Friends meet at the Office? Working from Home and Socializing*

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Abstract

Leveraging data from the American Time Use Survey between 2003 and 2023, we analyze the relationship between WFH and time spent socializing. In both time series and cross-sectional data, we find a strong negative relationship between time spent with friends and working from home. The relationship is robust to the inclusion of a wide battery of control variables, different definitions of socializing and working from home, and is statistically indistinguishable in the pre-and post-COVID years. This relationship, however, is not necessarily causal, as those who have intrinsically less propensity to socialize may also be more likely to work from home. To address this concern, we use an instrumental variable strategy, where we instrument actual work from home with the Dingel and Neiman (2020) teleworkability index. The IV results reveal a positive relationship between working from home and time spent socializing. Working from home also leads to an increase in time spent with other household members. Our findings suggest that previous results on the benefits of WFH are likely underestimated.

JEL: J22, J81 Keywords: Work from home, Time use, Socializing.

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1 Introduction

The growing adoption of work-from-home (WFH) in the wake of the COVID-19 pandemic has led to a lively debate on its potential benefits and costs, with most of the work focused on the productivity aspect. In this paper, we look instead at the effects of working from home on workers' welfare, focusing in particular on time spent with friends and family. Social interactions with friends and family are an important aspect of people's productivity and welfare (Bandiera et al., 2010; Adelman, 2013). However, an average American only spends 92 minutes per day with friends, while most of the time is spent at work, including commuting to work.

Theoretically, the impact of working from home on time spent socializing is ambiguous: on one hand, the reduction in commuting time associated with working at the office (Barrero et al., 2020) should increase the time spent on all other (normal) goods; on the other hand, working from home, by reducing in-person interactions with non-household members, may lower the likelihood of developing relationships that lead to socializing encounters outside of work.

Using data from the American Time Use Survey between 2003 and 2023, we provide the first analysis of the relationship between WFH and time spent socializing at the individual level. In our preferred specification, we define socializing as time spent with friends, neighbors and acquaintances, coworkers outside of work activities, and other non-household members in all leisure activities, including narrowly defined leisure and relaxation, sports and recreation, spiritual and religious activities, and volunteer activities.

We first document a sharp negative relationship between WFH and time spent socializing in time series data. WFH exhibits an upward trend in the pre-pandemic years, spikes upwards during the pandemic, and then rebounds, but only incompletely, in the years after the pandemic. The pattern of time spent socializing is the exact mirror image of the WFH series: a moderate decline in the pre-pandemic years, a sharp drop during the pandemic, and a slight rebound in the post-pandemic years.

The negative association between work from home and time spent socializing persists in OLS regressions and is robust to the inclusion of a progressively wider set of control

variables. The negative relationship is also robust to different definitions of socializing and different measures of work from home and is statistically indistinguishable in the pre-and post-pandemic period.

However, these cross-sectional results do not necessarily imply that the relationship between working from home and socializing is causal. Individuals with unobservable personality traits (such as, for example, preferences for socialization) might have a lower propensity to socialize, and at the same time choose to work from home when possible. To address this concern, we use an instrumental variable strategy, where we instrument actual work from home with the index of "teleworkability" developed by Dingel and Neiman (2020). This index assigns to each occupation a value between 0 and 1 indicating how likely it is that the work can be done from home, and has been widely used in the literature (Barrero et al., 2023). The identifying assumption is that, even if individuals may choose their occupation based on their personality traits (e.g., gregarious types work as consultants, while more introvert types work as academic researchers), they do not do so based on how likely that occupation can be done from home. Using data from the National Longitudinal Survey of Youth, we document that occupational choice along the teleworkability dimension is uncorrelated with personality traits.

The positive relationship between work from home and socializing is reversed in the IV estimation: an increase in work from home driven exclusively by plausibly exogenous variation in how likely one's occupation can be done remotely leads to *more* time spent socializing. This pattern is consistent with the notion that an increase in the time budget induced by the reduction in commuting time leads to an increase in time spent on all other activities, including socializing. To the extent that socializing increases well-being, our results suggest that previous estimates may understate the overall societal benefits of working from home.

Our paper makes several contributions to the literature. First, a substantial body of research examines the productivity effects of remote work. While Bloom et al. (2015) and Choudhury et al. (2024) find productivity gains under well-structured hybrid models, Morikawa (2022) and Gibbs et al. (2023) document productivity declines, particularly in jobs requiring high coordination costs. Our study, providing the first causal evidence

on the impact of remote work on socializing, sheds light on a crucial but underexplored channel of workers' productivity and well-being. Second, existing research on the well-being effects of WFH, such as Giménez-Nadal et al. (2021) and Giménez-Nadal and Velilla (2024), focuses on job satisfaction and overall well-being. Our paper instead examines an often-overlooked dimension—social interactions and time spent with non-household members. Third, our instrumental variable methodology builds on research on workers' selection into remote work opportunities, particularly Emanuel and Harrington (2024). Finally, our research contributes to the literature documenting the evolution of WFH patterns, particularly in the post-pandemic period, as studied by Barrero et al. (2021), Barrero et al. (2023), and Aksoy et al. (2022).

2 Data and Trends

Our main data source is the American Time Use Survey (ATUS), between 2003 and 2023 (Flood et al., 2023). The ATUS is the most comprehensive source of information on how individuals in the United States allocate their time. ATUS respondents are asked to keep track of all their activities during a designated 24-hour period. Individuals are also asked to report with whom they conducted the activity and where. This rich information allows us to study the link between WFH and time spent socializing at the individual level.

Time spent socializing. IPUMS groups all activities into 17 broad categories: 1) Personal care; 2) Household activities; 3) Caring for household members; 4) Caring for non-household members; 5) Work and work-related activities; 6) Education; 7) Consumer Purchases; 8) Professional and personal care services; 9) Household services; 10) Government services; 11) Eating and Drinking; 12) Socializing, relaxing and leisure; 13) Sports, exercise and recreation; 14) Religious and spiritual activities; 15) Volunteer activities; 16) Telephone calls; and 17) Traveling. We define an "extended leisure" category as the sum of all time spent in activities 11-15. This is a broader definition than the narrow socializing category but reflects better the types of activities that one typically does with friends (e.g., eating and drinking). Time spent socializing is then the total amount of time spent with friends, neighbors, acquaintances, coworkers outside of work activities, and other adult non-household

members in this extended leisure category.[1] About 70% of all time spent with friends is in this extended leisure category. We also consider two alternative definitions of socializing: a narrower one, which includes only category 12 (socializing, relaxing, and leisure); and a broader one, in which we include all activities done with other (extended) friends.

Figure 1 shows the evolution of time spent socializing (in minutes per day) over the sample period. Regardless of which measure we use, there is a steady decline in time spent with friends between 2003 and 2019: for our preferred measure, time with friends went from about 74 minutes per day in 2003 to about 57 minutes per day in 2019, the last pre-pandemic year). Time spent with friends declines sharply during the pandemic (about 37 minutes per day in 2020) and then rebounds, but only partially, between 2021 and 2023. In 2023, the last available year, time spent with friends is about 46 minutes per day, only 80% of what it was in the last year pre-pandemic.

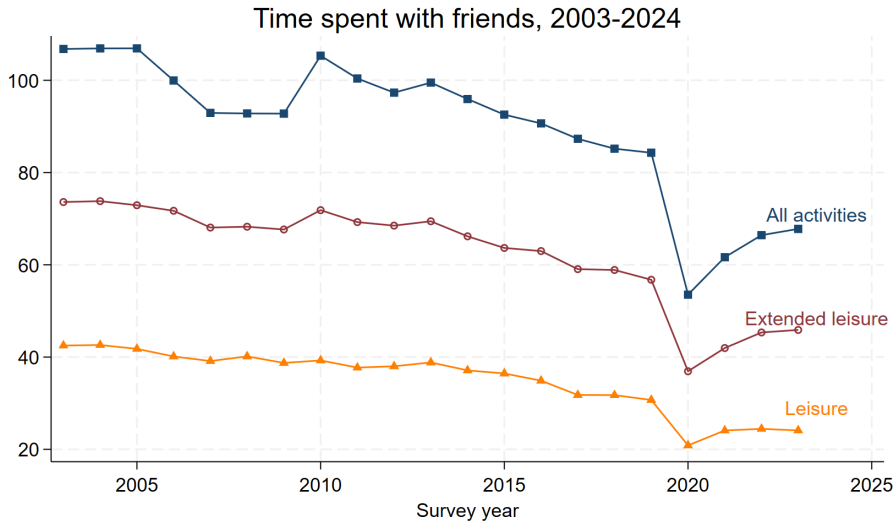


Figure 1: Time spent with friends, 2003-2023

Figure 2 presents the evolution of time spent alone, by different categories of activities. Mirroring the pattern of time spent with friends, time spent alone increases steadily in the pre-pandemic period, jumps in 2020, and then roughly reverts to the trend in the post-pandemic years. Time spent alone on extended leisure activities goes from an average of 146

[1]We do not distinguish between individuals described by the respondent as friends versus acquaintances or other non-household members, as these definitions are inherently subjective. For simplicity, we refer throughout the paper to time spent with any individual in these categories as "time spent with friends."

minutes per day in 2003 to 199 minutes per day in 2023.

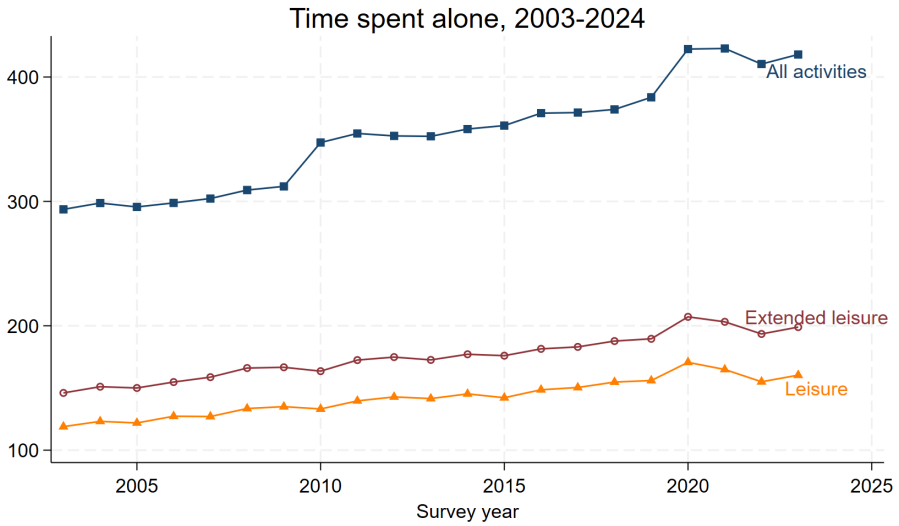


Figure 2: Time alone, 2003-2023

Figure 3 presents the evolution of time in extended leisure activities with other household members.[2] In contrast to the time with friends series, there is no distinct trend in the pre-pandemic period, but time spent with other household members rises somewhat in the post-pandemic period. The increase is driven almost entirely by time spent with other household adults, whereas time spent with children appears to be relatively flat throughout the whole period.[3]

[2]The series in Figure 3 are conditional on household composition: the sample for the time spent with other household members series includes only households with at least one other household member other than the respondent; similarly, time with other household adults is conditional on there being at least two adults in the household, and time spent with children is conditional on there being at least one child.

[3]The series includes only time spent with children in extended leisure activities and does not include other child-caring activities.

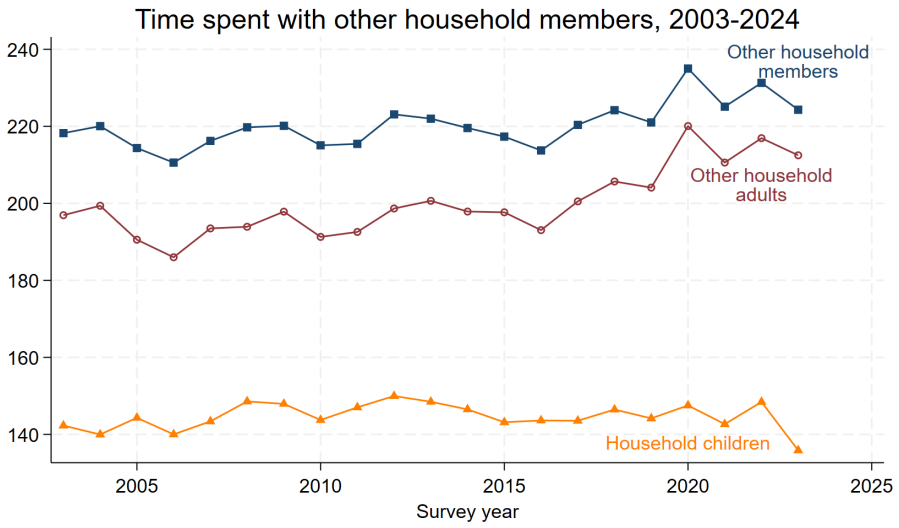


Figure 3: Time with other household members, 2003-2023

Work from home. To measure work from home, we focus on employed individuals at the time of the ATUS interview and record the amount of time spent working from home or not at the workplace. The evolution of time spent working from home is presented in Figure 4. As also documented elsewhere (Barrero et al., 2023), work from home in the ATUS increases between 2003 and 2019, then spikes substantially during the pandemic, and remains high in the post-pandemic years. Time spent working from home went from an average of about 30 minutes per day in the 2017-2019 period, to more than 72 minutes per day in 2021-2023, a more than twofold increase.[4]

[4]Barrero et al. (2023) report the evolution of full days worked from home, defined as days in which individuals work six or more hours on their main job at home. Based on this definition, the increase in WFH is even more dramatic.

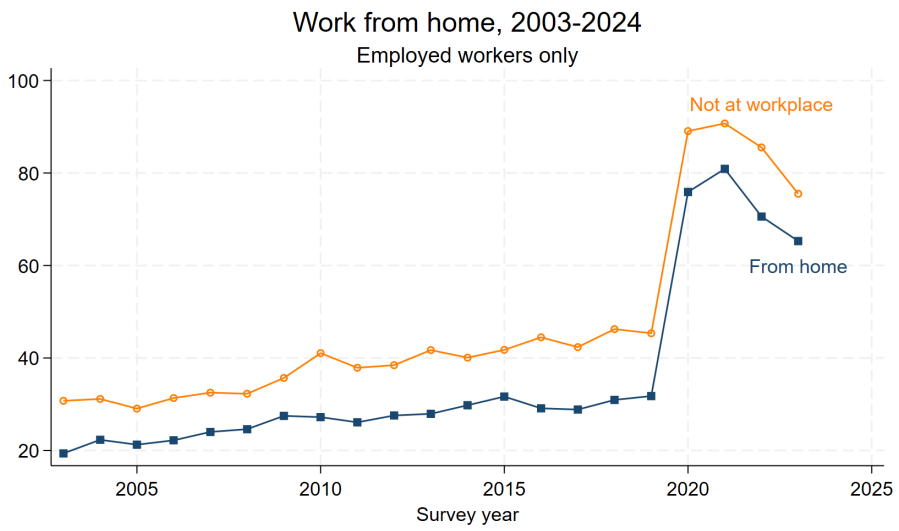


Figure 4: Work from home and not at the workplace, 2003-2023

Figure 5 shows instead the share of individuals doing any amount of work from home and the share of total work that is done from home (on days with a positive amount of work). Regardless of how we measure work from home, the patterns are similar.

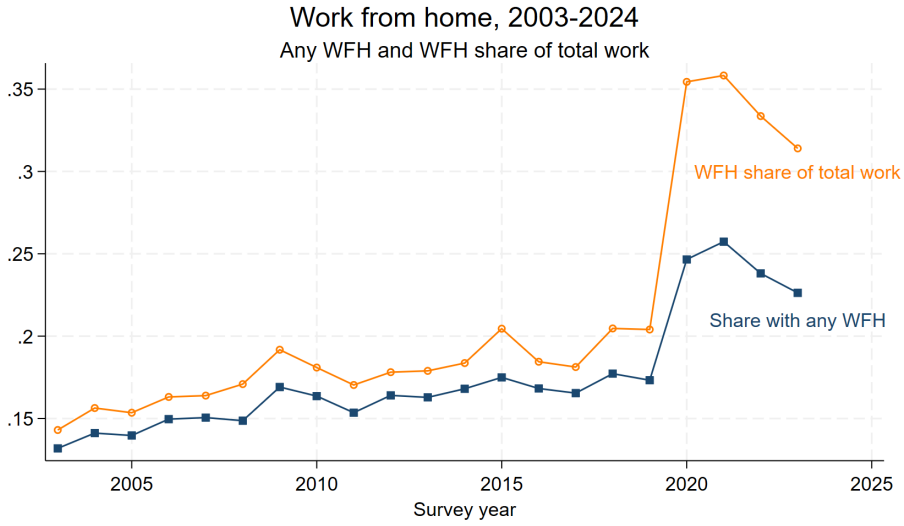


Figure 5: Any work from home and home share of total work

3 Empirical Results

3.1 OLS

We estimate the relationship between work from home and time with friends using the following OLS regression:

$$TimeWithFriends_i = \beta_0 + \beta_1 Any_WFH_i + \gamma' X_i + u_i.$$

In our baseline specification, we use time spent with friends in extended leisure activities as our dependent variable, and the indicator for any work-from-home as the main right-hand side variable. In all regressions we include as controls year fixed effects, calendar month fixed effects, day-of-week fixed effects, and an indicator for whether the ATUS interview took place on a holiday. Additional control variables include basic demographic characteristics: sex, race dummies, education dummies, age, age squared, a hispanic dummy, a foreign-born dummy, marital status dummies, number of children in the household and age of the youngest child). In some specifications we also include detailed 3-digit occupation and industry dummies. The sample includes all full-time employed individuals.

Table 1: Work from home and time with friends: OLS regressions

	Dependent variable: Time with friends in extended leisure activities					
	(1)	(2)	(3)	(4)	(5)	(6)
ANY_wfh	-8.619***	-7.505***	-8.559***	-9.243***	-7.829***	-7.838***
	(0.739)	(0.759)	(0.793)	(0.816)	(0.836)	(0.841)
ANY_wfh×POST_COVID				3.625*	2.072	1.914
				(1.927)	(2.018)	(2.052)
Baseline controls	Yes	Yes	Yes	Yes	Yes	Yes
Individual controls	No	Yes	Yes	No	Yes	Yes
Occupation and industry	No	No	Yes	No	No	Yes
Observations	64,028	64,028	64,028	64,028	64,028	64,028

Note: *p<0.1; **p<0.05; ***p<0.01

Column 1 reports the result of the basic OLS regression, including only baseline controls, and pooling all years (2003-2023) together. There is a strong and statistically significant

negative relationship between working from home and time spent with friends. The coefficient declines only slightly with the inclusion of demographic characteristics (column 2), and increases again with the inclusion of detailed occupation and industry fixed effects. Columns 4-6 examine whether the relationship between work from home and socializing changed after the pandemic. These columns include a post-pandemic dummy interacted with the work from home variable and with all the other controls. The coefficient on the main term remains almost unchanged, and the interaction term is small and statistically insignificant in the specifications with extended controls.

Table 2: Work from home and time alone

	Dependent variable: Time alone in extended leisure activities					
	(1)	(2)	(3)	(4)	(5)	(6)
ANY_wfh	-3.584***	-0.775	-0.054	-4.398***	-2.234**	-1.917*
	(1.047)	(0.993)	(1.039)	(1.156)	(1.094)	(1.101)
ANY_wfh:POST_COVID				4.134	7.659***	7.289***
				(2.731)	(2.641)	(2.685)
Baseline controls	Yes	Yes	Yes	Yes	Yes	Yes
Individual controls	No	Yes	Yes	No	Yes	Yes
Occupation and industry	No	No	Yes	No	No	Yes
Observations	64,028	64,028	64,028	64,028	64,028	64,028
Note:						*p<0.1; **p<0.05; ***p<0.01

Table 2 presents results when the dependent variable is time spent alone in extended leisure activities. The relationship is not statistically significant in the pre-pandemic period, but there is some evidence that in the post-pandemic period it becomes positive.

Table 3: Work from home and time with other family members

	Dependent variable: Time with other household members in extended leisure activities					
	(1)	(2)	(3)	(4)	(5)	(6)
ANY_wfh	13.990***	8.914***	7.455***	12.391***	6.867***	6.711***
	(1.018)	(0.950)	(0.995)	(1.124)	(1.046)	(1.052)
ANY_wfh:POST_COVID				8.670***	10.677***	10.451***
				(2.656)	(2.525)	(2.568)
Baseline controls	Yes	Yes	Yes	Yes	Yes	Yes
Individual controls	No	Yes	Yes	No	Yes	Yes
Occupation and industry	No	No	Yes	No	No	Yes
Observations	64,028	64,028	64,028	64,028	64,028	64,028
Note:						*p<0.1; **p<0.05; ***p<0.01

Table 3 shows the relationship between work from home and time spent in extended leisure activities with other family members. Here we find an overall positive relationship, which becomes significantly stronger in the post-pandemic years.

The results in this section suggest that working from home may reduce the opportunity to develop meaningful relationships that then lead to socializing even outside of the work environment. On the other hand, working from home is associated with more time spent with other family members.[5]

3.2 IV

The results in the previous subsection do not necessarily have a causal interpretation, because individuals with an unobserved propensity for socializing may endogenously choose to not work from home. To address this concern, we implement an instrumental variable strategy, where we instrument for working from home with the Dingel and Neiman (2020) teleworkability index. This index assigns each occupation a value between 0 to 1 based on how plausible the job can be done remotely.

[5]We find that the basic results are robust to different definitions of time spent with friends and of work from home. The association between work from home and time with friends is fairly similar across different demographic groups, defined by age, education or gender. These results will be incorporated in future drafts.

3.2.1 Threats to Identification

To ensure the validity of our instrument, we assume that our IV is uncorrelated with any unobserved factors that influence time spent socializing. A key concern is that individuals may self-select into work-from-home opportunities based on their personality traits. To examine whether occupational choice along the teleworkability dimension is correlated with personality traits, we use data from the National Longitudinal Survey of Youth 1997 (NLSY97)—a longitudinal survey that tracks individuals born between 1980 and 1984 over a 20-year period, collecting detailed information on labor market outcomes, education, family, health, and geographic mobility.

Each survey wave includes questions on job characteristics and wages for all jobs held that year. Additionally, in 2008, respondents answered two questions per trait, rating themselves on a 1–7 scale for Openness, Conscientiousness, Extraversion, Agreeableness, and Emotional Stability (Neuroticism). Our sample consists of 8,846 individuals, tracking 476 occupations from 1997 to 2021. Figure 6 below plots the relationship between the teleworkability index and the standardized Big Five personality scores. The nearly flat lines for each trait indicate that there are no systematic differences in personality between individuals who select highly teleworkable jobs versus those who choose less teleworkable ones. Figure in the appendix confirm this pattern using raw mean personality scores.

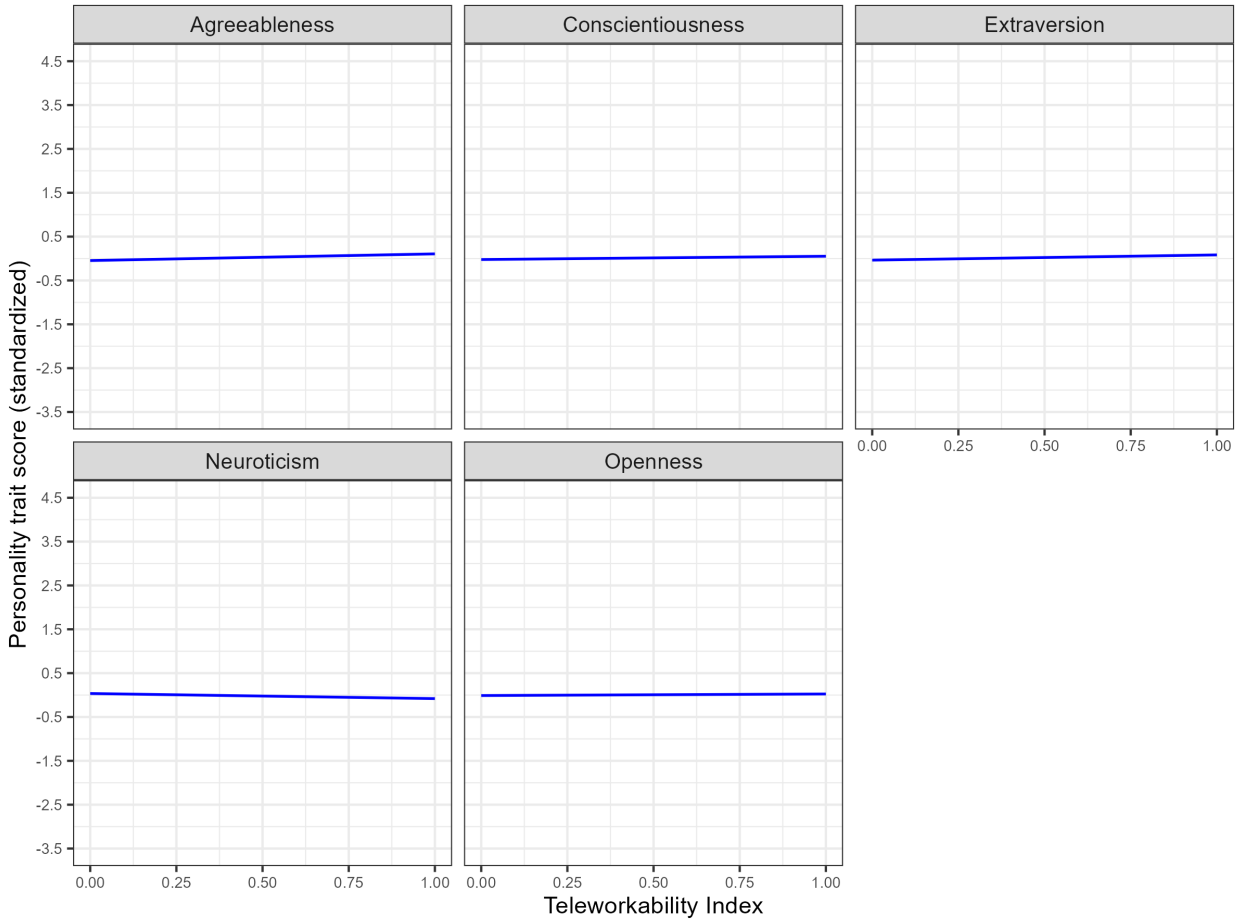


Figure 6: Personality traits across teleworkability index

3.2.2 IV results

The IV results are presented in Table 4. The first column of the table reproduces the OLS from column 2 in Table 1.[6] Column 2 presents the first stage regression: the teleworkability index strongly predicts actual work from home, with an F-statistic above 1,300. Weak instruments are not a concern in this setting. Column 3 presents the results of the IV regressions when we pool all years together. Strikingly, we now find that work from home leads to an increase in time spent with friends.

[6]Because the instrument varies only at the occupation level, we cannot include occupation fixed effects in this specification.

Table 4: Work from home and time with friends: IV Regressions

Dependent Variables:	Time with friends	ANY_wfh	Time with friends	Time with friends	ANY_wfh	ANY_wfh×POST_COVID	Time with friends
OLS/IV stages	OLS	First	Second	OLS	First	First	Second
Model:	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Variables							
ANY_wfh	-7.505***		16.91**	-7.829***			20.63*
	(0.6769)		(8.527)	(0.7842)			(10.90)
ANY_wfh×POST_COVID				2.072			-14.77
				(1.655)			(11.58)
Teleworkability index		0.1310***			0.1116***	-1.49×10^{-16}	
		(0.0165)			(0.0176)	(3.53×10^{-15})	
POST_COVID×teleworkability index					0.1519***	0.2635***	
					(0.0265)	(0.0239)	
CONTROLS	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fit statistics							
F-test (1st stage)		1,301.2			752.39	2,047.1	

Clustered (OCC) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*

Columns 4-7 repeat the analysis, but now allow for work from home to have a different effect before and after the pandemic. Column 4 reproduces column 5 in Table 1. Columns 5 and 6 present the results of the first stage regressions, where work from home and its interaction with the post-COVID dummy are instrumented with the teleworkability index and its interaction with the post-COVID dummy. Again, the first stage for both instrumented variables is very strong. Finally, column 7 presents the IV results: work from home leads to more time spent with friends in the pre-pandemic period (significant at the 10% level), and has no correlation with time with friends in the post-pandemic period.

We present the results of our heterogeneity analysis in the appendix. IV estimates from Tables 6, 8, and **??** indicate no significant differences in the effects of WFH on socializing by gender, education, or firm size. However, as shown in Table 7, the positive effect on socializing is primarily driven by younger individuals. Column 4 shows that for those under 33 years old, WFH increases time spent with friends by one hour per day. In contrast, we find no effect for individuals aged 33 and above.

Table 5 presents OLS and IV estimates of the effects of WFH on time spent alone and with family. Columns (2) and (4) interact our IV with a post-COVID dummy, allowing the effects to vary before and after the pandemic. In the IV estimation, the negative effect on time spent alone disappears, and we find no significant relationship between remote work and time spent alone. Meanwhile, conditional on living with family, WFH increases family

time by approximately 17 minutes per day, though this effect is not driven by the pandemic.

Table 5: WFH effects on time spent alone and with family: IV regression

	Time spent alone		*Time spent with family*	
	(1)	(2)	(3)	(4)
OLS Estimates				
ANY_wfh	-0.775	-2.234**	8.914***	6.867***
	(0.993)	(1.094)	(0.950)	(1.046)
ANY_wfh:POST_COVID		7.659***		10.677***
		(2.641)		(2.525)
IV Estimates				
ANY_wfh	4.217	2.604	18.94**	17.34*
	(9.712)	(11.94)	(7.433)	(9.026)
ANY_wfh:POST_COVID		7.434		5.204
		(14.58)		(13.67)
Controls	Yes	Yes	Yes	Yes
Control:POST_COVID	No	Yes	No	Yes
Fit statistics				
F-test (1st stage), ANY_wfh			1,049.9	597.64
F-test (1st stage), ANY_wfh:POST_COVID				1,540.9

*p<0.1; **p<0.05; ***p<0.01

Overall, the IV results suggest that WFH enhances social interactions, particularly for younger individuals, highlighting the role of flexibility in shaping social behavior. The fact that these effects are independent of the pandemic implies that remote work may offer long-term benefits for work-life balance by enabling more time for social connections.

4 Conclusion

We document the relationship between working from home and time spent with friends using ATUS data. While time-series patterns and cross-sectional OLS regressions indicate a negative relationship, our IV strategy—accounting for the endogeneity of WFH with respect to socializing—reveals the opposite effect: remote work increases time spent with friends. Given that socializing may contribute to well-being, our findings suggest that prior estimates may underestimate the broader societal benefits of WFH. Our next steps will involve empirically examining the link between increased socializing and well-being outcomes.

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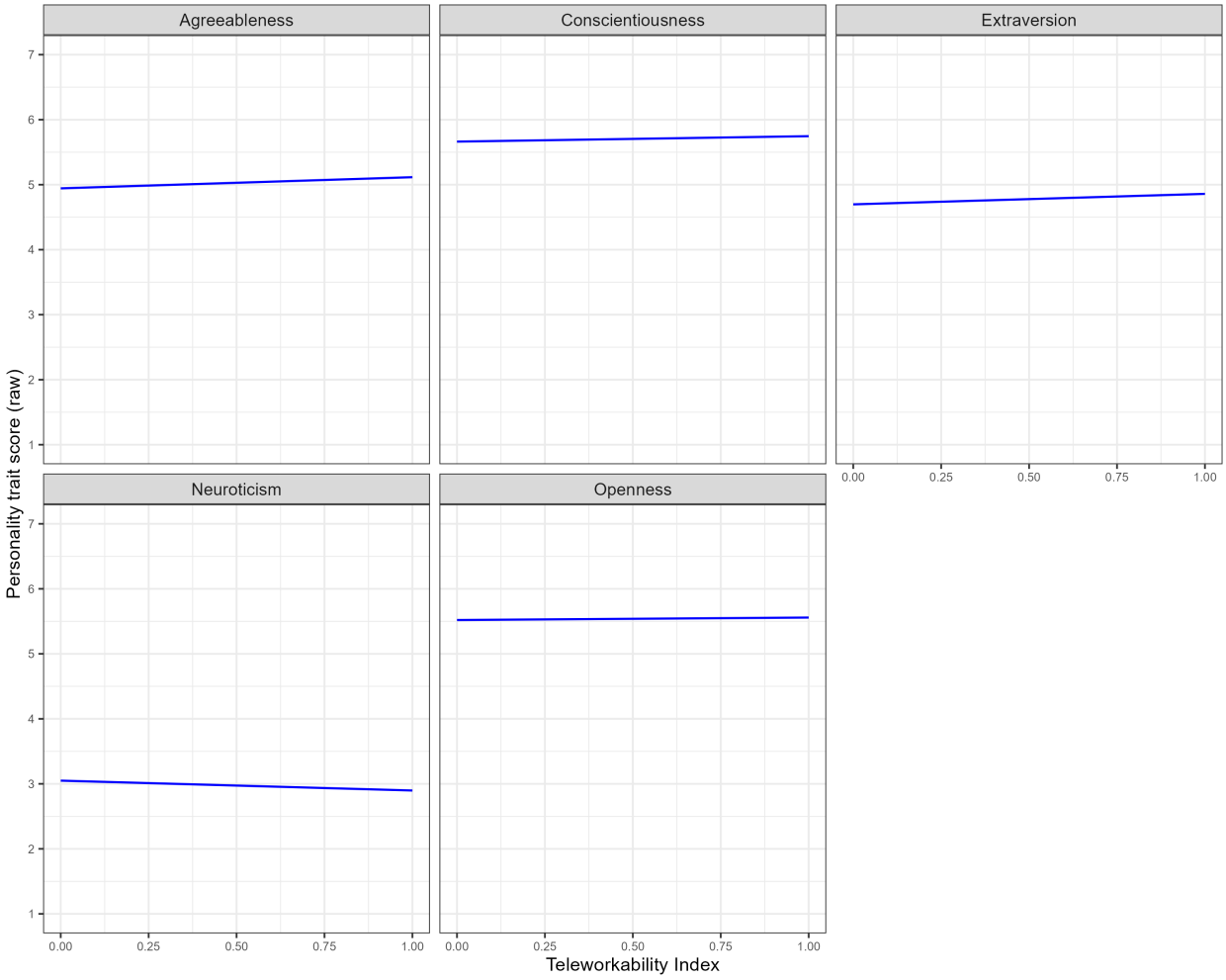


Figure 7: Personality traits across teleworkability index

Table 6: WFH effects on time spent with friends by gender

Dependent Variable:	Time with friends in extended leisure activities							
	Men				Women			
Model:	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Variables								
ANY_wfh	-8.184***	-8.392***	17.11*	17.34	-6.750***	-7.120***	17.84	24.75*
	(1.112)	(1.257)	(10.25)	(12.93)	(0.9920)	(1.149)	(11.31)	(14.25)
ANY_wfh:POST_COVID		1.796		-4.133		2.382		-27.57*
		(2.274)		-27.57*		(2.322)		(15.58)
CONTROLS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CONTROL:POST_COVID	No	Yes	No	Yes	No	Yes	No	Yes
OLS	Yes	Yes	No	No	Yes	Yes	No	No
Observations	34560	34560	34560	34560	29468	29468	29468	29468
Fit statistics								
F-test (1st stage), ANY_wfh			817.60	458.66			522.34	303.91
F-test (1st stage), ANY_wfh:POST_COVID				1,211.4				800.51

Clustered (OCC) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*

Table 7: WFH effects on time spent with friends by age

Dependent Variable:	Time spent with friends in extended leisure							
	Age≤33				Age>33			
Model:	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Variables								
ANY_wfh	-10.66***	-12.34***	49.19***	60.37**	-6.723***	-6.713***	5.779	7.797
	(1.648)	(1.930)	(18.24)	(25.81)	(0.7261)	(0.8350)	(8.476)	(10.63)
ANY_wfh:POST_COVID		9.357***		-38.44		0.2457		-7.301
		(3.480)		(28.57)		(1.860)		(11.59)
CONTROLS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CONTROL:POST_COVID	No	Yes	No	Yes	No	Yes	No	Yes
OLS	Yes	Yes	No	No	Yes	Yes	No	No
Observations	16919	16919	16919	16919	47109	47109	47109	47109
Fit statistics								
F-test (1st stage), ANY_wfh			359.25	229.19			943.93	533.71
F-test (1st stage), ANY_wfh:POST_COVID				662.80				1,411.8

Clustered (OCC) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*

Table 8: WFH effects on time spent with friends by education

Dependent Variable:	Time spent with friends on extended leisure							
	At least Bachelor's				Less than Bachelor's			
Model:	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Variables								
ANY_wfh	-6.973***	-7.473***	13.61*	13.49	-8.286***	-8.243***	23.38	31.18*
	(0.8319)	(0.9702)	(7.981)	(10.24)	(1.106)	(1.247)	(14.41)	(18.82)
ANY_wfh × POST_COVID		3.795*				-0.9628		
		(2.197)				(2.454)		
ANY_wfh:POST_COVID				-2.139				-33.08*
				(12.78)				(18.57)
CONTROLS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CONTROL:POST_COVID	No	Yes	No	Yes	No	Yes	No	Yes
OLS	Yes	Yes	No	No	Yes	Yes	No	No
Observations	25916	25916	25916	25916	38112	38112	38112	38112
Fit statistics								
F-test (1st stage), ANY_wfh			680.21	370.96			654.26	388.06
F-test (1st stage), ANY_wfh:POST_COVID				840.07				1,157.1

Clustered (OCC) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*

Table 9: WFH effects on time spent with friends by firm size

Dependent Variable:	Time spent with friends in extended leisure							
	Firm Size>7				Firm Size≤7			
Model:	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Variables								
ANY_wfh	-5.880***	-6.196**	6.758	7.293	-5.041***	-4.738**	7.478	9.488
	(2.165)	(2.445)	(12.97)	(15.82)	(1.771)	(1.918)	(19.60)	(25.19)
ANY_wfh:POST_COVID		1.860		-2.115		-3.148		-9.247
		(4.509)		(21.97)		(3.687)		(29.74)
CONTROLS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CONTROL:POST_COVID	No	Yes	No	Yes	No	Yes	No	Yes
OLS	Yes	Yes	No	No	Yes	Yes	No	No
Observations	8537	8537	8537	8537	10203	10203	10203	10203
Fit statistics								
F-test (1st stage), ANY_wfh			276.02	152.16			125.11	73.226
F-test (1st stage), ANY_wfh:POST_COVID				335.29				297.83

Clustered (OCC) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*