Couples' Remote Work Arrangements and Labor Supply

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Abstract: Using the short panel component of the Current Population Survey and new questions on work-from-home intensity, the authors examine the relationships between partners' work location arrangements, weekly hours worked, and within-couple labor hours inequality. Fixed effect estimates suggest a strong positive relationship between partners' decisions to work from home. On average, remote workers work fewer hours than onsite workers, while hybrid workers work more. Both partners switching from onsite to hybrid is associated with a 5.8% increase in couple-level hours, while both switching to fully remote is associated with a 6.9% decrease in couple-level hours. When women switch to hybrid while their partners switch to remote, within-couple labor hours inequality decreases; women switching to remote increases inequality. Results suggest that hybrid, but not remote, work could improve women's position in the labor market.

JEL codes: J20; J22; J31

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Introduction

The COVID-19 pandemic sparked a dramatic change in work location flexibility that continues to this day. According to the October 2024 Current Population Survey (CPS), 23.8% of US workers did some work from home for pay and 11.1% worked entirely from home in the last week (U.S. Bureau of Labor Statistics 2024).

In this paper, we use new CPS questions capturing work-from-home (WFH) hours intensity in the post-pandemic period to examine coupled individuals' coordination of work locations and whether individuals' hours worked vary across couple-level work location arrangements as families and firms adjust to this new normal of working from home. We begin by measuring the extent to which work is done from home and describe important differences between individuals working a fully remote or hybrid schedule and those working mainly onsite. We also describe the variation in couple-level joint work location schedules by parental status, as well as differences in individuals' actual weekly hours worked across couple-level work location arrangements. Then, exploiting the short longitudinal component of the CPS to estimate individual fixed effect (FE) models, we ask whether the work location of one member of the couple depends on the work location of the other. Couples may choose to WFH together to enjoy more joint leisure time or, if there is limited workspace at home, only one member of the couple may WFH. Working hybrid schedules on alternate days may allow parents to take turns with caregiving responsibilities, thus parents may be less likely to coordinate work schedules than couples without children. As a secondary analysis, we use time diaries from the American Time Use Survey (ATUS) to examine differences in couples' time together

on WFH days versus onsite days. Finally, also using individual FE models, we examine men's and women's labor hours by their joint work location and test whether remote/hybrid work arrangements allow women to work longer hours and achieve greater equality in terms of labor supply.

Related Literature

Prior literature offers several hypotheses about how workers may select their work location arrangements and how these arrangements also may depend on their partners' work locations. First, time diaries show that WFH days allow workers to save 60–75 minutes on commuting and grooming and increase their leisure time (Pabilonia & Vernon, 2022; 2024). Thus, other things equal, workers find WFH arrangements desirable (Barrreo et al. 2021). However, the literature also suggests that face-to-face work has its benefits, such as shared companionship, on-the-job training opportunities, more efficient teamwork, and more opportunities for a promotion (Emanuel et al. 2023; Pabilonia and Vernon 2023a).[1] Thus, some workers (and employers) may prefer onsite work, at least part of the time.

Turning to the literature on couple time together, Hamermesh (2002) and Hallberg (2003) find evidence that employed couples arrange their work schedules to maximize their time together, which is positively associated with life satisfaction and instantaneous well-being (Flood and Genadek 2016; Hamermesh 2020).[2] Bryan and

[1] However, a recent randomized control trial by Bloom et al. (2024) finds no difference in promotions for hybrid and onsite workers, perhaps due to changing perceptions among managers of employee performance when they WFH versus onsite.

[2] Even while couple time together may increase with more WFH, time alone also may increase, which is negatively associated with life satisfaction (Atalay 2024). Frazis (2024) documents that some of the rise in time alone in multi-person households during the first year of the pandemic is due to the rise in WFH.

Sevilla (2017) further find that flexible working time arrangements enable parents to better coordinate their work schedules in the UK. Providing more evidence that couples highly value joint leisure time, Georges-Kot et al. (2024) find that about 50–60% of self-employed workers in France substitute a day of leisure for a day of work when their employee partners get an extra public holiday because it falls on a traditional workday while Cosaert et al. (2023) find using a revealed preference approach that Dutch households with children are willing to pay 10% of the average wage to change private leisure to joint leisure. The increased availability of remote and hybrid arrangements could facilitate couples' togetherness, with partners being more likely to jointly select WFH arrangements, potentially leading to increases in marital quality and stability. Because individuals tend to marry those working in similar occupations (Schwartz et al. 2021), partners may have similar propensities to WFH, which heavily depend on the task content of occupations (Dey et al. 2020; Dingel and Neiman 2020).[3]

However, other literature (Barnet-Verzat et al. 2011) suggests that among dual-earner couples, parents may specialize, with one parent spending more time with children and the other spending longer hours working. Fathers often work the longer hours, contributing to a gender wage gap (Cortes and Pan 2019; Goldin 2014). There is also evidence that some couples with children stagger their work hours so they can do tag-team parenting (Fox et al. 2013). Hybrid work could potentially allow parents to WFH on alternate days and facilitate greater sharing of childcare and work responsibilities. Thus, we hypothesize that couples with children may have less time together relative to couples without children.

[3] However, the correlation between partners' teleworkability indexes based on Dingel and Neiman (2020) is only 0.21.

Several papers examine differences in hours worked by WFH status for US workers since the start of the pandemic. Initially, when the pandemic hit, workers reported that they used 42% of their time savings from not commuting to work longer hours (Aksoy et al. 2023). Subsequent studies dispute this finding, at least for some workers. Using pandemic-period time diaries from the ATUS, Pabilonia and Vernon (2023b) show that actual work hours of men and women did not rise, and that a partner's WFH status mattered for one's work hours. When fathers worked onsite on the diary day, WFH mothers worked fewer paid hours, but when both partners worked from home together relative to when both worked onsite, mothers and fathers were able to maintain their paid work hours. The study's inferences are based on imputed partners' work location and only a single diary workday, whereas individuals may reallocate their activities over the days of the week (Pabilonia and Vernon 2022). Also, many parents were working from home alongside their children, and social distancing practices restricted many activities outside the home, so findings from the pandemic may not be generalizable to normal times.

Ji et al. (2024) build a household model of labor supply where spouses have differing abilities to telework and introduce both a commuting shock and a shock to men's leisure preferences to explain observed changes in hours worked. Their model predicts that a reduction in commuting time will increase own labor supply but decrease spousal labor supply. In addition, an increase in own preference for leisure will decrease own labor supply but increase spousal labor supply. Calibrating the model using the ATUS, they find that labor supply depends on whether spouses' occupations are

teleworkable. Overall, they find that men in teleworkable occupations work fewer hours, while women in teleworkable occupations work more in 2021.

Pabilonia and Vernon (2024) examine remote-onsite differences in usual hours worked among full-time employed men and women in the 2010–2021 American Community Survey (ACS). Remote workers, a much more select group pre-pandemic who also likely differed in their occupational/industry mix, worked more hours than onsite workers before 2020, though their hours were slowly converging over the period. By 2021, mostly remote male workers worked 21 minutes fewer per week than their onsite counterparts whereas mostly remote female workers worked 13 minutes longer per week than female onsite workers. The ACS measure of WFH, however, does not capture nuanced differences in WFH intensity—respondents who worked most of their hours last week away from their workplace are classified as mostly remote workers, while hybrid workers are not identified, so some hybrid workers are part of the 'mostly remote' group.[4] The new CPS questions allow us to improve on this study in several ways. First, we can divide workers by WFH intensity into fully remote, hybrid, and onsite worker categories. Second, the CPS provides information on both members of the couple. Third, we have a better measure of labor supply, actual rather than usual weekly hours worked. Actual hours vary more over time for people within the same job and with WFH intensity as people vary their effort when their outside schedule constraints change.[5] Fourth, the longitudinal component of the CPS allows us to control for

[4] In 2023, 13.8% of workers in the ACS are primarily remote (U.S. Census Bureau 2023). In the CPS, we ranked all workers by their percent of hours worked from home and calculate that the top 13.8 percent of workers have at least 50% of their hours worked from home.
[5] We also do not examine usual hours because many CPS respondents report that their hours vary.

unobserved time-invariant differences. Finally, we examine a post-pandemic period when children are back in schools with no pandemic-era restrictions on work and leisure.

Another paper closely related to ours is Arntz et al. (2022) who use a relatively small sample of German workers from 1997–2014 and find that childless employees work an extra hour of unpaid overtime after moving to hybrid work, but no change for actual or contractual hours. However, among parents, they find that the gender gap in actual hours and contractual hours is smaller after mothers and fathers move to hybrid work. They do not examine fully remote workers or the impact of partners' work location arrangements. In addition, their findings are based on data with much lower WFH frequency—many were working from home only once a week. Providing evidence for the Netherlands, Possenriede et al. (2016) find that the take-up of hybrid work is associated with increases in actual hours from 2002 to 2012.

Data and Descriptives

The CPS is the US labor force survey that provides data on the employed, unemployed, and those out of the labor force.[6] In October 2022, the CPS added several new questions on telework and WFH intensity to the basic monthly survey.[7] Respondents are first asked if, "At any time LAST WEEK, did you telework or work at home for pay?" If they responded yes, they are asked, "Last week, you worked (# hours

[6] We use basic monthly CPS data that are available from the U.S. Bureau of Labor Statistics and U.S. Census Bureau (2022–2024a).
[7] In December 2022, the introduction for these questions changed from "I now have some questions related to how the COVID-19 pandemic affected where people work." to "I now have some questions related to where people work." Supplemental data on telework are available from the U.S. Bureau of Labor Statistics and U.S. Census Bureau (2022–2024b) through June 2024. Telework data was then added to the basic monthly CPS datasets.

worked last week at all jobs) hours (total/at all jobs). How many of these hours did you telework or work at home for pay?" These two questions allow us to separate workers who work all hours from home ('remote workers') from those who work a hybrid schedule, with only some days at home ('hybrid workers'). However, we cannot determine hybrid/remote status on a job, because workers are asked about hours from home on all jobs rather than on each job.

Households are in the CPS for four months, then are out of the sample for eight months before returning for another four months, spanning 16 months; however, households may skip the survey in any given month resulting in missing data. For our analyses, we construct an unbalanced panel of members of different-sex married and cohabiting couples using CPS longitudinal identifiers covering the period from October 2022 through September 2024.[8] We restrict both members of each couple to be among the prime-age noninstitutionalized civilian population (age 25–54 in their first observed month in our panel). We estimate all regressions at the individual level separately by sex and parental status. Because WFH intensity is asked only for those who are employed and at work in the CPS reference week, we analyze those who are employed and at work, but we allow their partners to be not employed because some may adjust their hours or choose their work location arrangement differently if a partner is at home. Our main analyses are based on 50,168 employed men (213,261 observations) and 41,271employed women (175,316 observations) who are observed as part of a couple in two to eight months over the period, i.e. we remove singleton observations. For more

[8] Specifically, we match individuals across months in sample using the following CPS variables: HRHHID, HRHHID2, PULINENO, and GESTFIPS. We also ensure consistency based on age (across matched months we allow age to vary by up to two years because the Census Bureau perturbs age slightly to ensure privacy of individuals), sex, and race across observations.

details on sample selection, see Table A.1 in the Supplemental Online Appendix. Henceforth, the table numbering for the Online Appendix is prefaced with an "A."

We construct several measures based on WFH intensity. First, for each worker, we calculate the percent of their hours worked last week that were worked from home for pay. Figure 1 shows the distribution of these percentages with significant spikes at 20, 40, 50, 60, 80, and 100% that roughly correspond to days worked for a full-time worker. We use this percentage in some of our analyses as a continuous measure of WFH intensity. Based on these percentages, we also divide workers into three worker groups: 1) remote workers, with 100% of their hours worked from home, 2) hybrid workers, with 20–99% of their hours worked from home, and 3) onsite workers, with 0–19% of their hours worked from home. Thus, onsite workers may occasionally WFH, or they may bring some work home from the office to work in the evenings or on weekends for which they are paid, but their WFH intensity is the lowest of the three groups and they are unlikely to be working a full day from home.[9] It is fairly common in the literature to consider people as hybrid workers if they work at least one day a week from home (see, for example, Possenriede et al. 2016). One can alternatively view these three worker groups as workers having high, medium, or low WFH intensity. In our sample, less than 1.8% of male and female workers report working 1–19% of their hours from home (Figure 2). The modal hybrid worker works 40–59% of their hours from home

[9] Men who work less than 20% of their hours from home, work on average 5.5 hours from home (one standard deviation = 3 hours), while women work on average 4.8 hours from home (one standard deviation = 2.8 hours). In robustness checks, we vary our cutoffs to define our worker types.

(corresponding to roughly 2 to 3 days per week). Women are more likely to be working remotely than men (14.8% versus 10.4%).[10]

Figure 3 shows trends in remote and hybrid work over this two-year period. In October 2022, 11.7% of men and women in our sample were working entirely remotely while 8.8% worked a hybrid schedule. The percentage of remote workers remained relatively stable throughout the period, while hybrid work increased gradually to 12.9% in September 2024. Figure 4 shows that over the period, hours worked from home rose from 16.3% to 19.5% of total hours worked.

Figure 5 shows trends in the percentage of fully remote and hybrid workers by sex. Over this period, women were much more likely than men to work entirely remotely, and the percentage-points (pp) difference by sex in remote workers widened from 4 in October 2022 to 5.7 in September 2024. In September 2024, 16.4% of women and 10.7% of men worked fully remotely. The percentage of men and women working a hybrid schedule was more similar; however, women were still more likely to be hybrid, and the pp difference in hybrid workers by sex widened slightly over the period. In September 2024, 13.9% of women and 12.1% of men worked a hybrid schedule, a 1.8 pp gap. Although there are differences by sex, we see little difference in the percentage of hybrid workers by parental status within sex (Figure 6). However, in the more recent

[10] We conduct an exercise to see whether some of our hybrid workers are possibly working entirely from home. Because the questions about WFH specify that work should be paid, it is possible that some workers are paid for 40 hours per week—based on standard working hours for a full-time worker—but that they sometimes work unpaid overtime. Thus, if they work 45 hours at home, they potentially could answer that only 40 of those home hours are paid. Looking at all workers who report over 40 hours and who work 40 hours from home (only 0.4 percent of our sample), we find that they are all classified as hybrid workers. Forty-six percent are multiple job holders so they may have been remote on one job but not the other, in which case, they are less likely to have been misidentified.

months, mothers were more likely to work fully remotely than women without children (Figure 6). In September 2024, 17.4% of mothers and 14.9% of women without children worked remotely, a 2.5 pp difference.

Coupled workers differ in many ways across work location arrangements (see Tables A.2 and A.3 for summary statistics by WFH intensity for men and women, respectively). On average, hybrid workers report longer hours than those working onsite, followed by remote workers, especially among women. Partners of remote workers also work more hours from home and are more likely to be remote. Hybrid workers are more likely to have a partner working a hybrid schedule. Hybrid and remote workers are more likely to have an employed partner.

Remote workers are much more likely to be self-employed. Men working fully remotely or hybrid and women working fully remotely are more likely to have a self-employed partner. Hybrid workers are the least likely to be working part-time (less than 35 hours per week on all jobs) and the most likely to have multiple jobs, especially among women. Among men, hybrid workers are older and more likely to be married and have an additional adult living in the household. Among women, remote and hybrid workers are more likely to be married, have an additional adult living in the household, and have young children, but less likely to have children aged 5–17. Among men, remote and hybrid workers are less likely to be Black or Hispanic or paid hourly and more likely to live in a metropolitan statistical area (MSA).[11] Among women, remote and hybrid workers are less likely to be Hispanic or paid hourly and more likely to live in a

[11] A MSA contains at least one urbanized area of 50,000 or more inhabitants along with adjacent communities that are integrated both economically and socially with that area (U.S. Census Bureau 2020).

MSA. Among men, remote workers are the most likely to have a college degree, followed by hybrid workers. For women, hybrid workers are the most likely to have a college degree. Male hybrid workers are more likely to be a federal government employee than are male remote and onsite workers. Remote and hybrid workers are less likely to be a state or local government employee than are onsite workers.

Remote and hybrid workers also differ considerably in their mix of occupations and industries. Overall, they are more likely than onsite workers to be in white-collar occupations other than health care. Notably, male remote workers are much more likely to be in computer and mathematical occupations than male hybrid workers (27% versus 17%). Remote workers are the most likely to be working in professional, scientific, and technical services industries (35% of male and 24% of female remote workers). Hybrid workers also are more likely to be working in these industries than onsite workers (24% of male and 17% of female hybrid workers; 6% of male and 5% of female onsite workers).

Figure 7 shows the percentage of couples by parental status and by couple-level work arrangement.[12] There are 15 potential work arrangement combinations where the first word listed in each combination represents the work arrangement for men and the second represents the work arrangement for women. Just over half of the couples have both members working onsite, but those without children are slightly more likely to have both members work onsite compared with those with children (55.3% versus 51.2%). The second most prevalent couple-level work arrangement is for the man to work onsite

[12] Parental status is determined by the presence of own children under age 18 in the household. Nonparents may have non-own children in the household, own children living outside their household, or adult children living in the household.

and the woman to be not employed (13.4% for parents and 7.5% for nonparents); the third is for the man to work onsite and the woman to work remotely(7% of couples). Only slightly over 3% of couples have both members working remotely.

Figure 8 shows average actual weekly hours worked by sex across couple-level work arrangements for parents and nonparents.[13] We observe substantial variation in hours, especially for women. Among parents, in most work arrangements, mothers work fewer than 37 hours on average, suggesting a substantial number of mothers are working part-time. In only three of the 15 couple types do mothers work close to 40 hours per week: remote-hybrid, hybrid-hybrid, and onsite-hybrid. However, in nonemployed-hybrid, mothers work more than 42 hours on average. Thus, regardless of the work location of the partner, women working a hybrid schedule work more hours on average. Among women without children, we observe a similar pattern for those working a hybrid schedule, but these women work, on average, closer to 41 hours per week. Turning to men, we see that in each couple-level work location arrangement, their hours per week exceed 40. However, male remote workers, regardless of parental status, work less than male hybrid and onsite workers (slightly more than 40 hours per week), and their hours do not vary considerably by their partner's work arrangement. Men without children working a hybrid schedule work the most hours (43–44 hours per week). Fathers working hybrid or onsite with partners working fully remotely or hybrid work over 43 hours per week.

Up to this point, we have described average work location arrangements. However, our fixed-effects estimation strategy (described in the next section) depends

[13] We topcode each respondent's actual weekly hours worked at 84 hours.

on workers changing their work location arrangements for identification purposes; therefore, we next provide an overview of how many individuals switch their work arrangements from one observed month to the next. First, examining coupled individuals who also are observed in the CPS in the previous month, we find that in any given month, about 15% of men and women transition between work locations or move to/from nonemployment (figure 9). Then, considering only months when people are employed (our sample), we find that roughly 19% of men and 23% of women in our panel had at least one transition in their work location arrangement. Table 1 shows that the most common transitions (longitudinal transitions across months, but not necessarily consecutive months) are from onsite to hybrid and vice versa (5–6% of worker-months). Between 3% and 5% of transitions are from remote to onsite work and vice versa. Turning to the employed and looking at transitions over consecutive months in Figure 10, the most common transition again is a move from onsite to hybrid work or vice versa (6% of the employed made one of these transitions in 2024). Over the period, the number of month-to-month transitions from remote to onsite fell from about 2.5% to 1.5%; roughly the same percentage of workers transitioned from onsite to remote. Transitions between hybrid and remote work (and vice versa) were less frequent at the beginning of the period, hovering around 1.5% over the entire period. Overall, this analysis of month-to-month transitions does not suggest a large return-to-office movement as publicized in the popular press.

Because people might change their work location when they change their employer or their work duties, we also examine transitions among the employed when they change employers, their duties, or neither (Table 1). Transitions between onsite

and remote work are twice as frequent for those changing employers compared with those continuing with the same employer and duties. Changing duties is also associated with more frequent transitions from onsite to remote. Transitions between remote and onsite work are more frequent for women changing employers compared with women who do not. In some of our multivariate analyses, we restrict the sample to those continuing with the same employer and duties to examine whether our main results are sensitive to changes in work location arrangements that correspond with other changes in jobs.

Econometric Models

Work-from-home intensity models

To examine the relationship between the partners' WFH intensities, we begin by estimating the following linear model using an individual FE approach:

$$\%WFH_{it} = \beta_1 PARTNER_\%WFH_{it} + \beta_2' X_{it} + \gamma_i + \delta_t + \varepsilon_{it} \quad (1)$$

where %WFH is the percent of actual weekly hours worked from home last week by individual *i* at time *t,* $PARTNER_\%WFH_{it}$ is the partner's percent of actual weekly hours worked from home last week, X_{it} is a vector of time-varying controls for individual *i*, β_1 is our coefficient of interest measuring the relationship between the partners' WFH intensities, β_2 is a vector of coefficients on our control variables, γ_i is a vector of individual FE that allows us to control for omitted time-invariant individual and couple-level characteristics, δ_t is a vector of month-year FE, and ε_{it} represents the error term. The vector X_{it} includes indicators for partner nonemployed and partner part-time as well as a teleworkability index based on the respondent's four-digit occupation and the classification of Dingel and Neiman (2020). It also includes individual-level indicators for

cohabiter, having a disability, child in the household under age 5, child in the household aged 5–17, other adult in household, paid hourly, part-time, government employee: federal, government employee: state and local, self-employed, multiple job holder, 21 occupation groups, and 20 industry groups. Standard errors are clustered at the individual level to account for potential intertemporal correlations. We estimate these models for women and men separately, and also by parental status.

As a sensitivity analysis, given reverse causality is possible, we also estimate a FE instrumental variables model using the teleworkability index for the partner's four-digit occupation as an instrument, which is highly statistically significant in the first stage regression. However, we cannot reject the hypothesis that partner's percent of weekly hours worked from home is exogeneous in all models (see Tables A.4 and A.5). Thus, our FE estimates are preferred and plausibly causal.

Hours models

To examine the relationship between one's hours worked and the couple's joint work arrangement, we estimate the following linear model using an individual FE method:

$$\ln(hours_{it}) = \alpha_1' W_{it} + \alpha_2' Z_{it} + \theta_i + \nu_t + \mu_{it} \qquad (2)$$

where the dependent variable, $\ln(hours_{it})$, is the natural logarithm of actual weekly hours worked for individual *i* at time *t*. W_{it} is a vector of 15 indicators for the different couple-level work arrangements, with the omitted reference group being onsite-onsite. Z_{it} is a vector of time-varying controls including indicators for multiple job holder, partner multiple job holder, self-employed, partner self-employed, having a disability, cohabiter, other adult in household, child in the household under age 5, child in the household

aged 5–17, paid hourly, government employee: federal, government employee: state and local, 21 occupation groups, and 20 industry groups. θ_i vector of individual FE allowing us to control for omitted time-invariant individual and couple-level characteristics. ν_t is a vector of month-year FE. μ_{it} is an error term. α_1 and α_2 are vectors of parameters to be estimated. Standard errors are clustered at the individual level.

To examine the relationship between within-couple labor hours inequality and couple-level work arrangements, we estimate for women the following linear FE model:

$$Woman_Hours_{it}/(Woman_Hours_{it} + Man_Hours_{it}) = \eta_1' W_{it} + \eta_2' Z_{it} + \tau_i + \rho_t + \omega_{it} \quad (3)$$

where the dependent variable is the woman's share of total couple actual weekly hours worked. W_{it} is a vector of eight indicators for the different couple-level work location arrangements, with the omitted reference group being onsite-onsite. Z_{it} is defined as above. τ_i and ρ_t are vectors of individual and month-year FE, respectively. ω_{it} is an error term. η_1 and η_2 are vectors of parameters to be estimated. The model is estimated on women in dual-earner couples only to examine the extent to which work location flexibility may allow working women to achieve parity in the workplace even while they continue to do most of the housework and childcare (Pabilonia and Vernon 2023b).

Although these hours models include FE, we cannot interpret the coefficients as causal, as there may be remaining endogeneity that we were unable to control for. Unlike in model 1, we cannot use an instrumental variables approach given the large number of work location arrangements.

Results

Work-from-home Intensity

Figure 11 shows coefficients on our variable of interest in Equation (1), where we regress a respondent's percent of hours worked from home on their partner's percent of hours worked from home. All samples suggest a positive relationship between partners' WFH intensities. For all couples, a 10 pp increase in a partner's percent of hours worked from home leads to a 2.1 pp increase in hours worked from home for a woman and a 1.5 pp increase for a man. The slightly stronger effects for nonparents than parents are not statistically significant for women based on a fully-interacted model that allows all coefficients to vary by parental status. These results are consistent with the hypothesis that couples might align their WFH arrangements to increase their time together, and parents also need to coordinate childcare. Estimates for the remaining time-varying coefficients are reported in Table A.6. Of note, partners also spend more time WFH when their partners are not employed, which would also allow partners to spend more time together.

In a secondary analysis using time diaries from the 2022–2023 American Time Use Survey, we examine the time that individuals spend together with their partners on WFH days compared with days they do some work away from home (WAFH). We find that partners spend more time together on WFH days than WAFH days, with similar differences in time together for nonparents as for parents (0.9 hours versus 0.8 hours), which aligns with our previous results (figure 12). The magnitude of the difference is in line with prior research suggesting flexible working hours increase coupled parents' daily synchronous work time by up to one hour (Byran and Sevilla 2017).

In sensitivity analyses (Table A.7), we examine the relationship between the partners' WFH intensities using different samples. We start by excluding self-employed individuals, because the self-employed have greater autonomy over their working arrangements and hours. The magnitude of the coefficients drops slightly, suggesting that employees are less able to coordinate their work locations. We then look at a sample of workers who changed neither their employer nor job duties. Results are very similar to our main results. Finally, we consider a sample of individuals in full-time dual-earner couples. In this case, we find similar qualitative results, but the coefficient estimates are slightly stronger in magnitude, perhaps suggesting that these full-time employees have the most to gain by working from home together.

As an alternative specification, we replaced our continuous measure of partner's percent of hours worked from home with categorical variables for partner working fully remotely and partner working a hybrid schedule. All models again show that one's own percent of hours worked from home increases with the partner's WFH intensity (Table A.8).

Hours Worked and Couple-level Work Arrangements

Figure 13 presents coefficients on the 15 couple-level work arrangements for Equation (2), where we regress the natural logarithm of hours worked on a vector of indicator variables for the couple-level work location arrangements. (Coefficients for the full set of results are presented in tabular form in Table A.9, while sensitivity analyses are in Tables A.10–A.15). The reference group is both partners work onsite. Because we are using individual fixed effects models, we interpret the coefficients as associations between a switch (or transition) to the couple-level work arrangement from onsite and

the workers' hours. We find that differences in hours vary somewhat depending on the partner's work location.[14] Results are qualitatively similar for parents and nonparents, except for when the man or the woman switches to non-employment. When the man switches to non-employment, mothers switching to remote is associated with mothers working longer hours, while women without children switching to remote is not associated with changes in hours. When the woman switches to non-employment, only fathers switching is associated with their working fewer hours. Thus, further discussion of the results focuses on results for all coupled individuals (figure 13A).

We find that for men, switching to remote work by themselves is associated with their working 3.8% fewer hours, while switching to remote with their partners is associated with 4.9% fewer hours.[15] However, the estimates are not statistically significant different from each other. If their partners transition to hybrid work, switching to fully remote work is not associated with changes in hours.

For women, switching to remote work either by themselves or when their partners switch to hybrid work is associated with women working roughly 4% fewer hours, while a switch to remote work together with their male partners is associated with 9.3% fewer hours. Thus, for both men and women, the largest decreases in hours are associated with the take-up of remote work alongside their partners. This is consistent with the hypothesis that couples may take advantage of the opportunity to WFH to maximize couple time together. At the couple-level, we find that remote-remote is

[14] See Tables A.16 and A.17 for statistical significances for Wald tests of equality of coefficients across partner work location arrangements.
[15] Percent changes in hours are calculated as $(\exp(\beta) - 1) \times 100$.

associated with a decrease in total couple hours of 6.9% (relative to the couple-level average hours of 80 for couples working onsite).

Turning to men's hours when they switch to a hybrid schedule, we find that it is associated with longer hours regardless of their partner's work location. However, the strongest association is when they switch to hybrid with their partners, in which case men work 5.4% more hours. When men work onsite, we find no association between their partners switching to working fully remotely and men's work hours; however, women switching to a hybrid schedule is associated with a 3.3% increase in men's work hours. Finally, we find that women switching to a hybrid schedule is associated with a roughly 6.3% increase in their hours, which varies little by their partners' work location arrangements. At the couple-level, we find that hybrid-hybrid is associated with a 5.8% increase in total couple-level hours.

Figure 13D presents estimates for a sample of parents with children under age 5, given that mothers of young children are more likely to work remotely. Some results are slightly stronger than in the full-parent sample. For example, fathers and mothers of young children both switching to hybrid is associated with their working 6.8% and 9.0% more, respectively, versus 5.3% and 5.8% in the full-parent sample. In addition, mothers switching to hybrid alone is associated with fathers working 4.6% more and mothers working 7.3% hours more versus 3.6% and 5.7% in the full-parent sample. Thus, hybrid work appears to allow mothers to work longer hours, especially mothers of young children. However, negative associations between remote work and hours are weaker when fathers and mothers of young children both move to remote work compared with the full-parent sample. For parents of young children, we observe no association

between fathers' hours and partners switching remote, while both partners switching to remote is associated with an 8.3% decrease in mothers' hours. (Associations are 5.8% and 10.7% for all fathers and mothers).

As a sensitivity analysis (Table A.10), we estimate models excluding individuals who have multiple jobs or whose partners have multiple jobs, because those we classify as hybrid workers work the most hours but they might have full-time remote jobs. This restriction removes potential uncertainty in the couple-level classification of WFH intensity. Estimates are qualitatively similar to our baseline estimates except when fathers move to remote work alone there is no change in their hours. If we exclude those who are self-employed from the sample (Table A.11), estimates are similar to our baseline estimates. When we restrict the sample to those who do not change employers or job duties from the previous month (Table A.12), our estimates are overall similar, slightly weaker in magnitude when taking up remote work, suggesting there is more opportunity to adjust hours and work location arrangements when changing the nature of the job or one's employer. Results also are qualitatively similar if we restrict the sample to members of full-time dual-earner couples (Table A.13), but the estimates tend to be smaller in magnitude when they take up remote work. If we redefine remote workers as working 81% or more hours from home because there could be some measurement error at the upper end of the WFH intensity distribution (Table A.14), the estimates decrease slightly, which is consistent with our switching truly hybrid workers who tend to work more into the remote category. If we instead change the lower bound to 1% of hours worked from home for hybrid workers (Table A.15), the estimates are qualitatively similar; however, the estimates on both working hybrid increase by several

pp, which is consistent with our switching workers who bring extra work home from the onsite to hybrid category. Compared with Pabilonia and Vernon (2024), we find a larger negative gap in hours between remote and onsite/hybrid workers. Our results on the positive hybrid-onsite gap are consistent with those from Arntz et al. (2022) and Possenriede et al. (2016) for the pre-pandemic period.

Couple-level Hours Inequality and Couple-level Work Location Arrangements

Figure 14 presents coefficients on the 8 couple-level work location arrangements for Equation (3)—the relationship between couple-level work location arrangements and the woman's share of total couple hours worked. Among all dual-earner couples working onsite, the average woman's share of total couple hours worked is 0.464, indicating that male partners work longer hours than female partners. The average hours share was slightly higher (0.474) for women who were members of couples with other work location arrangements.[16] Thus, a positive coefficient indicates that a switch to that couple-level work location arrangement is associated with an increase in women's share of hours and a decrease in within-couple hours inequality. See Table A.19 for results for the full sample in tabular form and Tables A.20–A.23 for sensitivity analyses. Tables A.24–A.25 present statistical significances for Wald tests of equality of coefficients for the full sample.

We find that for mothers, switching to remote work from onsite work is associated with an increase in within-couple hours inequality regardless of fathers' work location, though the association is larger if fathers switch to hybrid work. For women without

[16] See Table A.18 for the average woman's share of total couple hours worked across the different couple-level work location arrangements.

children, switching to working fully remotely also is associated with an increase in within-couple hours inequality, unless their partners also switch to remote work. For mothers, switching to hybrid work is associated with a decrease in within-couple hours inequality only if fathers also switch to remote work. For women without children, switching to hybrid work is associated with a decrease in within-couple hours inequality if fathers switch to remote or remain onsite. Fathers switching to hybrid work (but mothers staying onsite) is associated with an increase within-couple hours inequality. For men without children, switching to working remotely (but their female partners staying onsite) is associated with a decrease in within-couple hours inequality. Thus, couples' joint work location arrangements matter for within-couple hours inequality. The greater availability of WFH could potentially decrease within-couple hours inequality, but it depends on who works from home and how often. If the upward trend in hybrid work for women continues as evidenced in figure 5, within-couple hours inequality may further decrease.

Concluding remarks

We use new CPS questions to examine differences in remote/hybrid work and hours of work by sex, by parental status, and by couple's joint work arrangement. We show that among coupled individuals in the post-pandemic period, women are more likely to work either a hybrid schedule or fully remotely. Throughout the period, working entirely remotely was the predominant arrangement among coupled individuals working at least 20 percent of their hours from home, although the share working a hybrid schedule is trending upward.

Using individual FE models, we find that partners' WFH intensities are positively related, suggesting that partners try to align their work locations, with larger effects for women than men and for fathers than men without children. A supplementary analysis using time diary data from the ATUS shows that couples spend around 50 minutes more per day together in leisure and household production when at least one of the couple's members works from home. Therefore, the increase in hybrid/remote work might have positive effects on marital quality and stability, which in turn are positively correlated with a host of economic outcomes. However, we cannot learn from these data whether partners working hybrid schedules are working together at home on the same days of the week.

We find that couples' joint work arrangements are correlated with actual work hours. On average, fully remote workers work fewer hours than onsite workers, while hybrid workers work more hours. Changes in a partner's work location arrangement are sometimes associated with changes in the other partner's labor supply. Both partners simultaneously switching to hybrid work from onsite is associated with the largest increases in couple-level labor supply (5.8% more hours), while both partners simultaneously switching to fully remote work is associated with the largest decreases in couple-level labor supply (6.9% more hours). Hybrid work allows mothers to work longer hours, especially mothers of young children. This could have implications for employee performance—hybrid work arrangements may induce higher effort compared with fully remote or fully onsite jobs. Among dual-earner couples, women switching to hybrid while their partners switch to remote is associated with the largest decrease in within-couple labor hours

inequality, whereas women switching to remote work while their partners switch to hybrid is associated with the largest increases in within-couple labor hours inequality.

Taken together, these results suggest that hybrid, but not fully remote, work for women has the potential to improve women's position in the labor market to the extent that there is a wage premium for working long hours and working long hours increases the likelihood of a promotion (see, for example, Gicheva 2013; Goldin 2014; Cortes and Pan 2019; Frederiksen et al. forthcoming). Hybrid work also may improve women's bargaining position within the household because it is tied to a more equal allocation of labor hours among partners. On the other hand, hybrid work could lead to a decrease in well-being and family-work conflicts if it increases the likelihood of working outside normal working hours (Yang et al. 2023).

There are several limitations to our study. First, we do not control for relative income that might influence couple bargaining over hours worked; although, in part, our FE approach may account for relative income differences. Second, we follow individuals over a maximum of 16 months, a short time frame during which relatively few individuals switch employment arrangements. Third, to some extent, hours are constrained by employers' demands (Lachowska et al. 2024) reducing the potential magnitude of the effects, although our estimates based on a sample excluding the self-employed are similar. Fourth, we cannot concurrently control for other types of flexibility such as flexible hours scheduling, though location flexibility is strongly correlated with flexible hours in the US (Pabilonia and Vernon 2022). Finally, the dataset at hand does not allow us to learn for sure why remote work is associated with shorter total hours of work but hybrid work with longer hours. Recent literature offers evidence that WFH improves

productivity because of fewer distractions at home, so that the same amount of output can be achieved in a shorter time (see, for example, Fenizia and Kirchmaier 2024), although other studies suggest negative selection into remote work (Emanuel and Harrington 2024). Measuring employee productivity, however, is difficult; more research is needed on how hybrid and remote work affects employee performance.

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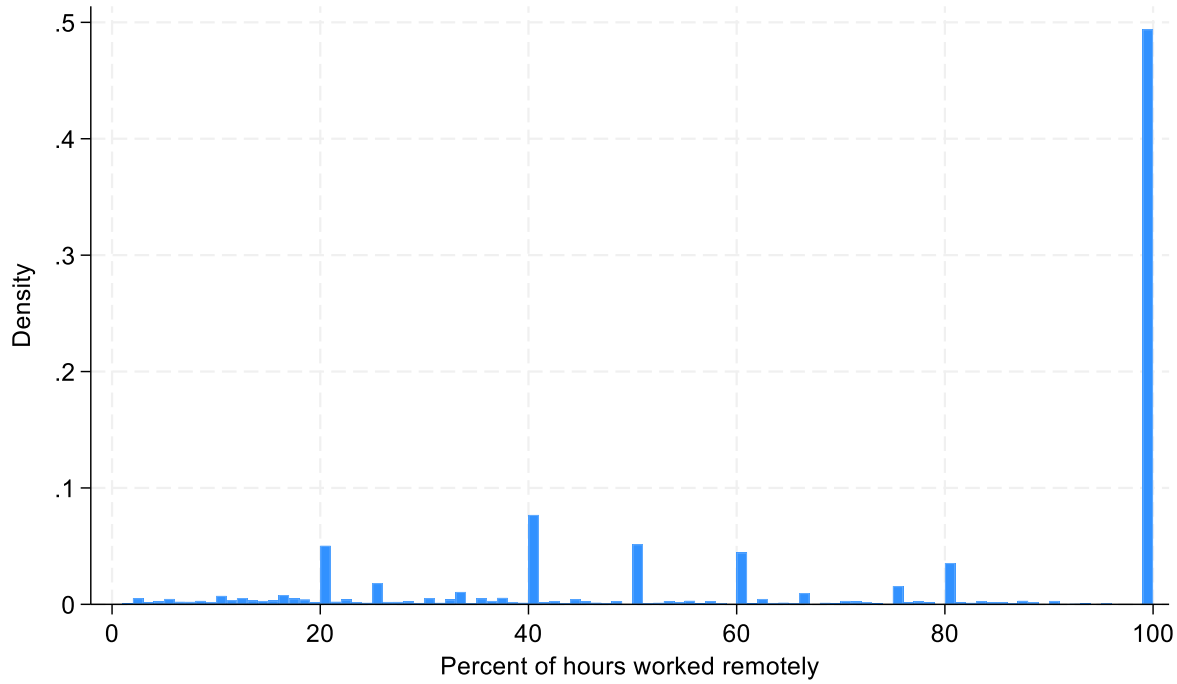
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Figure 1. Histogram of percent of hours worked from home among coupled workers aged 25–54 reporting any work from home in the reference week

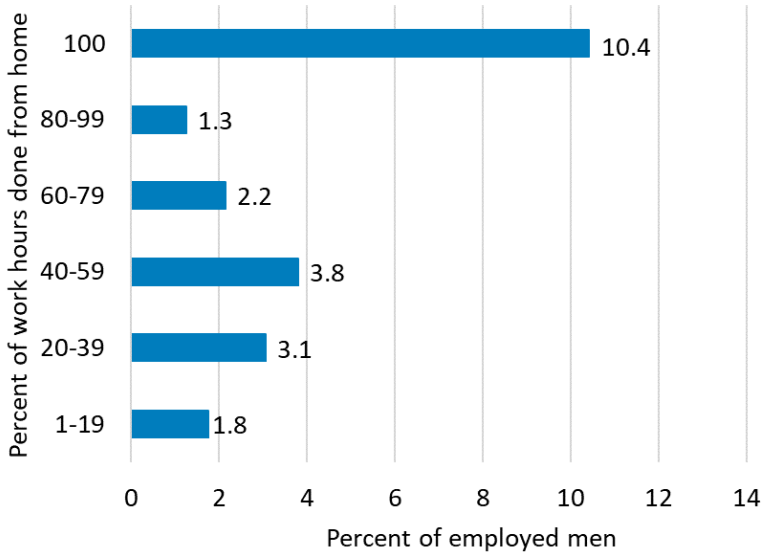


Notes: The frequency graph is based on 46,220 observations on men and 47,738 observations on women reporting a positive number of hours worked from home. Estimates are based on coupled workers at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used.

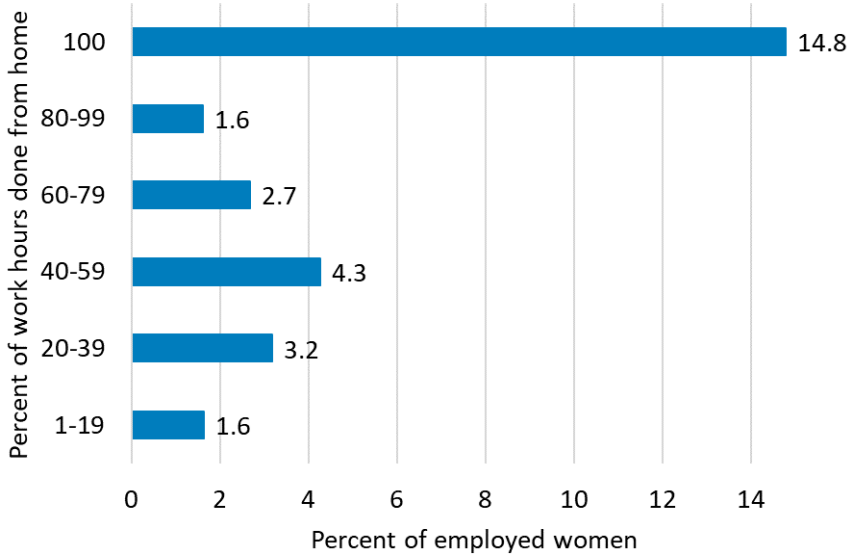
Source: Current Population Survey (October 2022–September 2024), authors' calculations

Figure 2. Work-from-home intensity among those doing some paid work from home for men (A) and women (B)

A. Men



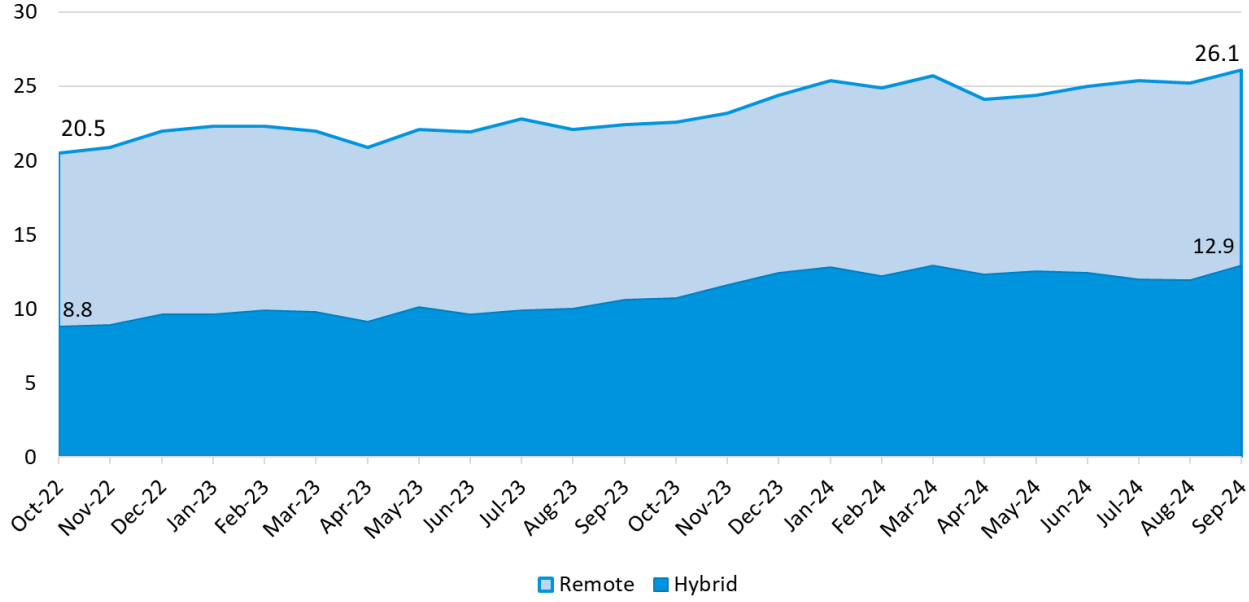
B. Women



Note: The figures show the percentage of coupled workers aged 25–54 in our sample with positive work from home. Estimates are based on employed coupled individuals who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Number of observations: 213,261 men and 175,316 women.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

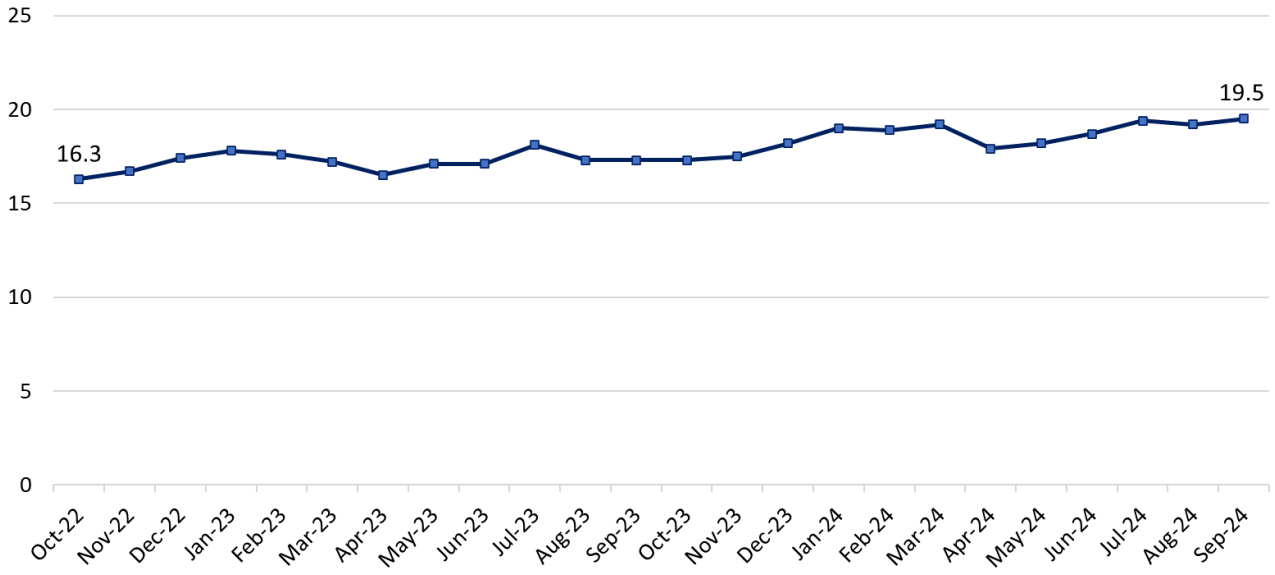
Figure 3. Trends in the percentage of hybrid and remote workers among coupled workers aged 25–54



Note: Estimates are based on employed coupled individuals who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Number of observations: 388,577.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Figure 4. Trends in the percentage of hours worked from home by coupled workers aged 25–54

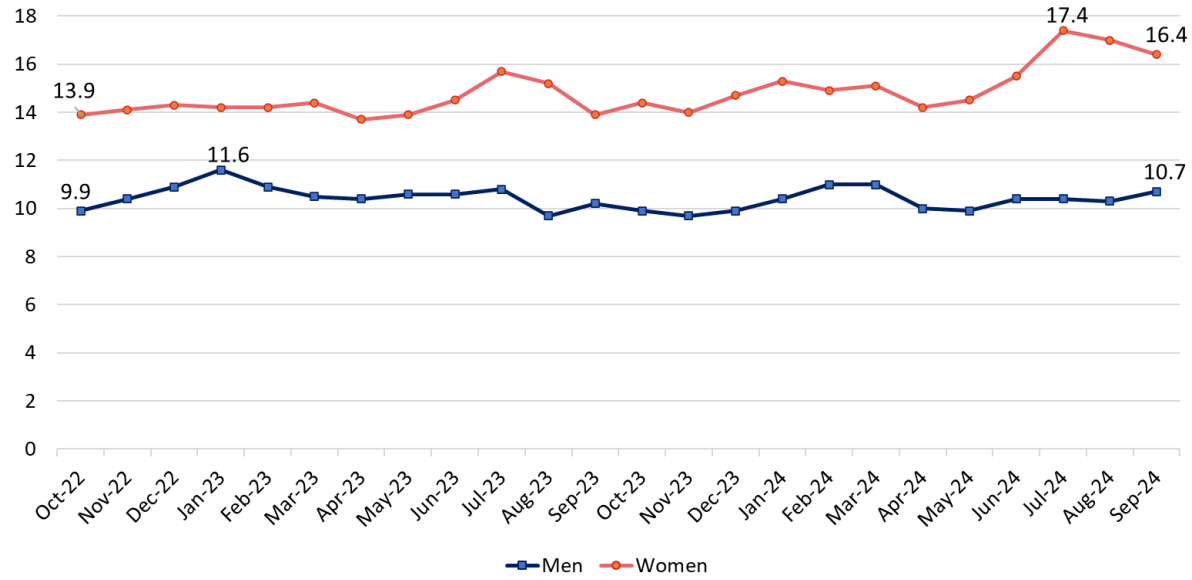


Note: Estimates are based on employed coupled individuals who were at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Number of observations: 388,577.

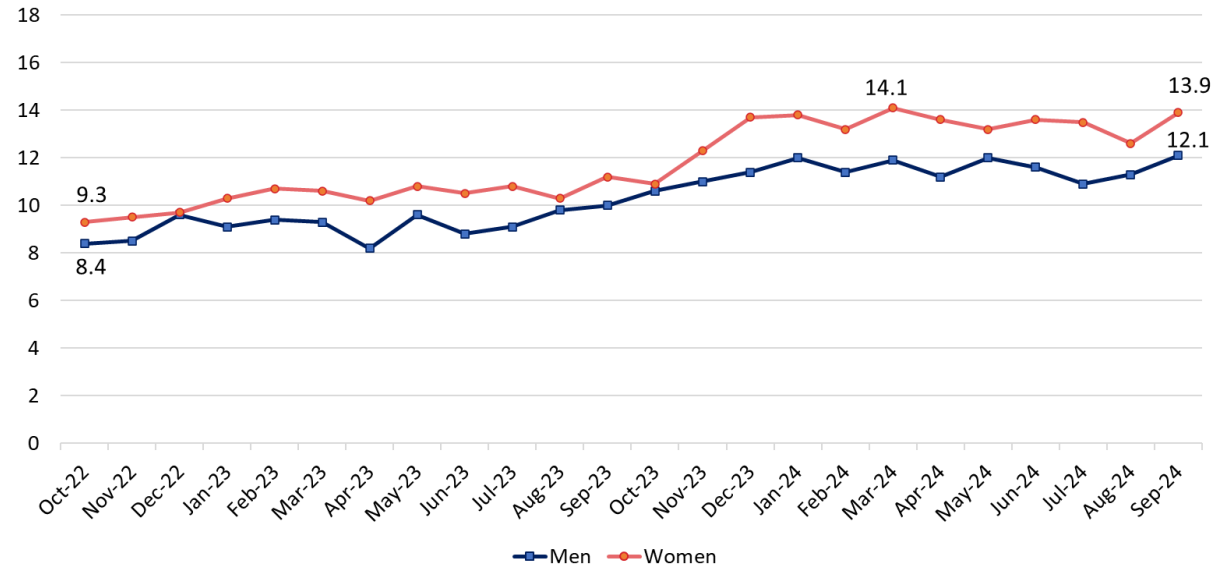
Source: Current Population Survey (October 2022–September 2024), authors' calculations

Figure 5. Trends in the percentage of coupled workers aged 25–54 who were fully remote (A) and hybrid (B) workers by sex

A. Fully remote workers



B. Hybrid workers

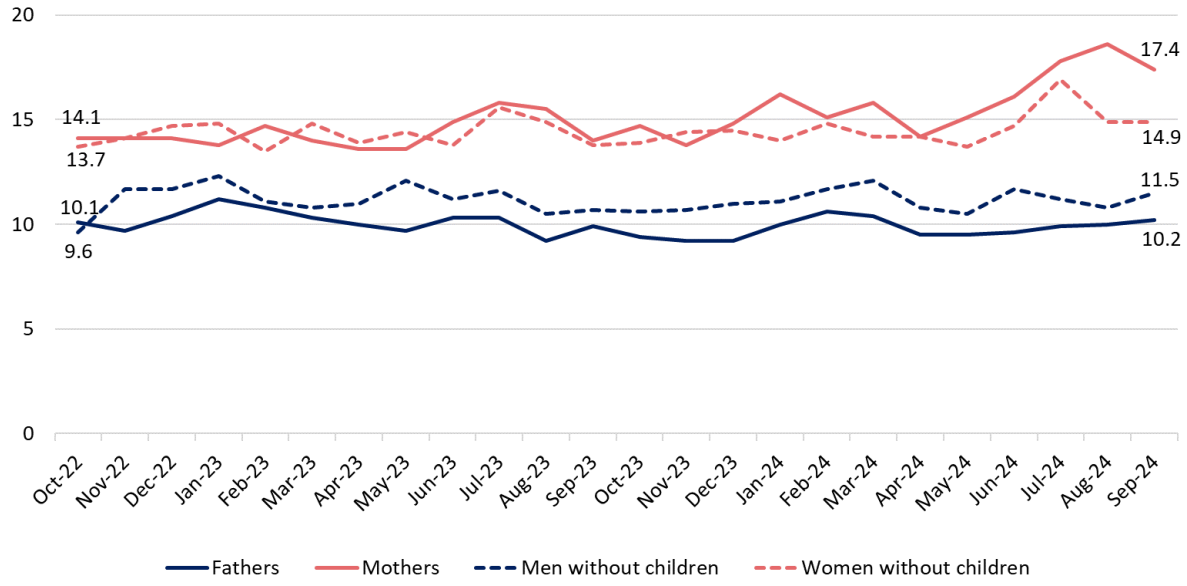


Note: Estimates are based on employed coupled individuals who were at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Number of observations: 213,261 men and 175,316 women.

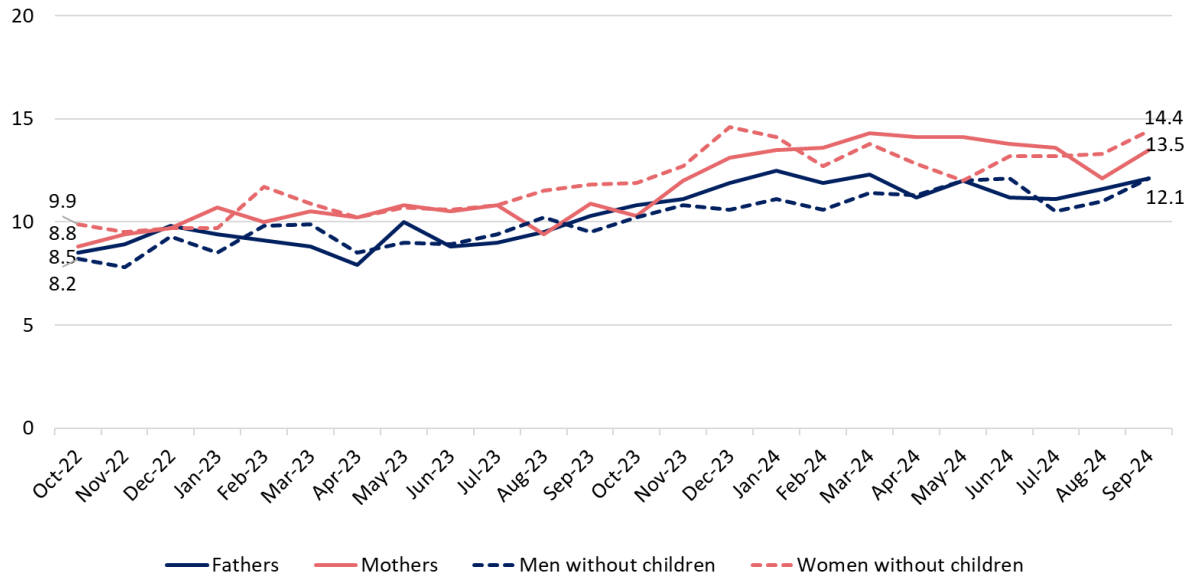
Source: Current Population Survey (October 2022–September 2024), authors' calculations

Figure 6. Trends in the percentage of coupled men and women aged 25–54 who were fully remote (A) and hybrid (B) workers by parental status

A. Remote workers

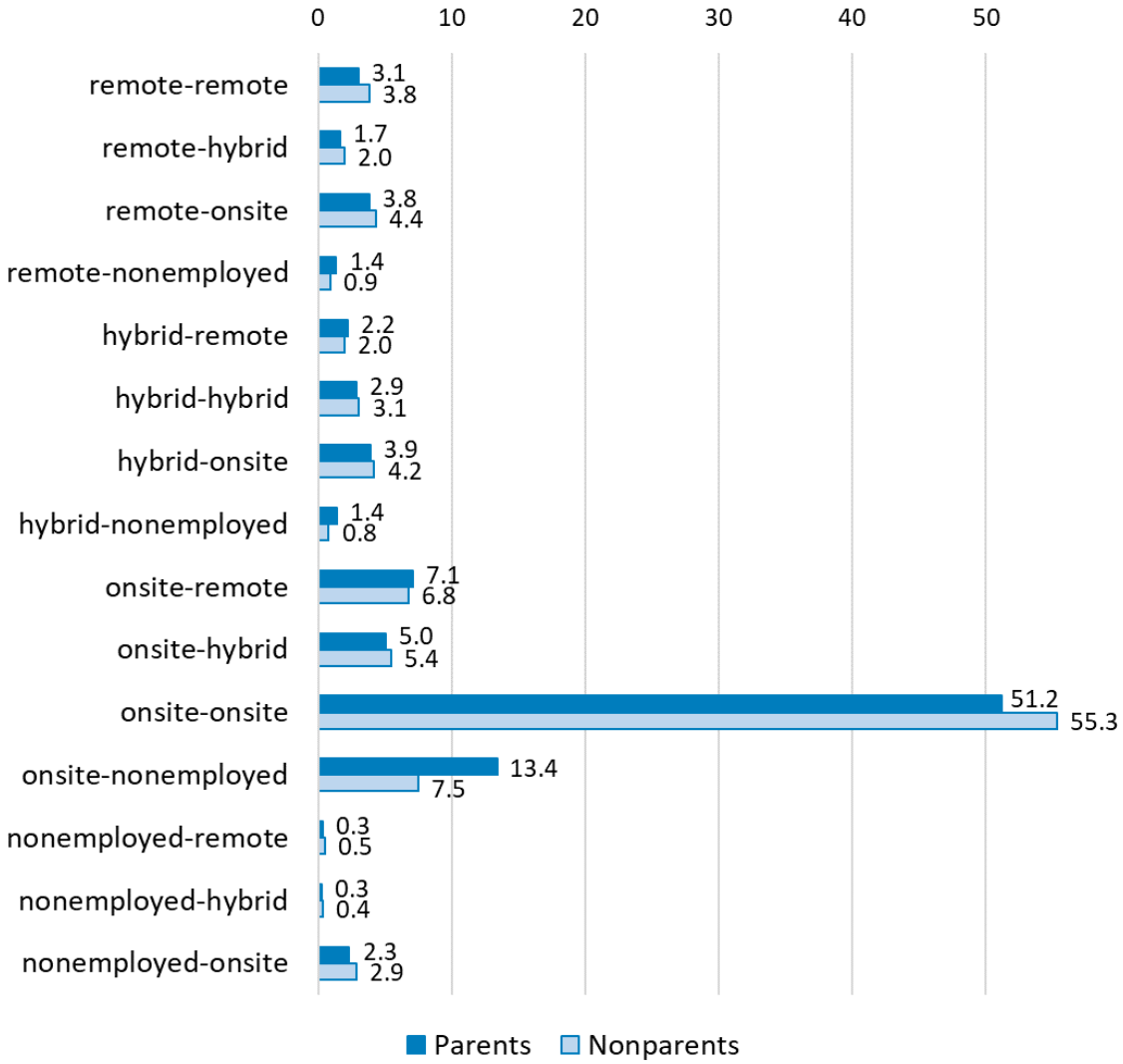


B. Hybrid workers



Note: Estimates are based on employed coupled individuals who were at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Number of observations: 133,379 fathers; 104,297 mothers;79,882 men without children; 71,019 women without children. Source: Current Population Survey (October 2022–September 2024), authors' calculations

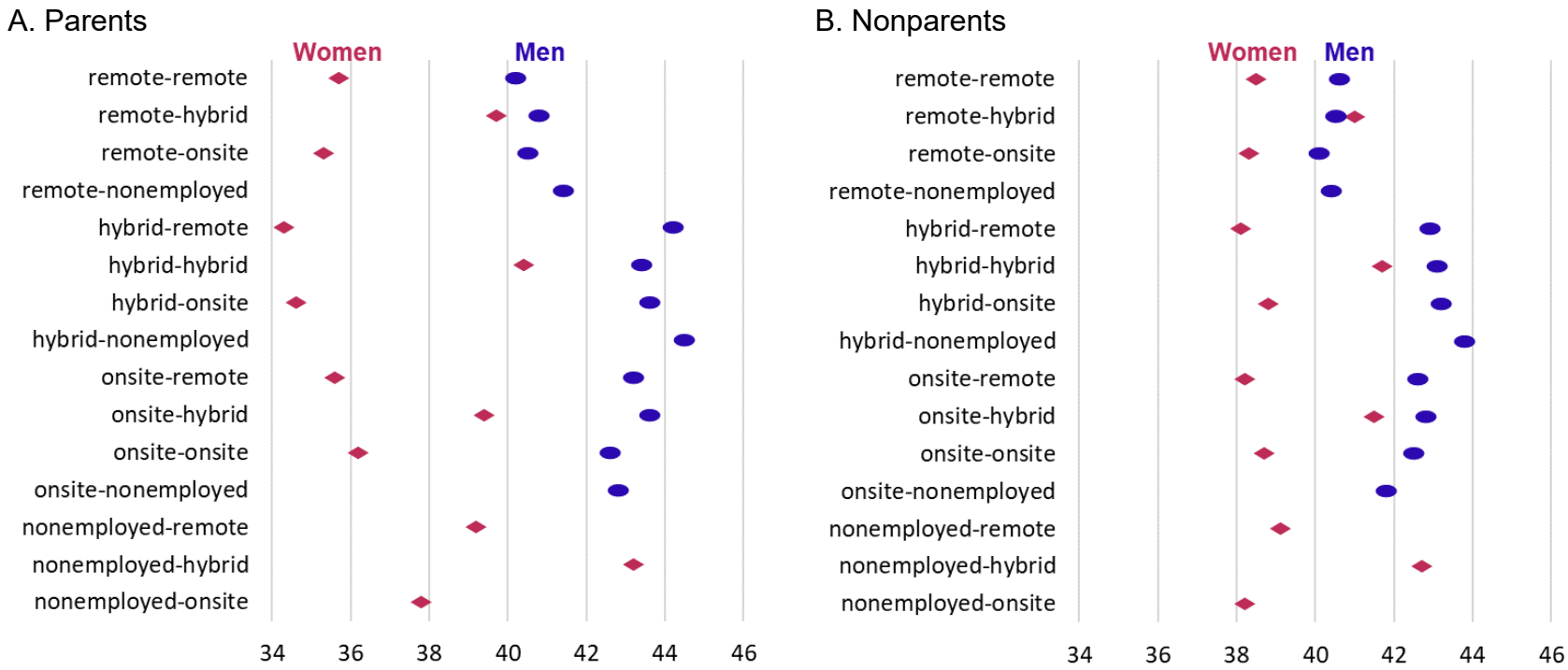
Figure 7. Percentage of couples aged 25–54 by couple-level work arrangement and by parental status



Notes: The first word in the couple-level work location arrangement on the vertical axis refers to the man, the second to the woman, so remote-onsite stands for man working fully remotely and woman working onsite. The sample excludes couples where both partners are nonemployed or either member is on vacation. Couples must also appear in more than one month over the period. CPS household weights are used. Number of observations: 237,676 parents and 150,901 nonparents.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

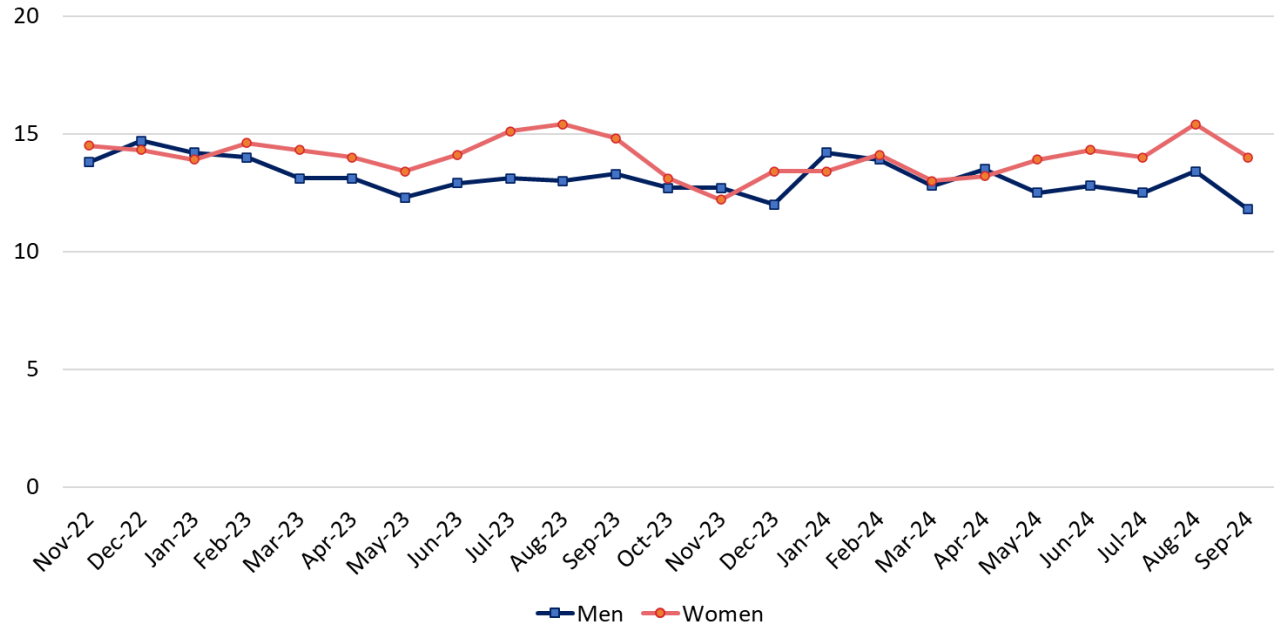
Figure 8. Average actual weekly hours worked by couple-level work arrangement for parents (A) and nonparents (B)



Note: The first word in the couple-level work location arrangement on the vertical axis refers to the man, the second to the woman. Estimates are based on employed coupled individuals aged 25–54. The sample excludes those in couples where both partners are nonemployed or either member is on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Number of observations: 133,379 fathers; 104,297 mothers; 79,882 men without children; 71,019 women without children.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

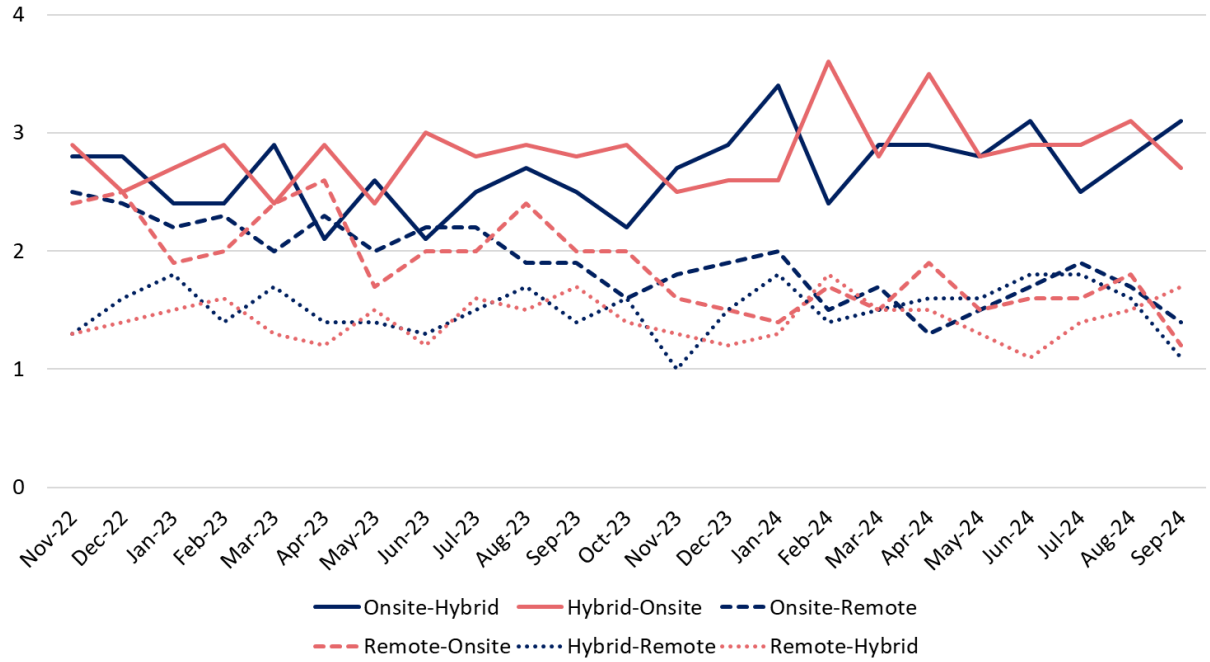
Figure 9. Percentage of coupled individuals aged 25–54 who experienced a labor market transition between consecutive months



Note: Transitions include change to/from remote, onsite, hybrid and to/from nonemployment. We restrict the sample to individuals interviewed in more than one month and who were in the sample in the previous month. The sample excludes those in couples where both partners are nonemployed or either is on vacation. CPS longitudinal weights are used. Number of observations: 147,413 men and 147,428 women.

Source: Current Population Survey (November 2022–September 2024), authors' calculations

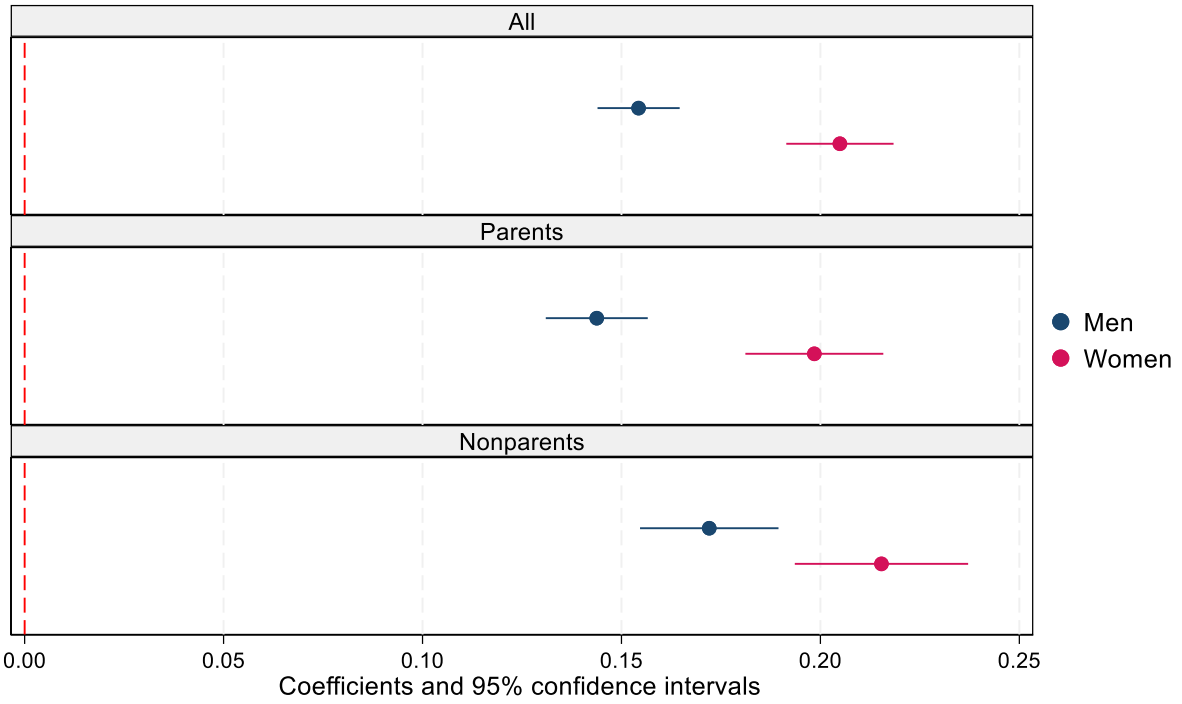
Figure 10. Percentage of coupled workers aged 25–54 who experienced a work location arrangement transition between consecutive months by transition type



Note: Transitions include changes to/from remote, hybrid, and onsite. The first word in the pair refers to the previous month, the second to the current month. Nonemployed episodes are removed. We also restrict the sample to employed coupled individuals interviewed in more than one month and who were in the sample in the previous month. The sample excludes those in couples where both partners are nonemployed or either member is on vacation. CPS longitudinal weights are used. Number of observations: 245,384.

Source: Current Population Survey (November 2022–September 2024), authors' calculations

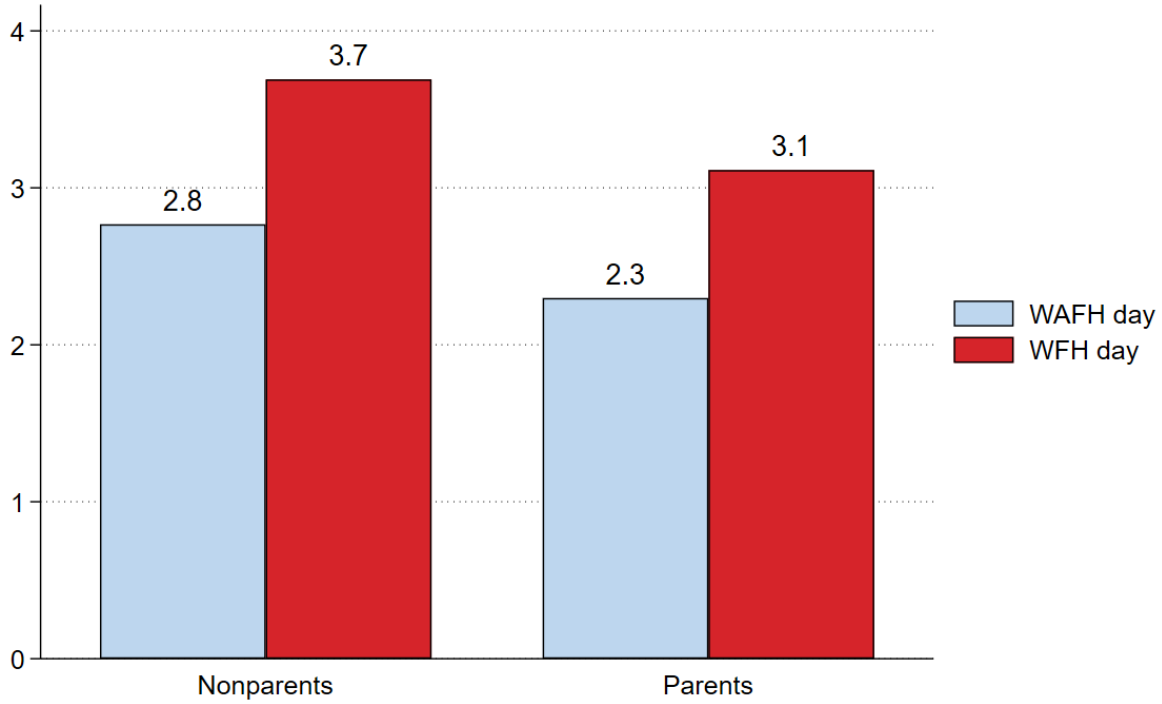
Figure 11. The effect of a partner's work-from-home intensity on one's own work-from-home intensity



Note: Each dot on the graph represents the fixed effects regression coefficient estimate from model 1, computed separately for men and women and for parents and nonparents. The bars represent 95% confidence intervals where standard errors are clustered at the individual level. The estimates show that a one percentage-point increase in the percentage of work hours the partner works from home increases the respondent's percentage of work hours spent working from home by the corresponding fraction of a percentage point. The sample is restricted to employed coupled workers aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. See Table A.5 for full regression results for all men and women. Number of observations: 133,379 fathers; 104,297 mothers; 79,882 men without children, 71,019 women without children.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Figure 12. Average hours per workday couples spent together during nonwork activities while awake by work-from-home day status and parental status

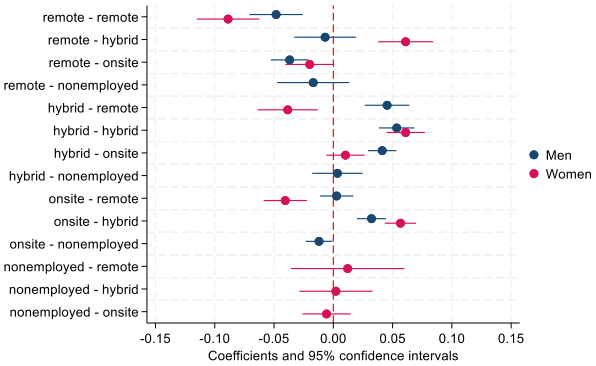


Notes: WFH day = work-from-home day. WAFH = work-away-from-home day. N = 297 and 92 on WAFH and WFH days for nonparents, respectively; N = 777 and 231 on WAFH and WFH days for parents, respectively. WFH days are days exclusively worked from home. WAFH days are days where any work is done away from the home. Workdays are full workdays that respondents report working at least 6 hours of work on their main jobs. Time with partner is not recorded when the activity is recorded as sleeping, grooming, personal activities, refused, and can't remember. The sample is restricted to those living with a spouse or unmarried partner where both members of the couple are aged 25–54. Averages across the work-from-home day statuses are statistically significantly different at the 1% level. ATUS final weights are used to compute averages, and replicate weights are used to test whether they are statistically significantly different.

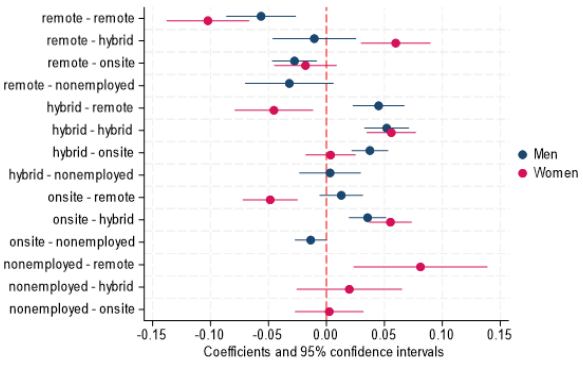
Source: 2022–23 American Time Use Survey, authors' calculations

Figure 13. Coefficients on couple-level work arrangements in log actual weekly hours of work regressions for the full sample (A), parents (B), nonparents (C), and parents with children < age 5 (D) by sex (FE estimates)

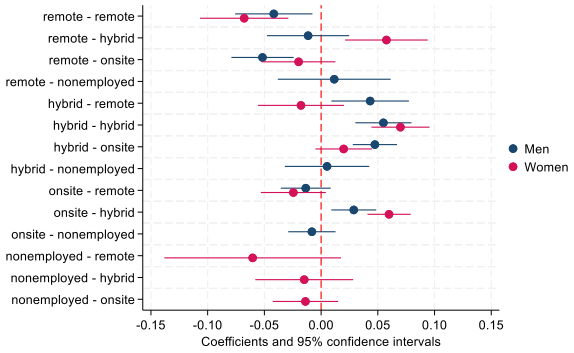
A. Full sample



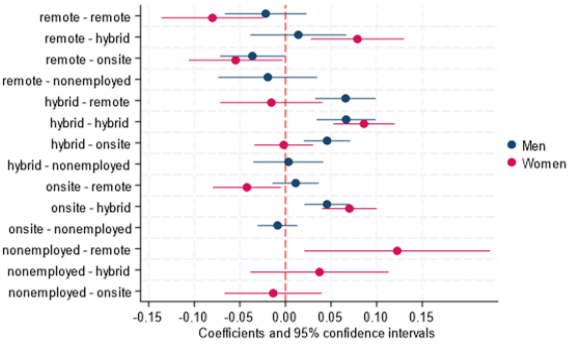
B. Parents



C. Nonparents



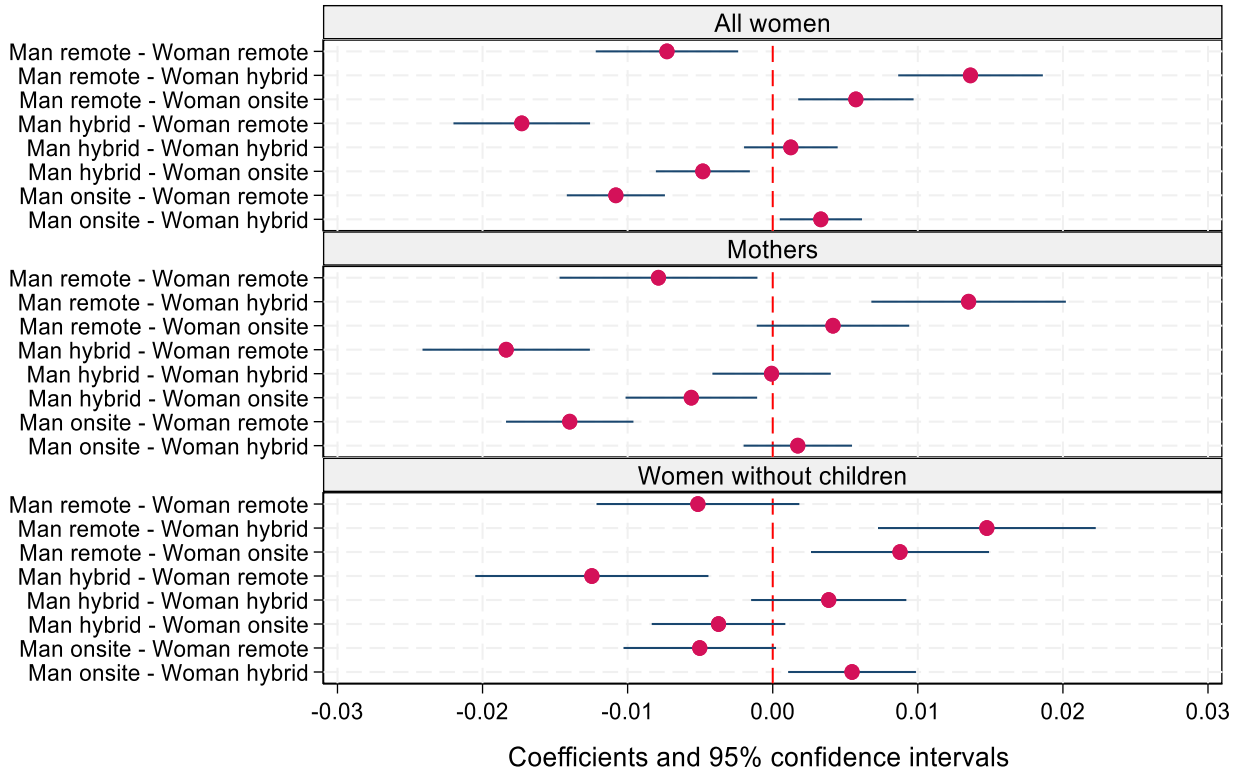
D. Parents of children < age 5



Note: The first word in the couple-level work location arrangement on the vertical axis refers to the man, the second to the woman. Each dot on the graph represents the coefficient estimate from model 2, computed separately for men and women, for parents, for nonparents, and for parents of children < age 5. The bars represent 95% confidence intervals where standard errors are clustered at the individual level. The point estimates show by how many percent the work hours of men and women in couples with various work arrangements are different from couples in which both partners work onsite. The sample is restricted to employed coupled workers aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. See Table A.8 for full regression results for the full sample. Number of observations: 213,261 men; 175,316 women; 133,379 fathers; 104,297 mothers; 79,882 men without children; 71,019 women without children; 59,794 fathers of children < age 5; 42,933 mothers of children < age 5.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Figure 14. Coefficients on couple-level work arrangements in share of woman's hours in total couple work hours regressions (FE estimates)



Note: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. The first word in the couple-level work location arrangement on the vertical axis refers to the man, the second to the woman. Each dot on the graph represents the fixed effects regression coefficient estimate from model 3, computed separately for all women, mothers, and women with no children. Each line represents the 95-percent confidence level where standard errors are clustered at the individual level. The point estimates show by how many percentage points the share of women's work hours in total couple's work hours is higher or lower than that in an otherwise similar couple in which both partners work onsite. CPS composite weights are used. Number of observations: 162817 women; 97421 mothers; 65396 women with no children.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table 1. Percentage of coupled-worker months with transitions in work location arrangement by transition type

Transition type	All men	All women	Changed employer: men	Changed employer: women	Changed duties: men	Changed duties: women	Same employer and duties: men	Same employer and duties: women
Onsite to hybrid	2.7	3.0	3.4	3.9	2.6	3.1	2.6	2.8
Onsite to remote	1.7	2.5	2.7	4.7	1.9	2.9	1.6	2.3
Hybrid to onsite	2.7	2.9	2.5	3.5	2.7	3.0	2.7	2.9
Hybrid to remote	1.3	1.6	1.6	1.6	1.3	1.7	1.3	1.6
Remote to onsite	1.6	2.2	2.0	3.7	1.5	2.7	1.6	2.2
Remote to hybrid	1.3	1.6	1.3	1.4	1.5	2.0	1.3	1.5
All transition types	11.3	13.7	13.5	18.9	11.4	15.4	10.9	13.2
Number of observations	159,778	130,012	2,306	1,924	3,023	2,392	140,405	113,967

Note: Unweighted estimates are based on coupled workers aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Workers also must appear in more than one month in the survey. The numbers shown in the table are percentages of observations in which the specific transition is observed where an observation is defined as a worker-month. However, the transition does not have to be over consecutive months. 19.3% of men and 22.9% of women report at least one transition over their entire time in the panel.

Source: Current Population Survey (November 2022–September 2024), authors' calculations

Supplemental Online Appendix

Couples' Remote Work Arrangements and Labor Supply

Table A.1 Sample selection

Criteria	Men	Women
Individuals aged 25-58	483,450	508,186
Drop singles	320,184	343,425
Drop if missing info on spouse	299,212	299,398
Drop if same-sex couples	293,294	293,294
Drop if aged >54 at first observed month in sample	257,609	257,609
Drop if both not employed in any month	252,635	252,635
Drop if self or spouse is on vacation	239,682	239,682
Drop singletons (individuals must appear in more than one month of the panel)	228,834	228,834
Drop nonemployment episodes	213,261	175,316

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.2 Summary statistics by work-from-home intensity for men

Variables	Onsite	Hybrid	Remote	Onsite versus Hybrid	Hybrid versus Remote	Onsite versus Remote
Actual weekly hours of work	42.63	43.61	40.56	***	***	***
Percent remote	0.25	48.28	100.00	***	***	***
Partner percent remote	10.97	31.78	36.85	***	***	***
Partner hybrid	0.06	0.26	0.15	***	***	***
Partner remote	0.08	0.19	0.29	***	***	***
Partner nonemployed	0.25	0.20	0.21	***	-	***
Dingel and Neiman teleworkability index	0.32	0.82	0.85	***	***	***
Changed employer since last month[a]	0.01	0.01	0.01	***	**	-
Changed duties since last month[a]	0.02	0.02	0.01	-	-	-
Part-time	0.04	0.02	0.04	***	***	-
Partner part-time	0.13	0.14	0.13	***	***	-
Self-employed	0.12	0.10	0.14	***	***	***
Partner self-employed	0.06	0.08	0.08	***	-	***
Multiple job holder	0.05	0.09	0.04	***	***	***
Partner multiple job holder	0.04	0.06	0.04	***	***	-
Age	40.74	41.16	40.95	***	**	***
Cohabiting couple	0.16	0.10	0.12	***	***	***
Presence of an additional adult in household	0.27	0.16	0.17	***	***	***
Presence of children aged 0-4	0.28	0.28	0.27	-	-	-
Presence of children aged 5-17	0.34	0.35	0.33	-	-	-
Black non-Hispanic	0.10	0.06	0.06	***	-	***
Hispanic	0.23	0.09	0.09	***	-	***
Other race non-Hispanic	0.08	0.17	0.17	***	-	***
Paid hourly	0.11	0.03	0.03	***	-	***
Metropolitan residence	0.86	0.96	0.95	***	-	***
College degree	0.35	0.83	0.79	***	***	***
Government job: federal	0.03	0.05	0.03	***	***	***
Government job: state and local	0.10	0.07	0.03	***	***	***
Management occupations	0.15	0.27	0.23	***	***	***
Business and financial operations occupations	0.04	0.15	0.14	***	-	***
Computer and mathematical occupations	0.03	0.17	0.27	***	***	***
Architecture and engineering occupations	0.03	0.09	0.05	***	***	***
Life, physical, and social science occupations	0.01	0.03	0.01	***	***	***
Community and social service occupations	0.01	0.02	0.01	***	***	***
Legal occupations	0.01	0.03	0.02	***	***	***
Education instruction and library occupations	0.03	0.03	0.02	***	***	***
Arts, design, entertainment, sports, and media occupations	0.01	0.03	0.05	***	*	***
Healthcare practitioner and technical occupations	0.04	0.01	0.01	***	***	***
Healthcare support occupations	0.01	0.00	0.00	***	***	***
Protective service occupations	0.04	0.01	0.00	***	***	***
Food preparation and serving related occupations	0.03	0.00	0.00	***	***	***
Building and grounds cleaning and maintenance occupations	0.04	0.00	0.00	***	**	***
Personal care and service occupations	0.01	0.00	0.00	***	-	***
Sales and related occupations	0.07	0.09	0.10	***	***	***
Office and administrative support occupations	0.04	0.04	0.05	***	***	***
Farming, fishing, and forestry occupations	0.01	0.00	0.00	***	-	***
Construction and extraction occupations	0.13	0.01	0.00	***	***	***

Installation, maintenance, and repair occupations	0.07	0.01	0.01	***	-	***
Production occupations	0.08	0.01	0.01	***	*	***
Transportation and material moving occupations	0.11	0.01	0.01	***	-	***
Agriculture, forestry, fishing, hunting, and mining	0.03	0.01	0.01	***	-	***
Construction	0.16	0.04	0.02	***	***	***
Durable manufacturing	0.09	0.10	0.07	**	***	***
Nondurable manufacturing	0.05	0.04	0.02	***	***	***
Wholesale trade	0.03	0.03	0.02	-	***	***
Retail trade	0.08	0.05	0.05	***	**	***
Transportation and warehousing	0.08	0.02	0.02	***	***	***
Utilities	0.02	0.02	0.01	**	***	***
Information	0.01	0.05	0.07	***	***	***
Finance and insurance	0.03	0.15	0.14	***	-	***
Real estate, rental and leasing	0.02	0.03	0.02	***	***	***
Professional, scientific, and technical services	0.06	0.24	0.35	***	***	***
Management, administrative and waste management services	0.05	0.02	0.03	***	***	***
Educational services	0.05	0.05	0.03	**	***	***
Health care and social assistance	0.06	0.04	0.04	***	-	***
Arts, entertainment, and recreation	0.02	0.01	0.02	*	*	-
Accommodation and food services	0.04	0.01	0.01	***	***	***
Private households and other services	0.05	0.02	0.02	***	***	***
Public administration	0.06	0.07	0.04	***	***	***
Number of observations	170896	21126	21239	***	***	***

Notes: Estimates are based on observations on employed coupled men aged 25–54 who were at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used.
[a] Estimate is calculated for non-missing observations.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.3 Summary statistics by work-from-home intensity for women

Variables	Onsite	Hybrid	Remote	Onsite versus Hybrid	Hybrid versus Remote	Onsite versus Remote
Actual weekly hours of work	37.21	40.62	36.70	***	***	***
Percent remote	0.25	49.87	100.00	***	***	***
Partner percent remote	9.22	30.61	33.47	***	***	***
Partner hybrid	0.06	0.28	0.16	***	***	***
Partner remote	0.06	0.17	0.25	***	***	***
Partner nonemployed	0.08	0.06	0.06	***	-	***
Dingel and Neiman teleworkability index	0.46	0.79	0.80	***	-	***
Changed employer since last month	0.01	0.01	0.01	**	-	-
Changed duties since last month	0.01	0.02	0.02	-	-	-
Part-time	0.18	0.09	0.16	***	***	***
Partner part-time	0.04	0.03	0.03	***		***
Self-employed	0.07	0.09	0.15	***	***	***
Partner self-employed	0.11	0.11	0.12		***	***
Multiple job holder	0.05	0.11	0.04	***	***	***
Partner multiple job holder	0.05	0.06	0.05	***	***	***
Age	39.26	39.25	39.20	-	-	-
Cohabiting couple	0.17	0.14	0.14	***	-	***
Presence of an additional adult in household	0.26	0.17	0.17	***	-	***
Presence of children aged 0-4	0.24	0.27	0.28	***	**	***
Presence of children aged 5-17	0.35	0.31	0.32	***	-	***
Black non-Hispanic	0.09	0.08	0.09	***	***	***
Hispanic	0.18	0.10	0.11	***	**	***
Other race, non-Hispanic	0.10	0.15	0.15	***	-	***
Paid hourly	0.13	0.05	0.07	***	***	***
Metropolitan residence	0.86	0.94	0.93	***	***	***
College degree	0.49	0.81	0.71	***	*	***
Government job: federal	0.02	0.04	0.03	***	***	***
Government job: state and local	0.18	0.12	0.05	***	***	***
Management occupations	0.11	0.23	0.20	***	***	***
Business and financial operations occupations	0.05	0.18	0.19	***	**	***
Computer and mathematical occupations	0.01	0.06	0.09	***	***	***
Architecture and engineering occupations	0.01	0.02	0.01	***	***	***
Life, physical, and social science occupations	0.01	0.03	0.02	***	***	***
Community and social service occupations	0.03	0.05	0.02	***	***	**
Legal occupations	0.01	0.04	0.02	***	***	***
Education instruction and library occupations	0.13	0.06	0.03	***	***	***
Arts, design, entertainment, sports, and media occupations	0.02	0.04	0.06	***	***	***
Healthcare practitioner and technical occupations	0.16	0.05	0.05	***	***	***
Healthcare support occupations	0.06	0.01	0.01	***	***	***
Protective service occupations	0.01	0.00	0.00	***	*	***
Food preparation and serving related occupations	0.04	0.00	0.00	***	***	***
Building and grounds cleaning and maintenance occupations	0.03	0.00	0.00	***	-	***
Personal care and service occupations	0.04	0.01	0.02	***	***	***
Sales and related occupations	0.07	0.07	0.08	-	***	***
Office and administrative support occupations	0.13	0.12	0.17	***	***	***
Farming, fishing, and forestry occupations	0.00	0.00	0.00	***	**	***
Construction and extraction occupations	0.01	0.00	0.00	***	**	***
Installation, maintenance, and repair occupations	0.00	0.00	0.00	***	-	***

Production occupations	0.03	0.01	0.01	***	*	***
Transportation and material moving occupations	0.03	0.00	0.00	***	-	***
Agriculture, forestry, fishing, hunting, and mining	0.01	0.00	0.01	***	***	***
Construction	0.02	0.02	0.02	**	***	**
Durable manufacturing	0.03	0.05	0.03	***	***	-
Nondurable manufacturing	0.03	0.04	0.02	***	***	-
Wholesale trade	0.01	0.02	0.02	***	-	***
Retail trade	0.09	0.05	0.06	***	***	***
Transportation and warehousing	0.03	0.01	0.02	***	-	***
Utilities	0.00	0.01	0.01	***	***	***
Information	0.01	0.03	0.04	***	***	***
Finance and insurance	0.04	0.11	0.14	***	***	***
Real estate, rental and leasing	0.02	0.04	0.03	***	***	***
Professional, scientific, and technical services	0.05	0.17	0.24	***	***	***
Management, administrative and waste management services	0.03	0.03	0.05	***	***	***
Educational services	0.17	0.11	0.06	***	***	***
Health care and social assistance	0.28	0.15	0.14	***	***	***
Arts, entertainment, and recreation	0.02	0.02	0.02	***	-	***
Accommodation and food services	0.06	0.01	0.01	***	***	***
Private households and other services	0.06	0.04	0.03	***	***	***
Public administration	0.05	0.09	0.04	***	***	***
Number of observations	130549	19780	24988	***	***	*

Notes: Estimates are based on observations on employed coupled women aged 25–54 who were at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used.
[a] Estimate is calculated for available observations.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.4 Fixed effects instrumental variables (2SLS) estimates of a partner's work-from-home intensity on one's own work-from-home intensity among dual-earner couples aged 25–54

Explanatory variable	All men	All women	Fathers	Mothers	Men without children	Women without children
Partner % hours worked from home	0.083	0.354**	0.078	0.343*	0.061	0.358
	(0.106)	(0.164)	(0.145)	(0.204)	(0.161)	(0.272)
Endogeneity test p-value	0.460	0.374	0.615	0.490	0.472	0.603
Number of observations	160383	160378	94561	95558	65109	64078
Number of individuals	40451	40438	24000	24230	16808	16549
Within R-squared	0.032	0.026	0.031	0.025	0.032	0.032

Note: Dependent variable: percent of workweek the respondent spent working from home. Partner percent of hours worked from home is instrumented for with a teleworkability index based on Dingel and Neiman (2020).The index is a [0,1] number assigned to each four-digit occupation. We restrict to dual-earner couples because the partner must be employed because we are using an occupation-based instrument for the partner. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. Time-varying controls include partner part-time as well as a teleworkability index based on Dingel and Neiman (2020) for own occupation and individual-level indicators for cohabiter, a disability, child in the household under age 5, child in the household aged 5–17, other adult in household, paid hourly, part-time, federal and local government employee, self-employed, multiple job holder, 21 occupation groups, 20 industry groups, and month-year FEs. Standard errors clustered at the individual level are reported in parentheses. Endogeneity tests assume H_0: Partner percent remote is exogenous. We cannot reject H_0. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.5 First-stage results for fixed effects instrumental variables estimates of a partner's work-from-home intensity on one's own work-from-home intensity among dual-earner couples aged 25–54

Explanatory variable	All men	All women	Fathers	Mothers	Men without children	Women without children
Teleworkability index	3.995***	3.458***	3.909***	3.848***	4.113***	2.983***
	(0.627)	(0.565)	(0.866)	(0.749)	(0.924)	(0.872)
F-statistic	40.6	37.5	20.4	26.4	19.8	11.7
Number of observations	160383	160378	94561	95558	65109	64078
Number of individuals	40451	40438	24000	24230	16808	16549

Note: Dependent variable: percent of workweek the partner spent working from home. Partner percent of hours worked from home is instrumented for with a teleworkability index based on Dingel and Neiman (2020).The index is a [0,1] number assigned to each four-digit occupation. We restrict to dual-earner couples because the partner must be employed given we are using an occupation-based instrument for the partner. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. Time-varying controls include partner part-time as well as a teleworkability index based on Dingel and Neiman (2020) for own occupation and individual-level indicators for cohabiter, a disability, child in the household under age 5, child in the household aged 5–17, other adult in household, paid hourly, part-time, federal and local government employee, self-employed, multiple job holder, 21 occupation groups, 20 industry groups, and month-year FEs. Standard errors clustered at the individual level are reported in parentheses. The F-statistics are for the significance of the coefficients on the instrument. We conclude that our instrument is not weak. Endogeneity tests assume H_0: Partner percent remote is exogenous. We cannot reject H_0. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.6 Determinants of the percent of hours worked from home for employed coupled individuals (FE estimates)

Explanatory variable	All men	All women	Fathers	Mothers	Men without children	Women without children
Partner % hours worked from home	0.154***	0.205***	0.144***	0.199***	0.172***	0.215***
	(0.005)	(0.007)	(0.007)	(0.009)	(0.009)	(0.011)
Partner nonemployed	2.648***	2.606***	2.121***	2.775***	3.630***	2.326**
	(0.352)	(0.597)	(0.427)	(0.771)	(0.634)	(0.960)
Part-time worker	0.701	1.213***	1.006*	1.393***	0.289	0.334
	(0.469)	(0.372)	(0.550)	(0.451)	(0.833)	(0.634)
Partner part-time worker	0.794***	0.069	1.021***	0.121	0.329	0.199
	(0.294)	(0.525)	(0.362)	(0.697)	(0.503)	(0.793)
Multiple job holder	-0.093	0.649	-0.654	0.772	0.634	0.330
	(0.438)	(0.525)	(0.544)	(0.696)	(0.727)	(0.803)
Teleworkability index	0.404	2.918***	0.832	3.025***	-0.109	3.321***
	(0.609)	(0.799)	(0.777)	(1.062)	(0.990)	(1.228)
Presence of another adult	-0.215	-0.285	0.092	-0.593	-0.928	-1.285
	(0.480)	(0.584)	(0.574)	(0.761)	(0.942)	(1.032)
Self-employed	1.988***	3.757***	2.300***	3.766***	0.971	4.275***
	(0.655)	(1.008)	(0.716)	(1.341)	(1.315)	(1.548)
Disabled	0.642	0.337	0.069	2.110	1.128	-0.661
	(1.039)	(1.323)	(1.324)	(1.661)	(1.622)	(1.892)
Cohabiter	-1.134	-0.957	0.007	0.551	-0.933	-1.109
	(1.012)	(1.474)	(0.941)	(3.704)	(1.362)	(1.528)
Presence of children aged 0–4	1.905**	1.676*	1.205**	0.425	-	-
	(0.754)	(1.012)	(0.582)	(0.890)	-	-
Presence of children aged 5–17	0.574	0.302	-	-	-	-
	(0.709)	(0.895)	-	-	-	-
Paid hourly	-0.356***	0.195	-0.276**	0.053	-0.443***	0.354
	(0.105)	(0.161)	(0.135)	(0.217)	(0.169)	(0.239)
Government job: federal	1.139	-0.705	0.719	1.352	2.451	-1.242
	(1.498)	(1.912)	(1.773)	(2.840)	(2.627)	(2.089)
Government job: state and local	-0.537	-1.380*	-1.295	-0.685	0.700	-1.667
	(0.858)	(0.806)	(0.994)	(1.004)	(1.550)	(1.396)
Number of observations	213261	175316	133379	104297	79882	71019
Number of individuals	50168	41271	31007	24255	19161	17016
Within R-squared	0.030	0.038	0.027	0.036	0.039	0.043

Note: Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. Regressions also include occupation, industry, and month-year FEs. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.7 The effect of a partner's work-from-home intensity on one's own work-from-home intensity in different samples (FE estimates)

Sample	All men	All women	Fathers	Mothers	Men without children	Women without children
Panel A: All	0.154***	0.205***	0.144***	0.199***	0.172***	0.215***
	(0.005)	(0.007)	(0.007)	(0.009)	(0.009)	(0.011)
Number of observations	213261	175316	133379	104297	79882	71019
Within R-squared	0.030	0.038	0.027	0.036	0.039	0.043
Panel B: Exclude self-employed	0.144***	0.187***	0.134***	0.183***	0.161***	0.193***
	(0.006)	(0.007)	(0.007)	(0.009)	(0.009)	(0.011)
Number of observations	187625	160004	116375	94183	71250	65821
Within R-squared	0.026	0.032	0.023	0.030	0.035	0.036
Panel C: Exclude workers who changed employer or duties	0.151***	0.201***	0.144***	0.195***	0.163***	0.211***
	(0.006)	(0.008)	(0.008)	(0.011)	(0.010)	(0.013)
Number of observations	155631	126488	97471	75080	58160	51408
Within R-squared	0.030	0.038	0.029	0.036	0.038	0.043
Panel D: Full-time employed dual earner couples	0.173***	0.222***	0.169***	0.222***	0.180***	0.226***
	(0.006)	(0.008)	(0.008)	(0.011)	(0.010)	(0.013)
Number of observations	130752	130752	73760	74593	56992	56159
Within R-squared	0.042	0.043	0.043	0.042	0.047	0.048

Note: Dependent variable: percent of workweek the respondent spent working from home. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. See Table A5 for controls. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.8 The effect of a partner's work-from-home intensity on one's own work-from-home intensity in an alternative model (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children
Partner hybrid	10.233***	12.291***	9.496***	12.440***	11.468***	12.064***
	(0.412)	(0.480)	(0.518)	(0.620)	(0.683)	(0.761)
Partner remote	14.395***	18.984***	13.683***	18.182***	15.640***	20.154***
	(0.514)	(0.672)	(0.642)	(0.861)	(0.858)	(1.092)
Number of observations	213261	175316	133379	104297	79882	71019
Within R-squared	0.030	0.038	0.027	0.036	0.039	0.043

Note: Dependent variable: percent of workweek the respondent spent working from home. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. See Table A5 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.9 Coefficients on all controls in log actual weekly hours of work regressions for the full sample (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.048***	-0.089***	-0.056***	-0.102***	-0.042**	-0.068***	-0.022	-0.080***
	(0.011)	(0.013)	(0.015)	(0.018)	(0.017)	(0.020)	(0.023)	(0.028)
Man remote-Woman hybrid	-0.007	0.061***	-0.010	0.060***	-0.011	0.058***	0.014	0.079***
	(0.013)	(0.012)	(0.018)	(0.015)	(0.018)	(0.019)	(0.027)	(0.026)
Man remote-Woman onsite	-0.037***	-0.020*	-0.028***	-0.018	-0.052***	-0.020	-0.036**	-0.055**
	(0.008)	(0.010)	(0.010)	(0.014)	(0.014)	(0.017)	(0.018)	(0.026)
Man hybrid-Woman remote	0.045***	-0.038***	0.045***	-0.045***	0.043**	-0.018	0.066***	-0.016
	(0.010)	(0.013)	(0.011)	(0.017)	(0.017)	(0.019)	(0.017)	(0.028)
Man hybrid-Woman hybrid	0.053***	0.061***	0.052***	0.056***	0.055***	0.070***	0.067***	0.086***
	(0.008)	(0.008)	(0.010)	(0.011)	(0.013)	(0.013)	(0.016)	(0.017)
Man hybrid-Woman onsite	0.041***	0.010	0.037***	0.004	0.047***	0.020	0.046***	-0.002
	(0.006)	(0.008)	(0.008)	(0.011)	(0.010)	(0.013)	(0.013)	(0.016)
Man onsite-Woman remote	0.003	-0.041***	0.013	-0.049***	-0.014	-0.024*	0.011	-0.042**
	(0.007)	(0.009)	(0.009)	(0.012)	(0.011)	(0.015)	(0.013)	(0.019)
Man onsite-Woman hybrid	0.032***	0.057***	0.035***	0.055***	0.029***	0.060***	0.045***	0.070***
	(0.006)	(0.007)	(0.008)	(0.009)	(0.010)	(0.010)	(0.012)	(0.015)
Man remote-Woman nonemployed	-0.017	-	-0.032*	-	0.012	-	-0.019	-
	(0.016)	-	(0.019)	-	(0.025)	-	(0.028)	-
Man hybrid-Woman nonemployed	0.003	-	0.003	-	0.005	-	0.003	-
	(0.011)	-	(0.013)	-	(0.020)	-	(0.019)	-
Man nonemployed-Woman remote	-	0.012	-	0.081***	-	-0.060	-	0.123**
	-	(0.024)	-	(0.029)	-	(0.040)	-	(0.052)
Man nonemployed-Woman hybrid	-	0.002	-	0.020	-	-0.015	-	0.037
	-	(0.016)	-	(0.023)		(0.022)	-	(0.039)
Man onsite-Woman nonemployed	-0.012**	-	-0.014**	-	-0.008	-	-0.009	-
	(0.006)	-	(0.007)	-	(0.011)	-	(0.011)	-
Man nonemployed-Woman onsite	-	-0.006	-	0.002	-	-0.014	-	-0.014
	-	(0.010)	-	(0.015)	-	(0.015)	-	(0.027)
Multiple job holder	0.249***	0.255***	0.250***	0.253***	0.248***	0.258***	0.232***	0.232***
	(0.008)	(0.009)	(0.010)	(0.013)	(0.014)	(0.014)	(0.015)	(0.023)
Partner multiple job holder	0.002	-0.005	-0.001	-0.000	0.009	-0.023	0.005	0.003
	(0.008)	(0.010)	(0.010)	(0.013)	(0.013)	(0.014)	(0.015)	(0.022)
Self-employed	-0.060***	-0.090***	-0.053***	-0.089***	-0.073***	-0.090***	-0.056**	-0.089**
	(0.011)	(0.017)	(0.014)	(0.023)	(0.021)	(0.026)	(0.025)	(0.036)
Partner self-employed	-0.008	0.012	-0.012	0.019	-0.000	-0.005	0.004	0.023
	(0.009)	(0.013)	(0.012)	(0.016)	(0.014)	(0.022)	(0.019)	(0.030)
Disabled	-0.005	0.003	-0.006	-0.020	-0.000	0.009	-0.038	0.022

	(0.016)	(0.019)	(0.020)	(0.028)	(0.027)	(0.026)	(0.030)	(0.047)
Cohabiter	0.008	0.005	-0.036	-0.035	0.003	0.002	-0.079**	0.052
	(0.026)	(0.023)	(0.031)	(0.037)	(0.034)	(0.022)	(0.037)	(0.032)
Presence of another adult	-0.003	0.002	0.003	0.014	-0.015	-0.009	-0.007	0.003
	(0.007)	(0.008)	(0.009)	(0.010)	(0.014)	(0.017)	(0.018)	(0.027)
Presence of children aged 0–4	-0.008	-0.087***	0.010	-0.023	-	-	-	-
	(0.011)	(0.019)	(0.007)	(0.015)	-	-	-	-
Presence of children aged 5–17	-0.012	-0.037***	-	-	-	-	-	-
	(0.010)	(0.013)	-	-	-	-	-	-
Paid hourly	-0.004	-0.003	-0.004	-0.003	-0.003	-0.003	-0.001	-0.009
	(0.002)	(0.003)	(0.003)	(0.004)	(0.004)	(0.004)	(0.004)	(0.007)
Government job: federal	0.004	0.009	-0.003	0.002	0.038	0.034	-0.038	0.078
	(0.020)	(0.023)	(0.023)	(0.035)	(0.034)	(0.029)	(0.043)	(0.100)
Government job: state and local	0.011	0.030**	0.015	0.034*	0.012	0.027	0.045	0.035
	(0.014)	(0.015)	(0.020)	(0.020)	(0.021)	(0.022)	(0.036)	(0.033)
Number of observations	213261	175316	133379	104297	79882	71019	59794	42933
Within R-squared	0.020	0.024	0.020	0.024	0.020	0.025	0.021	0.023

Note: Dependent variable: log of actual reported weekly hours of work last week. Coefficients not shown include month-year fixed-effects, 21 occupation groups, and 20 industry groups. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.10 Coefficients on couple-level work arrangements in log actual weekly hours regressions excluding individuals who had multiple jobs or whose partners had multiple jobs (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.038***	-0.071***	-0.040**	-0.084***	-0.036**	-0.050**	-0.005	-0.072**
	(0.012)	(0.013)	(0.016)	(0.018)	(0.017)	(0.019)	(0.024)	(0.029)
Man remote-Woman hybrid	0.005	0.067***	0.005	0.063***	-0.002	0.067***	0.034	0.093***
	(0.013)	(0.013)	(0.017)	(0.016)	(0.020)	(0.021)	(0.028)	(0.027)
Man remote-Woman onsite	-0.021**	-0.022**	-0.008	-0.020	-0.041***	-0.024	-0.012	-0.054**
	(0.008)	(0.011)	(0.010)	(0.014)	(0.014)	(0.017)	(0.018)	(0.027)
Man hybrid-Woman remote	0.046***	-0.030**	0.046***	-0.045***	0.048***	0.007	0.079***	-0.014
	(0.010)	(0.013)	(0.011)	(0.017)	(0.017)	(0.020)	(0.018)	(0.027)
Man hybrid-Woman hybrid	0.057***	0.064***	0.055***	0.060***	0.060***	0.074***	0.078***	0.083***
	(0.008)	(0.009)	(0.011)	(0.011)	(0.014)	(0.014)	(0.018)	(0.018)
Man hybrid-Woman onsite	0.047***	0.005	0.046***	-0.005	0.049***	0.019	0.057***	0.001
	(0.006)	(0.009)	(0.008)	(0.012)	(0.009)	(0.013)	(0.014)	(0.018)
Man onsite-Woman remote	0.002	-0.034***	0.009	-0.041***	-0.010	-0.021	0.016	-0.034*
	(0.007)	(0.010)	(0.009)	(0.013)	(0.011)	(0.016)	(0.014)	(0.020)
Man onsite-Woman hybrid	0.033***	0.057***	0.037***	0.054***	0.027**	0.064***	0.049***	0.065***
	(0.007)	(0.007)	(0.009)	(0.010)	(0.011)	(0.010)	(0.014)	(0.016)
Man remote-Woman nonemployed	-0.024	-	-0.043**	-	0.015	-	-0.033	-
	(0.016)	-	(0.020)	-	(0.027)	-	(0.029)	-
Man hybrid-Woman nonemployed	0.007	-	0.004	-	0.017	-	0.000	-
	(0.011)	-	(0.014)	-	(0.020)	-	(0.021)	-
Man nonemployed-Woman remote	-	0.006	-	0.080***	-	-0.073*	-	0.120**
	-	(0.026)	-	(0.031)	-	(0.042)	-	(0.055)
Man nonemployed-Woman hybrid	-	-0.000	-	0.014	-	-0.014	-	0.011
	-	(0.016)	-	(0.022)	-	(0.023)	-	(0.036)
Man onsite-Woman nonemployed	-0.009	-	-0.011	-	-0.004	-	-0.006	-
	(0.006)	-	(0.007)	-	(0.011)	-	(0.011)	-
Man nonemployed-Woman onsite	-	-0.011	-	-0.006	-	-0.015	-	-0.022
	-	(0.011)	-	(0.015)	-	(0.015)	-	(0.028)
Number of observations	194171	157623	121586	93642	72585	63981	54924	38818
Within R-squared	0.004	0.009	0.005	0.011	0.006	0.009	0.008	0.013

Note: Dependent variable: log of actual reported weekly hours of work last week. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.11 Coefficients on couple-level work arrangements in log actual weekly hours regressions excluding the self-employed (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.038***	-0.079***	-0.041**	-0.085***	-0.039**	-0.069***	-0.020	-0.053*
	(0.012)	(0.015)	(0.016)	(0.020)	(0.019)	(0.021)	(0.026)	(0.031)
Man remote-Woman hybrid	0.001	0.059***	-0.015	0.057***	0.013	0.057***	-0.004	0.080***
	(0.014)	(0.012)	(0.020)	(0.015)	(0.018)	(0.020)	(0.027)	(0.025)
Man remote-Woman onsite	-0.028***	-0.024**	-0.024**	-0.025*	-0.036**	-0.019	-0.037**	-0.056**
	(0.009)	(0.011)	(0.010)	(0.014)	(0.015)	(0.017)	(0.019)	(0.027)
Man hybrid-Woman remote	0.050***	-0.030**	0.046***	-0.041**	0.053***	-0.005	0.068***	-0.003
	(0.011)	(0.013)	(0.013)	(0.017)	(0.019)	(0.020)	(0.019)	(0.029)
Man hybrid-Woman hybrid	0.050***	0.054***	0.050***	0.050***	0.046***	0.062***	0.064***	0.082***
	(0.008)	(0.008)	(0.010)	(0.011)	(0.013)	(0.013)	(0.018)	(0.017)
Man hybrid-Woman onsite	0.041***	0.010	0.037***	0.001	0.044***	0.024*	0.045***	0.002
	(0.007)	(0.008)	(0.009)	(0.011)	(0.011)	(0.013)	(0.014)	(0.016)
Man onsite-Woman remote	0.003	-0.029***	0.008	-0.034***	-0.005	-0.017	0.007	-0.024
	(0.008)	(0.010)	(0.010)	(0.012)	(0.012)	(0.015)	(0.014)	(0.021)
Man onsite-Woman hybrid	0.033***	0.055***	0.037***	0.055***	0.030***	0.056***	0.049***	0.075***
	(0.007)	(0.007)	(0.009)	(0.010)	(0.011)	(0.010)	(0.013)	(0.016)
Man remote-Woman nonemployed	-0.011	-	-0.019	-	0.006	-	0.007	-
	(0.017)	-	(0.021)	-	(0.026)	-	(0.028)	-
Man hybrid-Woman nonemployed	0.009	-	0.009	-	0.014	-	0.005	-
	(0.011)	-	(0.014)	-	(0.020)	-	(0.021)	-
Man nonemployed-Woman remote	-	0.019	-	0.073**	-	-0.041	-	0.127**
	-	(0.021)	-	(0.032)	-	(0.027)	-	(0.058)
Man nonemployed-Woman hybrid	-	0.011	-	0.023	-	-0.001	-	0.042
	-	(0.016)	-	(0.024)	-	(0.022)	-	(0.042)
Man onsite-Woman nonemployed	-0.009	-	-0.011	-	-0.002	-	-0.005	-
	(0.006)	-	(0.007)	-	(0.011)	-	(0.012)	-
Man nonemployed-Woman onsite	-	0.005	-	0.006	-	0.005	-	-0.010
	-	(0.010)	-	(0.015)	-	(0.014)	-	(0.027)
Number of observations	187625	160004	116375	94183	71250	65821	52633	39099
Within R-squared	0.018	0.021	0.020	0.022	0.019	0.022	0.021	0.021

Note: Dependent variable: log of actual reported weekly hours of work last week. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.12 Coefficients on couple-level work arrangements in log actual weekly hours regressions excluding workers who change employer or duties (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.031**	-0.069***	-0.042**	-0.068***	-0.016	-0.061***	-0.006	-0.013
	(0.013)	(0.016)	(0.018)	(0.021)	(0.018)	(0.023)	(0.028)	(0.032)
Man remote-Woman hybrid	-0.012	0.067***	-0.019	0.057***	-0.013	0.083***	0.017	0.096***
	(0.017)	(0.015)	(0.025)	(0.018)	(0.021)	(0.025)	(0.035)	(0.032)
Man remote-Woman onsite	-0.038***	-0.013	-0.026**	-0.016	-0.056***	-0.004	-0.045**	-0.059*
	(0.010)	(0.013)	(0.012)	(0.017)	(0.016)	(0.020)	(0.022)	(0.033)
Man hybrid-Woman remote	0.045***	-0.039***	0.041***	-0.045**	0.050**	-0.007	0.071***	-0.016
	(0.013)	(0.015)	(0.014)	(0.019)	(0.025)	(0.023)	(0.022)	(0.031)
Man hybrid-Woman hybrid	0.054***	0.057***	0.049***	0.052***	0.060***	0.071***	0.068***	0.102***
	(0.009)	(0.010)	(0.012)	(0.013)	(0.015)	(0.017)	(0.022)	(0.022)
Man hybrid-Woman onsite	0.036***	0.017*	0.035***	0.004	0.037***	0.038**	0.044***	-0.003
	(0.008)	(0.010)	(0.010)	(0.013)	(0.012)	(0.016)	(0.016)	(0.021)
Man onsite-Woman remote	0.002	-0.037***	0.012	-0.036***	-0.012	-0.033*	0.012	-0.031
	(0.009)	(0.011)	(0.011)	(0.014)	(0.015)	(0.018)	(0.013)	(0.022)
Man onsite-Woman hybrid	0.028***	0.054***	0.033***	0.056***	0.020	0.053***	0.037***	0.068***
	(0.008)	(0.008)	(0.010)	(0.011)	(0.013)	(0.013)	(0.014)	(0.018)
Man remote-Woman nonemployed	-0.015	-	-0.021	-	-0.010	-	-0.023	-
	(0.018)	-	(0.023)	-	(0.030)	-	(0.034)	-
Man hybrid-Woman nonemployed	0.016	-	0.009	-	0.030	-	-0.009	-
	(0.014)	-	(0.018)	-	(0.024)	-	(0.026)	-
Man nonemployed-Woman remote	-	0.018	-	0.074*	-	-0.032	-	0.087
	-	(0.034)	-	(0.041)	-	(0.053)	-	(0.070)
Man nonemployed-Woman hybrid	-	0.015	-	0.021	-	0.018	-	0.004
	-	(0.017)	-	(0.024)	-	(0.027)	-	(0.040)
Man onsite-Woman nonemployed	-0.012*	-	-0.017**	-	-0.002	-	-0.028**	-
	(0.007)	-	(0.008)	-	(0.012)	-	(0.013)	-
Man nonemployed-Woman onsite	-	0.004	-	0.010	-	0.001	-	0.007
	-	(0.014)	-	(0.019)	-	(0.021)	-	(0.033)
Number of observations	155631	126488	97471	75080	58160	51408	43674	30823
Within R-squared	0.018	0.021	0.019	0.021	0.019	0.023	0.022	0.022

Note: Dependent variable: log of actual reported weekly hours of work last week. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.13 Coefficients on couple-level work arrangements in log actual weekly hours regressions for full-time dual-earner couples (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.040***	-0.063***	-0.043***	-0.065***	-0.042**	-0.061***	-0.012	-0.042
	(0.012)	(0.014)	(0.015)	(0.018)	(0.019)	(0.020)	(0.021)	(0.029)
Man remote-Woman hybrid	0.000	0.067***	-0.012	0.059***	0.006	0.067***	0.011	0.083***
	(0.014)	(0.012)	(0.019)	(0.014)	(0.020)	(0.021)	(0.029)	(0.025)
Man remote-Woman onsite	-0.022***	-0.007	-0.023**	0.000	-0.023*	-0.013	-0.031	-0.035
	(0.009)	(0.011)	(0.011)	(0.014)	(0.014)	(0.019)	(0.021)	(0.029)
Man hybrid-Woman remote	0.037***	-0.024*	0.029**	-0.038**	0.044**	-0.002	0.071***	0.018
	(0.011)	(0.013)	(0.012)	(0.018)	(0.019)	(0.019)	(0.021)	(0.030)
Man hybrid-Woman hybrid	0.055***	0.068***	0.050***	0.062***	0.059***	0.077***	0.076***	0.082***
	(0.008)	(0.008)	(0.010)	(0.011)	(0.013)	(0.013)	(0.018)	(0.017)
Man hybrid-Woman onsite	0.043***	0.026***	0.033***	0.010	0.053***	0.046***	0.046***	0.014
	(0.007)	(0.009)	(0.009)	(0.012)	(0.011)	(0.014)	(0.015)	(0.018)
Man onsite-Woman remote	-0.003	-0.026***	0.003	-0.030**	-0.012	-0.020	-0.005	-0.012
	(0.008)	(0.010)	(0.011)	(0.013)	(0.012)	(0.014)	(0.016)	(0.022)
Man onsite-Woman hybrid	0.040***	0.061***	0.043***	0.059***	0.035***	0.064***	0.049***	0.077***
	(0.007)	(0.007)	(0.009)	(0.010)	(0.010)	(0.010)	(0.014)	(0.015)
Number of observations	130752	130752	73760	74593	56992	56159	30041	30072
Within R-squared	0.020	0.018	0.020	0.019	0.022	0.019	0.022	0.019

Note: Dependent variable: log of actual reported weekly hours of work last week. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.14 Coefficients on all controls in log actual weekly hours of work regressions for the full sample. Hybrid is >=20 and <=80 (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.041***	-0.081***	-0.046***	-0.092***	-0.038**	-0.062***	-0.016	-0.072***
	(0.011)	(0.013)	(0.015)	(0.018)	(0.017)	(0.019)	(0.022)	(0.028)
Man remote-Woman hybrid	0.002	0.060***	-0.005	0.060***	0.002	0.056***	0.018	0.082***
	(0.013)	(0.012)	(0.018)	(0.015)	(0.017)	(0.019)	(0.026)	(0.026)
Man remote-Woman onsite	-0.029***	-0.017*	-0.022**	-0.012	-0.042***	-0.021	-0.031*	-0.047*
	(0.008)	(0.010)	(0.010)	(0.013)	(0.014)	(0.016)	(0.018)	(0.025)
Man hybrid-Woman remote	0.046***	-0.030**	0.046***	-0.036**	0.044**	-0.010	0.069***	-0.007
	(0.009)	(0.013)	(0.011)	(0.017)	(0.017)	(0.019)	(0.017)	(0.028)
Man hybrid-Woman hybrid	0.049***	0.058***	0.047***	0.051***	0.051***	0.069***	0.062***	0.081***
	(0.008)	(0.008)	(0.010)	(0.011)	(0.013)	(0.013)	(0.017)	(0.017)
Man hybrid-Woman onsite	0.038***	0.009	0.035***	-0.000	0.044***	0.022*	0.044***	-0.007
	(0.006)	(0.008)	(0.008)	(0.011)	(0.010)	(0.013)	(0.013)	(0.016)
Man onsite-Woman remote	0.004	-0.033***	0.013	-0.040***	-0.010	-0.018	0.013	-0.038**
	(0.007)	(0.009)	(0.009)	(0.012)	(0.011)	(0.014)	(0.013)	(0.018)
Man onsite-Woman hybrid	0.031***	0.053***	0.036***	0.051***	0.026**	0.056***	0.045***	0.071***
	(0.006)	(0.007)	(0.008)	(0.009)	(0.010)	(0.010)	(0.013)	(0.015)
Man remote-Woman nonemployed	-0.014	-	-0.028	-	0.012	-	-0.018	-
	(0.015)	-	(0.019)	-	(0.025)	-	(0.027)	-
Man hybrid-Woman nonemployed	0.002	-	0.001	-	0.004	-	0.003	-
	(0.011)	-	(0.014)	-	(0.019)	-	(0.020)	-
Man nonemployed-Woman remote	-	0.002	-	0.071**	-	-0.071*	-	0.117**
	-	(0.024)	-	(0.028)	-	(0.039)	-	(0.051)
Man nonemployed-Woman hybrid	-	0.013	-	0.030	-	-0.002	-	0.039
	-	(0.016)	-	(0.024)	-	(0.022)	-	(0.040)
Man onsite-Woman nonemployed	-0.012**	-	-0.014**	-	-0.008	-	-0.009	-
	(0.006)	-	(0.007)	-	(0.011)	-	(0.011)	-
Man nonemployed-Woman onsite	-	-0.005	-	0.003	-	-0.014	-	-0.013
	-	(0.010)	-	(0.015)	-	(0.015)	-	(0.027)
Number of observations	213262	175317	133380	104298	79882	71019	59795	42934
Within R-squared	0.019	0.023	0.020	0.023	0.020	0.024	0.020	0.022

Note: Dependent variable: log of actual reported weekly hours of work last week. Coefficients not shown include month-year fixed-effects, 21 occupation groups, and 20 industry groups. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.15 Coefficients on all controls in log actual weekly hours of work regressions for the full sample. Hybrid is >0 and <100 (FE estimates)

Explanatory variables	All men	All women	Fathers	Mothers	Men without children	Women without children	Fathers of children < age 5	Mothers of children < age 5
Man remote-Woman remote	-0.040***	-0.079***	-0.046***	-0.092***	-0.037**	-0.058***	-0.011	-0.072**
	(0.011)	(0.013)	(0.015)	(0.018)	(0.017)	(0.020)	(0.023)	(0.028)
Man remote-Woman hybrid	-0.004	0.074***	-0.001	0.078***	-0.018	0.064***	0.022	0.088***
	(0.013)	(0.011)	(0.018)	(0.015)	(0.018)	(0.018)	(0.027)	(0.025)
Man remote-Woman onsite	-0.027***	-0.021**	-0.019**	-0.022	-0.041***	-0.017	-0.028	-0.058**
	(0.008)	(0.011)	(0.010)	(0.014)	(0.014)	(0.017)	(0.017)	(0.026)
Man hybrid-Woman remote	0.060***	-0.027**	0.062***	-0.036**	0.055***	-0.003	0.082***	-0.009
	(0.009)	(0.012)	(0.011)	(0.016)	(0.016)	(0.019)	(0.018)	(0.025)
Man hybrid-Woman hybrid	0.071***	0.085***	0.076***	0.082***	0.065***	0.092***	0.093***	0.101***
	(0.007)	(0.008)	(0.009)	(0.010)	(0.011)	(0.012)	(0.015)	(0.015)
Man hybrid-Woman onsite	0.051***	0.006	0.048***	-0.003	0.056***	0.019	0.052***	-0.002
	(0.006)	(0.008)	(0.008)	(0.011)	(0.009)	(0.012)	(0.012)	(0.016)
Man onsite-Woman remote	-0.000	-0.034***	0.011	-0.041***	-0.018	-0.019	0.008	-0.038**
	(0.007)	(0.009)	(0.010)	(0.012)	(0.011)	(0.015)	(0.013)	(0.019)
Man onsite-Woman hybrid	0.026***	0.067***	0.031***	0.066***	0.021**	0.069***	0.037***	0.075***
	(0.006)	(0.006)	(0.008)	(0.008)	(0.009)	(0.009)	(0.012)	(0.015)
Man remote-Woman nonemployed	-0.017	-	-0.030	-	0.008	-	-0.019	-
	(0.015)	-	(0.019)	-	(0.025)	-	(0.027)	-
Man hybrid-Woman nonemployed	0.011	-	0.012	-	0.011	-	0.010	-
	(0.010)	-	(0.013)	-	(0.018)	-	(0.019)	-
Man nonemployed-Woman remote	-	0.013	-	0.083***	-	-0.059	-	0.123**
	-	(0.024)	-	(0.029)	-	(0.040)	-	(0.052)
Man nonemployed-Woman hybrid	-	0.008	-	0.029	-	-0.013	-	0.030
	-	(0.015)	-	(0.021)	-	(0.020)	-	(0.032)
Man onsite-Woman nonemployed	-0.014**	-	-0.015**	-	-0.010	-	-0.009	-
	(0.006)	-	(0.007)	-	(0.011)	-	(0.011)	-
Man nonemployed-Woman onsite	-	-0.007	-	0.000	-	-0.013	-	-0.014
	-	(0.010)	-	(0.015)	-	(0.015)	-	(0.027)
Number of observations	213261	175316	133379	104297	79882	71019	59794	42933
Within R-squared	0.020	0.025	0.021	0.025	0.021	0.026	0.022	0.024

Note: Dependent variable: log of actual reported weekly hours of work last week. Coefficients not shown include month-year fixed-effects, 21 occupation groups, and 20 industry groups. Estimates are based on employed coupled individuals aged 25–54 who are at work during the CPS reference week. The sample excludes those whose partners are on vacation. Individuals also must appear in more than one month in the survey. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.16 Statistical significances for Wald tests of equality of coefficients on couple-level work location arrangements in log actual weekly hours regressions for men

Couple-level work arrangements	Man remote-Woman remote	Man remote-Woman hybrid	Man remote-Woman onsite	Man hybrid-Woman remote	Man hybrid-Woman hybrid	Man hybrid-Woman onsite	Man onsite-Woman remote	Man onsite-Woman hybrid	Man remote-Woman nonemp	Man hybrid-Woman nonemp	Man onsite-Woman nonemp
Man remote-Woman remote	-	***	-	***	***	***	***	***	-	***	***
Man remote-Woman hybrid	***	-	**	***	***	***	-	***	**	***	-
Man remote-Woman onsite	-	**	-	***	***	***	***	***	-	***	***
Man hybrid-Woman remote	***	***	***	-	-	-	***	-	***	-	***
Man hybrid-Woman hybrid	***	***	***	-	-	-	***	**	***	-	***
Man hybrid-Woman onsite	***	***	***	-	-	-	***	-	***	-	***
Man onsite-Woman remote	***	-	***	***	***	***	-	***	***	***	*
Man onsite-Woman hybrid	***	***	***	-	**	-	***	-	***	-	***
Man remote-Woman nonemp	-	**	-	***	***	***	***	***	-	***	***
Man hybrid-Woman nonemp	***	***	***	-	-	-	***	-	***	-	***
Man onsite-Woman nonemp	***	-	***	***	***	***	*	***	***	***	-

Note: ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.17 Statistical significances for Wald tests of equality of coefficients on couple-level work location arrangements in log actual weekly hours regressions for women

Couple-level work arrangements	Man remote-Woman remote	Man remote-Woman hybrid	Man remote-Woman onsite	Man hybrid-Woman remote	Man hybrid-Woman hybrid	Man hybrid-Woman onsite	Man onsite-Woman remote	Man onsite-Woman hybrid	Man nonemp-Woman remote	Man nonemp-Woman hybrid	Man nonemp-Woman onsite
Man remote-Woman remote	-	***	-	***	***	***	***	***	**	***	***
Man remote-Woman hybrid	***	-	***	***	-	***	-	***	***	-	***
Man remote-Woman onsite	-	***	-	-	***	***	-	***	-	***	-
Man hybrid-Woman remote	***	***	-	-	***	***	-	***	-	***	**
Man hybrid-Woman hybrid	***	-	***	***	-	***	***	-	***	-	***
Man hybrid-Woman onsite	***	***	***	***	***	-	***	***	-	***	-
Man onsite-Woman remote	***	-	-	-	***	***	-	***	-	***	**
Man onsite-Woman hybrid	***	***	***	***	-	***	***	-	***	-	***
Man nonemp-Woman remote	**	***	-	-	***	-	-	***	-	***	-
Man nonemp-Woman hybrid	***	-	***	***	-	***	***	-	***	-	***
Man nonemp-Woman onsite	***	***	-	**	***	-	**	***	-	***	-

Note: ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.18 Average woman's share of total couple hours among dual-earner couples aged 25–54

Couple-level work arrangement	All women	Mothers	Women without children
Man remote-Woman remote	0.473	0.463	0.485
Man remote-Woman hybrid	0.497	0.493	0.503
Man remote-Woman onsite	0.469	0.458	0.484
Man hybrid-Woman remote	0.440	0.425	0.466
Man hybrid-Woman hybrid	0.484	0.479	0.492
Man hybrid-Woman onsite	0.447	0.432	0.468
Man onsite-Woman remote	0.456	0.445	0.474
Man onsite-Woman hybrid	0.483	0.475	0.495
Man onsite-Woman onsite	0.464	0.455	0.476

Notes: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. Composite weights are used. Number of observations = 162,817.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.19 Coefficients on couple-level work arrangements in share of woman's hours in total couple work hours regressions for the full sample (FE estimates)

Explanatory variables	All women	Mothers	Women without children
Man remote-Woman remote	-0.007***	-0.008**	-0.005
	(0.003)	(0.003)	(0.004)
Man remote-Woman hybrid	0.014***	0.014***	0.015***
	(0.003)	(0.003)	(0.004)
Man remote-Woman onsite	0.006***	0.004	0.009***
	(0.002)	(0.003)	(0.003)
Man hybrid-Woman remote	-0.017***	-0.018***	-0.012***
	(0.002)	(0.003)	(0.004)
Man hybrid-Woman hybrid	0.001	-0.000	0.004
	(0.002)	(0.002)	(0.003)
Man hybrid-Woman onsite	-0.005***	-0.006**	-0.004
	(0.002)	(0.002)	(0.002)
Man onsite-Woman remote	-0.011***	-0.014***	-0.005*
	(0.002)	(0.002)	(0.003)
Man onsite-Woman hybrid	0.003**	0.002	0.005**
	(0.001)	(0.002)	(0.002)
Number of observations	162817	97421	65396
Within R-squared	0.032	0.031	0.037

Note: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.20 Coefficients on couple-level work arrangements in share of woman's hours in total couple work hours regressions excluding individuals who had multiple jobs or whose partners had multiple jobs (FE estimates)

Explanatory variables	All women	Mothers	Women without children
Man remote-Woman remote	-0.006**	-0.007**	-0.003
	(0.003)	(0.004)	(0.003)
Man remote-Woman hybrid	0.013***	0.012***	0.014***
	(0.003)	(0.003)	(0.004)
Man remote-Woman onsite	0.002	-0.000	0.005
	(0.002)	(0.003)	(0.003)
Man hybrid-Woman remote	-0.016***	-0.018***	-0.009**
	(0.003)	(0.003)	(0.004)
Man hybrid-Woman hybrid	0.002	0.001	0.003
	(0.002)	(0.002)	(0.003)
Man hybrid-Woman onsite	-0.007***	-0.009***	-0.005**
	(0.002)	(0.002)	(0.002)
Man onsite-Woman remote	-0.009***	-0.012***	-0.005*
	(0.002)	(0.002)	(0.003)
Man onsite-Woman hybrid	0.003*	0.001	0.006**
	(0.002)	(0.002)	(0.002)
Number of observations	117530	66999	50531
Within R-squared	0.004	0.005	0.005

Note: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.21 Coefficients on couple-level work arrangements in share of woman's hours in total couple work hours regressions excluding the self-employed (FE estimates)

Explanatory variables	All women	Mothers	Women without children
Man remote-Woman remote	-0.008***	-0.010**	-0.006
	(0.003)	(0.004)	(0.004)
Man remote-Woman hybrid	0.013***	0.014***	0.012***
	(0.003)	(0.003)	(0.004)
Man remote-Woman onsite	0.004**	0.003	0.008**
	(0.002)	(0.003)	(0.003)
Man hybrid-Woman remote	-0.015***	-0.016***	-0.011***
	(0.003)	(0.003)	(0.004)
Man hybrid-Woman hybrid	0.000	-0.000	0.002
	(0.002)	(0.002)	(0.003)
Man hybrid-Woman onsite	-0.005***	-0.007***	-0.003
	(0.002)	(0.002)	(0.002)
Man onsite-Woman remote	-0.009***	-0.011***	-0.004
	(0.002)	(0.002)	(0.003)
Man onsite-Woman hybrid	0.002	0.001	0.004
	(0.001)	(0.002)	(0.002)
Number of observations	121860	69157	52703
Within R-squared	0.024	0.023	0.028

Note: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.22 Coefficients on couple-level work arrangements in share of woman's hours in total couple work hours regressions excluding workers who change employer or duties (FE estimates)

Explanatory variables	All women	Mothers	Women without children
Man remote-Woman remote	-0.008***	-0.006	-0.009**
	(0.003)	(0.004)	(0.004)
Man remote-Woman hybrid	0.015***	0.014***	0.017***
	(0.003)	(0.004)	(0.005)
Man remote-Woman onsite	0.008***	0.005	0.013***
	(0.002)	(0.003)	(0.004)
Man hybrid-Woman remote	-0.019***	-0.019***	-0.013***
	(0.003)	(0.003)	(0.005)
Man hybrid-Woman hybrid	-0.000	-0.001	0.001
	(0.002)	(0.002)	(0.003)
Man hybrid-Woman onsite	-0.004*	-0.006**	0.000
	(0.002)	(0.003)	(0.003)
Man onsite-Woman remote	-0.011***	-0.013***	-0.007**
	(0.002)	(0.003)	(0.003)
Man onsite-Woman hybrid	0.003*	0.001	0.005*
	(0.002)	(0.002)	(0.003)
Number of observations	95299	54296	41003
Within R-squared	0.024	0.024	0.028

Note: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.23 Coefficients on couple-level work arrangements in share of woman's hours in total couple work hours regressions for full-time dual-earner couples (FE estimates)

Explanatory variables	All women	Mothers	Women without children
Man remote-Woman remote	-0.004*	-0.004	-0.003
	(0.002)	(0.003)	(0.003)
Man remote-Woman hybrid	0.013***	0.015***	0.012***
	(0.002)	(0.003)	(0.003)
Man remote-Woman onsite	0.006***	0.007***	0.005*
	(0.002)	(0.003)	(0.003)
Man hybrid-Woman remote	-0.013***	-0.013***	-0.010**
	(0.002)	(0.003)	(0.004)
Man hybrid-Woman hybrid	0.003*	0.003	0.004
	(0.001)	(0.002)	(0.003)
Man hybrid-Woman onsite	-0.002	-0.003	0.000
	(0.002)	(0.002)	(0.002)
Man onsite-Woman remote	-0.006***	-0.007***	-0.005*
	(0.002)	(0.002)	(0.003)
Man onsite-Woman hybrid	0.003**	0.002	0.004*
	(0.001)	(0.002)	(0.002)
Number of observations	130752	74593	56159
Within R-squared	0.026	0.025	0.030

Note: We restrict the sample to women in dual-earner couples who are at work during the CPS reference week and both members of the couple are aged 25–54. The sample also excludes those whose partners are on vacation. Individuals must appear in more than one month in the survey. See Table A8 for control variables. CPS composite weights are used. Standard errors clustered at the individual level are reported in parentheses. ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.24 Statistical significances for Wald tests of equality of coefficients on couple-level work location arrangements in hours regressions for men

Couple-level work arrangements	Man remote-Woman remote	Man remote-Woman hybrid	Man remote-Woman onsite	Man hybrid-Woman remote	Man hybrid-Woman hybrid	Man hybrid-Woman onsite	Man onsite-Woman remote	Man onsite-Woman hybrid
Man remote-Woman remote	-	***	***	***	***	-	-	***
Man remote-Woman hybrid	***	-	***	***	***	***	***	***
Man remote-Woman onsite	***	***	-	***	-	***	***	-
Man hybrid-Woman remote	***	***	***	-	***	***	***	***
Man hybrid-Woman hybrid	***	***	-	***	-	***	***	***
Man hybrid-Woman onsite	-	***	***	***	***	-	**	***
Man onsite-Woman remote	-	***	***	***	***	**	-	***
Man onsite-Woman hybrid	***	***	-	***	***	***	***	-

Note: ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations

Table A.25 Statistical significances for Wald tests of equality of coefficients on couple-level work location arrangements in hours regressions for women

Couple-level work arrangements	Man remote-Woman remote	Man remote-Woman hybrid	Man remote-Woman onsite	Man hybrid-Woman remote	Man hybrid-Woman hybrid	Man hybrid-Woman onsite	Man onsite-Woman remote	Man onsite-Woman hybrid
Man remote-Woman remote	-	***	***	***	***	-	-	***
Man remote-Woman hybrid	***	-	***	***	***	***	***	***
Man remote-Woman onsite	***	***	-	***	*	***	***	-
Man hybrid-Woman remote	***	***	***	-	***	***	***	***
Man hybrid-Woman hybrid	***	***	*	***	-	***	***	-
Man hybrid-Woman onsite	-	***	***	***	***	-	**	***
Man onsite-Woman remote	-	***	***	***	***	**	-	***
Man onsite-Woman hybrid	***	***	-	***	-	***	***	-

Note: ***, **, * = statistically different from zero at the 1%, 5%, 10% level.

Source: Current Population Survey (October 2022–September 2024), authors' calculations