

Working From Home Around the World

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Global WFH Dataset Methodology

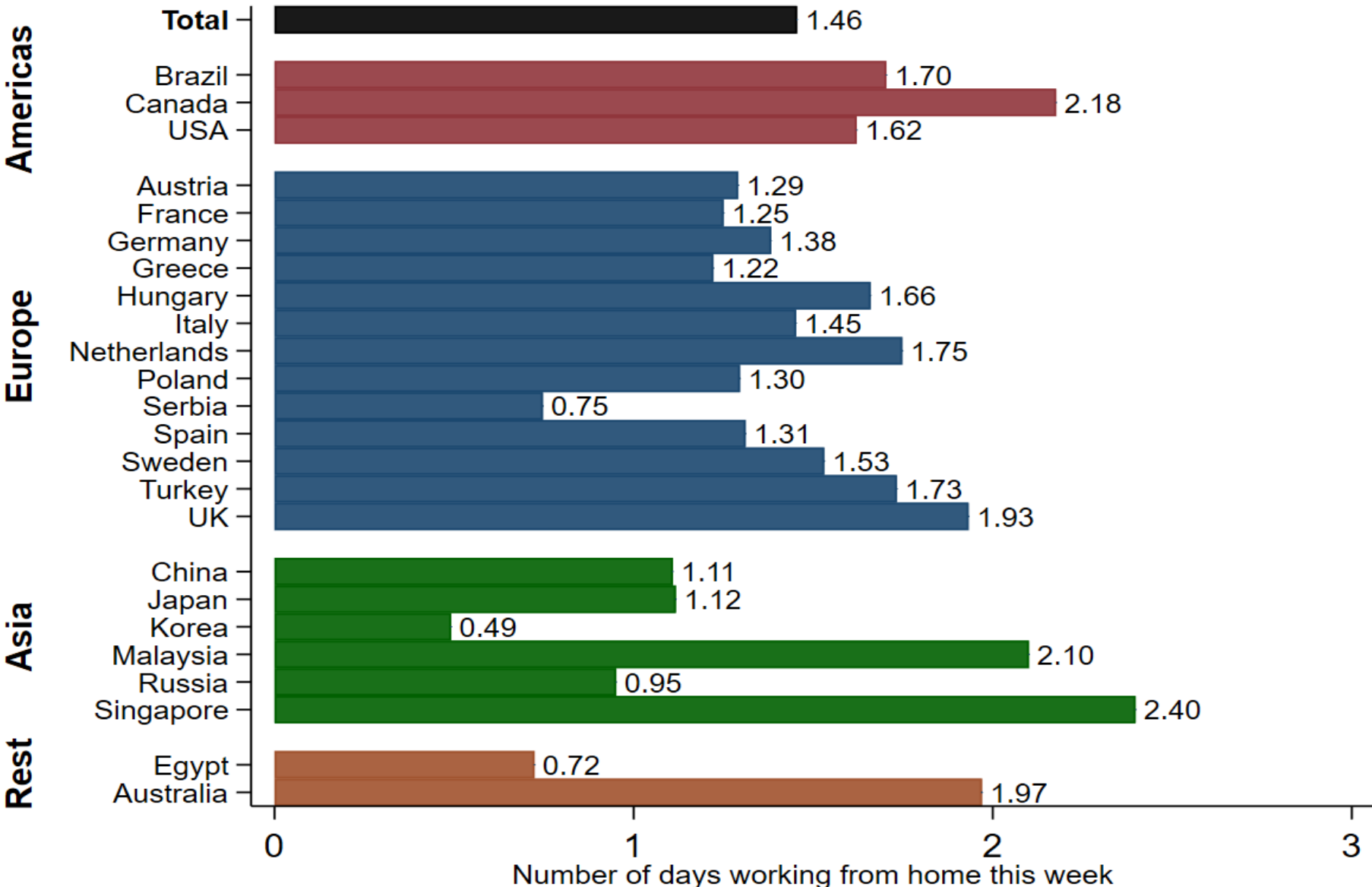
- Two waves of the Global WFH online survey covering 32,909 respondents in 25 countries.
- Wave 1 conducted in July 2021 (N= 11,543, 14 countries), Wave 2 conducted in February 2022 (N=21,366, 22 countries).
- Survey participants recruited from the panel of the professional survey company Respondi (and its external partners).
- **Sample restriction:** Full-time employees aged 20-59. Respondents that failed an attention check and that are in the bottom 5% of the (country-wave) survey time distribution dropped from the sample.
- **Regression:** To control for variation in respondent characteristics we run an unweighted OLS regression, including fixed effects for wave, gender, age groups, education and industry. Pooling first and second wave, including country-specific dummies but omitting US dummy. We take the residual by country and (for scaling) add back the average of the outcome in the US.
- **Attention check:** “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 in order to continue with the survey”. We remove respondents that answered different than 33.
- **Sample:** our online sample can only include individuals with internet access in each country. So, while we control for respondent characteristics our results are only for the sample that responded, which is defined as those Respondi can access for paid online surveys.

Summary

- A. **Employees desire** about 2 WFH days, **employers are planning** with 1 WFH day.
- B. **Perceptions about WFH:** improved in all countries.
- C. **WFH productivity:** 7% higher relative to expectations.
- D. **WFH efficiency:** 4% higher relative to working on business premises.
- E. **Respondees value** hybrid WFH 2-3 days a week as much as 5% of a pay raise.
- F. **15% of global employees would quit or start looking for a WFH job** if their employer announced that all employees must return to the worksite 5+ days a week.

WFH is a global phenomenon amongst our survey respondees

Paid working days worked from home each week

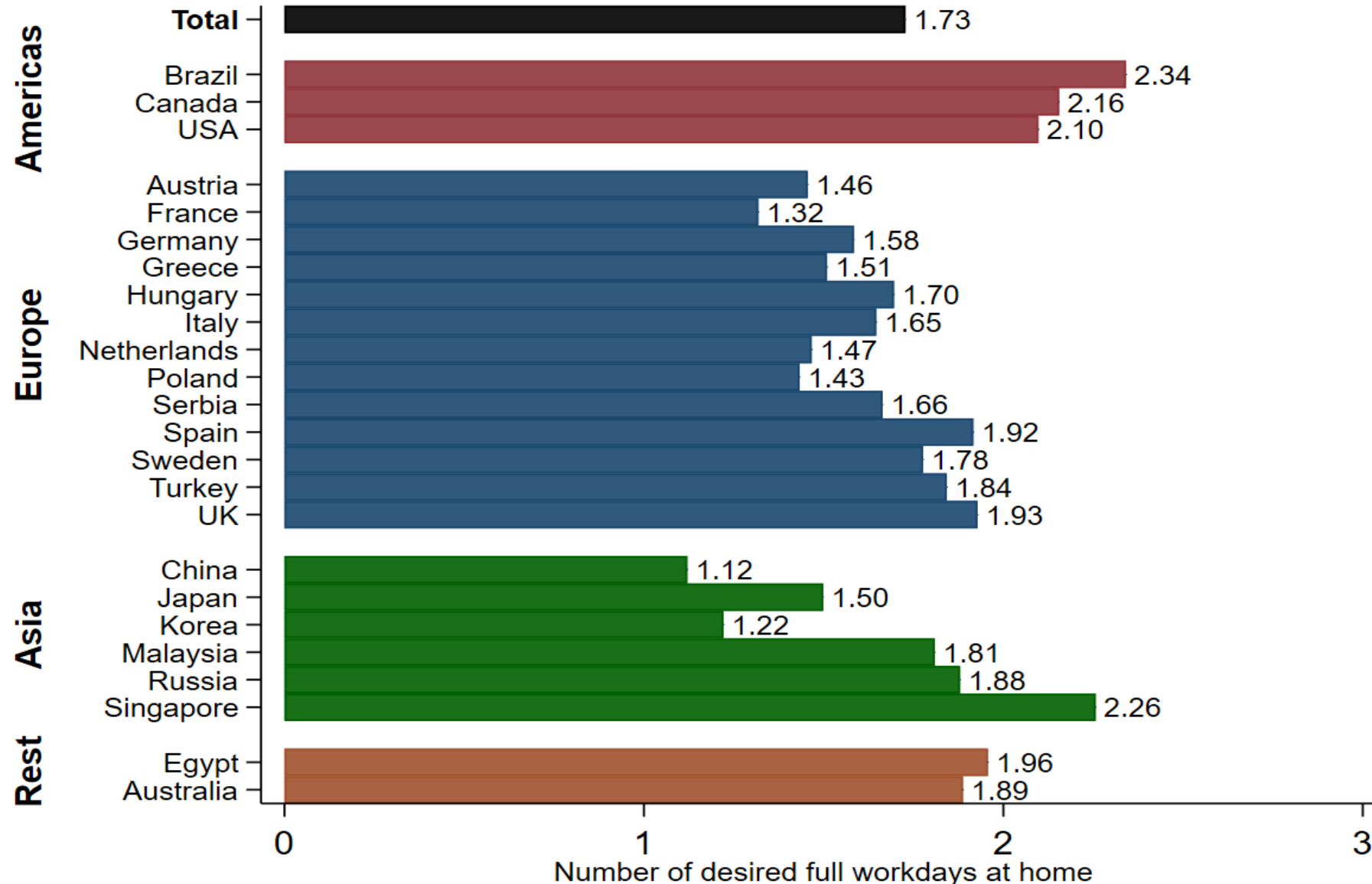


Source: Responses to the question “How many full paid days are you working from home this week?”. Only for respondents that have worked for pay in the week of the interview. Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=30,169 Global WFH respondents, surveyed in August 2021 and February 2022.

Globally respondees desire to WFH about 1.7 days per week

Number of employee desired WFH days

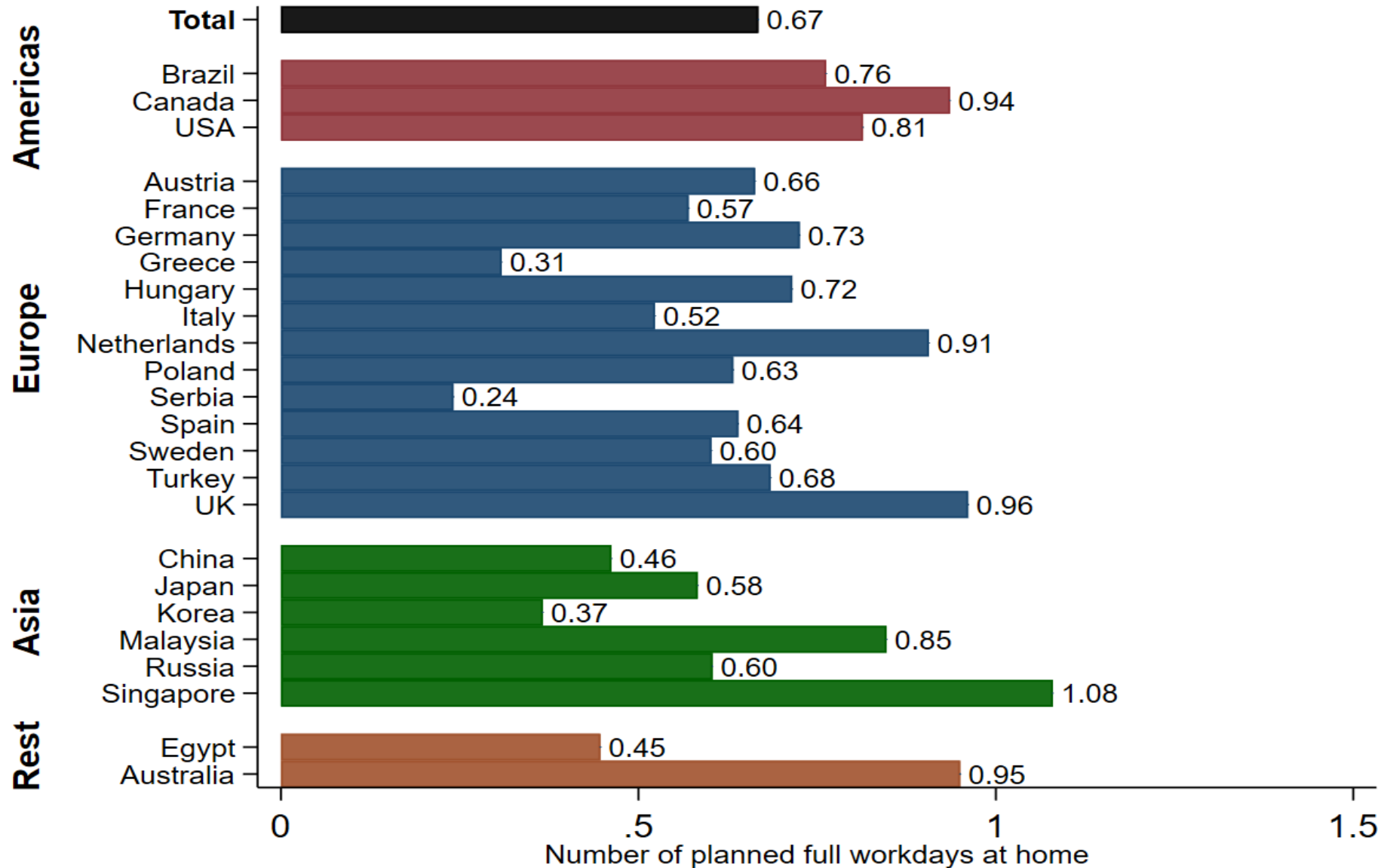


Source: Responses to the question: "After COVID, in 2022 and later, how often would you like to work from home?". Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=32,909 Global WFH respondents, surveyed in August 2021 and February 2022.

Employers are planning WFH for only about 0.7 days per week

Number of planned WFH days

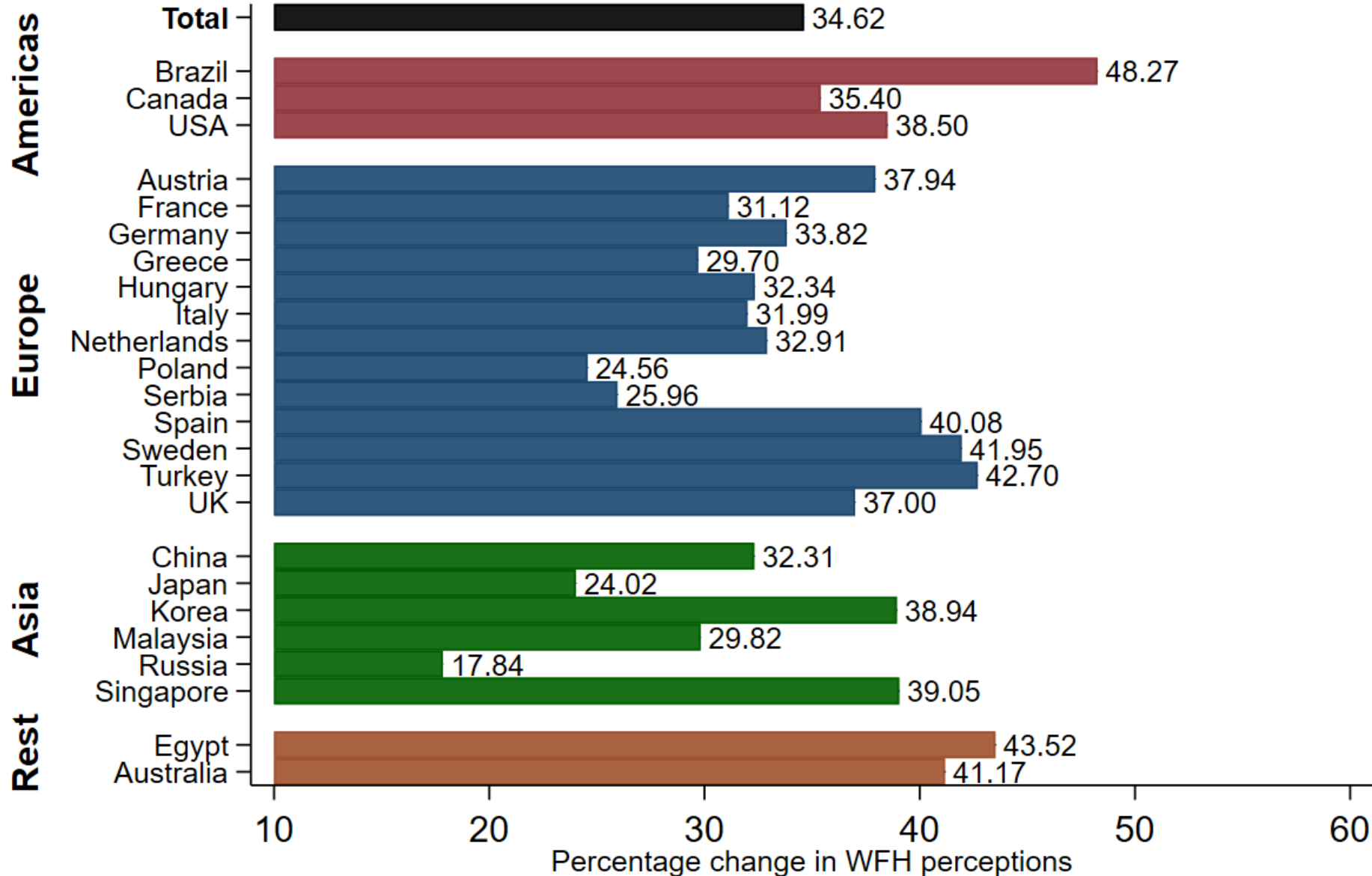


Source: Responses to the question: "After COVID, in 2022 and later, how often is your employer planning for you to work full days at home?". Only for respondents who report to have an employer. Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=31,834 Global WFH respondents, surveyed in August 2021 and February 2022.

Perceptions about WFH have improved in all countries

Percentage change in WFH perceptions

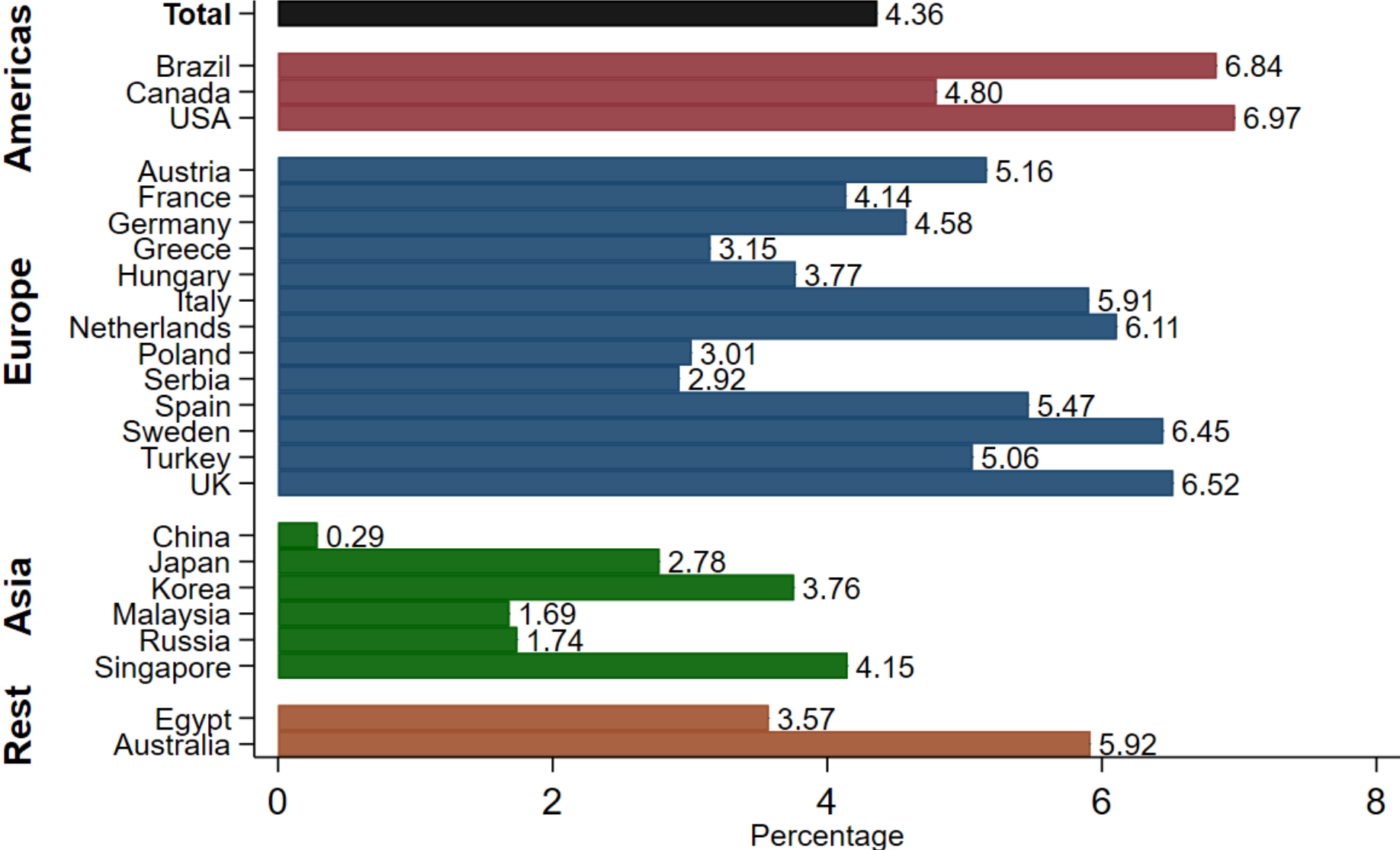


Source: Responses to the question “Since the COVID pandemic began, how have perceptions about WFH changed among people you know?”. Values: Improved among almost all (95%), most (70%) or some (25%), No change (0%), and Worsened among almost all (-95%), most (-70%) or some (-25%). Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=32,909 Global WFH respondents, surveyed in August 2021 and February 2022.

Respondees feel 4% more efficient WFH than on business premises

WFH efficiency, relative to working on business premises

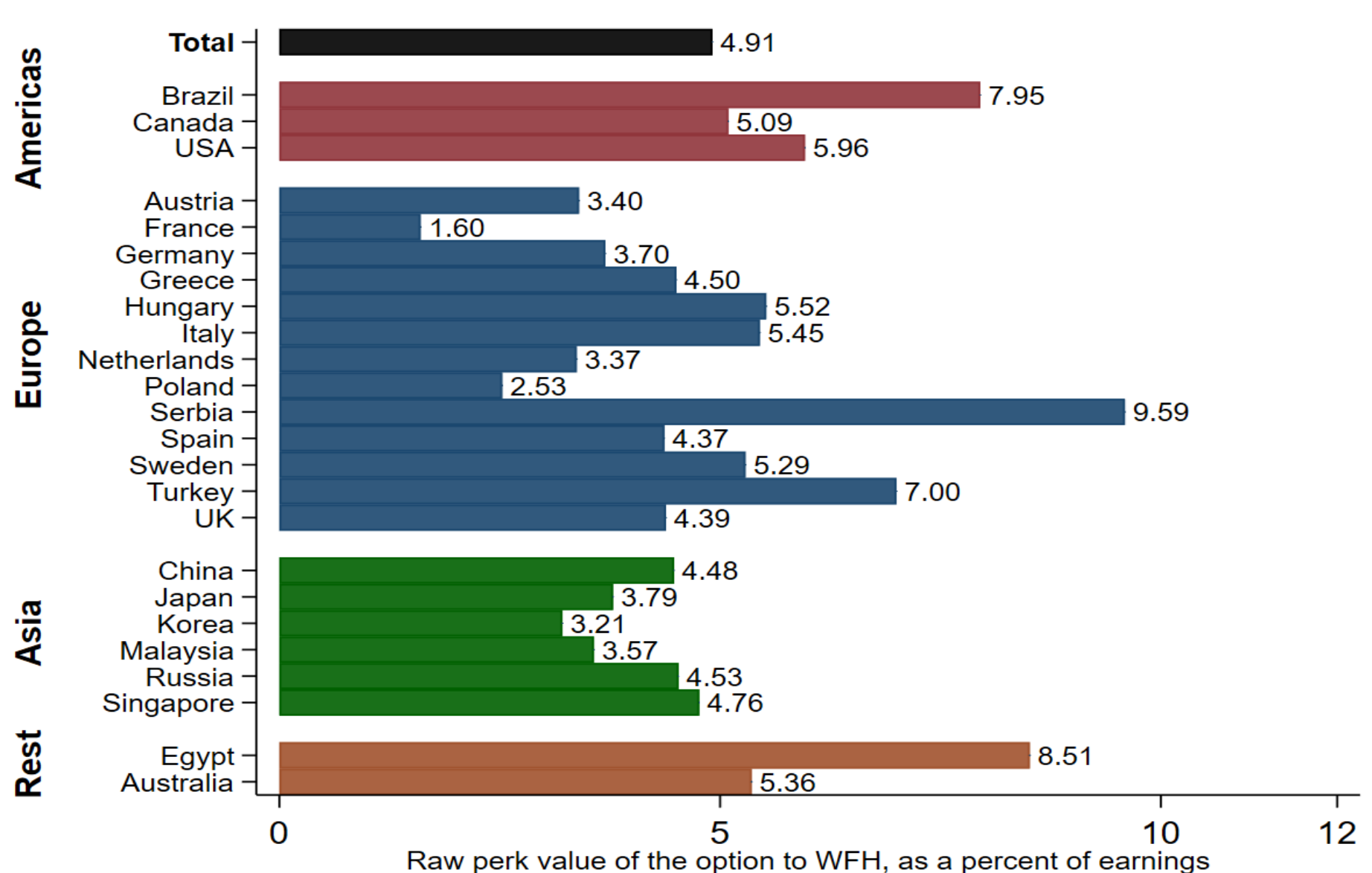


Source: Responses to the questions: "How does your efficiency working from home during the COVID-19 pandemic compare to your efficiency working on business premises before the pandemic?" and "How much less/more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic?". Only respondents who report they have worked primarily from home at any point during the COVID-19 pandemic. Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=16,983 Global WFH respondents, surveyed in August 2021 and February 2022.

Perk value of the option to WFH is about 5% of earnings

Raw perk value of the option to WFH

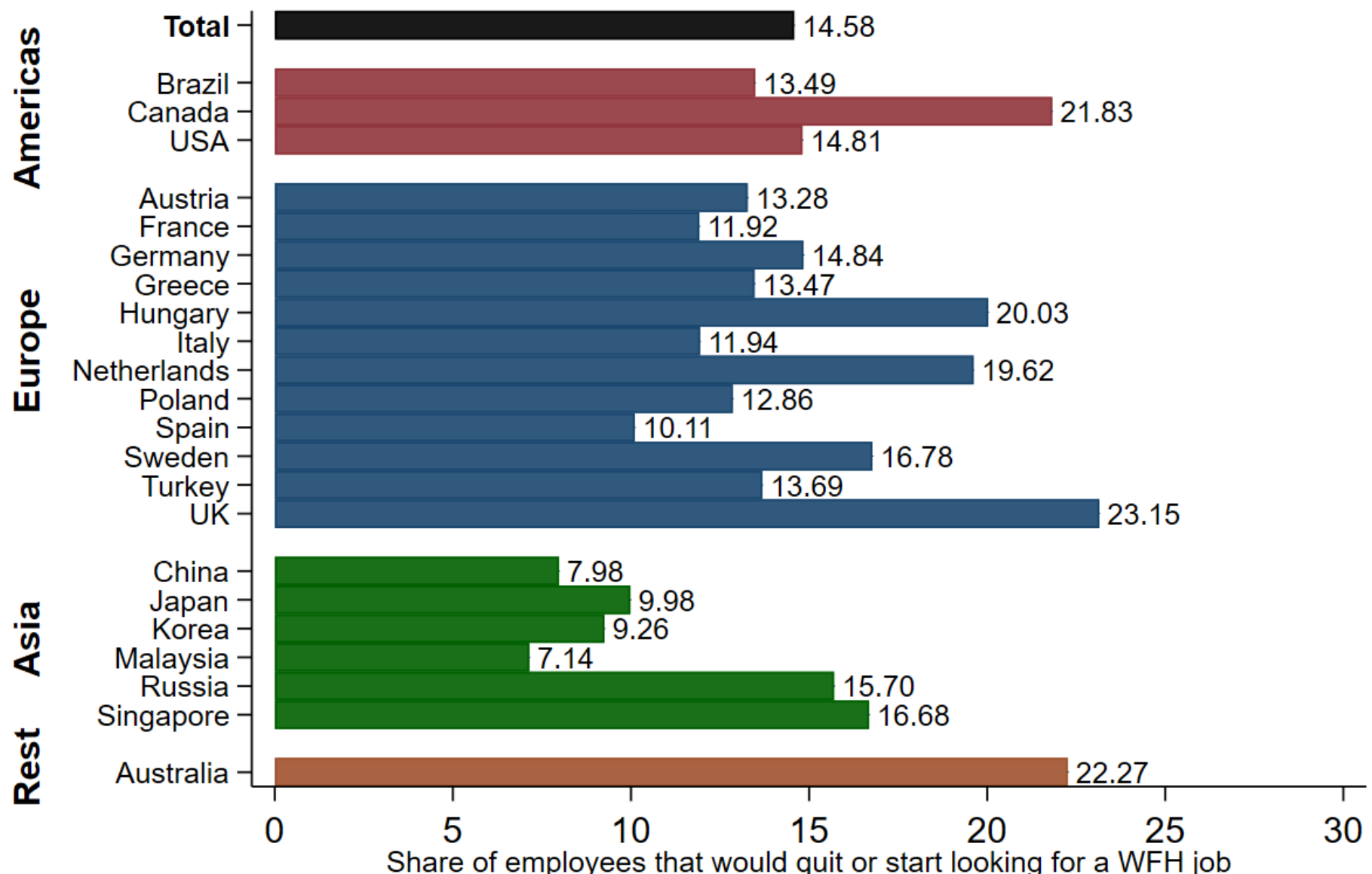


Source: Responses to the question: “After COVID-19, in 2022 and later, how would you feel about working from home 2 or 3 days a week?” and "How much of a pay raise [cut] (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?”. Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=32,909 Global WFH respondents, surveyed in August 2021 and February 2022.

15% would quit or look for a WFH job if forced back in person full time

Share of employees that would quit or start looking for a WFH job



Source: 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 February 1, 2022?". Option 'I would comply and return to office' is coded as 0, while 'I would look for a job to WFH 1-2 days' and 'I would quit the job' are coded as 100. Controls for gender, age groups, education, industry and wave fixed effects.

Sample of N=21,366 Global WFH respondents, surveyed in February 2022.