The Big Shift to Remote Work

Steven J. Davis

69th Annual Chicago Booth Management Conference

6 May 2022
1. Remote work: Past, present, and future
2. Why the big shift will stick
   • And why it did not happen sooner
3. Benefits of remote work
   • Time savings, workday flexibility, autonomy, ...
   • Better productivity in some tasks, lower turnover, ...
4. Managerial challenges (& opportunities)
   • Coordination, mentoring, talent retention, workplace diversity, ...
WFH was growing before 2020 – but slowly. Then COVID-19 struck.

Looking across the entire U.S. workforce, the incidence of full-paid days WFH roughly doubled in the 12 years leading up to 2020, reaching about 5%.

Early on, the pandemic raised the share of full workdays performed at home by a factor of 12.

The share has since fallen back, but it will remain much higher than pre-pandemic levels, according to the plans employers have communicated to their workers.

Where Work Happens Now: 30% WFH, 44% Remote

“What percentage of your total working time last week did you spend at the following locations?”

- Your home
- Your employer’s work site
- Client or customer’s work site
- Friend or family member’s home
- Co-working space
- Public space (cafe, library, etc.)

Reproduced from Caros, Guo And Zhao (2022).

SWAA waves: November 2021 to February 2022. N = 17,664
Our classifications rely on a “sequence embedding model” applied to job ads for Australia, Canada, New Zealand, UK, & USA covered by Burning Glass.

We developed the model by pre-training BERT on job ads and training it on 60,000 human-classified text sequences. The model achieves a 98% accuracy rate, greatly out-performing dictionary methods. See Hansen et al. (2022).
The Big Shift Is Highly Non-Uniform Across Cities: Evidence from Job Vacancy Adverts

Share of job ads offering WFH 1+ days per week, 2019 vs. 2021

- Based on job vacancy adverts in data from Burning Glass Technologies.
- Reproduced from Hansen et al. (2022).
The Big Shift Is Highly Non-Uniform Across Firms Operating in the Same Broad Industry Sector and Occupational Category

Selected Firms in the Finance & Insurance Sector

Share of Vacancy Adverts for Jobs in Business and Financial Operations that Allow WFH 1+ Days per Week
Another Example of the Non-Uniform Shift to Remote Work

Selected Organizations in the Education Sector

Share of All Job Vacancy Adverts Offering Option to Work from Home 1+ Days per Week
6. **After COVID, in 2022 and later**, how often *is your employer planning* for you to work full days at home?

- Never
- About once or twice per month
- 1 day per week
- 2 days per week
- 3 days per week
- 4 days per week
- 5+ days per week
- My employer has not discussed this matter with me or announced a policy about it
- I have no employer
Based on what they tell workers, companies increasingly plan for employees to work from home after the pandemic.

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:** SWAA waves from July 2020 to April 2022, excluding respondents who report having no employer. "Workers able to WFH" are those who report any WFH experience during the pandemic.

**N = 69,927 (all respondents) and 48,806 (able to work from home)**

**Methodological Note:** If the employer has not discussed post-COVID WFH plans with the employee, we impute 0 days for plan before January 2002 wave. From January 2022 onwards, we impute: 0 days if the employee is not currently WFH; the mean value of planned WFH days in the same survey wave among workers who are currently WFH 1+ days per week, otherwise.

Before the pandemic, WFH averaged about 0.25 days per week in ATUS data.
Why the big shift to WFH will stick

1. Mass experimentation and learning $\rightarrow$ re-optimization of working arrangements

2. Investments (in time, equipment, systems, processes) by workers and firms that enable WFH

3. Attitudinal shifts:
   - Stigma around WFH has plummeted
   - Long-lingering fears of infection risks

4. A surge in innovation that supports WFH

5. Crumbling of managerial resistance in face of market pressures

6. Long pandemic entrenches shift to WFH
“If you’d said three months ago that 90% of our employees will be working from home and the firm would be functioning fine, I’d say that is a test I’m not prepared to take because the downside of being wrong on that is massive.”

– James Gorman, CEO of Morgan Stanley*

Quotation from Cutter (WSJ, 2020)
Forced Experimentation: WFH productivity during the pandemic exceeded expectations

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 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 10% to 19% less productive than I expected
- Hugely worse -- I am 20%+ less productive than I expected

Relative to expectations, how has WFH turned out?

- Hugely better, 20%+: 20.2%
- Substantially better - 10 to 20%: 22.3%
- Better -- up to 10%: 19.0%
- About the same: 25.4%
- Worse - up to 10%: 6.9%
- Substantially worse - 10 to 20%: 3.3%
- Hugely worse, 20%+: 3.0%
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.
A Similar Pattern Holds in a 27-Country Sample

Source: Global WFH Dataset, a multi-country version of the SWAA fielded across 27 countries in July-August 2021 and January-February 2022. See Barrero et al. (2022).

Most countries are in Europe, but the sample includes Australia, Brazil, China, Egypt, India, Japan, Malaysia, South Korea, Taiwan, and Turkey. The chart at left uses the pooled sample. Vertical scale: How many days per week, on average, employers plan for respondents to WFH.

This pattern holds within all 27 countries in our sample

N=18,455 observations, from 27 countries.
COVID-19 Shifted Patent Applications to Technologies that Support WFH

Percent of newly filed patent applications for technologies that support WFH and remote interactivity (last 3 months)

Some Benefits of Remote Work

For Employees
1. Time savings
2. Workday flexibility
3. Personal autonomy
4. For some, working from home addresses their persistent concerns about infection risks

For Employers
1. Higher productivity in some tasks
2. Happier employers, lower turnover
3. Offering remote work options can restrain wage growth.
4. Remote work lets employers recruit over a larger area.
People Place High Value on Option to Work from Home ….

Value of the option to WFH 2 - 3 days/wk, % of current pay?

Average valuation of 8% matches Mas and Pallais (2017 AER)

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.
… But the Benefits of WFH Will Be Realized Mainly by the Well Paid and the Highly Educated

<table>
<thead>
<tr>
<th></th>
<th>As a Percent of Earnings</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Value of Planned Post-COVID WFH</td>
<td>Value of Option to WFH 2-3 Days a Week</td>
<td></td>
</tr>
<tr>
<td>Ann. Earnings of $20 to $50K</td>
<td>1.5 (0.1)</td>
<td>6.8 (0.2)</td>
<td></td>
</tr>
<tr>
<td>Ann. Earnings of $50 to $100K</td>
<td>3.0 (0.1)</td>
<td>8.2 (0.2)</td>
<td></td>
</tr>
<tr>
<td>Ann. Earnings of $100 to $150K</td>
<td>4.8 (0.2)</td>
<td>9.6 (0.2)</td>
<td></td>
</tr>
<tr>
<td>Ann. Earnings over $150K</td>
<td>7.3 (0.2)</td>
<td>12.2 (0.3)</td>
<td></td>
</tr>
<tr>
<td>Goods-producing sectors</td>
<td>2.6 (0.2)</td>
<td>7.1 (0.3)</td>
<td></td>
</tr>
<tr>
<td>Service sectors</td>
<td>2.4 (0.1)</td>
<td>7.8 (0.1)</td>
<td></td>
</tr>
<tr>
<td>No children</td>
<td>1.8 (0.1)</td>
<td>6.6 (0.2)</td>
<td></td>
</tr>
<tr>
<td>Living with children under 18</td>
<td>3.2 (0.1)</td>
<td>8.8 (0.1)</td>
<td></td>
</tr>
</tbody>
</table>

To obtain the “Value of Planned Post-COVID WFH” for a given person, we multiply “Value of Option to WFH” by ½ if their employer plans for one WFH day per week after the pandemic, by 1 if the plan is for multiple WFH days per week, and 0 otherwise. We then average over persons in the indicated group.
Average Daily Time Savings When Working from home, Breakdown by Schooling Age of Youngest Child

When employees work from home, they save an average **65 minutes per day** by not commuting and taking less time to get ready for work. The chart shows time saved by age of youngest child.

**Source:** Data from 8,313 SWAA respondents who can work from home. Reweighted to match the US population. See https://wfhresearch.com/.
When Commuting to Work

When Working from Home

Source: Data from 3,997 respondees who can work from home in January 2022, reweighted to match the US population. Details on [https://wfhresearch.com/](https://wfhresearch.com/)
42% of workers say they are more efficient when working from home

Responses to the question: “How does your efficiency working from home during the COVID-19 pandemic compare to your efficiency working on business premises before the pandemic?”

In follow-up questions, workers attribute most of the WFH efficiency advantage to the savings in commuting time.

Notes: 49,964 SWAA responses from August 2020 to February 2022.
Why are you more efficient working from home?

Source: Data from 7,902 respondees who can work from home in 2021, reweighted to match the US population. Details on [https://wfhresearch.com/](https://wfhresearch.com/)
Why are you less efficient working from home?

- Adults interrupt: 24.5%
- Inadequate equipment: 22.5%
- Kids interrupt: 20.8%
- No room to work in: 16.8%
- Poor internet: 6.9%

Source: Data from 7,902 respondees who can work from home in 2021, reweighted to match the US population. Details on https://wfhresearch.com/
Desire to WFH Is an Important Reason for Quits

Reason(s) for Quitting: Respondents with Less than a 4-year College Degree

- To increase my ability to WFH: 33.7%
- Take a job with better pay/benefits: 20.5%
- Care for relatives/children: 15.1%
- Start my own business: 14.0%
- Long term life choices: moving, retiring, full-time study: 27.0%
- Other reasons (incl. leaving a temporary job): 29.9%

Reason(s) for Quitting: Respondents with 4-year College Degrees or More

- To increase my ability to WFH: 35.2%
- Take a job with better pay/benefits: 16.0%
- Care for relatives/children: 16.0%
- Start my own business: 16.0%
- Long term life choices: moving, retiring, full-time study: 33.6%
- Other reasons (incl. leaving a temporary job): 30.3%

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.
Results for a recent RCT in Trip.com on 1612 engineers, marketing and finance professionals found WFH reduced quit rates 35%

Nick Bloom @I_Am_NickBloom · Apr 8
New randomized control trial on 3-2 hybrid #WFH vs 5-days in office

Finds hybrid WFH
1) Lowers quits by 35%
2) Raises employee satisfaction
3) Has no negative effect on performance or promotions

Results so good the firm allowed WFH in all divisions

See stanford.io/3je2FVS

Source: Attrition rates for 1612 engineers, marketing and finance professionals of Trip.com who were randomized between September 2021 and February 2022 by even and odd birthdays into control (5-days a week in the office) and treatment (Mon, Tue and Thur in the office; Weds and Fri working from home). Difference statistically significant at the 5% level. Details in Bloom, Han and Liang (2022) “How Hybrid Work from Home Works Out”.

Most workers value the chance to work remotely some of the time. Last month, we asked firms whether, and how much, remote work is moderating wage-growth pressures at their firm. Roughly 40 percent of firms said that greater opportunities for remote work let them moderate wage-growth pressures. Our estimates suggest that this wage-restraint effect equals roughly 2 percentage points over two years.

The Moderating Effect of Expanded Remote-Work Opportunities on Wage Growth, Percentage Points

<table>
<thead>
<tr>
<th>What is your best estimate for how much the expanded remote-work opportunities have moderated wage-growth pressures at your firm in the past 12 months?</th>
<th>What is your best estimate for how much your firm can restrain wage-growth pressures in the next 12 months by letting employees work remotely part of the week?</th>
<th>Cumulative Restraint on Wage Growth Over Two Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>S.E.</td>
<td>Mean</td>
</tr>
<tr>
<td>Overall</td>
<td>1.1</td>
<td>0.15</td>
</tr>
<tr>
<td>Small Firms</td>
<td>1.2</td>
<td>0.18</td>
</tr>
<tr>
<td>Large Firms</td>
<td>1.1</td>
<td>0.37</td>
</tr>
<tr>
<td>Services Providers</td>
<td>1.4</td>
<td>0.19</td>
</tr>
<tr>
<td>Goods Producers</td>
<td>0.6</td>
<td>0.23</td>
</tr>
</tbody>
</table>

Note: The questions above were given to managers who said ‘yes’ to questions about whether their firms have offered WFH opportunities over the past 12 months, or whether they will in the next 12 month, in order to moderate wage-growth pressures. For the calculations of the summary statistics, those who responded ‘no’ to these questions are assigned 0 values for the wage-restraint calculation.

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business. For more information about the SBU, see Altig et al. (2020) and https://www.atlantafed.org/research/surveys/business-uncertainty.
Remote and Hybrid Working Arrangements Are Complementary to a Broader Geographic Search for Talent

Are you offering remote or hybrid working arrangements as a way to recruit new full-time employees?

Source: A small-scale survey of employers in the Fifth District of the Federal Reserve System. The survey results are discussed more fully in Davis, Macaluso and Waddell (2022).
Tradeoffs and Challenges

Advantages of the Employer Worksite
1. Often, that’s where to engage customers/clients/patients
2. Good for company culture and cohesion
3. Good for creativity that flows from in-person interactions
...

Advantages of Working From Home
1. Saves on commute
2. More quiet time/fewer distractions
3. Greater workday flexibility
...

Hybrid working arrangements aim for the best of both. But how to sustain company culture, foster creativity, mentor the less experienced, monitor and manage remote workers, coordinate remote and onsite workers, manage worker expectations and perceptions,...?
There is huge variation in what employees want, so let them choose?

“How often would you like to have paid work-days at home post-COVID?”

- Rarely or never: 22.7%
- 1 day a week: 9.8%
- 2 days per week: 14.2%
- 3 days per week: 13.9%
- 4 days per week: 7.4%
- 5 days per week: 32.0%

Hybrid total is 45.3%

Source: Data from 55,179 respondees who can WFH, reweighted to match the US population. Details on [https://wfhresearch.com/](https://wfhresearch.com/)
Choice vs coordination issue is tricky – employees want both!

Share of workers who would like to:

- Blue bar: Choose their own WFH days
- Red bar: Coordinate with coworkers on worksite days

Responses to the questions:
- Which of the following would you prefer?
  - Being able to choose which days you work from home (if any)
  - Your employer sets a policy that determines who works from home on which days
- Would you like your co-workers to come into work on the same days as you?

Notes: The sample for the blue bar includes employed respondents from the July and December 2021 SWAA waves who passed the attention check questions (for December respondents) and worked from home at some point since the start of the COVID-19 pandemic. The SWAA samples US residents aged 20 to 64 who earned $10,000 or more in 2019. \( N = 3,949 \) (blue bar).

The sample for the red bar includes employed respondents from the February 2022 SWAA who reported their employer is planning them to work from home 1 or more days per week after the end of the pandemic. \( N = 1810 \) (red bar).
Large US firms mostly plan team- or company-set hybrid schedule

Q: “Who decides which days and how many days employees work remotely?”

Source: Survey of Business Uncertainty conducted by the Federal Reserve Bank of Atlanta, Stanford University, and the University of Chicago Booth School of Business.
Younger Workers Express More Concern about How WFH Affects their Promotion Chances

Would WFH 1 more day per week impact your promotion?

Source: Data from 3,477 respendees who can work from home in 2021, reweighted to match the US population. Details on https://wfhresearch.com/
What else could go wrong with remote and hybrid working arrangements?

Lots! Consider some thorny issues related to talent retention, workforce mix, and workplace diversity.
Let me work from home (part of the week), or I will find another job

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

![Bar chart showing responses to the question]

**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 [month-after-next]?

**Notes:** Data are from 6,101 responses to the June, July, and August waves of the Survey of Working Arrangements and Attitudes. We re-weight raw responses to match the share of persons in a given {age x sex x education x earnings} cell in the 2010 – 2019 CPS. The sample includes employed respondents who worked at least one full day from home during the survey week.
Women are more likely to quit or seek another job, if their employer says no more WFH

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 [month-after-next]?

Notes: Data are from 6,101 responses to the June, July, and August waves of the Survey of Working Arrangements and Attitudes. We re-weight raw responses to match the share of persons in a given {age x sex x education x earnings} cell in the 2010 – 2019 CPS. The sample includes employed respondents who worked at least one full day from home during the survey week.
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 [month-after-next]?

Notes: Data are from 6,101 responses to the June, July, and August waves of the Survey of Working Arrangements and Attitudes. We re-weight raw responses to match the share of persons in a given \{age x sex x education x earnings\} cell in the 2010 – 2019 CPS. The sample includes employed respondents who worked at least one full day from home during the survey week.
People with Children, Especially Younger Children, Place Higher Value on Option to WFH

Value hybrid-WFH by schooling of youngest child, as % pay

Source: Data from 17,087 responses through 2021, reweighted to match US population. Split by gender of respondee and by schooling of youngest child at home. Details on https://wfhresearch.com/
“People of Color” Want More Work-from-Home Days

After Covid, in 2022 and beyond, how often would you like to have paid workdays at home?

Black Americans want to work from home 2.6 days per week on average, as compared to 2.5 days per week for Asian Americans, 2.3 days per week for Hispanic Americans, and 2.2 days per week for white Americans, according to surveys of more than 10,000 Americans conducted between May and July 2021.

For more on working from home and related topics, see www.stevenjdavis.com and www.WFHresearch.com.

SWAA April 2022 Updates

Jose Maria Barrero, Nicholas Bloom, and Steven J. Davis

11 April 2022

Latest survey wave included: March 2022

To sign up for regular results updates, please sign up here.
I’d love to hear about your firm’s experience related to remote work and hybrid working arrangements.

Now or later!

Steven.Davis@chicagobooth.edu
End of Prepared Remarks
Survey of Working Arrangements and Attitudes

• Monthly online survey since May 2020, ~100,000 observations to date.
• Target population: U.S. residents 20-64 with prior-year earnings > $10,000.
• We design the survey instrument.
• It’s 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 Current Population Survey shares in age-sex-education-earnings cells. Dropping those who fail attention checks (another 12%) sharpens some results.
• Median response time: 7 to 12 minutes, after dropping speeders
• Results and micro data are freely available at www.WFHresearch.com.

See “Why Working from Home Will Stick,” by Barrero, Bloom and Davis for more information about the SWAA.
Attention check question #1

In how many big cities with more than 500,000 inhabitants have you lived?

Please note that **this question only serves the purpose to check your attention.**

Irrespective of your answer, please insert the number 33.
Attention check question #2

What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

- Magenta
- Green
- Purple
- Brown
- Black
- White
- Blue
The Global WFH Dataset

A Multi-Country Version of the SWAA

• Barrero, Bloom, Davis, Aksoy Cevat, Mathias Dolls, Pablo Zarate, European Bank for Reconstruction and Development, IFO

• Two waves fielded thus far:
  15 countries in July-August 2021
  25 countries in January-February 2022

• Roughly 500 to 1,500 respondents per country-wave – about 36,000 in total – after dropping speeders and those who fail attention checks.

• Similar selection criteria as in U.S. SWAA, but samples over weight the better educated, more so in less-developed countries.

Big country differences in economic development, work practices, pandemic severity, government responses to pandemic, etc.
Measuring Remote Work In Job Vacancy Adverts

• In Hansen et al. (2022), we use a state-of-the-art NLP approach to classify job vacancy adverts as to whether the job does or does not allow 1+ days per week of remote work. We start from a “DistilBERT” model (Sanh et al., 2020), pre-train it on a portion of the Burning Glass corpus, then train it on human-classified text sequences extracted from 60,000 job adverts. We audit the model-based classifications to check performance and refine the model.

• We apply our model to 350+ million job vacancy adverts posted online and collected by Burning Glass Technologies from 2014 to the present. Slides in this deck use a 5% sample of the 350 million adverts.

• Currently, our dataset covers the United States, United Kingdom, Canada, Australia, and New Zealand. We plan to extend our measurement and analysis to other countries as well.
Based on U.S. job vacancy adverts in data from Burning Glass.
Each data point is a single occupation.
Reproduced from Hansen et al. (2022).
RETURN TO NORMAL. BUT NOT TO THE OFFICE.
IN-PERSON ACTIVITIES AS A % OF ACTIVITIES IN 2019

Source: Kastle.com at https://www.kastle.com/safety-wellness/getting-america-back-to-work/, accessed on 7 March 2022
Remarks on Forced (and Coordinated) Experimentation, Learning, and Re-optimization

1. Experimentation revealed information that alters optimal working arrangements through a tail effect and a bias-removal effect.

2. Strategic complementarities across firms in the choice of working arrangements amplify the direct impact of the pandemic experience on WFH – e.g., it’s easier for law firm staff to WFH when clients WFH.

3. There are also strategic complementarities across firms in experimentation with WFH and remote work.

4. COVID (permanently?) knocked down regulations that blocked virtual service delivery, especially in the healthcare sector
   - Before COVID, Medicare and Medicaid rules allowed payments for remotely supplied healthcare services only in very limited circumstances.
   - Pandemic led to relaxation of occupational licensing rules that inhibited the provision of healthcare services by out-of-state healthcare providers.
Commuting, flexibility, and less time getting ready for work are most often among the top 3 benefits of working from home.

What are the top 3 benefits of working from home?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percent of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>No commute</td>
<td>60.4%</td>
</tr>
<tr>
<td>Less time getting ready for work</td>
<td>49.1%</td>
</tr>
<tr>
<td>Flexible work schedule</td>
<td>46.9%</td>
</tr>
<tr>
<td>Quiet</td>
<td>37.8%</td>
</tr>
<tr>
<td>More time with friends/family</td>
<td>36.7%</td>
</tr>
<tr>
<td>Fewer meetings</td>
<td>15.7%</td>
</tr>
</tbody>
</table>

Notes: The sample includes respondents to the February 2022 SWAA who passed the attention check questions and worked from home at some point since the start of the COVID-19 pandemic. The SWAA samples US residents aged 20 to 64 who earned $10,000 or more in 2019. N = 2,973.
Collaboration and socializing are most often among the top 3 benefits of going to employers’ worksite

What are the top 3 benefits of working on your employer’s business premises?

Notes: The sample includes respondents to the February 2022 SWAA who passed the attention check questions and worked from home at some point since the start of the COVID-19 pandemic. The SWAA samples US residents aged 20 to 64 who earned $10,000 or more in 2019. N = 2,973.