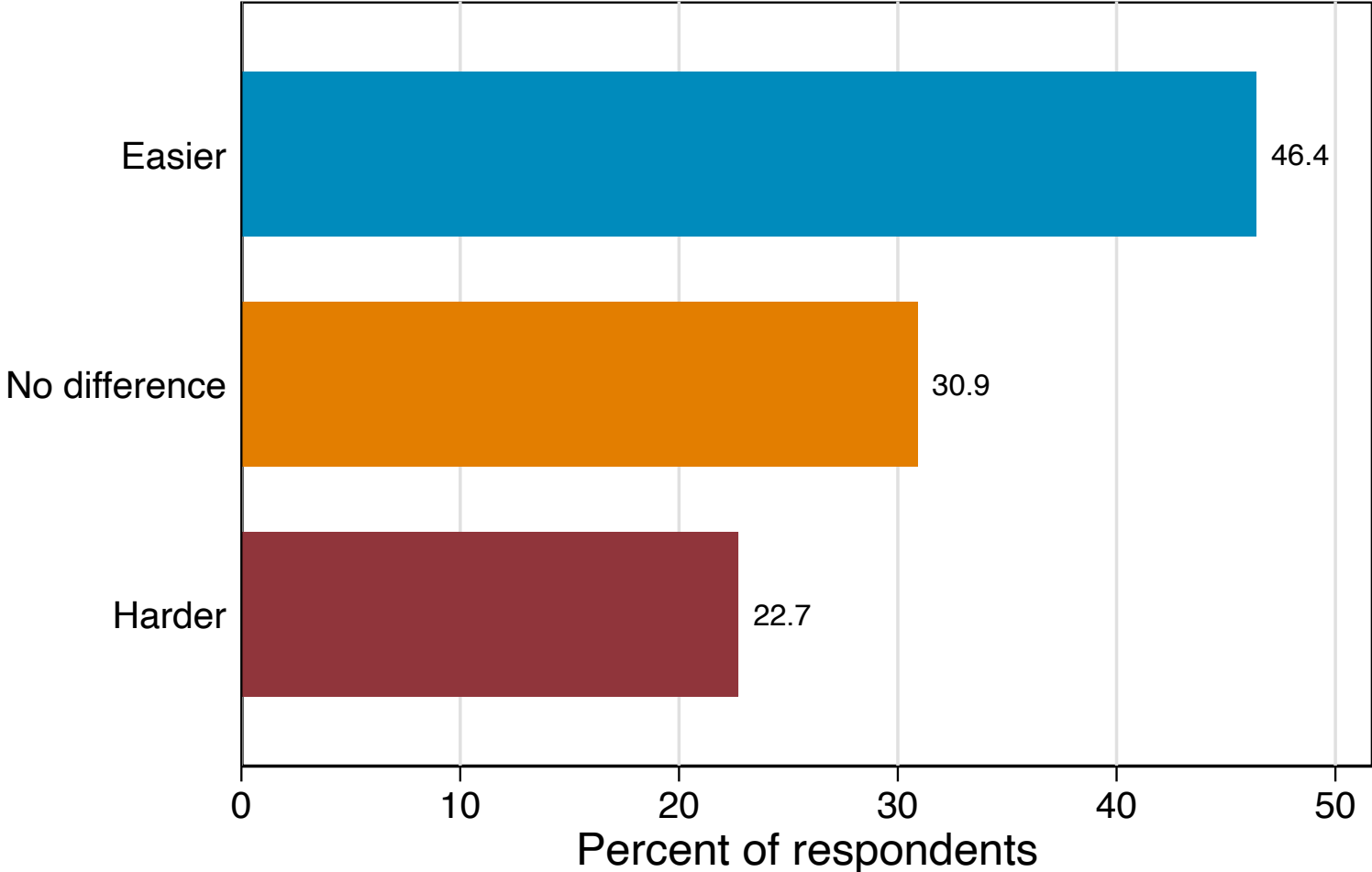
Sample: Data are from all SWAA waves, covering January 2021 to April 2022. The sample includes all respondents who reported their employer’s plans for post-COVID WFH. In particular, we exclude respondents who report having no employer. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 57,956 (all respondents)

Working from home has made it easier to interview for prospective new jobs



Has working from home made it easier or harder to interview for prospective new jobs?



Responses to the question:

- *Has working from home made it easier or harder to interview for prospective new jobs?*

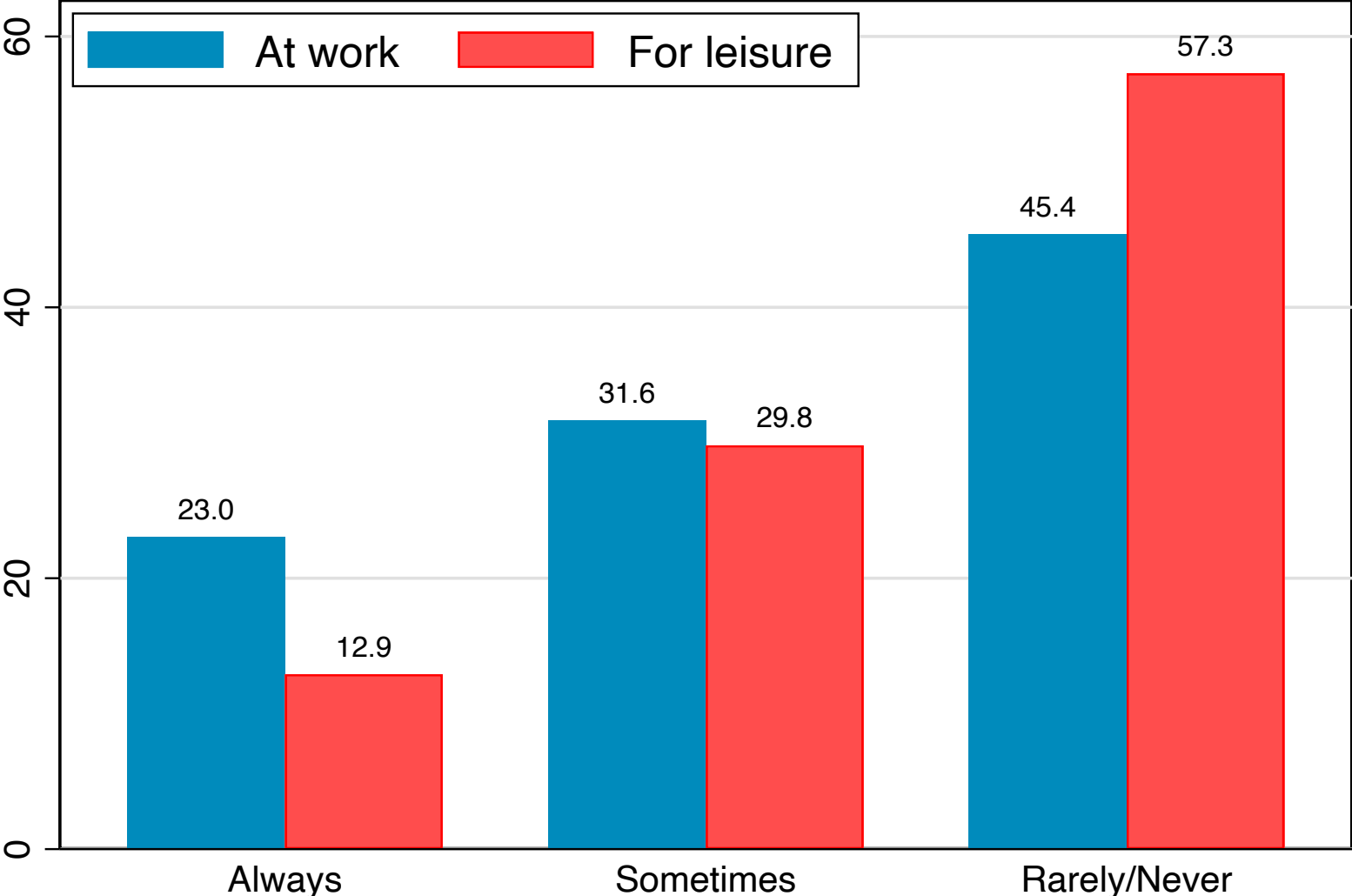
Notes: Responses are from the April 2022 wave of the SWAA and include employed respondents who report having worked from home at some point during COVID. We exclude respondents who say they haven't been seeking a new job. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 2,079.

Respondents are more likely to wear a mask indoors at work than for leisure



Probability of wearing a mask indoors



Responses to the question:

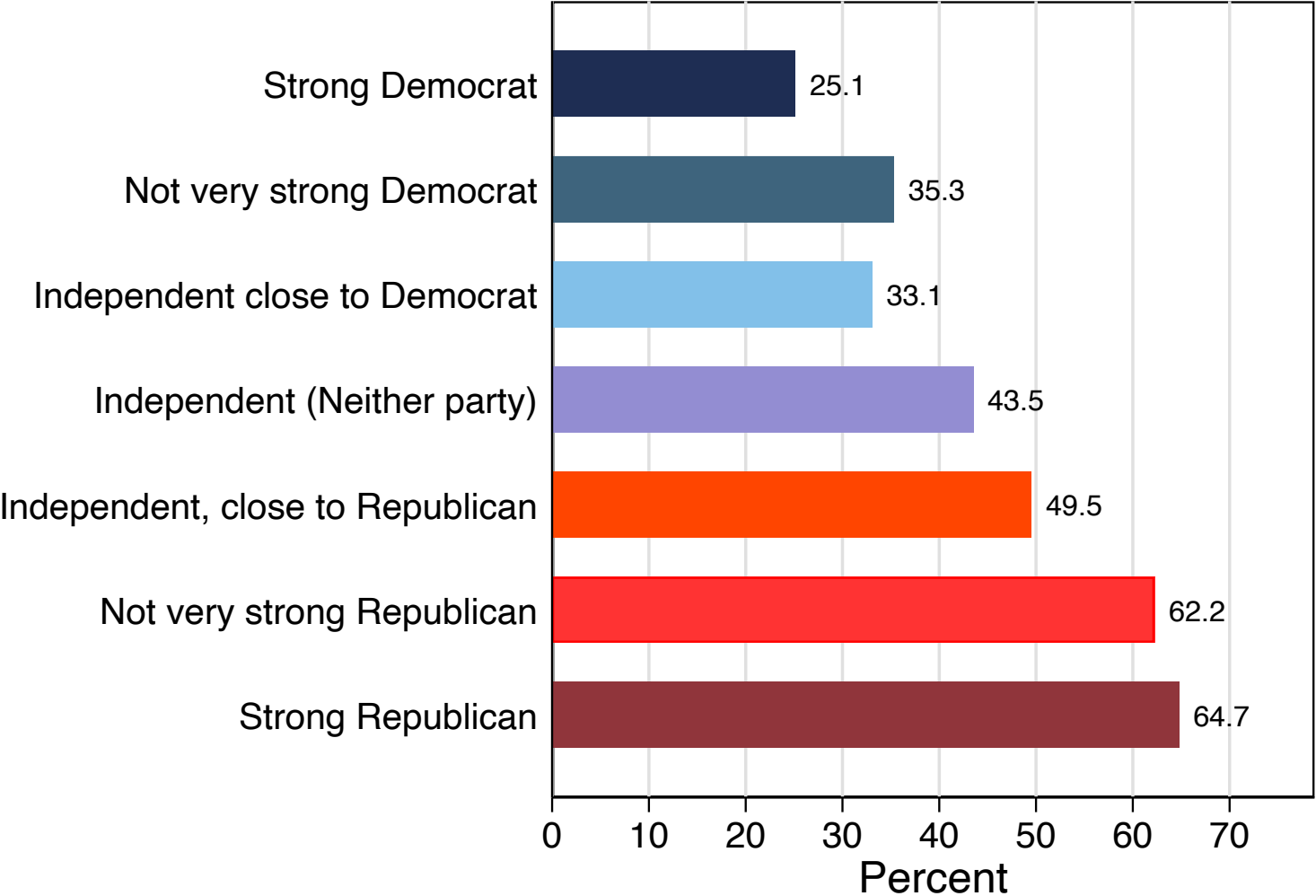
- *In the past week, how often did you wear a face mask in the following situations?*
 - *Indoors at work*
 - *Indoors for leisure*

Notes: The sample includes respondents to the April 2022 SWAA wave who passed all attention-check questions and did not say the question was not relevant to them for both types of indoor situations. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings. **N = 3,021.**

Republicans are more likely to say they “Never/Rarely” wear a mask indoors at work than Democrats



Probability of never/rarely masking indoors at work



Responses to the questions:

- *In the past week, how often did you wear a face mask in the following situations?*
 - *Indoors at work*
 - *Indoors for leisure*
- *Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?*

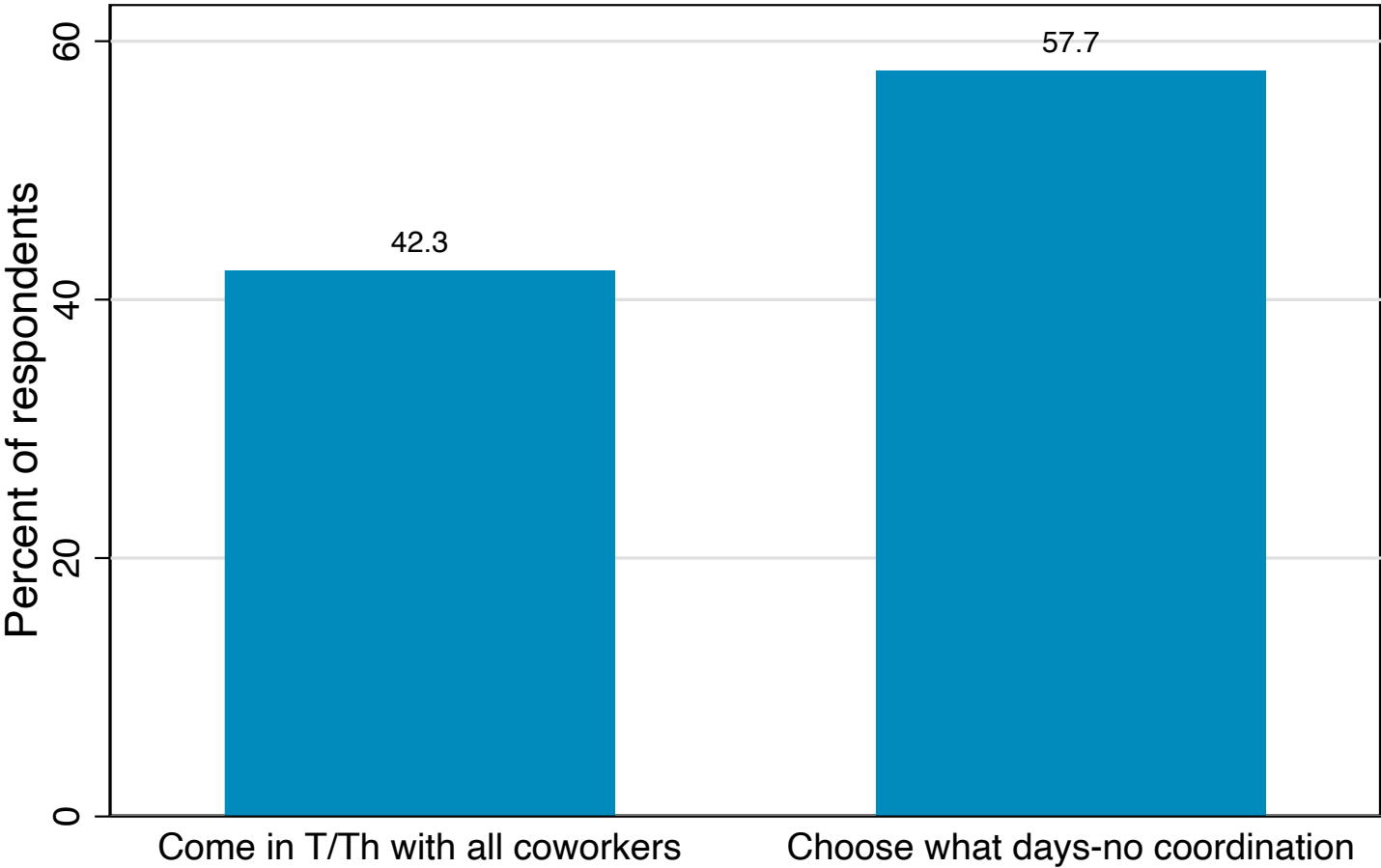
Notes: The sample includes respondents to the April 2022 SWAA wave who passed all attention-check questions, did not say the question was not relevant to them, and did not choose “Other party” or “Don’t know or rather not say” in response to the party affiliation question. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 2,814

A majority of respondents prefer choosing which days they come into work (knowing that only 1/2 of their coworkers will also come in) over coordinating on Tuesday/Thursday



If your employer said you need to come to work in person two days a week, which would you prefer?



Responses to the question:

- *If your employer said you need to come to work in person two days a week, which would you prefer?*
 - *Come in on Tuesday and Thursday with all of my colleagues*
 - *Choose the days I come in, but with only about half of my colleagues in on any given day*

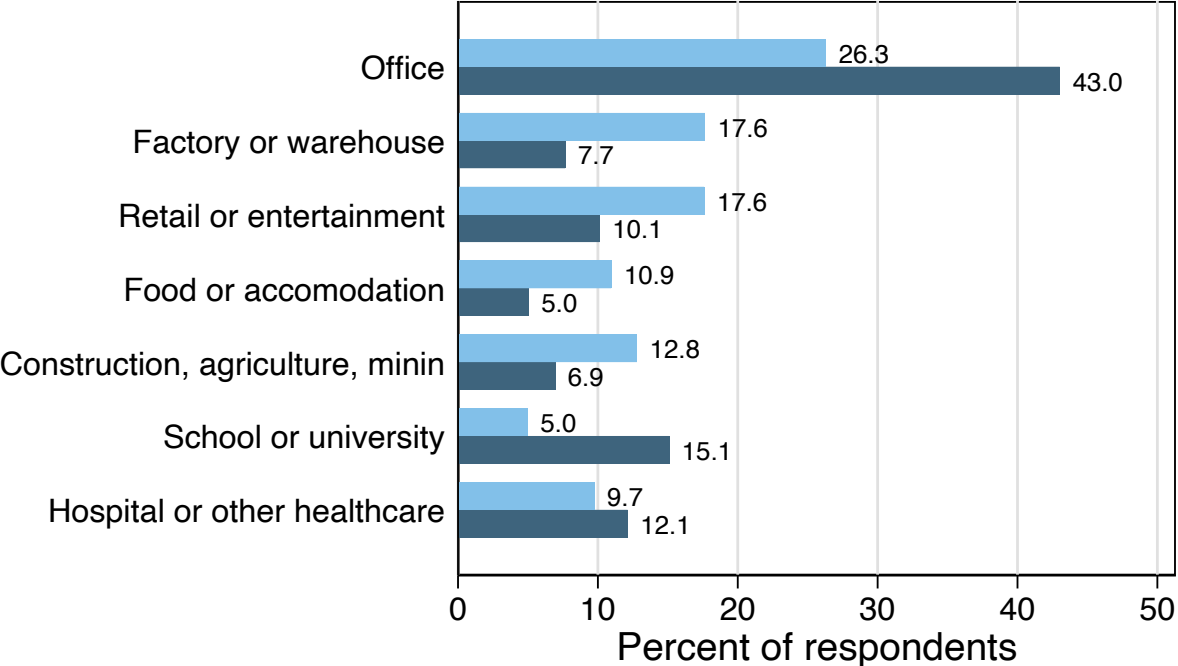
Notes: The sample includes respondents to the April 2022 wave of the SWAA who are able to work from home and passed all of the attention check questions. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 2,427

Respondents with Bachelor's degrees and those able to work from home are most likely to work in offices

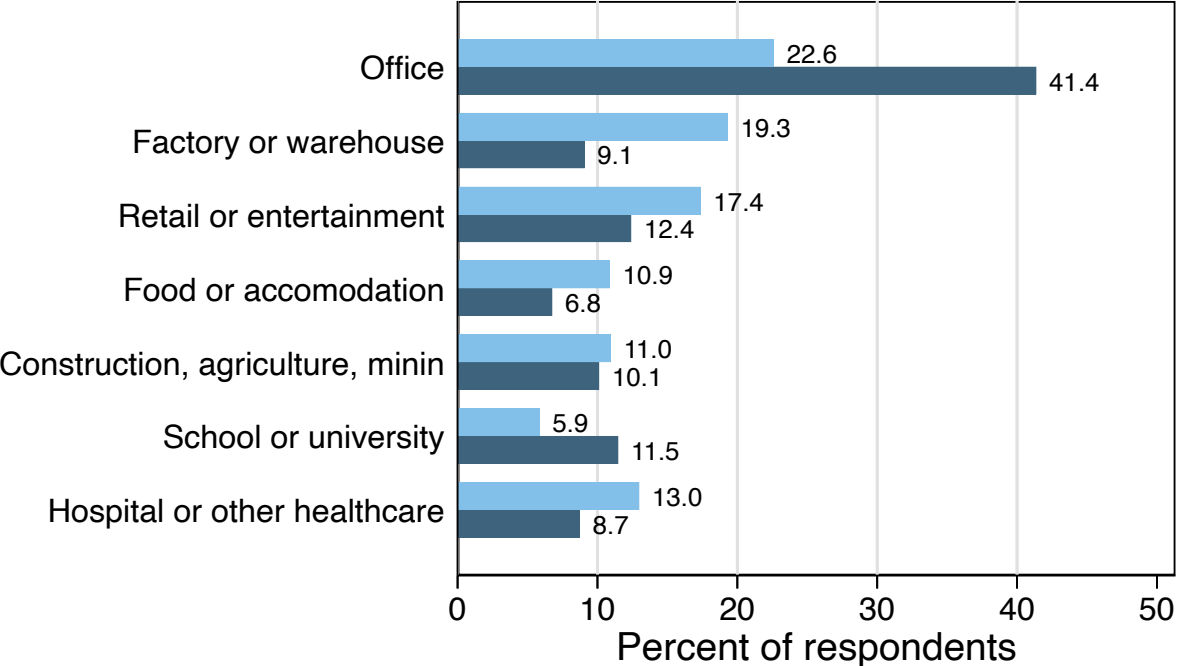


What type of facility best describes where you work (or worked in your most recent job)?



Less than Bachelor's Bachelor's or more

What type of facility best describes where you work (or worked in your most recent job)?



Not able to WFH Able to WFH

Responses to the question: *What type of facility best describes where you work (or worked in your most recent job)?*

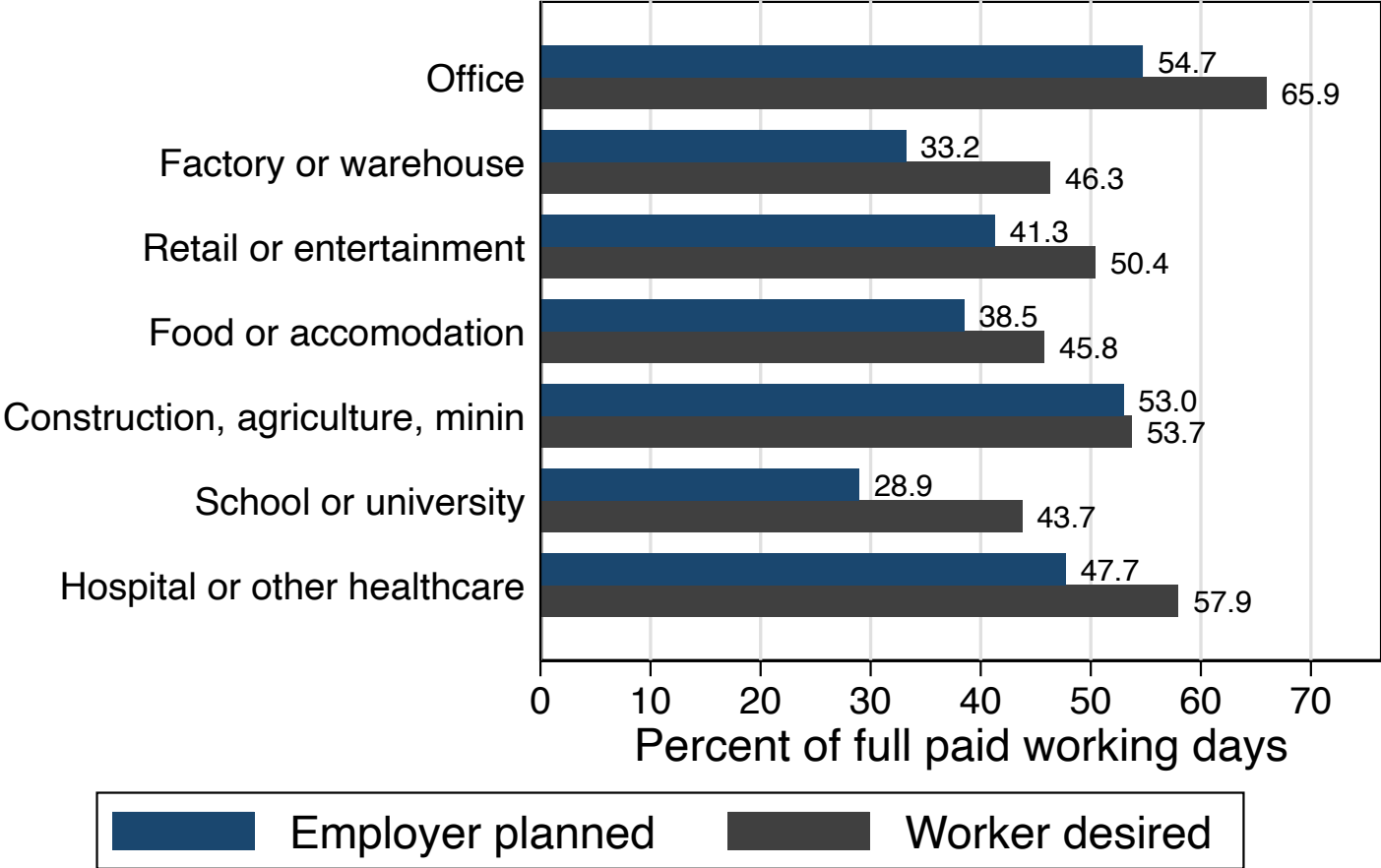
Notes: The sample includes respondents to the April 2022 wave of the SWAA who passed all of the attention check questions. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 3,858

Respondents able to work from home want to do so and are more likely to get to do it than those who are not able to



Working from Home After the Pandemic Ends: Respondents Able to Work From Home



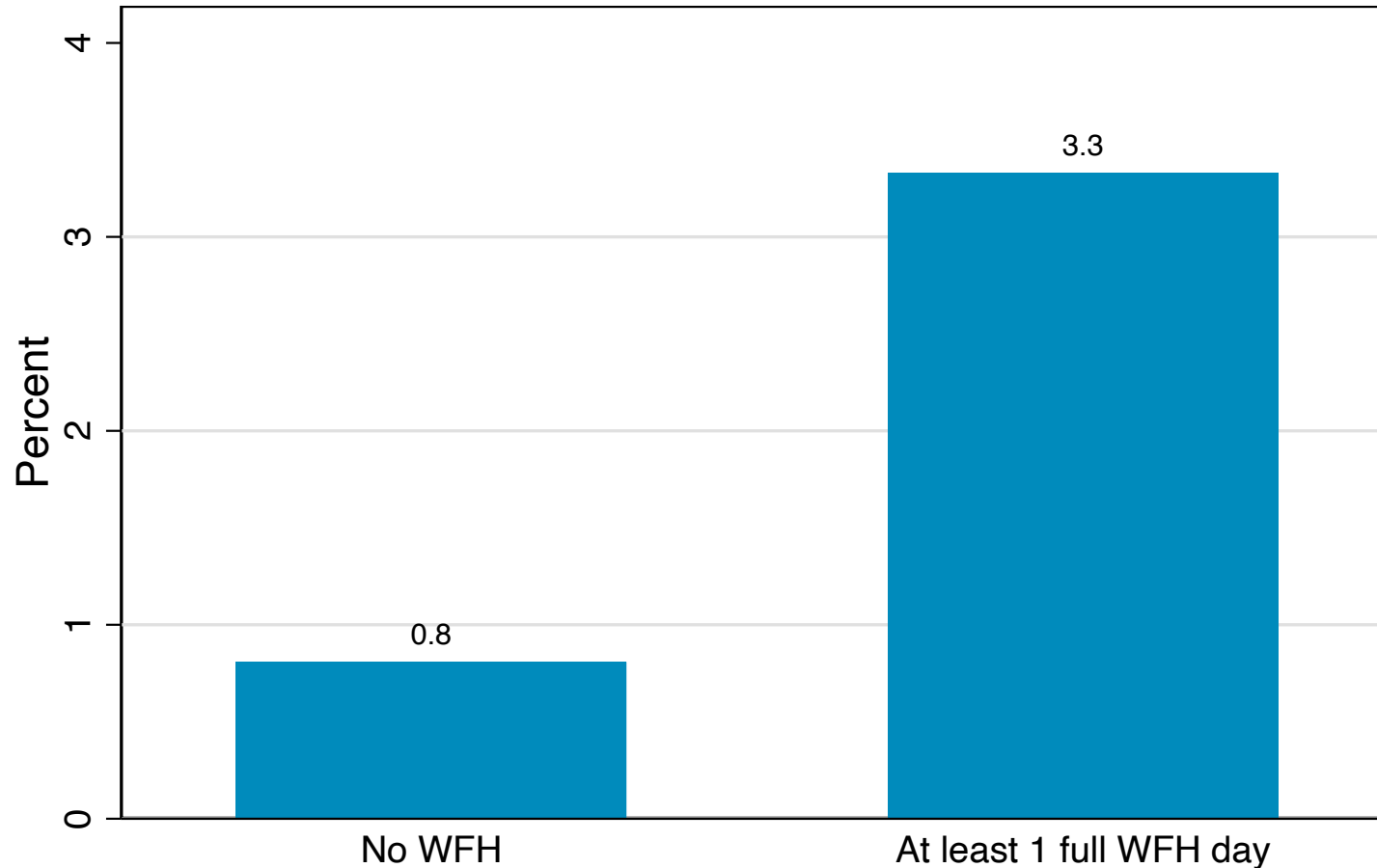
Responses to the questions:

- *What type of facility best describes where you work (or worked in your most recent job)?*
- **After the pandemic ends, how often is your employer planning for you to work full days at home?**
- **After the pandemic ends, how often would you like to have paid workdays at home?**

Notes: The sample includes respondents to the April 2022 wave of the SWAA who passed all of the attention check questions. We exclude respondents with no employer when considering employer plans. We deem respondents to be able to work from home if they report doing so at some point during the COVID-19 pandemic. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings. **N = 3,858**

Respondents working from home at least 1 day per week are four times as likely to have multiple jobs without telling their employers

Workers with two or more jobs and none of their employers know about the other jobs



Responses to the questions:

- How many **paid full-time jobs** do you currently have?
 - 1
 - 2
 - 3 or more
- Do any of your employers know you have another **paid full-time job**?
 - Yes
 - No

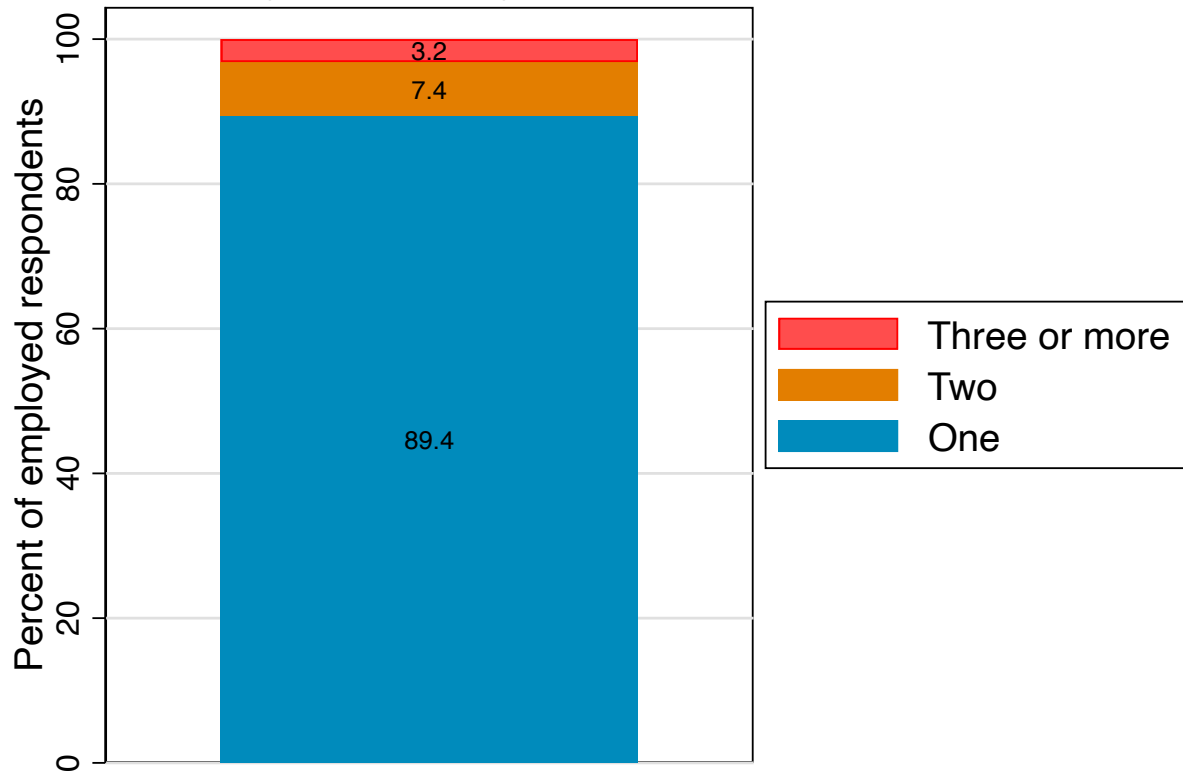
Notes: The sample includes respondents who worked for pay in the reference week of the March and April 2022 waves of the SWAA. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 6,399

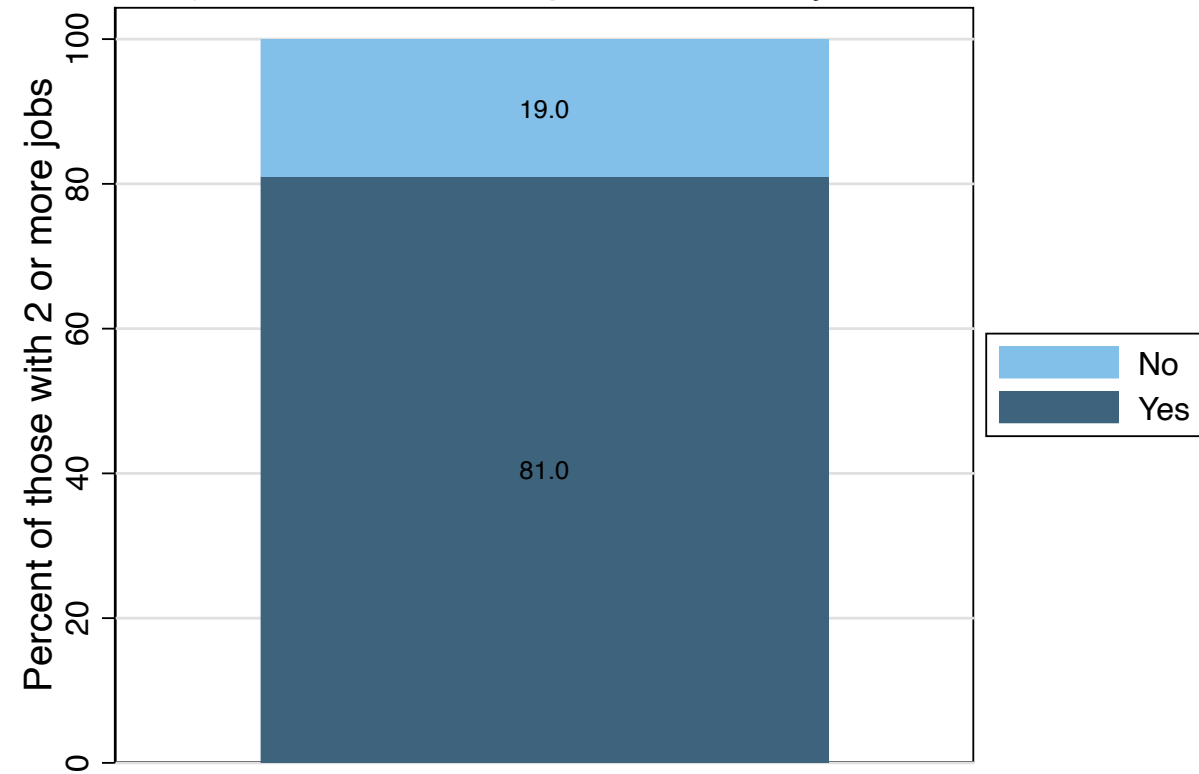
About 11% of SWAA respondents have two or more jobs. 81% of those with multiple jobs say their employers know about the other jobs.



How many paid full-time jobs do you currently have?



Do any of your employers know you have another paid full-time job?



Responses to the questions:

- How many paid full-time jobs do you currently have? Do any of your employers know you have another paid full-time job?

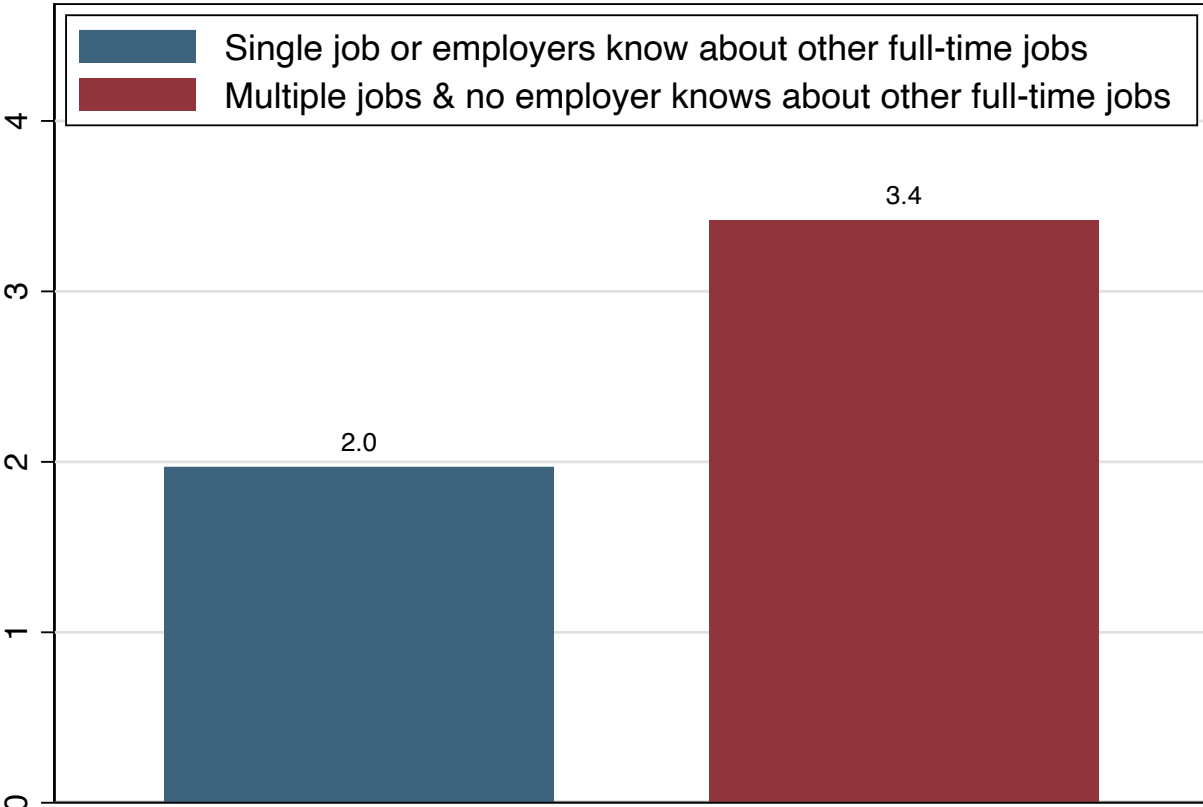
Notes: The sample for the left chart includes respondents who worked for pay in the reference week of the March and April 2022 waves of the SWAA. The right chart restrict attention to the subset that say they have two or three or more paid full-time jobs. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 6,399 (left) 1,108 (right).

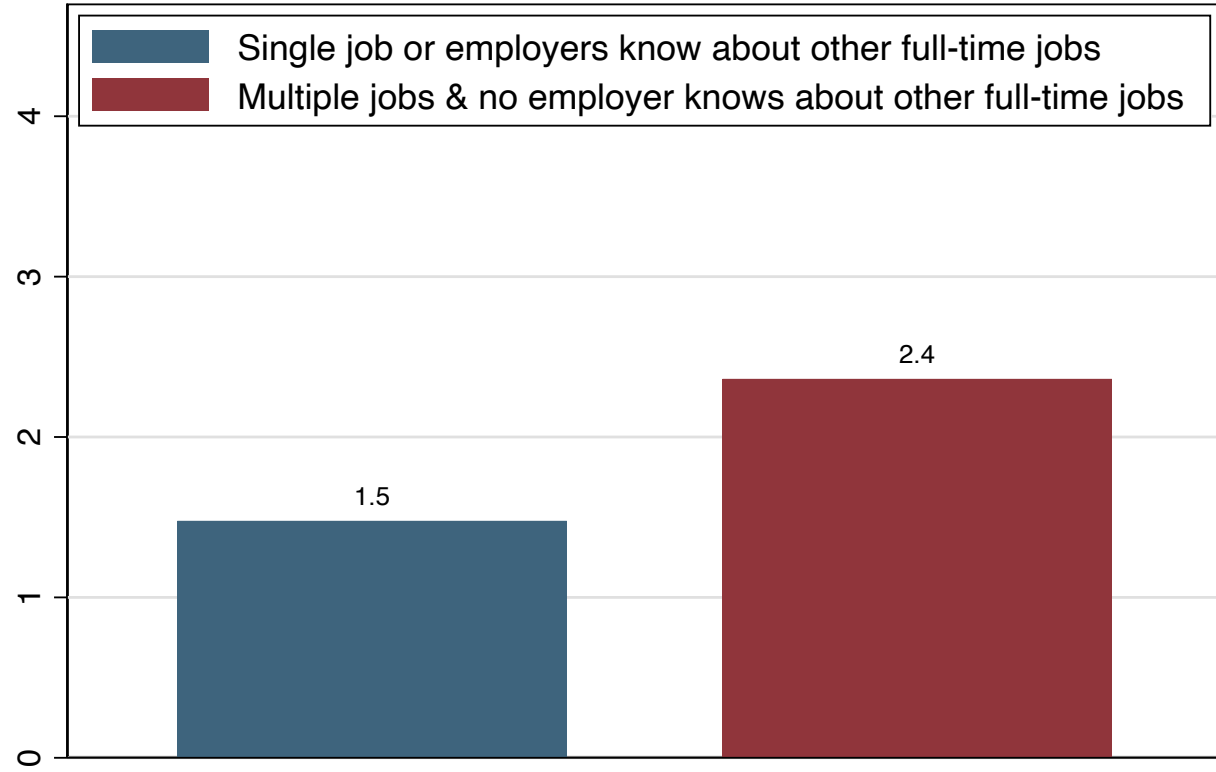
Respondents with multiple jobs unbeknownst to their employers are more likely to work from home now and after COVID



Percent of full paid days currently working from home



Days per week working from home: Employer plans for post-COVID



Responses to the questions: How many paid full-time jobs do you currently have? Do any of your employers know you have another paid full-time job? **Currently (this week)** what is your work status? How many full days did you work last week (whether at home or on business premises)? How many **full paid working days** did you work from home this [last] week?

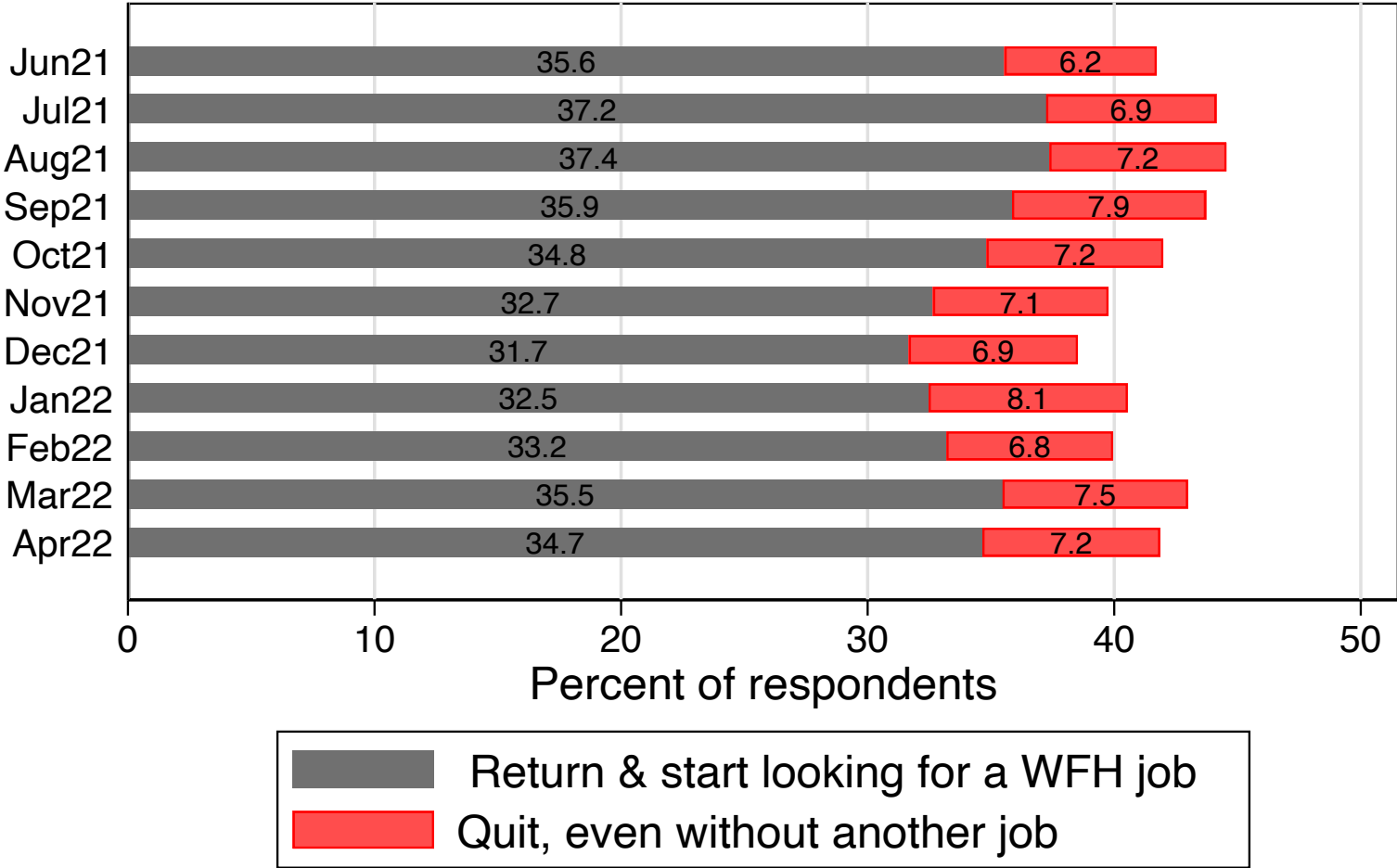
Notes: The sample for the left chart includes respondents who worked for pay in the reference week of the March and April 2022 waves of the SWAA. The right chart restrict attention to the subset that say they have two or three or more paid full-time jobs. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 6,399 (left) 1,108 (right).

Since summer 2021, about 40% of respondents still working from home 1+ days per week would quit or seek another job if asked to return to full-time in-person work



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 on July 1, 2022?

Notes: The sample includes SWAA respondents covering the June 2021 to April 2022 waves who worked from home one or more days during the survey’s reference week. We re-weight the full sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match Current Population Survey on age, sex, education, and earnings.

N = 23,802

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.