

SWAA December 2022 Updates

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23 December 2022



Latest survey wave included: November 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

The Survey of Working Arrangements and Attitudes



- Monthly online survey since May 2020, >100,000 observations to date.
- We design the survey instrument.
- Target population: U.S. residents, 20-64, who earned \geq \$10K in 2019 (\geq \$20K in early survey waves). From January to March 2022, we transitioned to earned \geq \$10K in prior year.
- The SWAA is fielded by market research firms that rely on wholesale aggregators (e.g., [Lucid](#)) for lists of potential survey participants.
- After dropping “speeders” (~16% of sample), we re-weight to match 2010-2019 CPS worker shares in age-sex-education-earnings cells. Dropping those who fail attention checks (roughly another 12%) sharpens some results.
- Median response time: 7 to 12 minutes, after dropping speeders
- Results, micro data, survey instruments, and more are freely available at www.WFHresearch.com.

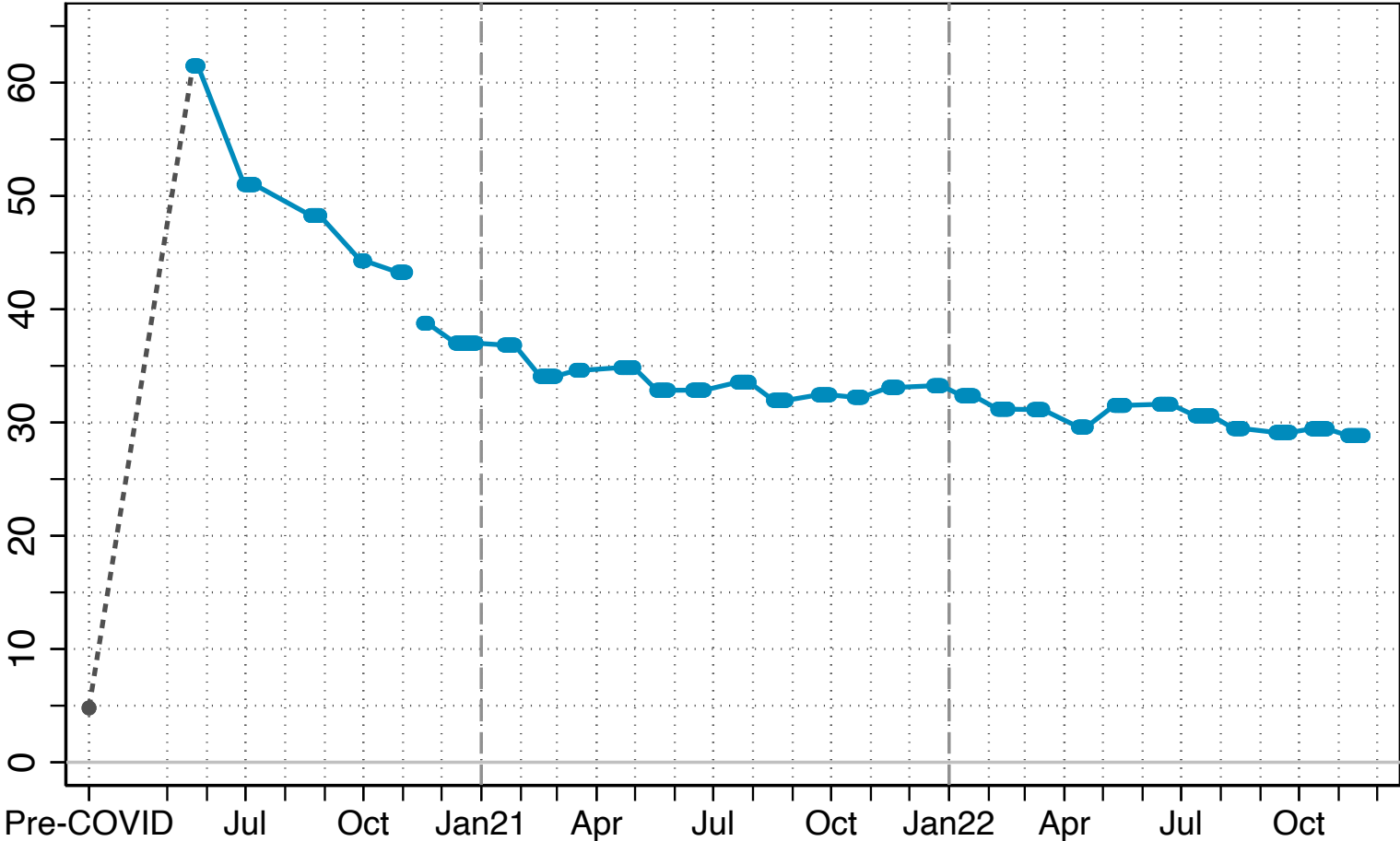
Representativeness

- By design, we focus on persons who exhibit some attachment to the workforce, as evidenced by prior earnings.
- No respondents are recruited based on an interest in our topics.
- Since respondents take the survey using a computer, smartphone, iPad or like device, we miss people who never use such devices.
- Before re-weighting, the SWAA under samples the less educated, particularly those who did not finish high school.
- Even after re-weighting, we may over sample those who are more tech and internet savvy, especially among the least educated.

Percentage of Paid Full Days Worked from Home is Now Stabilizing at About 30%



Percentage of paid full days worked from home



Source: Responses to the questions:

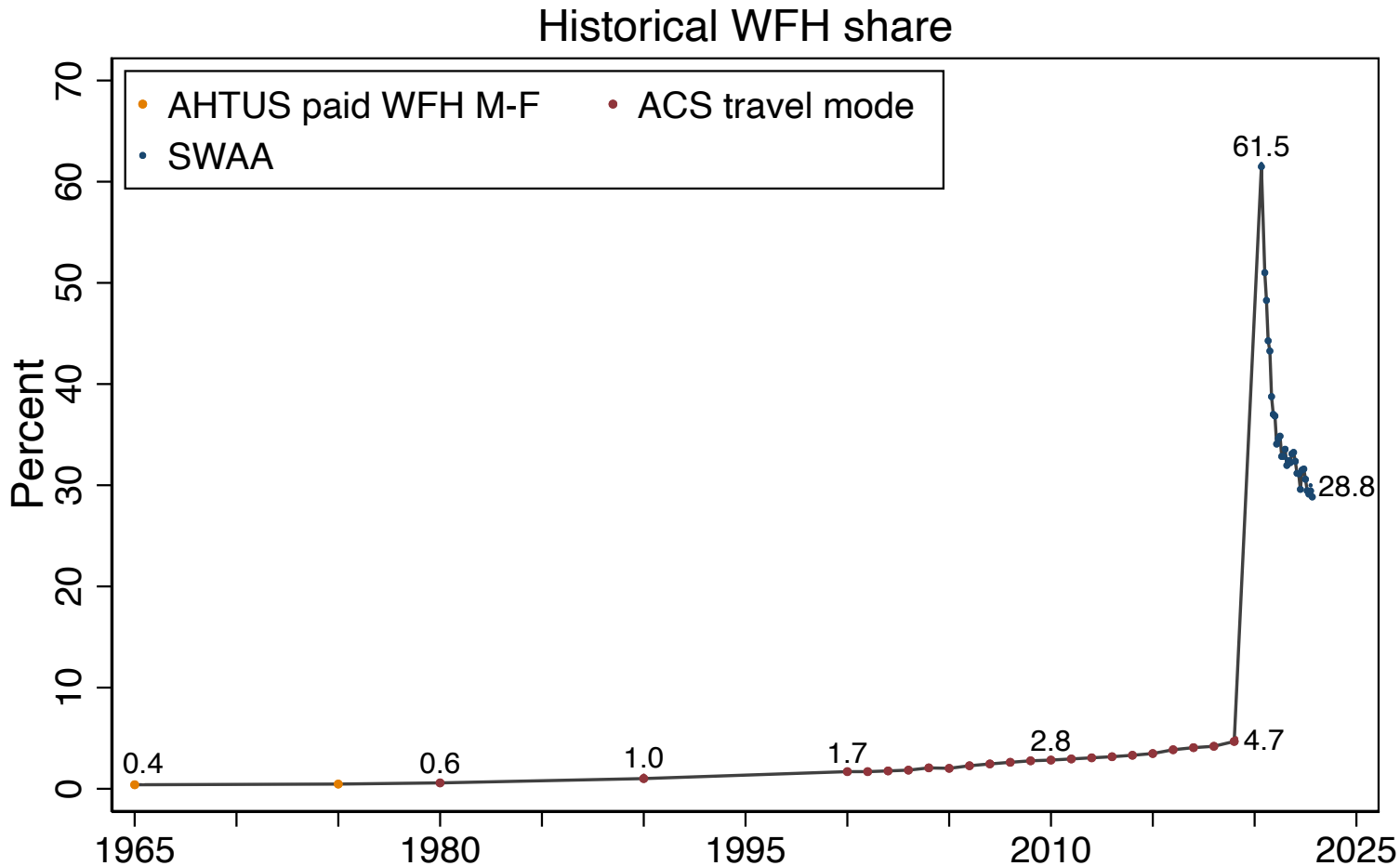
- **Currently (this week) what is your work status?**
- **For each day last week, did you work a full day (6 or more hours), and if so where?**

Notes: For each wave, we compute the percent of paid full days worked from home and plot it on the vertical axis. The horizontal-axis location shows when the survey was in the field. Before November 2020, we asked the first question above. Since November 2021, we have asked the second question. From November 2020 to October 2021, we back-cast responses to the current question using a regression model that relates the current-question responses to the responses to another question (not shown). The pre-COVID figure is from the 2017-2018 American Time Use Survey. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match CPS shares by age-sex-education-earnings cells.

*Pre-COVID estimate taken from the 2017-2018 American Time Use Survey
 *The break in the series in November 2020 reflects a change in the survey question.

N = 103,294

The Pandemic Permanently Increased WFH, Equivalent to Almost 40 Years of Pre-Pandemic Growth



1965-1975 uses data from the American Historical Time Use Survey.
 1980-2019 uses data from American Community Survey.
 May 2020 - November 2022 uses data from the Survey of Working Arrangements and Attitudes.

Source: Responses to the questions:

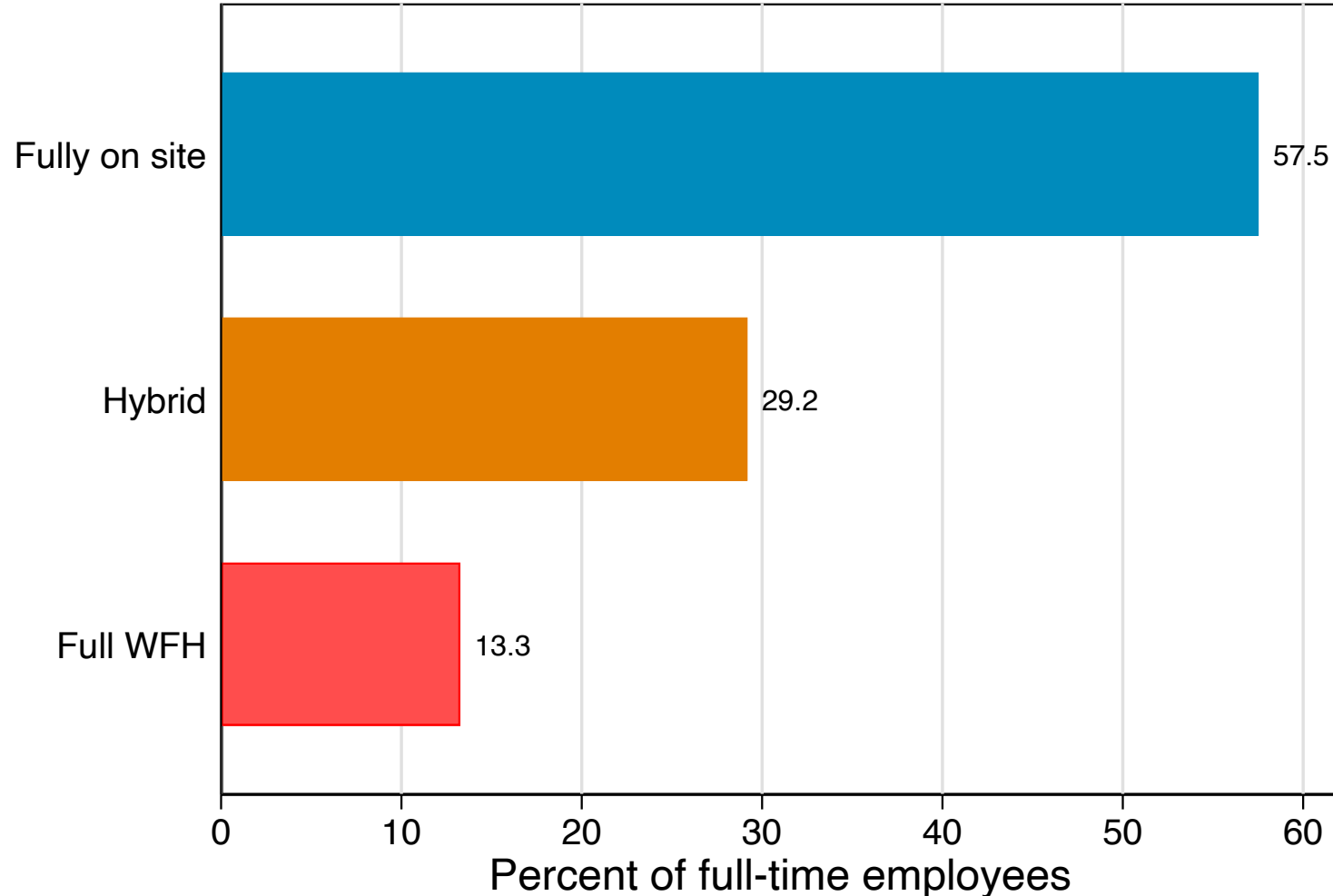
- *In their time diary the respondent listed the activity "Paid work at home" for **6 or more hours.** (AHTUS)*
- *How did this person **usually** get to work last week? (ACS)*
- *For each day last week, did you work a full day (6 or more hours), and, if so, where? (SWAA)*

Notes: For each dataset, we compute the percent of working individuals who worked full days at home during the survey's reference period. For the AHTUS and ACS, if an individual reports usually working from home, we mark them as working from home 100% of the time. In SWAA we compute the percent of full paid days at home to account for a hybrid work schedule. Then we plot each percentage on the vertical axis. We re-weight the sample of US residents aged 20 to 64 earning \$20,000 or more in 2019 dollars to overall population shares.

As of Fall 2022: 13% of Full-Time Employees are Fully Remote, 58% are Full-Time on Site, and 29% are in a Hybrid Arrangement



Working Arrangements



Source: Responses to the questions:

- *For each day last week, did you work a full day (6 or more hours), and if so where?*

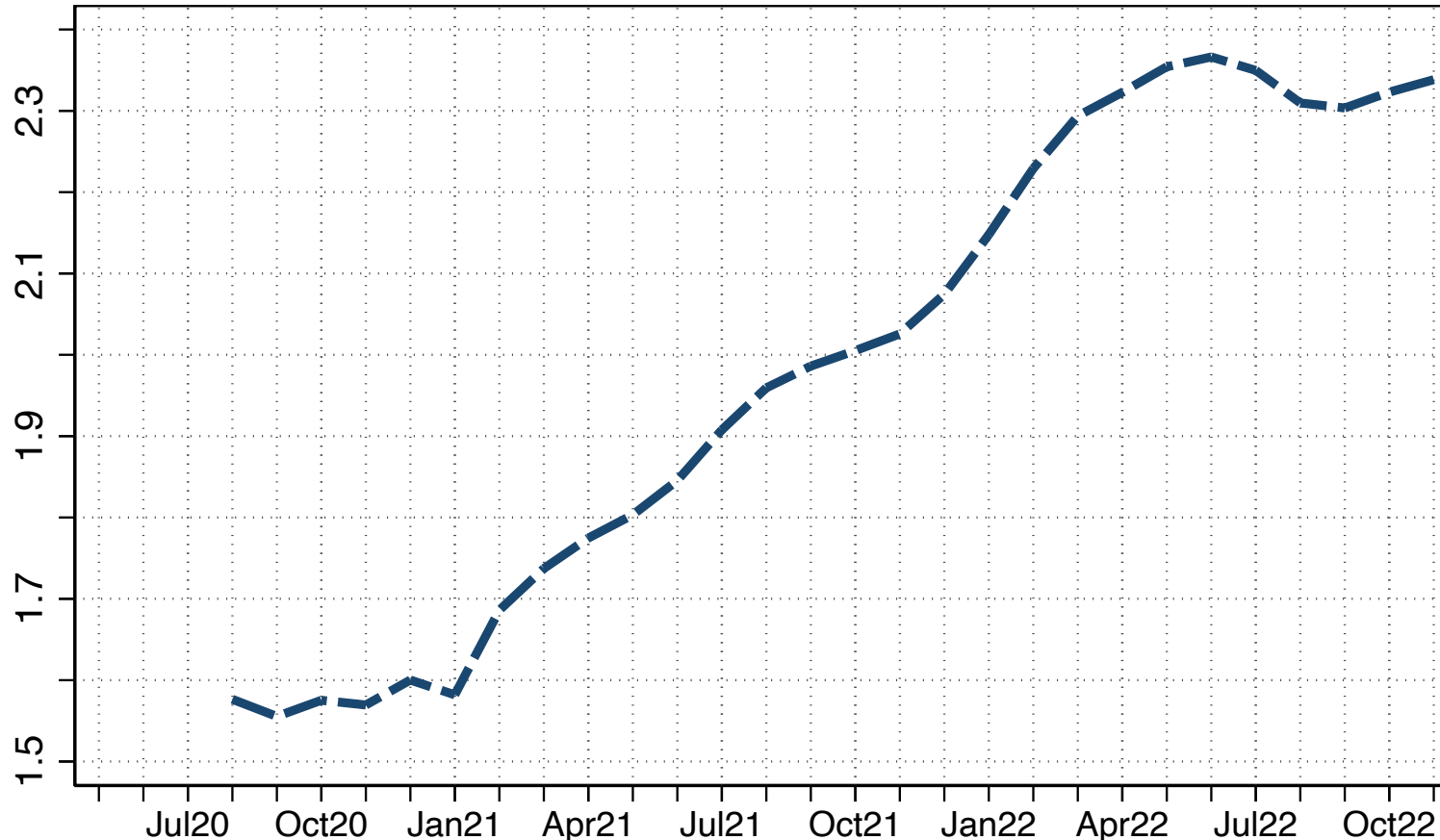
Notes: For each wave, we compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. The sample covers the August to November 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 CPS shares by age-sex-education-earnings cells.

N = 15,993

Employer Plans for WFH Remain Between 2.3 and 2.4 Days per Week (for persons able to work from home)



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



Sample: Workers able to work from home

Responses to the question:

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

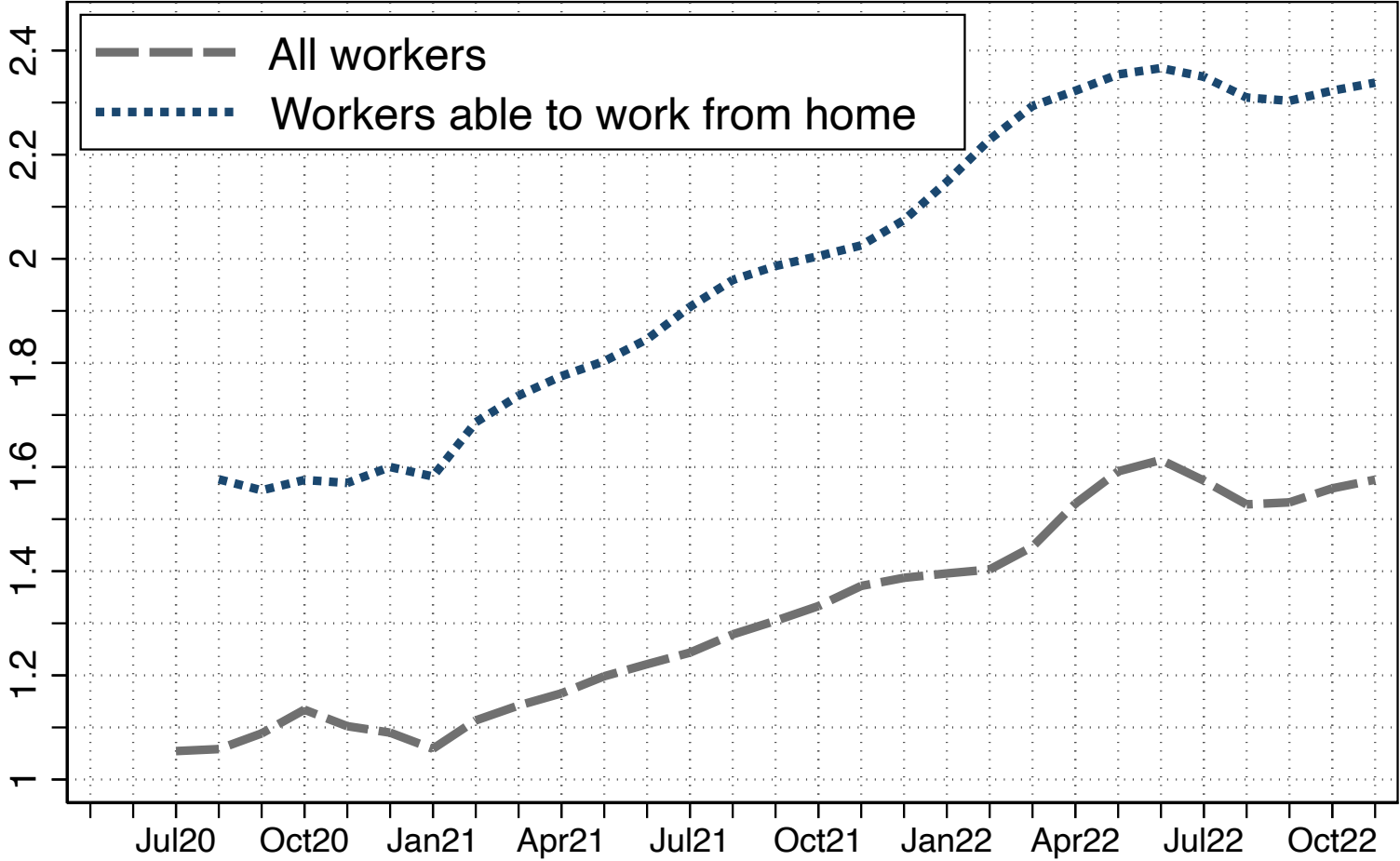
Sample: Data are from all SWAA waves, covering August 2020 to October 2022. The sample includes all respondents who reported their employer's plans for WFH as the pandemic ends and who have work-from-home experience during the pandemic (thus able to work from home). We exclude respondents who report 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 = 77,252 (able to work from home)

Employer plans for Full Paid Days Worked from Home as the Pandemic Ends



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



Responses to the question:

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

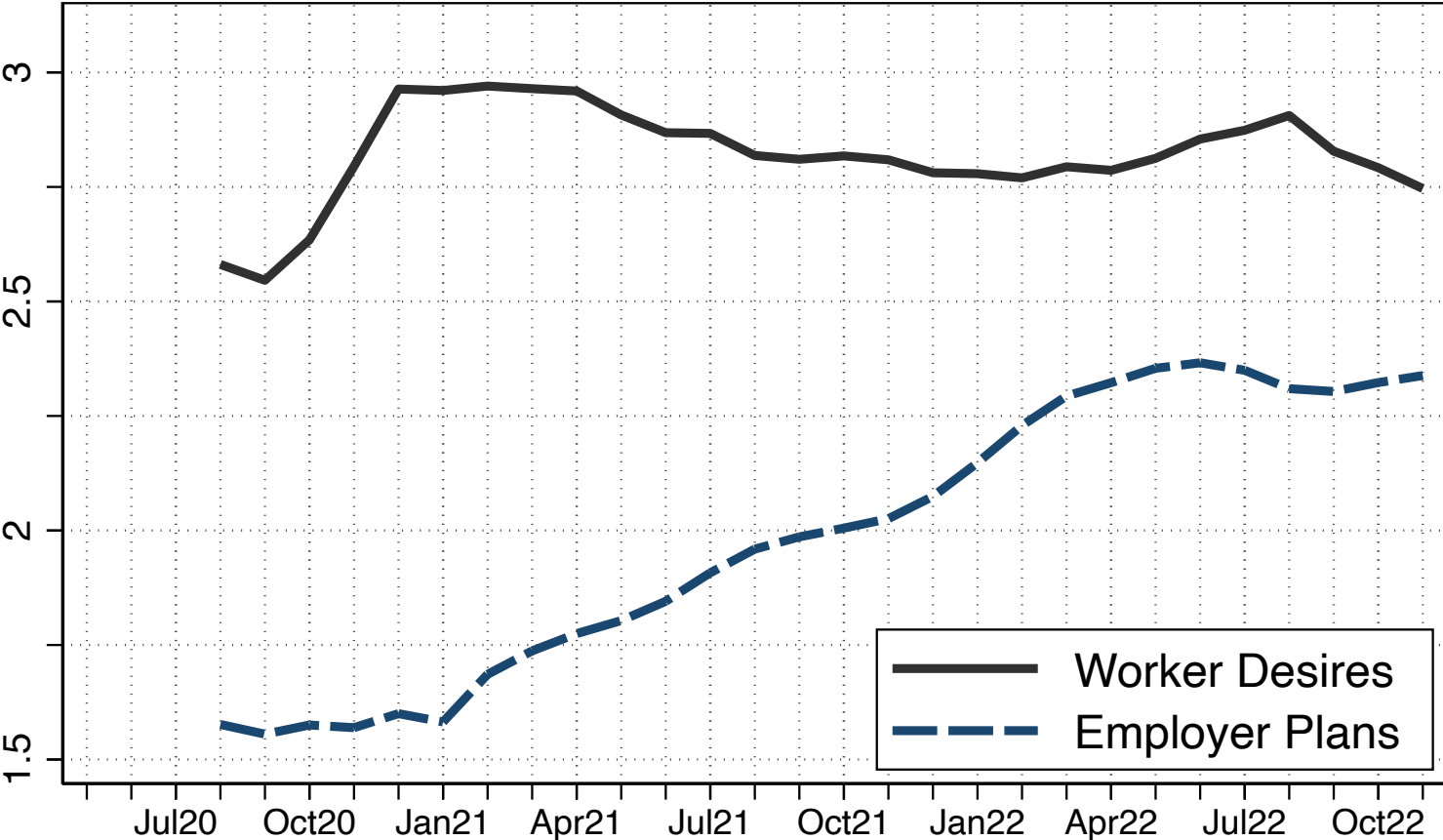
Sample: Data are from all SWAA waves, covering July 2020 to September 2022. The sample includes all respondents who reported their employer’s plans for WFH as the pandemic ends (“All workers” series), but the series labeled “Workers able to work from home” restricts attention to workers who have work-from-home experience during the pandemic. In both cases, 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 = 108,820 (all respondents) and 77,252 (able to work from home)

For Workers Able to Work From Home, the Gap Between Their Desired Amount and Their Employer's Plans Working From Home Continues to Shrink



Average Days per Week Working From Home
After the Pandemic Ends: Workers Able to WFH



Sample: Workers able to work from home

Responses to the questions:

- **After the pandemic ends, how often would you like to have full paid days at home?**
- **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 September 2022. The sample includes all respondents who responded to the relevant survey and have work-from-home experience during the pandemic. For the employer plans series, we exclude respondents who report having no employer.

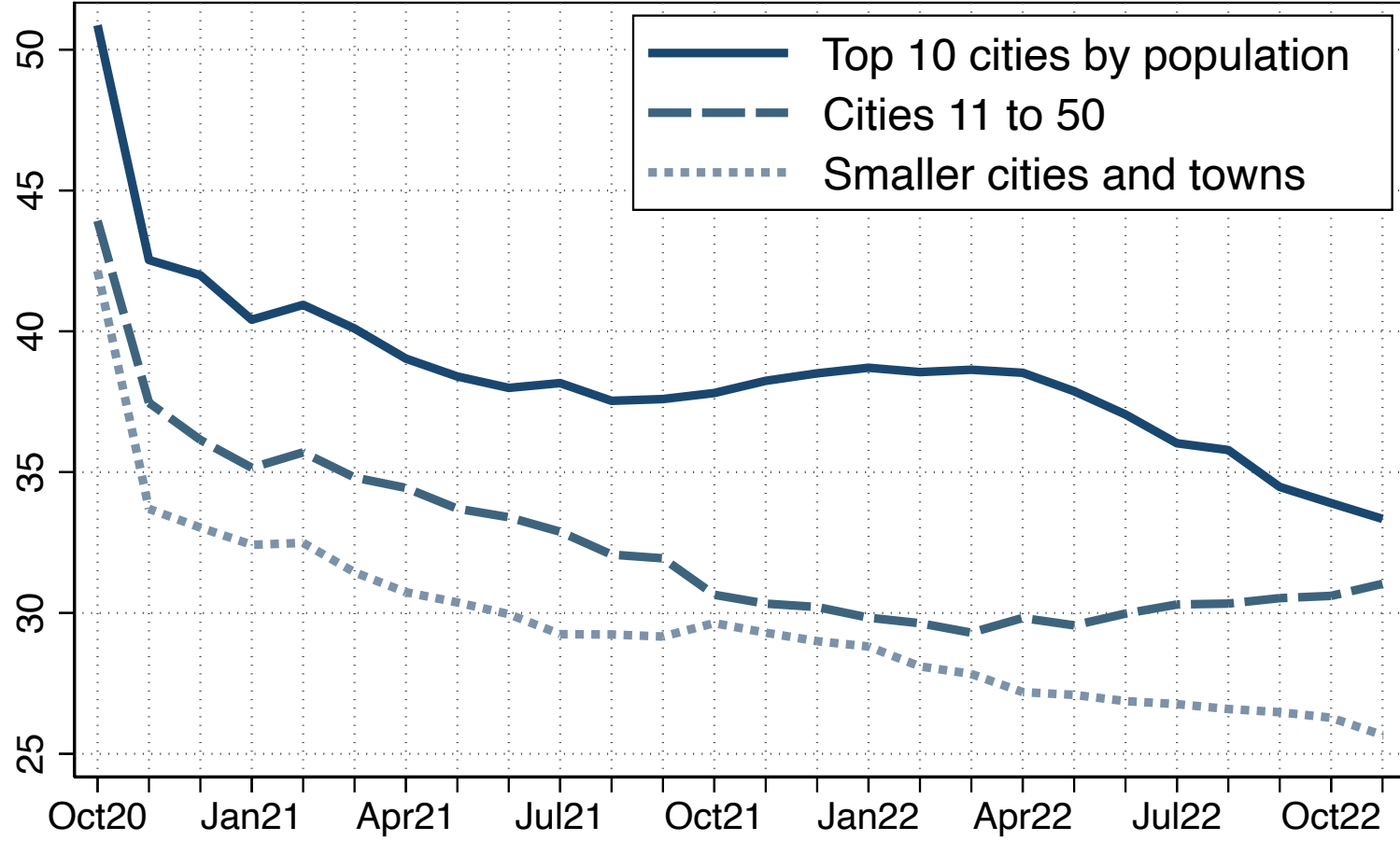
N = 77,252 (employer plans, able to work from home)

N = 83,051 (worker desires, able to work from home)

Working From Home is More Common in Major Cities than in Smaller Cities and Towns (but Declining as of Fall '22)



Percent of paid full days worked from home



Source: Responses to the questions:
 - **Currently (this week) what is your work status?**
 - **For each day last week, did you work a full day (6 or more hours), and if so where?**

Notes: The chart plots 6-month moving averages where available and 3-month moving averages prior to November 2020. For each wave, we compute the percent of paid full days worked from home and plot it on the vertical axis, after sorting respondents into cities (i.e., Combined Statistical Areas) by the location of their current job's business premises. Before November 2020, we asked the first question above. Since November 2021, we have asked the second question. From November 2020 to October 2021, we back-cast responses to the current question using a regression model that relates the current-question responses to the responses to another question (not shown). We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match CPS shares by age-sex-education-earnings cells.

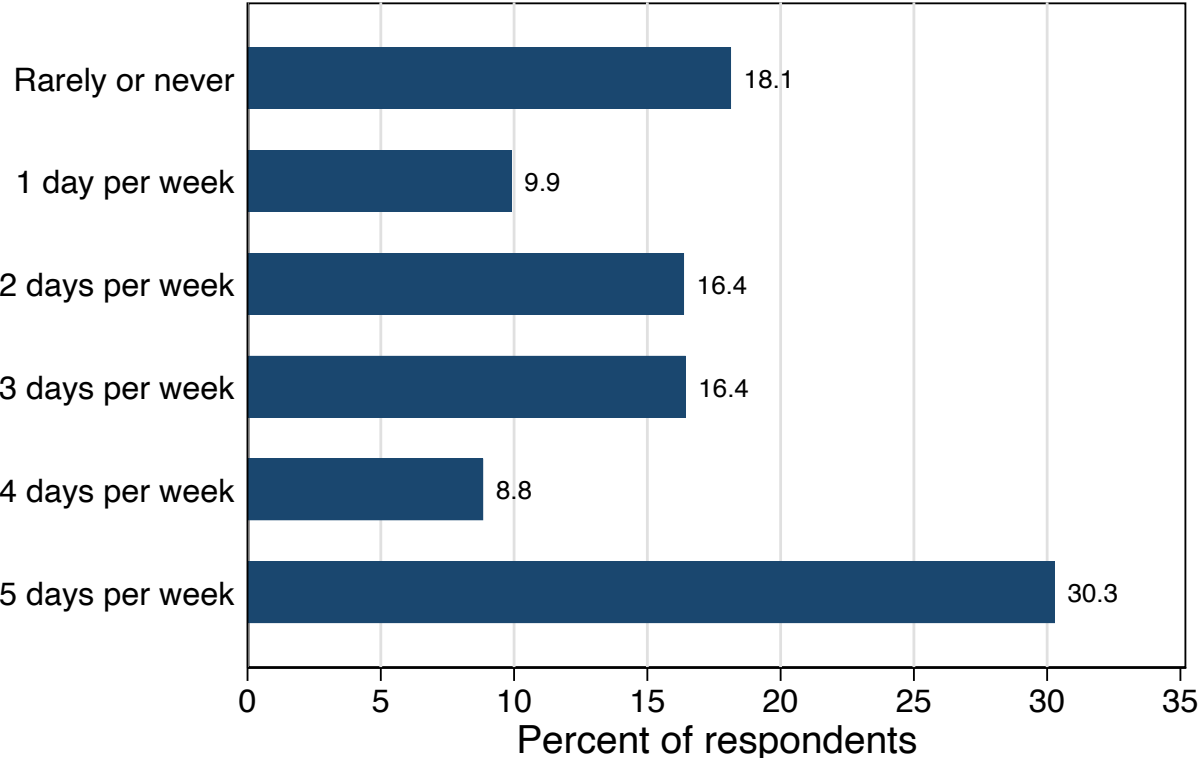
*We define cities using Combined Statistical Areas and use the location of the respondent's current job.

N = 96,159

Workers are able to work from home want more fully remote and less fully in-person work than employers are offering

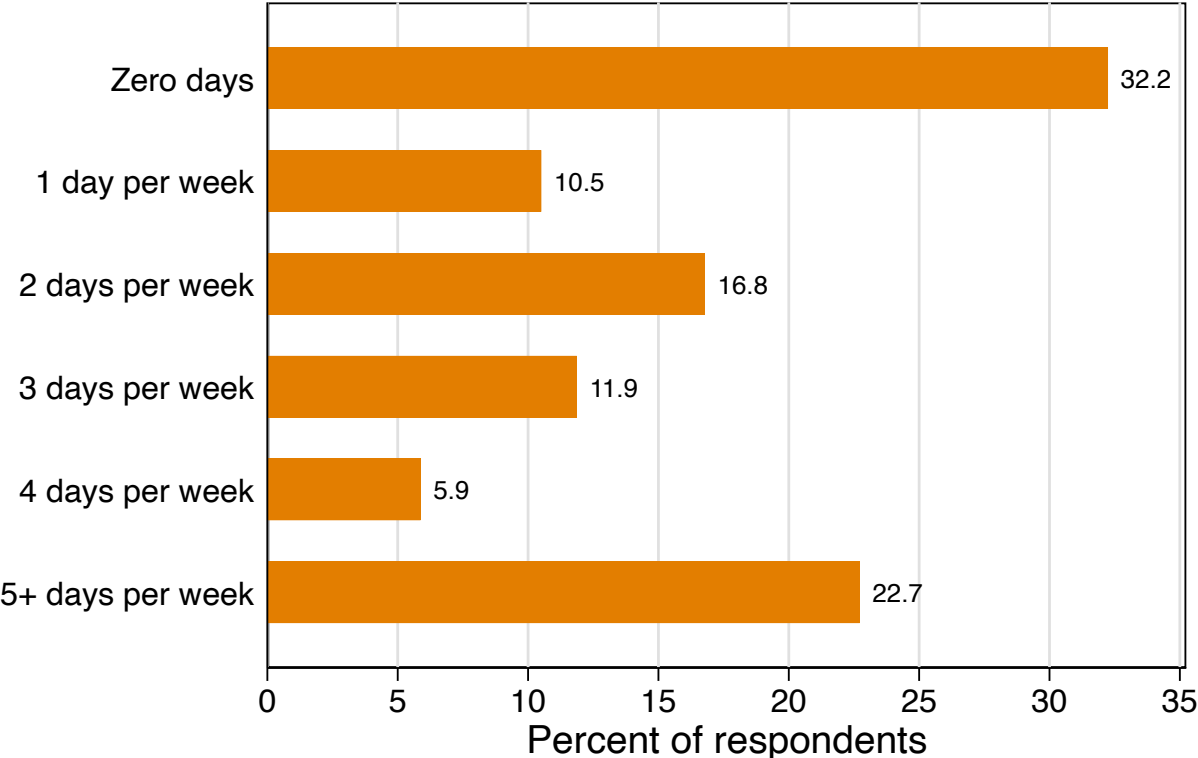


Worker desired amount of post-COVID WFH days



Sample: Full-time wage and salary employees who are able to WFH. N = 8353

Current amount of post-COVID WFH days



Sample: Full-time wage and salary employees who are able to WFH. N =

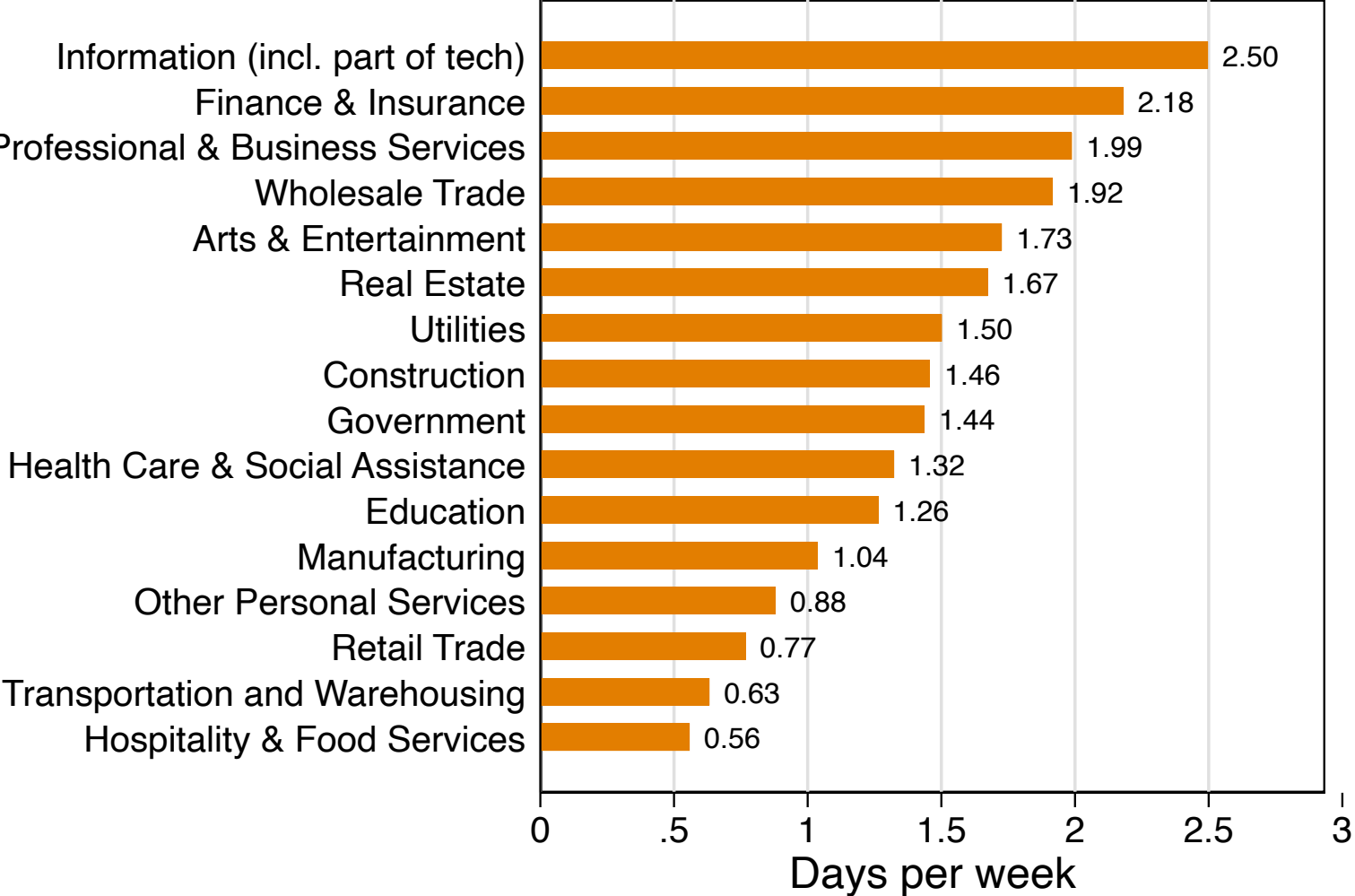
Responses to the questions: *As the pandemic ends*, how often would you **like to have paid workdays at home? For each day last week, did you **work a full day (6 or more hours)**, and if so **where**?**

Sample: Data are from the August to October 2022 SWAA waves. The sample includes full-time wage and salary employees (i.e. who worked 5 or more days during the survey reference week) who have work-from-home experience during the pandemic and pass the attention-check questions. Numbers for “5 days per week” in the right chart include responses for 6 or 7 full days worked from home. 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.

Current levels of working from home are highest for the tech, finance, and professional and business services sectors



Current working from home: All wage and salary employees



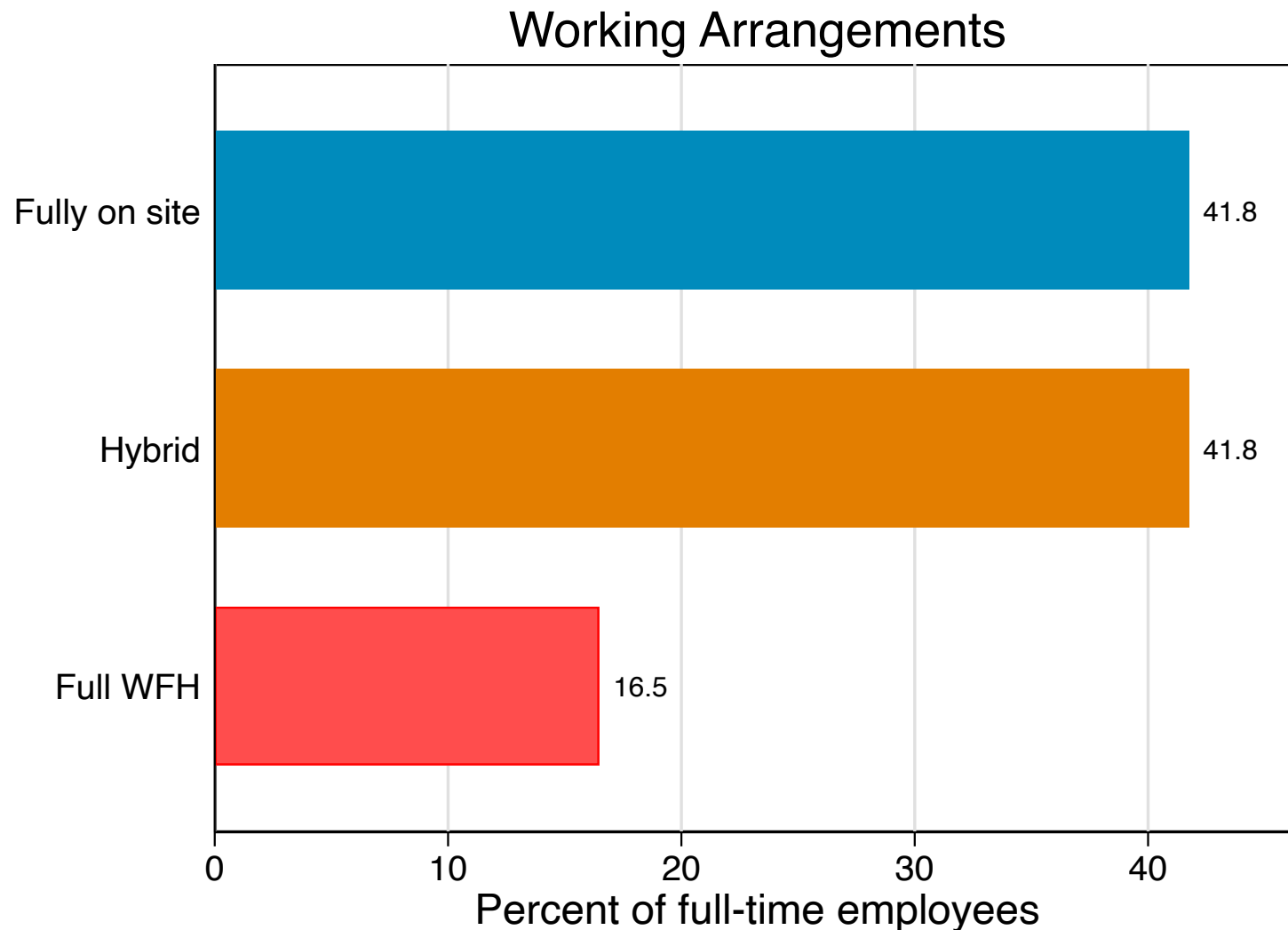
Responses to the question:

- For each day last week, did you work a full day (6 or more hours), and if so where?

Sample: Data are from the June to November 2022 SWAA waves. The sample includes all wage and salary employees who pass the attention-check questions. We exclude mining due to insufficient observations and agriculture to focus on non-farm 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 = 27,065

For Graduates Fully On-Site and Hybrid are the Most Common Working Patterns



Source: Responses to the questions:

- For each day last week, did you **work a full day (6 or more hours)**, and if so **where?**

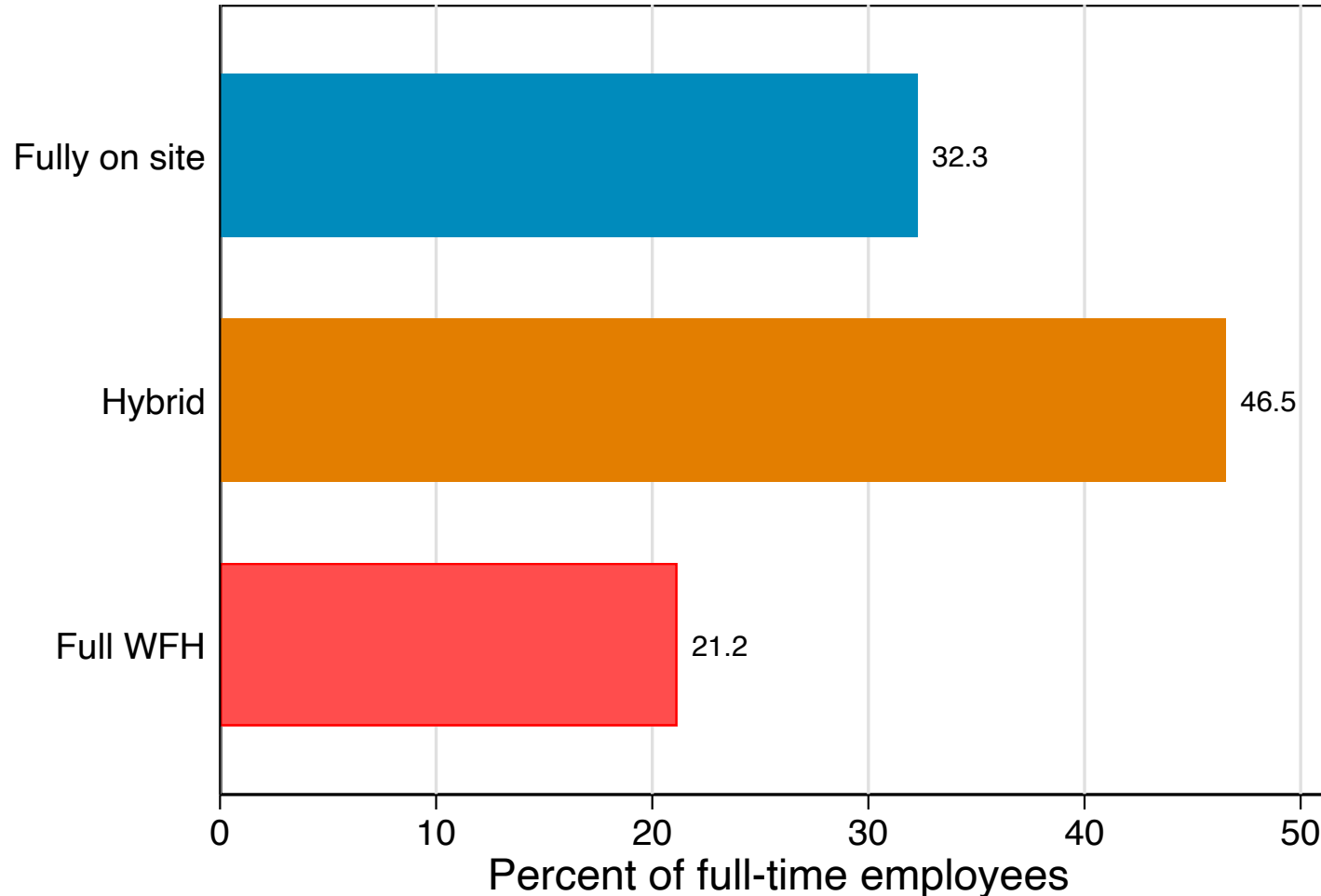
Notes: For each wave, we compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees with at least a 4-year college degree who either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. The sample covers the August to November 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 CPS shares by age-sex-education-earnings cells.

N = 9,557

For Employees that can WFH the Most Common Practice is Hybrid



Working Arrangements



Source: Responses to the questions:

- For each day last week, did you work a full day (6 or more hours), and if so where?

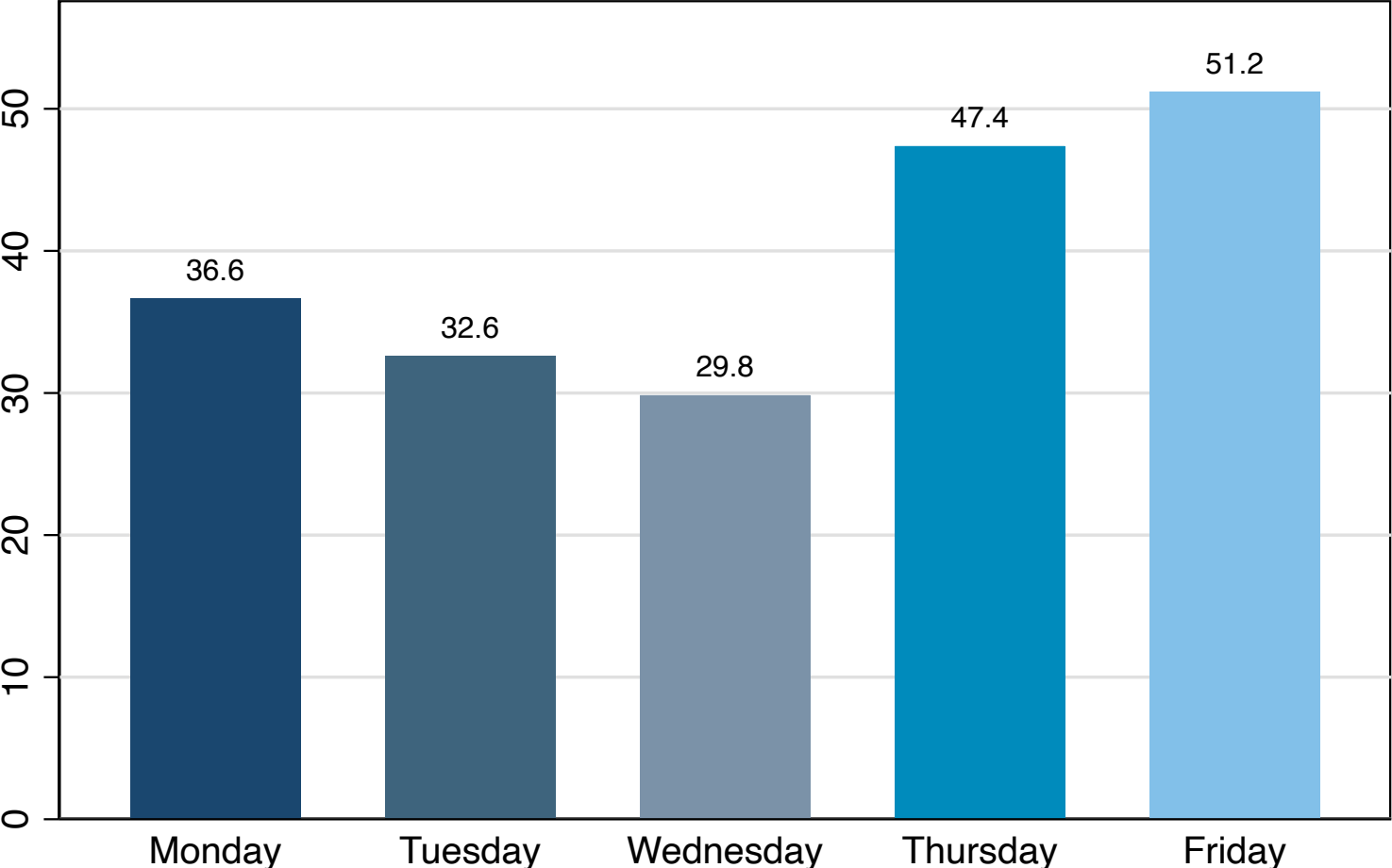
Notes: For each wave, we compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who are able to work from home and either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. We infer that somebody is able to work from home if they currently do so 1+ days per week, or did so at some point since the start of COVID. The sample covers the August to November 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 CPS shares by age-sex-education-earnings cells.

N = 11,918

Hybrid Workers Who WFH 2 Days a Week Do So Most Often on Thursdays and Fridays



Working From Home Rates by Day of the Week:
Hybrid Workers Who Work From Home 2 Days/Week



Source: Responses to the questions:
- **Currently (this week) what is your work status?**
- **For each day last week, did you work a full day (6 or more hours), and if so where?**

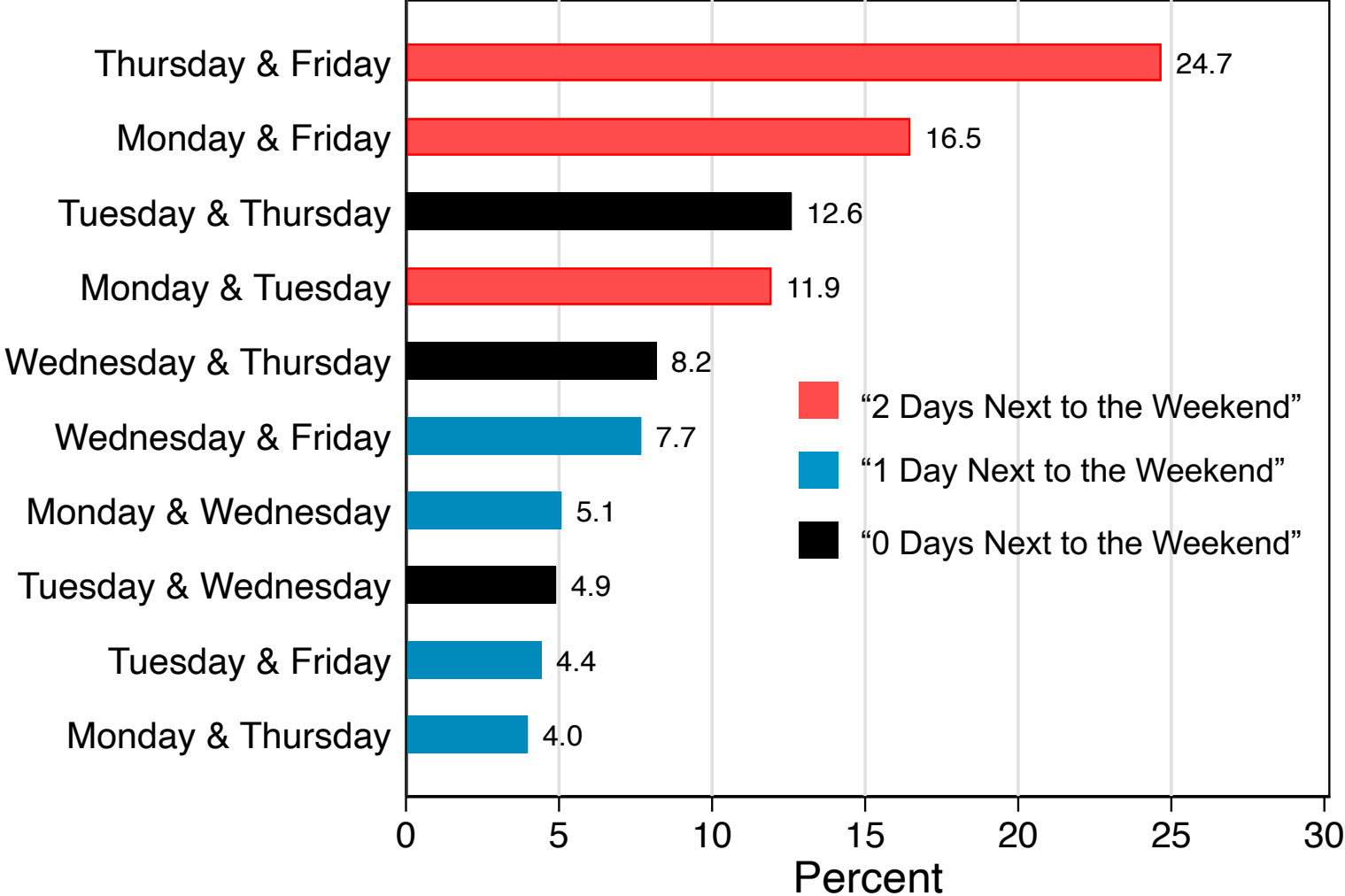
Notes: For each day of the week, we compute the percent of full-time hybrid working from home, focusing on those who reported working from home exactly 2 days per week. Full-time Hybrid workers are those who worked 5+ days during the reference week, with at least one day at home and at least one day on employer or client premises. We drop respondents who fail any of the attention-check questions and use a sample covering the June to November 2022 SWAA waves, reweighted to match the CPS by {age x sex x education x earnings}.
Source: www.wfhresearch.com

N = 1,626

Popular Hybrid-WFH Schemes have Both Days Next to the Weekend



Two-Day Combinations

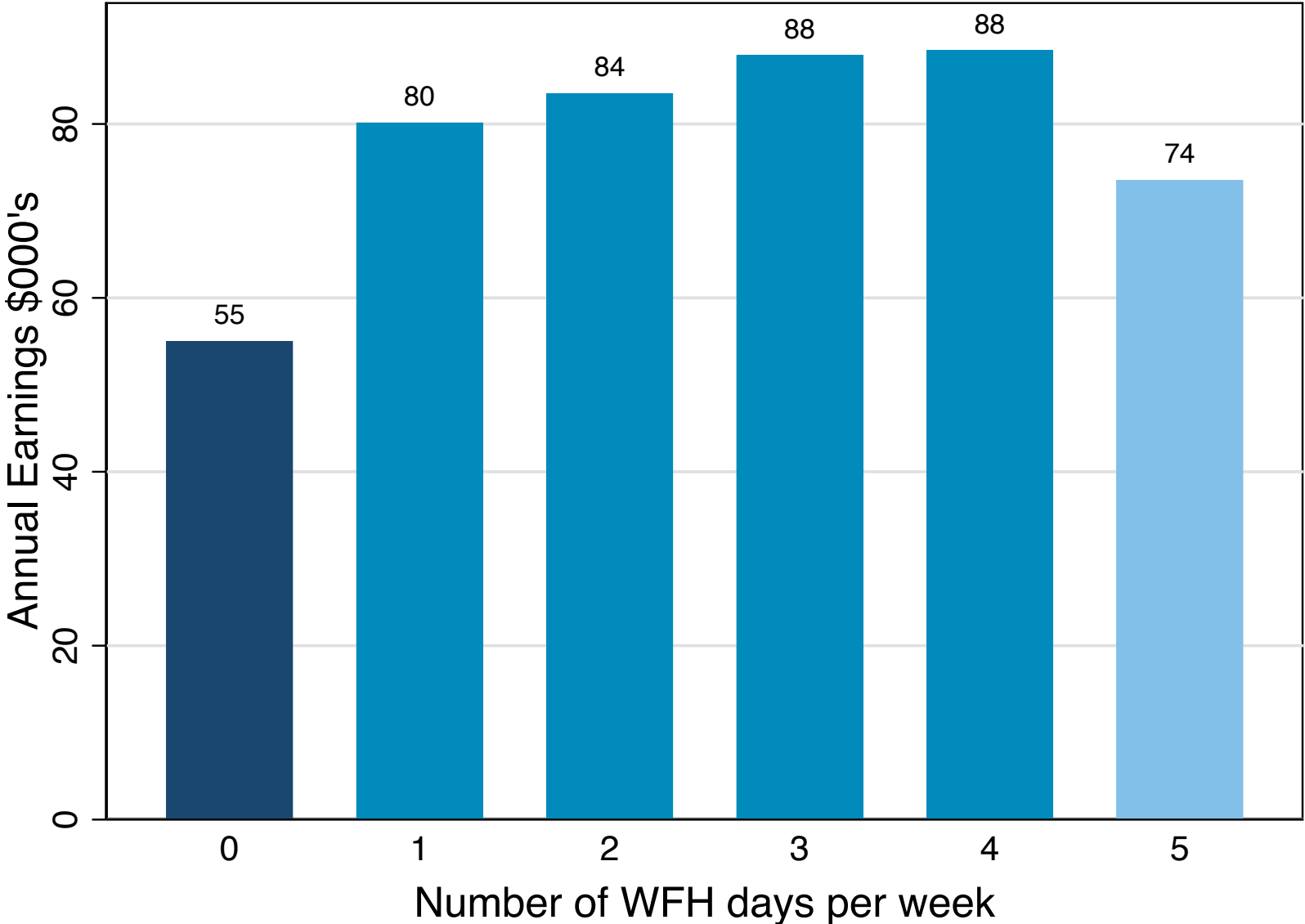


- Source: Responses to the questions:
- **Currently (this week) what is your work status?**
 - **For each day last week, did you work a full day (6 or more hours), and if so where?**

Notes: For each day of the week, we compute the percent of full-time hybrid working from home, focusing on those who reported working from home exactly 2 days per week. Full-time Hybrid workers are those who worked 5+ days during the reference week, with at least one day at home and at least one day on employer or client premises. 1.4 percent of combinations include weekends which are not shown. We drop respondents who fail any of the attention-check questions and use a sample covering the June to November 2022 SWAA waves, reweighted to match the CPS by {age x sex x education x earnings}. We renormalize the bars to add up to 100, thereby adjusting for people who work on Saturdays and Sundays.

N = 1,626

Average Earnings are Highest for WFH-Hybrid Employees, with Fully Remote next and Fully in Person Lowest



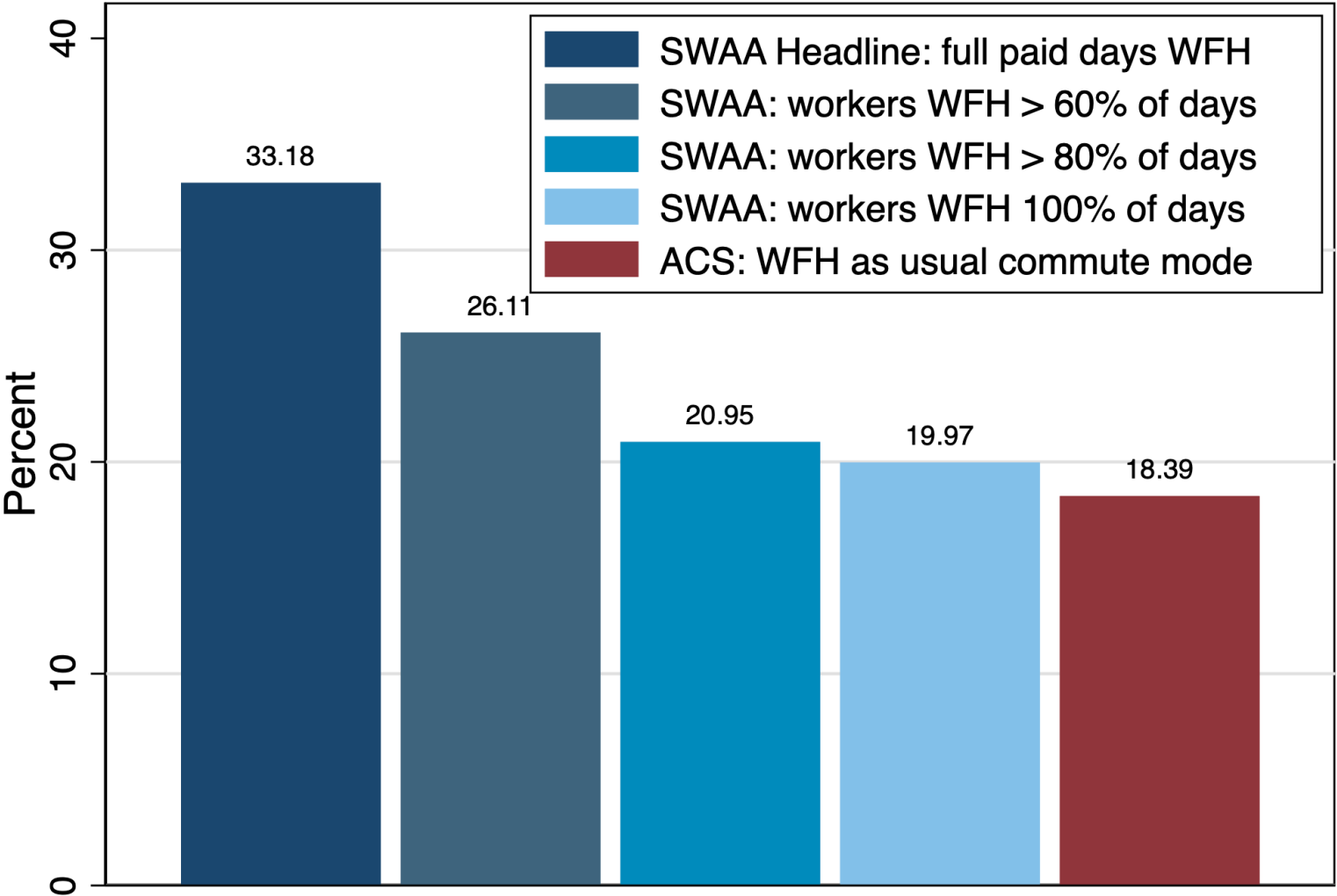
Notes: We compute the average annual 2021 earnings by the amount of days each respondent worked from home during the reference week. Data are from the June to November 2022 SWAA waves, reweighted to match the 2010 to 2019 CPS on {age x sex x education x earnings}. We focus on persons who report working exactly 5 days during the reference week and pass the attention check questions. Source: www.wfhresearch.com

N = 12,902

Comparing work-from-home measures in the SWAA and the 2021 American Community Survey (ACS)



Comparison of WFH Measures



Responses to the Questions:

- For each day last week, did you **work a full day (6 or more hours)**, and, if so, **where?** (SWAA)
- How did this person ***usually*** get to work last week? (ACS)

Notes: For the SWAA we pool data from the November and December 2021 waves, reweighted to match the 2010-2019 CPS on {sex x age x education x earnings}. For the American Community Survey, we use 2021 data. In the SWAA, the bars for “WFH >X% of days” show the percent of working respondents who worked from home X% or more of days during the reference week.

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.