How did the remote work revolution change our work and leisure time?

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Abstract:

The expansion of remote work since the COVID-19 pandemic has altered where and when work is performed, with potential implications for labor supply and household time allocation. Using American Time Use Survey diaries from 2017–2018 and 2023–2024 linked to Current Population Survey measures of work-from-home intensity, we examine how time use differs across on-site, hybrid, and fully remote workers and how these differences evolved after the pandemic. Prior to the pandemic, remote workers supplied fewer paid work hours than on-site workers. By 2023–2024, these differences largely disappeared. Working from home eliminates roughly 55 minutes of daily commuting time and changes the timing of work. In 2023–2024, time saved from commuting is reallocated across nonwork activities, with notable differences by sex and work location arrangements. Men working entirely remotely devote more time to leisure, men working a hybrid schedule reallocate more time to sleep, and women working entirely remotely reallocate more time toward household chores. Sleep time increased overall relative to the pre-pandemic period, especially among male hybrid workers. The rise of remote work among parents is associated with increases in primary and secondary childcare. Results suggest that the remote work revolution has not reduced labor supply but has reshaped daily schedules, time allocation, and parental involvement within households.

Keywords: time use, labor supply, household production, childcare, work-from-home

JEL codes: D13, J13, J22, J29

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1. Introduction

Remote and hybrid work schedules are now standard workplace arrangements for many office workers. While work from home (WFH) had been slowly rising since 2003, the percentage of hours worked from home increased dramatically in 2020 during the COVID-19 pandemic and has since leveled off to 20.6% of hours devoted to work (Figure 1). How has this remote work revolution reshaped our work and leisure time? In this paper, we compare time allocation in 2017–18 versus 2023–24 for wage and salary workers by work location arrangements and sex, and provide separate analyses for parents, whose childcare time constraints may be relaxed by increased workplace flexibility.

Time use generally changes slowly. Since 2003, when time diaries first were collected in the American Time Use Survey (ATUS), there has been a long, slow, upward trend in sleep time on the average day for wage and salary workers, but in 2020, there is also a noticeable bump up in sleep time for men (Figure 2). For men, at least in recent years, this increase in sleep appears to be time reallocated from work and work-related activities. For women, the additional time sleeping appears to be reallocated from household production and care activities. While the advent of WFH may account for these trends, other potential explanations include behavioral or technological changes. Comparing time allocated to work and work-related activities, household production and care, leisure, and sleep on the average day in 2017–18 and 2023–24 (Figure 3), we observe that men's work and work-related activities' time fell by 5.0%, from 6.44 hours to 6.12 hours, while their time spent sleeping rose by 3.7%, from 8.36 hours to 8.67 hours. Women's sleep time also rose (by 4.1%, from 8.50 hours to 8.85 hours), but the time was reallocated more generally from all other activities, with no statistically significant changes over time in work-related, leisure, or household production and care activities.

We begin by analyzing all time diaries from the ATUS to compare how wage and salary workers spend their time across work location arrangements on the average day and whether

those relationships have changed over time. We do this by linking information on WFH frequency per week from the 2017–18 American Time Use Survey Leave and Job Flexibilities (ATUS-LV) module and the 2023–24 Current Population Survey (CPS) to the ATUS time diaries. The latter ATUS-CPS linkage is a novel contribution of this paper.[1] We then examine time-use differences across workdays by work location on the diary day. Workers may reallocate their activities across days of the week—from workdays to nonworkdays and/or from on-site days to WFH days, if workers have more flexibility on WFH days/nonworkdays. As part of this workday analysis, we look at the impact of the remote work revolution on workers bringing work home from the office to work on in the evening. We also explore differences in the timing of work across the workday by work location.

To preview the results, we document differences in time allocation between on-site, hybrid, and remote workers across four main time-use categories— work and work-related activities, leisure, household production and care, and sleep—and select subcategories. There have been modest changes in these level differences over time, even as many more workers have adopted hybrid and remote work. Remote workers who reported fewer paid hours of work on the average day pre-pandemic worked comparable hours to those working on-site in 2023–24. Male remote workers spent more time on leisure activities on the average day in 2023–24, while hybrid workers spent more time on sleep. Among women, remote workers on the average day spent more time on leisure pre-pandemic, but now their leisure time is similar to those working on-site. While there is no difference across time or between workers in the main household production and care category for women, mothers working remotely spent more time on primary childcare post-pandemic. Fathers' supervisory time with children increased because of the rise in remote work among fathers.

[1] There are many other possible CPS-ATUS linkages that can be made. See the new IPUMS ATUS-CPS linking tool (Flood 2026).

Looking at time spent on workdays by work location, we find more substantial differences between workers in how they spend their time. Compared with those working on-site on their diary day, women on WFH days work the same number of paid hours, while those who bring-work-home (BWH) work longer hours, pushing their workdays into the evening. Men worked shorter hours on WFH days and longer hours on BWH days. Having eliminated their long commutes, men on WFH days reallocated their time savings between household production and care and leisure in 2017–18 and across leisure, household production and care, and sleep in 2023–24. Women on WFH days, on the other hand, primarily reallocated their time to sleep in 2017–18 by waking up later in the morning; in 2023–24, they primarily reallocated their time to household production and care.

2. Background

Prior to the COVID-19 pandemic, WFH was not very prevalent among full-time wage and salary workers in the U.S.—7% worked at least one day every other week but less than three days exclusively from home while 4% worked most of their days exclusively from home in 2017–18 (Pabilonia and Vernon, 2023a).[2] Some parents reported choosing to WFH to better balance work and family responsibilities (Woods, 2020). Thus, pre-pandemic, there was likely some unobservable selection by workers into these work location arrangements.

Pabilonia and Vernon (2023a) examine pre-pandemic (2017–18) differences in time allocation on weekday workdays by work location as well as differences on the average day by WFH intensity for full-time workers. This study builds upon their analysis as it accounts for differences in WFH intensity which is largely omitted from the time-use WFH literature. We

[2] WFH was more prevalent among the self-employed before the pandemic (Bick et al. 2023). We exclude the self-employed (incorporated and unincorporated) from our analyses due to their exclusion from the ATUS-LV module target population and because many workers chose to be self-employed in order to WFH because of the work scheduling flexibility that it provides them.

update their definition of hybrid and remote work to allow for better comparisons with recent CPS data.[3]

Among white-collar wage and salary workers, Pabilonia and Vernon (2023a) find that those working remotely on weekday workdays spend less time working, commuting, and grooming and more time watching TV, using computers for leisure, and with their children. Among male workers, they find those working remotely spend more time eating and socializing. Among female workers, those working remotely spend more time sleeping and on household production. They also find that those working most days from home (three or more) shift the timing of activities across days of the week so that on the average day, workers spend similar amounts of time working, watching TV, and sleeping, and female workers spend similar time on household production. They find some differences by parental status, with fathers who frequently WFH spending more time on primary and secondary childcare on the average day, women without children who frequently WFH working more hours, and mothers who frequently WFH working fewer hours. Using a method that relates selection on unobservables to selection on observables (Oster 2019), they rule out that their results are driven by selection into remote work. Finally, using tempograms, they show that workers have more flexibility in scheduling their activities over the day on WFH days—with parents spending more time with children in the afterschool hours and on household production, mothers spending more time on housework during core working hours, and workers waking up later on WFH days.

At the start of the pandemic in May 2020, 35.4% of workers worked from home, according to CPS, while according to the ATUS, 25.9% of 4-hour workdays were worked exclusively from home between May 10, 2020 and December 31, 2020 (U.S. Bureau of Labor Statistics 2000–2021; Pabilonia and Vernon 2023b). Many employers and employees found

[3] Pabilonia and Vernon (2023a) define hybrid workers as those working at least once every other week at home but fewer than three days at home. In this paper, hybrid workers are those working at least one day per week at home but not every day at home.

these WFH arrangements preferable to working exclusively on-site and planned to continue them, at least partially, beyond the pandemic (Barrero et al. 2021; Bloom et al. 2023; Bick et al. 2023). For parents, WFH was essential in 2020–2021, because many daycares and public schools were closed, leaving parents to manage distance learning (Ameudo-Dorantes et al. 2023; Aughinbaugh and Rothstein 2022; Burbio 2021; Collins et al. 2021; Heggeness 2020; Lee and Parolin 2021; Russell and Sun 2020; Zamarro and Prados 2020). Time-diary studies about WFH during the pandemic indicate that college-educated parents in dual-earner couples increased their childcare time, especially their supervisory time while working from home, mothers more so than fathers (Atalay 2025; Marcén and Morales 2025; Pabilonia and Vernon 2023b). Cowan (2024) documents a large increase in childcare time among college-educated fathers, who were more likely to be in teleworkable jobs (Dingel and Neiman 2020). Parents working from home also increased their time spent on household chores (Pabilonia and Vernon 2023b).

When parents worked at home together, their paid work hours were comparable to parents working on-site; but when mothers worked from home alone, they worked fewer hours, suggesting that an increase in the availability of remote work arrangements has the potential to relieve mothers' burden of care (Pabilonia and Vernon 2023b). Restrepo and Zeballos (2022) document a substantial increase in work time for those primarily working from home on their diary day during the pandemic. There is also some evidence that the workday span (the difference between the end of the last episode and beginning of the first episode of work on a diary day) lengthened to include evenings for those working from home beyond that of on-site workers (Flood and Genadek 2023; Pabilonia and Vernon 2023b). However, time allocation during the pandemic was influenced by social distancing restrictions, with those primarily working from home spending less time socializing with others and more time in leisure activities than pre-pandemic (Restrepo and Zeballos 2022). Finally, many Americans were out of work, and parents, especially mothers, were managing their children's distance learning, so the

experiences of workers during the COVID-recession might be different from those of workers today (Collins et al. 2021; Dey et al. 2020; Dunatchik et al. 2021; Heggeness et al. 2021; Petts et al. 2021).[4]

The remote work revolution has reshaped the labor market. Employers increasingly offer location flexibility as a job amenity, hybrid work has become a standard feature of many white-collar positions, and workers have gained clearer information about their productivity when working at home versus on-site. Working from home may also alter household dynamics, as greater schedule flexibility can influence how families divide labor. Buckmann et al. (2025) document that by 2023 the gender gap in working from home had become small and that the determinants of WFH participation are now similar for women and men, reflecting job characteristics and career life-cycle factors rather than gender differences per se. Nevertheless, women continue to express a stronger preference than men for working from home in the future.

Compared with estimates from stylized survey questions, time diary estimates minimize recall bias, social desirability bias, and aggregation bias, and thus are the gold standard for tracking changes in time allocation (Juster 1985; Robinson 2002). Only a handful of studies have used the 2024 ATUS to examine remote work. Makridis (2025b) finds increases in leisure time and decreases in work time from 2018–19 to 2024 among those in occupations that could potentially be done entirely remotely, with work time reductions concentrated among men, singles, and workers without children.[5] While the teleworkability index could lead to noise by 2024 due to variation in return-to-office (RTO) policies, he finds a similar fall in work using the Gallup Workplace Panel based on individual measures of remote work intensity and weekly

[4] There has been a rise in homeschooling since the pandemic (Francis and Goodman 2025), and we cannot rule out that some parents still WFH while supervising their school-aged children.

[5] Some jobs may have a limited set of tasks that could be done at home occasionally, but these are excluded from Dingel and Neiman's teleworkability index (Dingel and Neiman 2020).

hours. Using the same occupation-based teleworkability index, Makridis (2025a) examines changes in time use between 2019 and 2024 to show that remote-capable workers synchronize their work schedules and are more likely to WFH on Fridays, when they work fewer hours.

Using the ATUS time diaries with additional information from the CPS on actual work location arrangements, we take a deep dive into the changes in work and leisure activities by work location on the diary day and by the frequency of WFH from 2017–18 to 2023–24, also exploring differences by sex and for parents. Considering BWH days separate from on-site days is crucial to making time-use comparisons between on-site and WFH workdays (Eldridge and Pabilonia, 2010; Song and Gao, 2020; Yang et al. 2023). These comparisons may help us shed light on the role of WFH in gender inequality post-pandemic, because the structure of work has been shown to be important for women's career advancements (e.g., Goldin 2014; Cubas et al. 2021). They may also help us understand investments in children's human capital and inequalities that the remote work revolution may create or deepen because WFH has been highly concentrated among the college-educated (Cowan 2024; Doepke et al. 2019).

3. Data

3.1 American Time Use Survey

Our primary data source is the American Time Use Survey (ATUS) (U.S. Bureau of Labor Statistics 2025a). The ATUS is a nationally representative sample of the civilian, noninstitutionalized population. ATUS respondents (one per household) are typically interviewed 2–5 months (3 months on average) after their eighth and final month in the CPS. In addition to providing updated demographic and labor market information at the time of the ATUS interview, respondents report by telephone about their activities over a 24h period starting at 4 a.m. on the day before their interview, referred to as the diary day. They report on primary activities and a limited number of secondary activities (time when children under age 13 are in their care while

doing a non-childcare activity, as well as secondary eating and drinking in some years). For most activities, respondents report where the activity took place and with whom. The ATUS has been ongoing since 2003, with diaries collected for most days of the year except for the day before major holidays.

We examine time allocation by on-site/hybrid/remote work location arrangements on the average day, and by actual work location (on-site/BWH/WFH) on workdays, when respondents do at least 4 hours of paid work.[6] This approach allows us to look for substitution between activities across days of the week and the extent to which work brought home from the office extends the workday.

3.2 Work location arrangement measures

We construct measures of work location arrangements based on the frequency of WFH throughout the week. A key feature of the ATUS is that information collected in the CPS can be matched to respondents. We use CPS questions (added in October 2022) about the number of hours worked from home for pay on all jobs in the CPS reference week to create measures of intensity of WFH arrangements for ATUS respondents interviewed in 2023–24. To measure earlier WFH arrangements, we use the 2017–18 ATUS-LV module that includes questions about workers' usual work schedules (days of the week worked) and the frequency of WFH days for their main jobs only. Using the 2017–18 ATUS-LV module, we define 1) hybrid workers as those with at least one day of work per week at home but fewer than their usual number of days worked and 2) full-time remote workers as those with 5 or more days at home if they typically work at least 5 days a week. Part-time workers who usually work 3–4 days a week are classified as remote workers if their usual number of remote days is 3–4 days and as hybrid workers if they work 1–2 days per week remotely. Part-time workers who usually work 2 days a week are

[6] 80% of employed people work on an average weekday, while 20% work on a weekend day (U.S. Bureau of Labor Statistics 2025b).

classified as remote if their usual number of remote days is 1–2 days and as hybrid if they work at least once a week remotely. We also require hybrid and remote workers to be paid for WFH for consistency with CPS questions that ask respondents to report time working from home for pay. We note that about 2.5% of respondents who we classify as on-site workers do occasional work from home but not as part of a regular weekly schedule. Using the CPS, we define 1) hybrid workers in 2023–24 as those working at least 20% of their time from home for pay but less than 100% (at least 20% so we can rule out workers bringing home minimal work to do in the evenings or on weekends [even though the questions ask about WFH for pay, some might consider all work for an employer as compensated], and because it is roughly equivalent to one day per week of work for the typical full-time worker with a 40-hour workweek) and 2) remote workers are those with 100% of their hours worked from home (U.S. Bureau of Labor Statistics and U.S. Census Bureau 2022–2024a; 2022–2024b). Because the ATUS-LV module asks respondents about usual WFH on the main job only, while the CPS asks about WFH on all jobs in the reference week for people at work, we examine a sample of single jobholders in a sensitivity analysis.[7] Results are qualitatively similar. Because there is on average a 3-month gap between the final CPS and ATUS interviews, it is possible that a worker changed jobs or was not employed, so their work location arrangement determined from the CPS no longer applies to their job in the ATUS. To minimize this type of measurement error, we restrict respondents in the ATUS to those who had the same employer on their main job in the CPS.[8] Although we know the actual work location arrangement in the earlier ATUS-LV module, we make this restriction in both periods in order to compare workers with similar labor force attachment. It is still possible that workers were subject to RTO orders or the CPS reference

[7] Frazis (2025) also finds that there is some response bias in the CPS related to WFH, with workers less likely to report WFH in the CPS compared with the ATUS, even after accounting for bringing work home on the weekends and evenings. This could possibly be due to proxy response in the CPS or recall bias.
[8] About 13.6% of ATUS respondents changed their employer since their final CPS interview or have missing information.

week was atypical, e.g., there was a snowstorm or an ill child. To the extent that there is measurement error, we expect our WFH intensity estimates for the average day to be biased toward zero.

3.2 Work location measures on four-hour-plus workdays

Our second WFH classification is based on the location of work on workday diaries. We define a workday as a day when the ATUS respondent did at least 4 hours of paid work, including holidays. A WFH day is a workday in which all work is done from home, none at an employee's workplace or in a third space. (We classify 14 days as WFH days for remote workers who reported working entirely at someone else's home on their workday and had no commuting time.) An on-site day is a workday when all paid work is done at an employer's workplace and/or in a third space, none from home.[9] A BWH day is a workday when work occurs both at home and at an employer's workplace/third space. This day type primarily covers those who bring extra work home from the office to complete in the evening but may also include a few who work a second job, where the second job is done from home (only 1% of BWH days are of the latter type).

To investigate whether our work arrangement measures based on the CPS are consistent with diary day locations in the ATUS, we compare the percentage of different day types for our three types of workers across the periods (Table 1). We find that in 2017–18, 1.7% of days were WFH days for on-site workers, but in 2023–24, the corresponding share was 7.6%. This increase is likely due to improved WFH technological capabilities and our assumption that on-site workers may do up to 20% of their work at home. Fully remote workers report 4.4% of

[9] In 2017–18, 8% of workdays included some work at a third space, while in 2023–24, 6.5% included some work at a third space (Appendix Table 1). There is quite a variety of third spaces where work is conducted, with the top locations being a car, truck, or motorcycle as a driver, an "other" place, someone else's home, and a restaurant or bar. Overall, only 2–3% of work time is done in a third space. For some teachers, we found that their work location was recorded as school rather than workplace, so it makes sense to combine these third spaces (and other) as working on-site.

days as exclusively on-site in 2017–18 and 14.5% in 2023–24. This suggests that remote work may be more fluid across space, with remote workers now being more likely to occasionally come to the office or attend a conference in a third space. Alternatively, the numbers may reflect measurement errors not driven by multiple jobholders (Table A2). We also note that hybrid and remote workers are much more likely to do some WFH on non-workdays (days with less than 4 hours of paid work).

3.4 Time-use outcomes

We examine four major time use categories as our main outcomes—work and work-related activities on all jobs (including income-generating activities and travel related to work), household production and care, leisure, and sleep—that together sum to 24 hours in the day. In additional analyses, we also examine select subcategories of time including paid work (without travel time), commuting, household chores, food preparation, personal care, exercise, and screen time (watching television or movies, playing games, and using computers for leisure).[10] We also take a deeper dive into the typical full workday by looking at the work span (the difference between the start time of the first work episode and the end time of the last work episode on the diary day), the workday start time, the workday end time, and the number of work episodes. Finally, because adults living with household children under age 18 (`parents') perform the majority of care activities, for the `all day' samples we examine for parents three types of childcare: primary childcare, secondary childcare, and time with children present. When looking at secondary childcare, we restrict the sample to adults living with at least one household child under age 13, because data is collected only for children in this age group. Researchers (Caetano et al. 2019) have found that both primary and secondary childcare are important for children's development, and most state laws require young children to be under

[10] Household chores include household activities (excluding food and drink preparation, presentation and cleanup) and related travel.

adult supervision. Time with children present is defined as any time spent in the presence of minor children, including nonhousehold children. It includes primary childcare time and the portion of secondary childcare when the child is in the same room or accompanying the person when away from home. See Appendix Table 3 for detailed definitions of these time-use categories.

3.5 Analysis sample

The main sample includes nonagricultural wage and salary workers aged 22–64. We conduct analyses separately by sex using 3,791 2017–18 diaries and 2,969 2023–24 diaries for men and 3,908 2017–18 diaries and 2,797 2023–24 diaries for women (Appendix Table 4). `Workday' samples are about half the size of the `all days' samples (Appendix Table 5). `Parent' samples are considerably smaller, with the number of remote workers dropping to between 53 and 81 for fathers and mothers in 2017–18. BLS has determined that about 77 observations are in general the minimum sufficient for a reliable ATUS cell mean. Thus, we must be cautious interpreting results for parents, and for this reason we also only use the `all day' sample when looking at parents only. All analyses are weighted using ATUS sample weights. In 2017–18, we use ATUS-LV module weights, while in 2023–24 we use ATUS final weights. By year and sex, we reweight our samples for equal-day-of-the-week representation. Standard errors are empirically derived using 160 replicate weights.

4. Descriptive Statistics

4.1. The growth in work-from-home arrangements and workdays, 2017–18 to 2023–24

Figure 4 illustrates the change in the percentage of remote and hybrid workers among wage and salary workers aged 22–64 from 2017–18 to 2023–24. In 2017–18, only 2–3% of men and women worked exclusively from home, while 6% worked a hybrid schedule. By 2023–24,

10% of men and 14% of women worked fully remotely, while 11% of men and women worked a hybrid schedule. Parents saw similar increases in remote and hybrid work arrangements.

Consistent with the larger percentage of women working entirely remotely than men, a larger percentage of women's usual workdays are now worked completely from home—22% for women versus 18% for men. In 2023–24 relative to 2017–18, slightly fewer workdays are BWH days—with work at a worksite/third space and at home on the same day. Thirteen percent of men's workdays were BWH days in 2017–18, which decreased to 11% in 2023–24, while 11% of women's workdays were BWH days in 2017–18, but 10% in 2023–24 (only the drop in BWH days for men is statistically significant at the 5% level).

4.2. Changes in sample composition over time and differences across worker arrangements

Tables 2 and 3 report descriptive statistics by work location arrangement for 2017–2018 and 2023–2024. Statistical tests reported in Appendix Tables 6 and 7 indicate whether differences across work arrangements are statistically significant for each time period, while numbers in bold in Tables 2 and 3 refer to statistically significant differences across time for each work location arrangement.

Workers in hybrid and remote arrangements tend to be more educated than those working on-site. Hispanic workers are more concentrated in on-site work, especially in later period. Asian workers are more represented in hybrid and remote arrangements in the later period, which is likely because they tend to be more educated. Foreign-born workers are more prevalent among remote hybrid workers in 2017–2018, and in each arrangement, the share of foreign-born workers among women increased.

Among men, hybrid workers have somewhat higher partnership rates in the earlier period, while among women, remote workers have higher partnership rates in the earlier period. The shares of men with young children are larger among on-site workers than hybrid workers pre-pandemic, while the shares of women with school-age children are larger among on-site

workers than remote workers post-pandemic. Geographically, hybrid and remote workers are much more concentrated in metropolitan areas.

Consistent with their higher education levels, workers in hybrid and remote arrangements earn substantially higher weekly earnings than those working on-site. Among women, hybrid workers report slightly longer workweeks than on-site workers, as part-time work is considerably more prevalent among on-site workers than among hybrid workers (and more prevalent among all remote workers pre-pandemic).

Hybrid and remote workers are disproportionately concentrated in managerial, business and finance, computer and math, architecture, engineering, sciences, and legal occupations that are more compatible with remote work. Among men, the share of hybrid and remote workers employed in business and finance occupations increased between 2017–18 and 2023–24. In contrast, male on-site workers are more likely to be employed in production and transportation and service occupations, including food service and personal services, post-pandemic. Among women, the share of hybrid workers in managerial occupations increases substantially over time, while remote workers had higher representation in architecture, engineering, sciences, and legal occupations. On-site women are more concentrated in office and administrative support, healthcare practitioner and support, and sales and services occupations. Healthcare occupations account for a particularly large share of on-site female employment and increased over time, while office and administrative support decreased over time.

Hybrid and remote workers are heavily concentrated in knowledge-intensive industries—professional, scientific, and technical services as well as in finance, insurance, and real estate. For example, more than one-third of remote men work in professional and technical services in both periods. On-site workers are more likely to work in industries that require physical presence—construction, mining, agriculture, manufacturing, wholesale and retail trade, and utilities among men; healthcare and social assistance, education, wholesale and retail trade, and accommodation and food services among women.

In our regression analyses, we control for these demographic characteristics to reduce the risk that changes in time allocation across the periods are driven by compositional changes in the workforce. We also control for occupation and industry, because there are differences in normal working hours and overtime hours requirements across these dimensions and because some jobs are more amenable to WFH (Chen, 2024; Dingel and Neiman, 2020).

4.3. The timing of work across the day and the week

Figure 5 shows tempograms of paid work on typical workdays. These figures show the share of workers at work for each workday type, illustrating how the WFH revolution has reshaped the timing of work. Compared with 2017–18, men and women on WFH days have shifted the start of their work to later in the morning and finish earlier in the day. They are less likely to be working during traditional dinner hours (6–8 p.m.). On BWH days, women are less likely to be working later than 6 p.m. but more likely to be working at 7 a.m., while men are less likely to be working in the afterschool hours. Post-pandemic, the span of work on WFH days and BWH days decreased, with less work being done in the evenings and more during traditional 8 a.m.–5 p.m. hours. Thus, the flexibility gained from WFH in 2023–24 has become less of a double-edged sword impinging on family life as cautioned for in earlier studies (Eurofund and the International Labour Office 2017; Chun 2022). We also find evidence of a downward trend in the percentage of all work being done on weekday evenings/nights outside of normal working hours (6 a.m.–6 p.m.) and on weekend days from 2003 to 2024 (Figure 6), although the percentage of this work done from home increased from 2.2% in 2019 to 2.8% in 2024. These results are consistent with Biddle and Hamermesh (2026) who find a trend away from evening and night hours of work from 1973 to 2023, with an acceleration in that trend after COVID-19.

Workers also vary their work location across the days of the week. In Figure 7, we show that hybrid workers are more likely to WFH on Mondays and Fridays in 2023–24. Thus, it appears that although there is added flexibility by the rise in remote work, it may still be hard, for

example, for parents to do after-school tag-team parenting under a hybrid schedule, because they also need to coordinate their in-person work time with their colleagues. We also note a considerable amount of weekend work for hybrid workers.

5. Empirical strategy

We estimate three models. Our first model, our main model, is a triple-differences (DDD) model estimated using the `all diary' sample. The results from this model can inform us about differences across work location arrangements on the average day, changes over time on the average day, and whether there are differences by sex. The model is fully interacted with the female dummy. We model the relationship between remote work arrangements and time allocation as follows:

$$
\begin{aligned}
Y_i = \beta_0 + \beta_1 Hybrid_i + \beta_2 Remote_i + \beta_3 Female_i + \beta_4 Year2023\_24_i \\
+ \beta_5 (Hybrid_i \times Year2023\_24_i) + \beta_6 (Remote_i \times Year2023\_24_i) \\
+ \beta_7 (Female_i \times Year2023\_24_i) + \beta_8 (Hybrid_i \times Female_i) \\
+ \beta_9 (Remote_i \times Female_i) + \beta_{10} (Hybrid_i \times Female_i \times Year2023\_24_i) \\
+ \beta_{11} (Remote_i \times Female_i \times Year2023\_24_i) + \beta'_{12} X_i + \beta'_{13} (X_i \times Female_i) \\
+ \varepsilon_i \qquad (1)
\end{aligned}
$$

where the dependent variable Y_i is time spent on an activity measured in hours per day for person i, $Hybrid_i$ and $Remote_i$ are binary indicator variables for the person's work location arrangement over a week with the reference category being on-site work, $Female_i$ is a binary variable for whether the person is female, $Year2023\_24_i$ indicates whether the person was interviewed in 2023 or 2024 compared with being interviewed in 2017 or 2018. To control for compositional changes over time, the vector X_i includes a quadratic in age and binary indicators for educational attainment (no high school degree, some college, bachelor's degree, advanced degree), race and ethnicity (non-Hispanic Black, non-Hispanic Asian, Hispanic), spouse, unmarried partner, presence of household children (age 0–5, age 6–12, age 13–17), foreign

born, month, Census division, metropolitan area residence, 11 occupations, and 14 industries. $\beta_0 - \beta_{13}$ are vectors of coefficients to be estimated and ε_i is the error term. These models (and the ones below) are estimated using ordinary least squares (OLS). Nonetheless, omitted variable bias may be present. In robustness checks, we use the Oster (2019) method that relates selection on observables to selection on unobservables to show that our findings are not driven by selection into remote or hybrid work arrangements.[11] For the reader's ease, we present average adjusted predicted hours derived from our regressions visually as well as differences in these adjusted predictions for comparisons of interest in tabular form.

In a second DDD model estimated using typical workdays, we compare differences across work locations for the typical workday, changes over time, and whether there are differences by sex as specified below:

$$
\begin{aligned}
Z_i = \; & \alpha_0 + \alpha_1 BWHday_i + \alpha_2 WFHday_i + \alpha_3 Female_i + \alpha_4 Year2023\_24_i \\
& + \alpha_5 (BWHday_i \times Year2023\_24_i) + \alpha_6 (WFHday_i \times Year2023\_24_i) \\
& + \alpha_7 (Female_i \times Year2023\_24_i) + \alpha_8 (BWHday_i \times Female_i) \\
& + \alpha_9 (WFHday_i \times Female_i) + \alpha_{10} (BWHday_i \times Female_i \times Year2023\_24_i) \\
& + \alpha_{11} (WFHday_i \times Female_i \times Year2023\_24_i) + \alpha'_{12} X_i + \alpha'_{13} (X_i \times Female_i) \\
& + \mu_i \qquad (2)
\end{aligned}
$$

where the dependent variable Z_i is time spent on an activity measured in hours per workday for person *i*, and $BWHday_i$ and $WFHday_i$ are indicator variables for the person's work location on the workday, with the reference category being on-site only workday. $Female_i$, $Year2023\_24$, and X_i are as defined in equation 1. $\alpha_0 - \alpha_{13}$ are vectors of coefficients to be estimated and μ is

[11] In some specifications, whose results we show in the Appendix, we include the natural logarithm of weekly earnings deflated using the R-CPI-U-RS to control for unobserved ability or experience, or income effects (U.S. Bureau of Labor Statistics 2026). However, earnings may be endogenous if remote work is an amenity and people accept lower pay for greater flexibility (e.g., Mas and Pallais 2017), which is why we include only plausibly exogenous controls in our main specifications. Nonetheless, results are very similar when including earnings.

the error term. Comparisons from this model provide us with information about potential reallocation of time across days of the week depending on work location, but they do not specify if hybrid workers do things differently on WFH days, because remote and on-site workers also have WFH days.

Thus, in a third model, which we estimate using 2023–24 workdays only because of the larger sample sizes, we look for differences between work locations on the diary day by work location arrangement. Still, we cannot do breakouts for all groups due to small sample sizes (Appendix Table 5). For example, we lump together all BWH days. We also drop a few remote workers whom we observe working on-site on their diary day. Our reference category is on-site days for on-site workers. The model is specified as follows:

$$
\begin{aligned}
Z_i = \gamma_0 + \gamma_1 & onsite\ day\ for\ hybrid\ worker_i + \gamma_2 BWHday_i + \gamma_3 WFHday\ for\ hybrid\ worker_i \\
& + \gamma_4 WFHday\ for\ remote\ worker_i + \gamma_5 WFHday\ for\ onsite\ worker_i \\
& + \gamma_6 Female_i + \gamma(onsite\ day\ for\ hybrid\ worker_i \times Female_i) \\
& + \gamma(BWHday_i \times Female_i) + \gamma(WFHday\ for\ hybrid\ worker_i \times Female_i) \\
& + \gamma_{10}(WFHday\ for\ remote\ worker_i \times Female_i) \\
& + \gamma_{11}(WFHday\ for\ onsite\ worker_i \times Female_i) + \gamma'_{12} X_i + \gamma'_{13}(X_i \times Female_i) \\
& + \nu_i \qquad (3)
\end{aligned}
$$

$\gamma_0 - \gamma_{13}$ are vectors of coefficients to be estimated and ν is the error term.

6. Results

6.1 All day results

Figure 8 shows average adjusted predicted hours per day based on regression estimates for Eq. (1) for our four major time-use categories (work and work-related activities including commuting, household production and care, leisure, and sleep) by sex and by work location arrangement over time. Table 4 presents differences in these adjusted predictions for

comparisons of interest.[12] On average, we find that women devote less time to work and work-related activities than do men, with no statistically significant change in that gap over time or across work arrangements. In 2023–24, women working on-site worked 0.7 fewer hours than men. Remote workers (men and women) devoted less time to work than on-site workers in 2017–18 (1.1–1.2 fewer hours), while only male remote workers devoted less time to work in 2023–24 (0.7 fewer hours, the difference over time is not statistically significant). In the earlier period, the gap in time devoted to work between remote and on-site workers is only partially explained by commuting by on-site workers (0.4 fewer hours) (Table 5 and Figure 9). There are also substantial differences in paid work (0.7–0.9 fewer hours).[13] By 2023–24, those working remotely spent about the same amount of time on paid work as their on-site counterparts (because remote workers worked longer hours and on-site workers worked fewer hours), whereas pre-pandemic they spent 0.7–0.9 fewer hours on paid work (Table 5).[14]

We also looked at comparisons between hybrid and remote workers, but although the difference in time devoted to work is large pre-pandemic, with male hybrid workers working 1.5 hours more than male remote workers, and female hybrid workers working 0.8 hours longer, the differences are imprecise. By 2023–24, the difference decreased to 0.4h for men (due primarily

[12] These estimates are computed using the margins command in STATA version 18.0.
[13] Commuting time is computed using Kimbrough (2019)'s trip tour method, while work and work-related activity includes all travel recorded as related to work. Thus, the paid work and commuting differences do not sum to the work and work-related differences.
[14] Using a sample of full-time workers in the American Community Survey (ACS), Pabilonia and Vernon (2025) find that usual weekly hours were larger for remote workers than on-site workers pre-pandemic but converged during the pandemic. The current study is not inconsistent with those findings, as we include part-time workers; pre-pandemic, there were more part-time workers among remote workers than on-site workers, and thus we find fewer paid work hours as well as lower usual weekly hours among remote workers. Hybrid workers in the ATUS worked substantially longer usual hours pre-pandemic (Tables 2–3), and it is likely ACS includes some whom we classify as hybrid workers. Although it is not possible to determine the frequency of telework from the survey, Pabilonia and Vernon (2026) compared the ACS and CPS in 2023 and found that the percentage of workers in the CPS who worked at least 50% of their hours from home was the same as the percentage primarily working remotely in the ACS. Usual hours and diary-based hours can also differ for a number of different reasons, such as fragmented work throughout the day and nonwork time at work (Frazis and Stewart 2004).

to a 0.7-hour decrease in paid work) and disappeared for women. Pre-pandemic, men working hybrid and on-site worked similar paid hours (and thus more than remote workers, although the difference is not statistically significant). They also had similar commutes. Post-pandemic, men working hybrid spent slightly less time commuting, likely due to an increase in their days worked from home. We also examine a sample of parents and find that among fathers, remote and on-site workers worked similar paid hours pre-pandemic, but post-pandemic fathers working remotely worked less, leading to a 1.1 gap in hours per day (Table 6 and Figure 10). This suggests that remote work may facilitate fathers' greater involvement in nonmarket activities.

On average, women spend 0.8–1.3 hours more on household production and care activities than do men, and the difference has not changed over time (Table 4). While there are no statistically significant differences in household production and care activities by work location arrangement or across time, we observe some differences among subcategories of this main activity category: food preparation time and primary childcare. Food preparation time on the average day increased for most workers, especially for men working hybrid (by 0.20 hours); an exception is women working remotely, who had no change in food preparation time (Table 7). In 2023–24, we find that men working remotely spent statistically significantly more time on food preparation than their on-site counterparts, and we cannot reject the hypothesis that men working hybrid and remotely spent similar amounts of time on food preparation. This general rise in food preparation time is possibly a result of new habits formed during the pandemic social distancing period. The result is also consistent with recent research (Baker et al., 2026) finding that grocery spending and product variety has risen in households with higher WFH rates.

In both periods, mothers were shouldering more of the primary childcare responsibilities. Pre-pandemic, among parents working on-site and hybrid, mothers spent 0.6 hours more on primary childcare than fathers, whereas among remote workers, mothers and fathers contributed almost equal amounts of time on primary childcare (Figure 10). Among fathers,

remote workers spent 0.3 hours more on primary childcare than on-site workers, though is not statistically significant at conventional levels (Table 6). Post-pandemic, fathers working on-site and hybrid spent 0.2 hours more on primary childcare (a 21.3% increase relative to the mean for fathers working on-site), perhaps due to their greater involvement during the pandemic. For men, primary childcare converged across work location arrangements in 2023–24, although we cannot reject the hypothesis that the gap between remote and on-site fathers was the same as in 2017–18. Post-pandemic, mothers working remotely spent 0.4 hours more on primary childcare, resulting in a 0.6-hour gap in primary childcare time between male and female remote workers. On average, fathers spent 26% more time on primary childcare per day in 2024 than 2018, while mothers' primary childcare time increased by 3.7% (Figure 11).

We also examined all time parents spend in the presence of children and secondary childcare. The first measure includes both primary childcare and time when the parent is doing another activity but with a child. Secondary childcare excludes primary childcare and can include time when children are in their care but not in another area of the house. A common theme in time-use literature is that fathers often combine leisure time with supervisory childcare, e.g. they watch TV with their children, rather than doing intense day-to-day routine care of children (Folbre and Suh 2025). Mothers did more of both types of care than fathers across all the work location arrangements, but the gaps among remote/hybrid workers in 2023–24 were smaller and not statistically significant in 2017–18. Pre-pandemic parents working remotely spent more time with children in their presence than parents working on-site (1.1 hours for fathers and 1.6 hours for mothers, with no statistically significant difference by sex); post-pandemic mothers working remotely spent only 0.9 hours more with children than their on-site counterparts, but the difference over time is not precisely estimated. It is important to point out that hybrid workers resemble on-site workers in their time spent with children. Gaps in secondary care are even larger, with fathers working remotely spending 2 hours more on secondary care and mothers working remotely spending 2.5 hours more pre-pandemic and 1.4

hours more post-pandemic. Given the rise in remote work, working parents are doing more secondary childcare, perhaps relying less on market-provided childcare that has substantially increased in cost since COVID-19 because of a severe shortage of childcare workers (Bick et al. 2023). Compared to 2018, fathers on average are spending 2.9% more time on secondary childcare per day in 2024, while mothers are spending 5.5% more time on secondary childcare (Figure 11).

Turning to leisure, Table 4 shows that among on-site workers, men enjoyed more leisure than women in both periods (0.2–0.4 hours more). Pre-pandemic remote workers of both sexes reported more leisure time than their on-site counterparts (0.4 hours more for men and 0.8 hours more for women—the difference is not statistically significant). Post-pandemic, however, only male remote workers enjoyed more leisure (0.5 hours more) than their on-site (and hybrid) counterparts, because women working remotely spent statistically significantly less time on leisure in the latter period (1.0 fewer hours). This also resulted in a sex-based hours gap in leisure among remote workers in the latter period, with men enjoying 0.8 hours more of leisure when they work from home than do women. Women's time on leisure was roughly equivalent across work location arrangements in 2023–24.

Looking at differences across work locations for select subcategories of leisure (personal care, exercise, and screen time), we see remote workers spent less time on personal care than on-site in both periods, but the gap in hours shrank for men over time. Female remote workers spent more time exercising than their on-site/hybrid counterparts in 2017–18 (0.30 hours more) but an equal amount of time post-pandemic, primarily because female remote workers spent less time on exercise. Male hybrid workers spent 0.1–0.2 hours more exercising than their on-site counterparts in both periods. Post-pandemic, but not pre, male remote workers spent 0.4 hours more in front of the computer, watching TV, or playing games (i.e., screen time) than their on-site/hybrid counterparts. This is primarily because screen time for male remote workers was substantially higher in the latter period, while it remained similar for on-site workers; although

male hybrid workers also had more screen time, the increase in this time-use category over time was not as large as the increase for remote workers. Given that overall leisure time did not change over time for male remote workers, this means that leisure decreased in non-screen activities (Appendix Figure 1).

Turning to our last major time-use category, sleep, we find that among on-site workers only, women sleep 0.2–0.3 hours longer than men, with no statistically significant change in the difference over time (Table 4). However, both men and women working on-site and hybrid increased their sleep time between 2017–18 and 2023–24, especially men working hybrid. Pre-pandemic, among men, remote workers slept 0.6 hours longer than hybrid workers, but in 2023–24, the sleep time of men working hybrid increased to about the level of men working remotely and exceeded the sleep hours of men working on-site by 0.2 hours. This increase in sleep for onsite and hybrid workers (consistent with the increase observed in Figure 2) may be the result either of the pandemic, when people got used to waking later while working remote, and/or continued public health announcements about the importance of getting adequate sleep for one's health (Berg, 2025).

As a robustness check for our main results, we restricted the sample to single jobholders out of concern that hybrid workers with two jobs may be classified in the latter period as hybrid when in reality they work a combination of an on-site and a remote job, and thus the hybrid/remote definitions are strictly comparable across time. Estimates are similar but less precise in the smaller sample (Appendix Tables 8–12). We also estimate models separately by sex and year and calculated bounds on the coefficients based on Oster (2019). Given that the bounds do not include zero for our statistically significant results, these suggest that our main results are robust to omitted variable bias (Appendix Tables 13). Finally, we run a specification including the natural logarithm of weekly earnings as a control variable in Eq. (1) (Appendix Tables 14–16). Results are very similar.

6.2 Workday results

We next examine how time allocation differs by work location on days when individuals perform a substantial amount of work. Specifically, we restrict the sample to workdays with at least four hours of paid work and estimate Eq. (2)—a regression analogous to Eq. (1) but using indicators for whether the respondent worked on-site, brought work home, or worked from home on the workday. Figures 12–15 show average adjusted predicted hours per workday by sex and work location on the diary day, Tables 8–12 report differences in average adjusted predicted hours for comparisons of interest.

On on-site and BWH days, women devote less time to work and work-related activities than men (0.6-0.7 fewer hours), with no statistically significant difference in that difference over time (Table 8). In both periods, men and women devote less time to work on WFH days than on-site days (1.2 fewer hours for men and 0.8 fewer hours for women in 2023-24, the difference in the gap in hours is statistically significant), reflecting the absence of commuting time for both and somewhat shorter workdays for men—men worked 0.3 fewer paid hours but women worked similar paid hours on WFH and on-site days (Table 9). On BWH days, men and women devote equally more time to work than on-site days. The differences by work location do not change statistically significantly over time. In 2023–24, men on BWH days work 0.50 more paid hours than their on-site counterparts. The finding that BWH days are longer for men than on-site days, while WFH days are shorter, highlights the importance of examining three work location groups rather than categorizing diaries as primarily remote and primarily on-site. Men and women on BWH days have the longest work spans (2.3 hours longer than their on-site counterparts for men and 2.6 hours longer for women in 2023–24); though they have become shorter over time, more so for men. WFH days also correlate with longer work spans, in this case more so for women (0.6 hours longer than on-site counterparts for women in 2023–24), as remote workers less constrained by commuting can choose early and late hours. We observe higher popularity of late hours than earlier start times: men and women ended their workdays two hours later in

the evening on BWH days and 0.5 hours later on WFH days in 2023–24. However, work span and late-night hours decreased among BWH and WFH workers compared with pre-pandemic, as illustrated in the paid work tempograms (Figure 5). Days on which some work is done from home are also more fragmented, as evidenced by the larger number of work episodes on BWH and WFH days.

Turning to household production and care, we observe women doing more of these activities than men on on-site/BWH days, with a decrease in the gap in hours on BWH days over time. Women also do more household production and care than men on WFH days, but only post-pandemic. Men and women on WFH days do more household production and care than their counterparts do on on-site days (0.3 hours more for men and 0.4 hours more for women in 2023-24). In 2023–24, men and women on BWH days also do more household production that their counterparts on on-site days, as men on BWH days increased their time by 0.6 hours. Given that there are no differences on the average day by work location arrangement, this suggests that there is reallocation across the week, with workers spending less time on household production and care on nonworkdays.

Examining two of the largest household production subcategories (household chores and food preparation), we find that workers are spending more time on food preparation compared with 2017–18 (Figure 14 and Table 10), especially men on BWH days who spend 0.2 hours more. We also find differences across workday types with those on WFH/BWH days doing about 0.1 hour more food preparation than those on on-site days. These differences are consistent with the overall increase in food preparation documented in the previous section and may reflect greater opportunities for workers to prepare meals at home when working remotely. Men on BWH days also increased their time doing chores, while men on WFH days decreased their time on chores (although the differences compared with men on on-site days are not statistically significant). Workers on WFH days, except for men in 2023–24, also spend 0.2 hours more on chores than workers on on-site days in both periods. Men on BWH days spend

0.3 hours more on chores than their counterparts on on-site days post-pandemic. Because we found no difference in overall household chore time, these workers must be reallocating time over the week.

Turning to childcare by parents, we find that fathers do 0.3–0.4 hours more primary childcare on WFH days than on-site days (Table 11). Over time, there was a 0.6-hour increase in primary childcare among mothers on WFH days, creating an hours gap in primary childcare between mothers and fathers. This is consistent with our finding that overall primary childcare increased for mothers working entirely remotely. In both periods, fathers and mothers on WFH days spent more time with children than their counterparts on on-site/BWH days. However, time with children decreased on WFH days for both fathers and mothers (with the decrease by sex not being statistically different), leading to smaller differences in time with children across the work locations (a 0.8–1.1 hours difference between WFH and on-site days in 2023–24). Gaps in secondary care on WFH days versus on-site/BWH days are even larger (a 2.1–3.1 hours difference between WFH and on-site days in 2023–24), with no statistically significant changes over time. We also note that there is no statistically significant change in paid work hours for parents, but on BWH days, parents work longer than their counterparts on-site or working from home in both periods.

In both periods, men working remotely enjoyed more leisure time on the typical workday than did women working remotely (0.5–0.7 hours more, with no statistically significant difference over time). Looking across work locations on the diary day, we see that for men, those on WFH days enjoy the most leisure (0.3–0.5 more than those on on-site days), while those on BWH days spend the least amount of time on leisure activities (0.7–0.8 fewer hours than those on on-site days). For women, those on WFH days and on-site days enjoy similar amounts of leisure, while similar to men, those on BWH days spent less time on leisure activities (0.5–0.8 fewer hours). These differences between work locations do not change over time, but leisure time has

fallen overall by 0.3 hours for men and women on on-site days and by 0.5 hours for men on WFH days.

Looking at our leisure subcategories, we find that in both periods, men on WFH days spent less time on personal care, 0.2–0.4 fewer hours compared with those on hybrid/on-site days in 2023–24, which is consistent with their not having to spend time grooming to prepare for an in-person day. Women on WFH/BWH days spent 0.1–0.3 fewer hours. Exercise time increased over time on WFH days for men only, resulting in a 0.2–0.3-hour gap between those on WFH days and those on onsite/BWH days. Given that exercise time did not change overall, for those working remotely/hybrid, this implies reallocation of exercise time from nonworkdays to workdays. In both periods, screen time was highest on WFH days, with little change over time. However, screen time increased for women on BWH days, so the difference between WFH and BWH days in 2023–24 is not statistically significantly different. Given that there was an overall increase in screen time for male remote/hybrid workers, this suggests that the increase occurred on nonworkdays (or on-site workers spent less time on screen activities on the occasional days they worked from home in 2023–24).

In both periods, sleep time is greater for women than men among those working on-site on their diary day. Across time, sleep increased for several day types. Among those working from home in 2017–18, women slept more than men, but in the post-pandemic, the sleep gap closed as men increased their time sleeping on WFH days by 0.6 hours. Among those bringing work home, sleep was statistically significantly longer for women than men post-pandemic but not pre-pandemic, because women on BWH days increased their sleep by 0.4 hours. Men on BWH days are short on sleep on workdays, sleeping only 7.4 hours per workday. They tend to go to bed 0.4 hours later than men working only on-site (Table 12). Compared with on-site days, men and women's sleep schedules on WFH days in both periods started and ended later in the

day.[15] In 2023–24, they woke, on average, 30–39 minutes later in the morning and went to bed 17 minutes earlier.

Finally, we turn to our results from Eq. (3), which are only estimated on the 2023–24 time diaries (Tables 13–14). There are a couple of important differences to point out here. One is how time use differs on on-site days versus WFH days for hybrid workers, as these may provide us additional insights about how these hybrid workers reallocate time across the week based on their work location. Among hybrid workers, those working from home on their diary day devote 0.6-0.8 fewer hours to work than those working on-site; this is entirely due to their lack of commuting. Most of this time is reallocated to household production and care (0.4-0.5 hours), which again points to the average day differences between hybrid and on-site workers obscuring intra-week variation. The latter two activity differences (leisure and sleep) are not statistically significantly different from zero for men. Women, however, sleep more on WFH days (0.4 hours more), although none of the WFH–on-site day differences are statistically significantly different by sex. We find no statistically significant differences between remote, hybrid, and onsite workers on their WFH days for our main categories. Finally, we find that among men, hybrid workers sleep more than on-site workers on both their WFH days and on-site days.

7. Conclusion

In this study, we compare time diaries from before the pandemic (2017–18) to those collected after the pandemic (2023–24) to shed light on whether the pandemic-induced remote work revolution changed patterns of work and leisure. This study offers one of the first post-pandemic comparisons of time allocation by work location arrangement. Importantly, it distinguishes between differences in worker-level WFH intensity and day-level work location to

[15] We define bedtime as the start of the first sleep episode between 7 p.m. and 3:59 a.m. We define wake-up time as the end of the last sleep episode between 4 a.m. and 11:59 a.m.

examine whether individuals reallocate activities across the week and whether hybrid/remote workers have differences in time allocation.

Between 2017–18 and 2023–24, differences in total paid hours by work location arrangement have largely vanished, as remote work arrangements once a privilege are now more widely available. Remote workers—both men and women—who reported shorter workdays pre-pandemic now work hours comparable to their on-site counterparts. There is a decrease in paid work for male hybrid workers, which is consistent with Makridis (2025b), who found that the increased availability of remote work led to a decrease in work time for men. Days on which workers bring work home from the office are still associated with longer paid hours and extended work spans. These changes suggest that remote work arrangements, but not hybrid work arrangements, could lead to higher wages for women and a decrease in the gender wage gap, given recent research associating long working hours with higher wages and career advancement.

On WFH days, workers spent about 55 fewer minutes commuting in 2023–24. While eliminating commutes (and slightly reducing paid work) allows male workers to spend more time on household production and care (food preparation), leisure (screen, exercise), and sleep on their workdays in 2023–24, over the week remote workers spend relatively more time on food preparation and leisure (screen) activities only, while hybrid workers spend relatively more time on exercise and sleep as male workers shift their activities across the week. While eliminating commutes allows female workers to spend more time on household production and care (household chores) and screen time on workdays, we find that only female hybrid workers spend more time on household chores on the average day. Sex differences in the overall household production and care category persist across all types of workdays, suggesting that the expansion of remote work has not substantially altered the gender division of household labor. Total sleep time rose for many workers since 2017–18, especially for hybrid men—resulting in about a 4% increase in overall sleep.

Post-pandemic, parents are spending more time on childcare. Fathers working on-site/hybrid have increased their primary childcare time by over 20%. Mothers working remotely are also doing more primary childcare. Mothers and fathers working remotely continue to do more secondary childcare than their on-site counterparts. Given the substantial increase in remote work, this suggests that the remote revolution is changing parents' childcare time. This increase in childcare time may have positive implications for child development, as evidenced by Achard et al. (2025), who found that when parents work from home, their children score higher on high-stakes exams. However, it could also drive further inequities in education and development outcomes, because remote workers are more likely to be college-educated than on-site workers (Cowan 2024). We also see a rise in healthy behaviors for men (e.g., more time is spent on sleep, food preparation, and exercising) that appear to be directly related to an increase in remote work and may also be indirectly related through workers' experiences with remote work during the pandemic.

Several data limitations warrant mention. First, sample sizes for some subgroups, particularly fathers working remotely in 2017–18, are small, rendering many of our estimates imprecise. Second, the roughly three-month lag between the CPS and ATUS interview may introduce misclassification of work location arrangements if RTO policies were implemented in the intervening months. To the extent that it does, differences between the arrangements may be understated. Research using the future 2024–25 ATUS-LV module may provide more clarity on work location arrangement relationships with time use.

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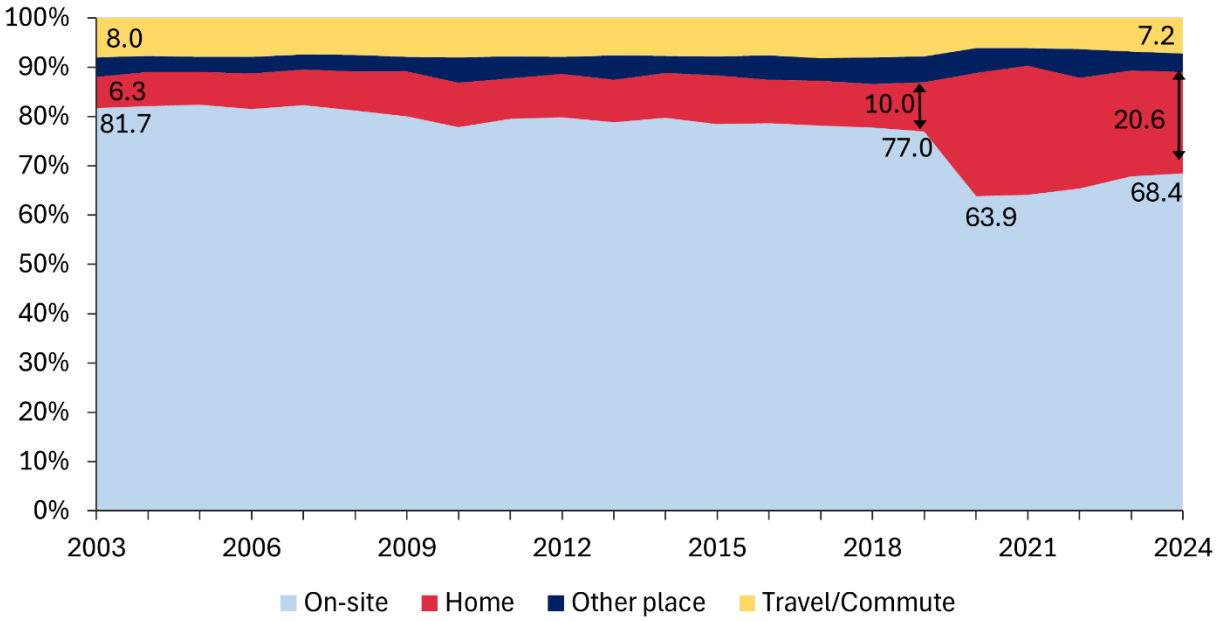
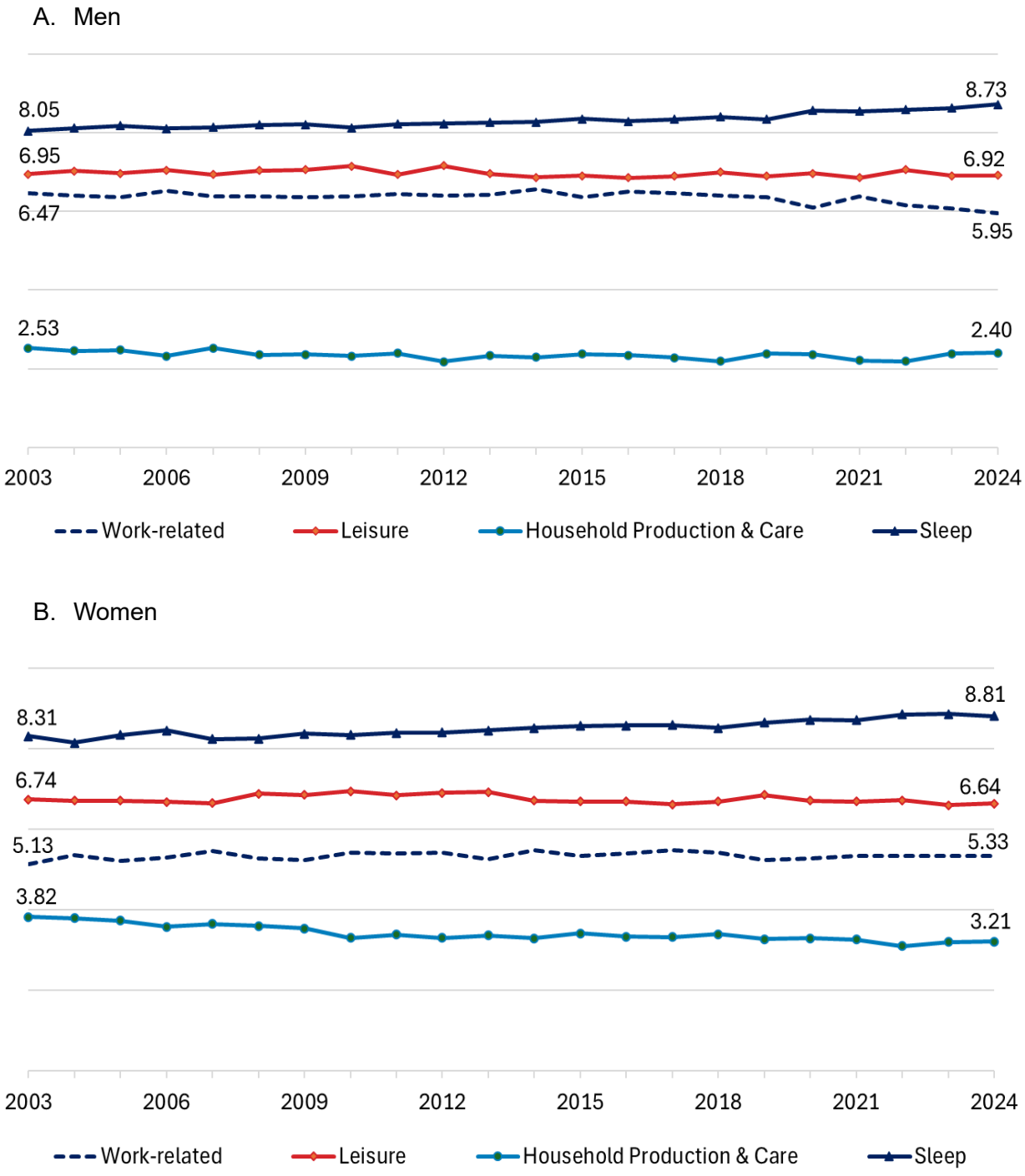
Figure 1. Percentage of total time devoted to work by location



Note: The sample includes all employed persons. Annual estimates from 2020 are not strictly comparable because ATUS call centers were closed from March 18–May 10, 2020 because of the COVID-19 pandemic. ATUS final weights are used.

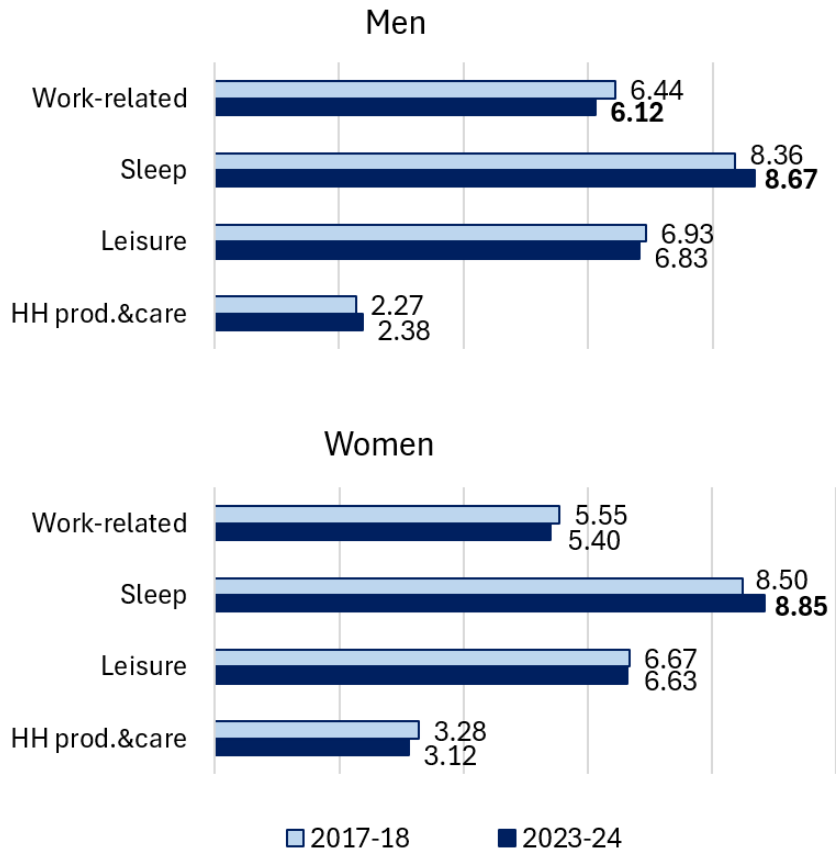
Source: 2003–2024 American Time Use Survey, author's calculations

Figure 2. Trends in time use among wage and salary workers aged 22–64 on the average day, hours/day



Note: The time in these four activities sums to 24 hours. Annual estimates from 2020 are not strictly comparable because ATUS call centers were closed from March 18–May 10, 2020 because of the COVID-19 pandemic. ATUS final weights are used. Source: 2003–2024 American Time Use Survey, author's calculations

Figure 3. Hours spent in main activities on the average day among wage and salary workers aged 22–64

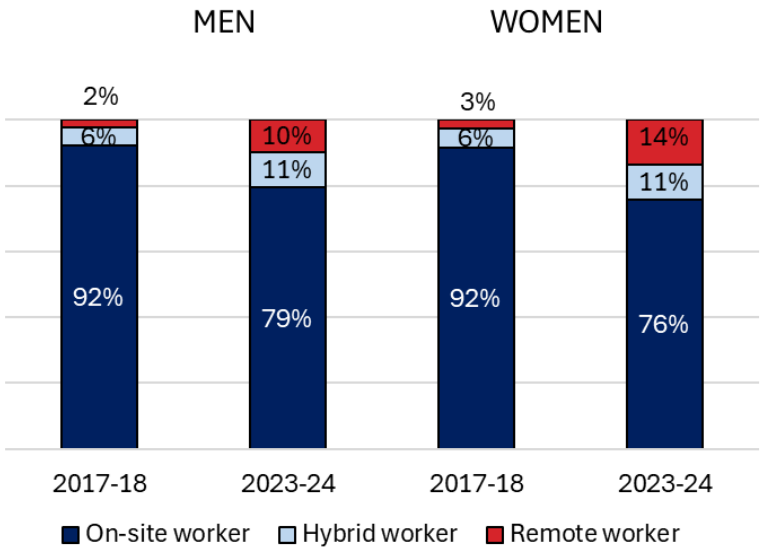


Notes: Values in bold are statistically significantly different from those in 2017–18. ATUS final weights are used.

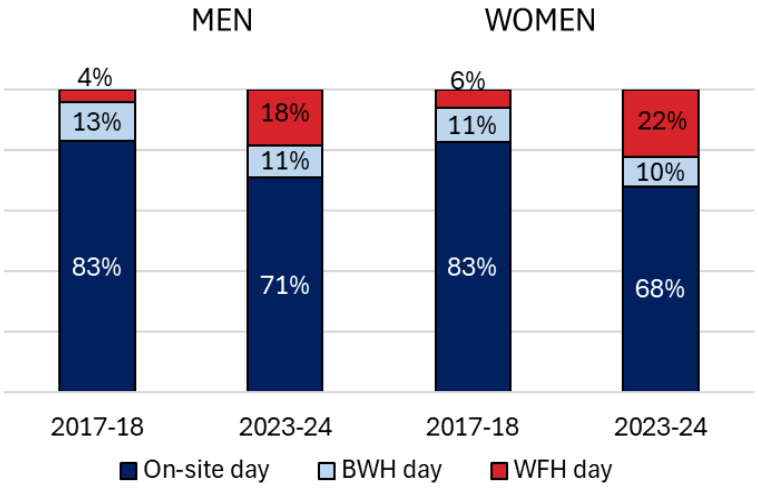
Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Figure 4. Percentage of wage and salary workers aged 22–64 by sex and by work location/arrangement

A. All days



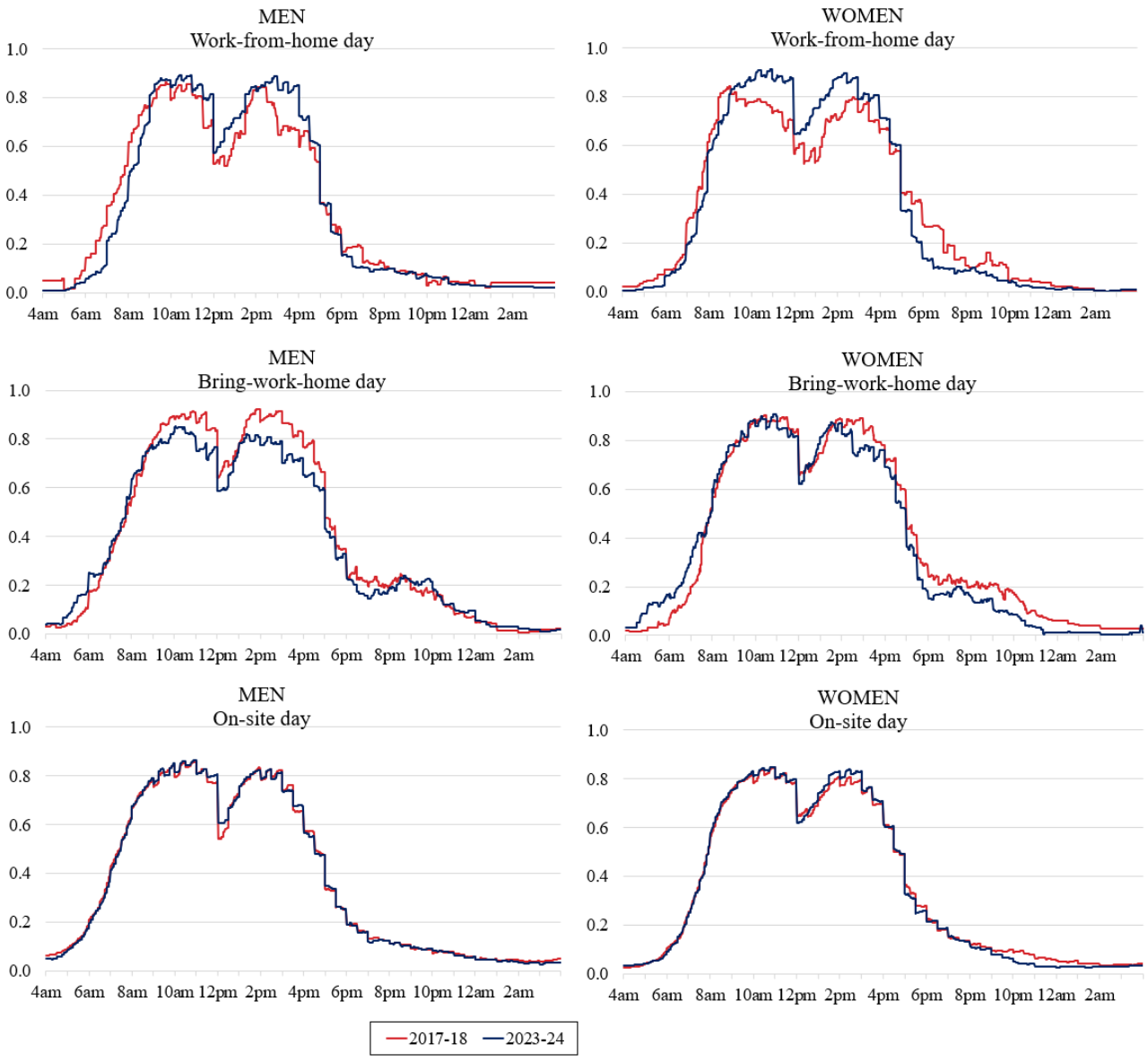
B. Workdays



Notes: ATUS sample weights are used.

Source: 2017–18 and 2023–24 American Time Use Survey and 2022–2024 Current Population Survey, author's calculations

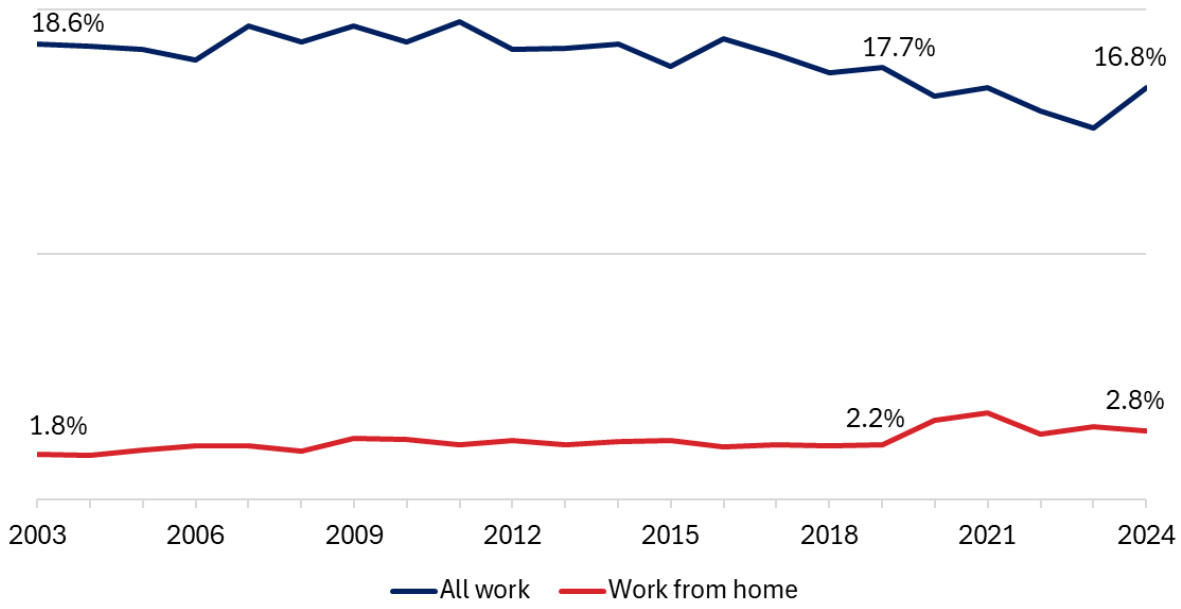
Figure 5. Share of workers engaged in paid work on workdays by work location on the diary day, by type of day



Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used.

Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

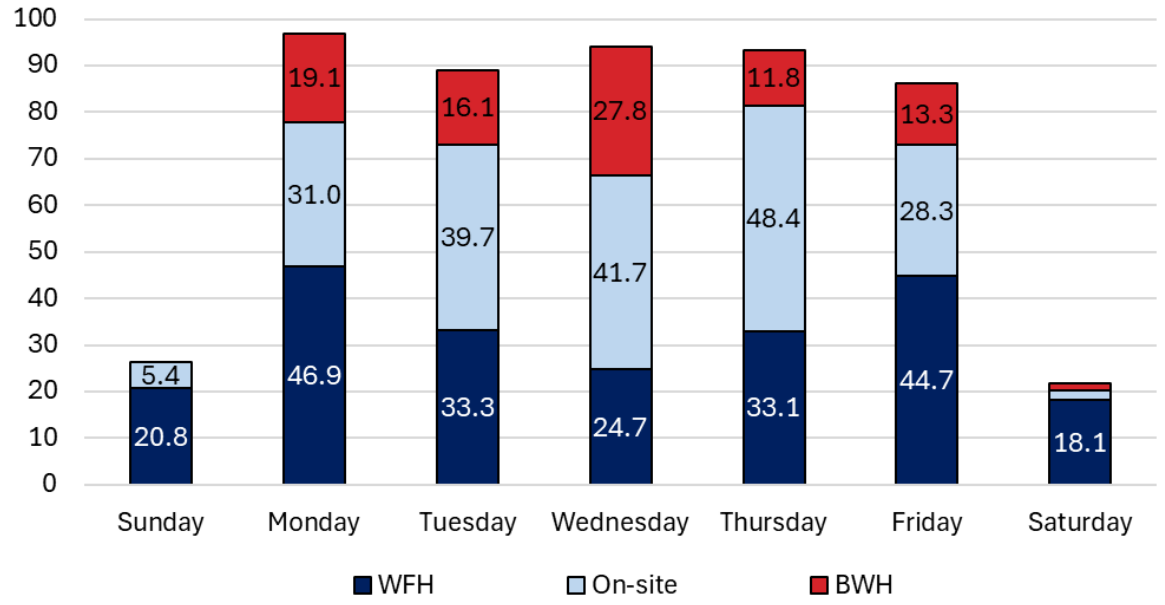
Figure 6. Percentage of total time devoted to work and work from home by wage and salary workers aged 22–64 on weekend days and on weekdays outside 6 a.m.–6 p.m.



Note: Work includes income-generating activities but excludes travel time. The proportion is obtained by dividing the weighted sum of all work hours per year reported in the evenings, early mornings, and on weekends by the sum of total work hours. ATUS final weights are used. Annual estimates from 2020 are not strictly comparable because ATUS call centers were closed from March 18–May 10, 2020 because of the COVID-19 pandemic.

Source: 2003–2024 American Time Use Survey, author's calculations

Figure 7. Percentage of hybrid workers working on their diary day by work location

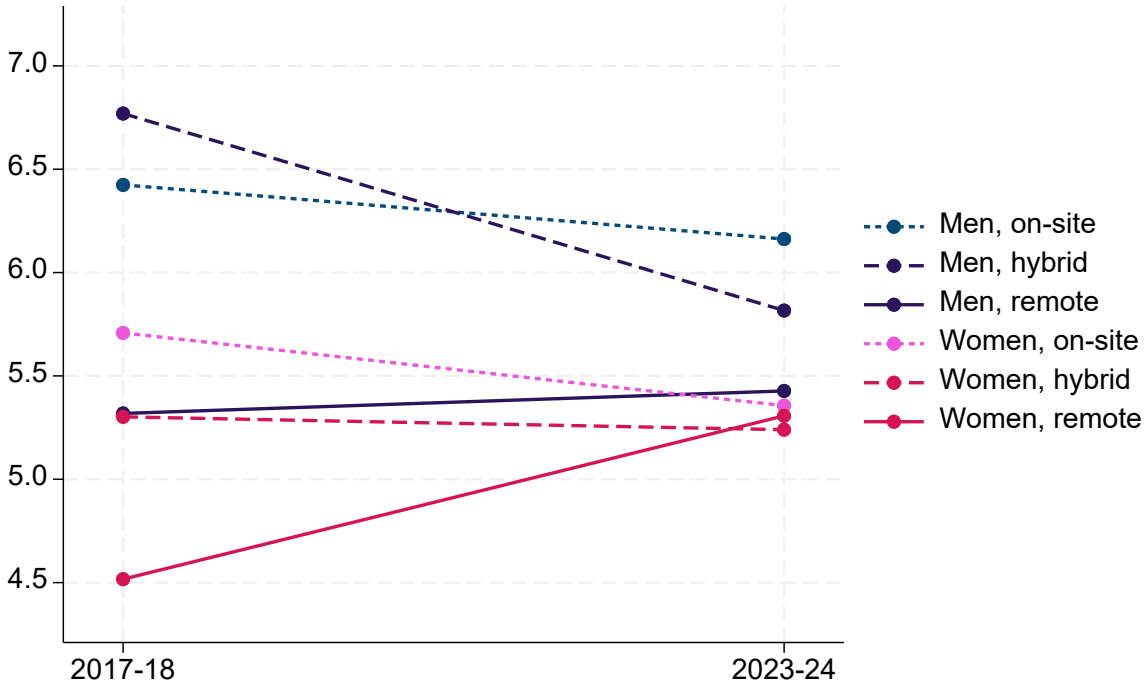


Notes: Estimates include days when there is any paid work. ATUS sample weights are used.

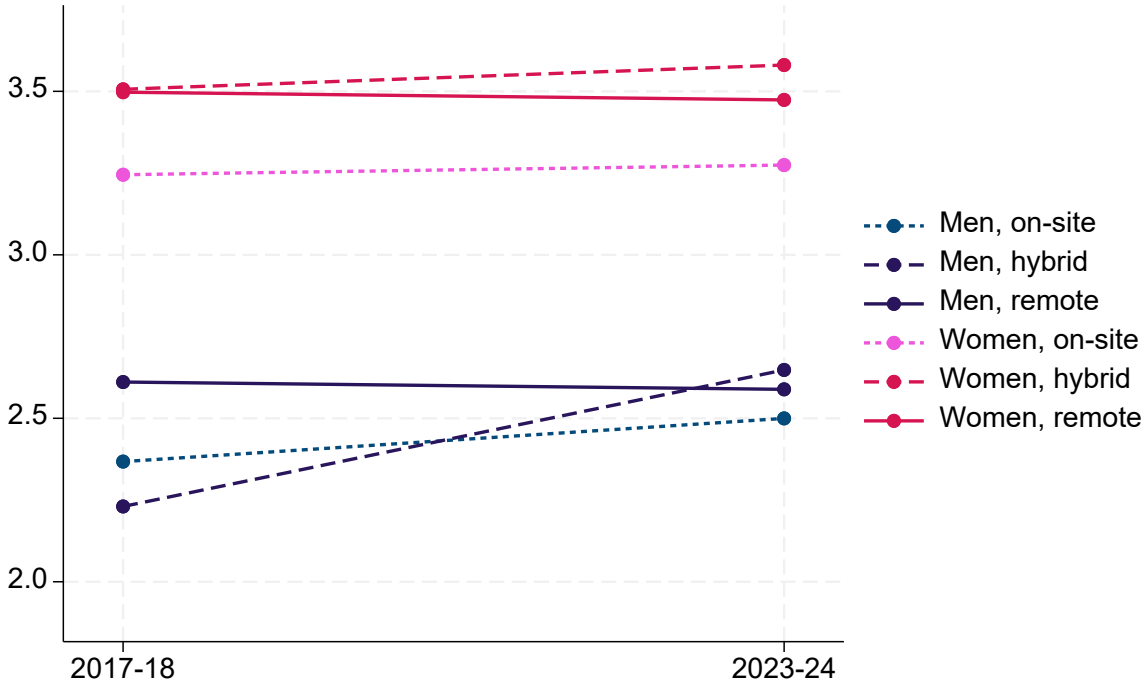
Source: 2023–2024 American Time Use Survey, author's calculations

Figure 8. Average adjusted predicted hours per day spent in main time-use categories by work location arrangement and sex

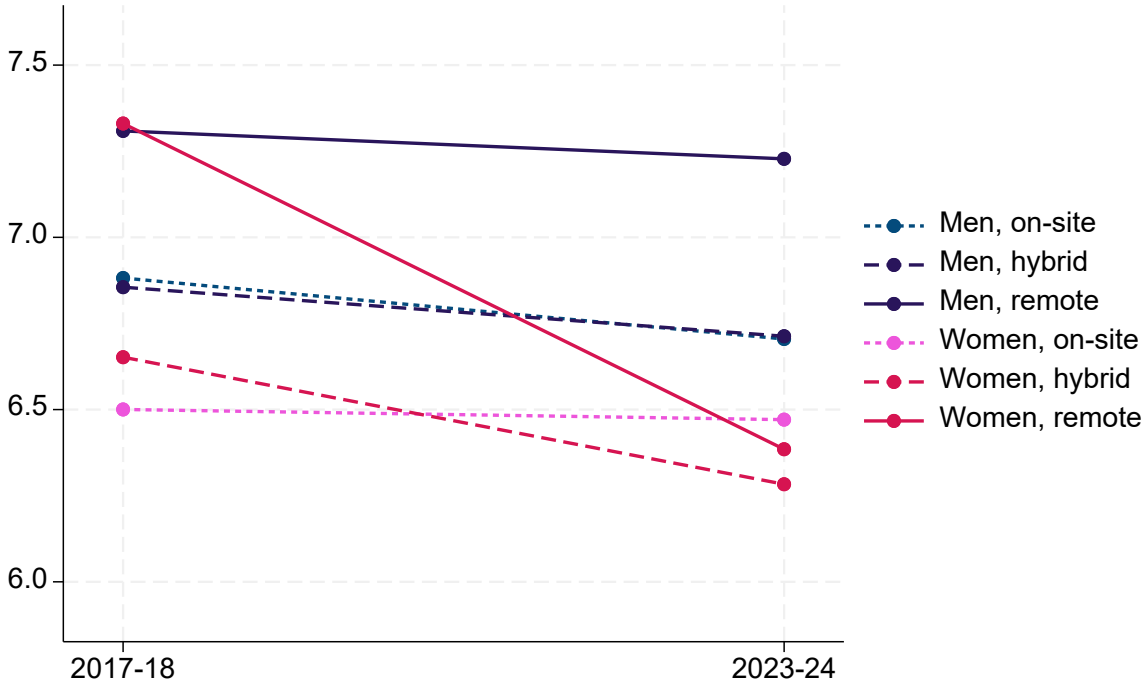
A. Work and work-related



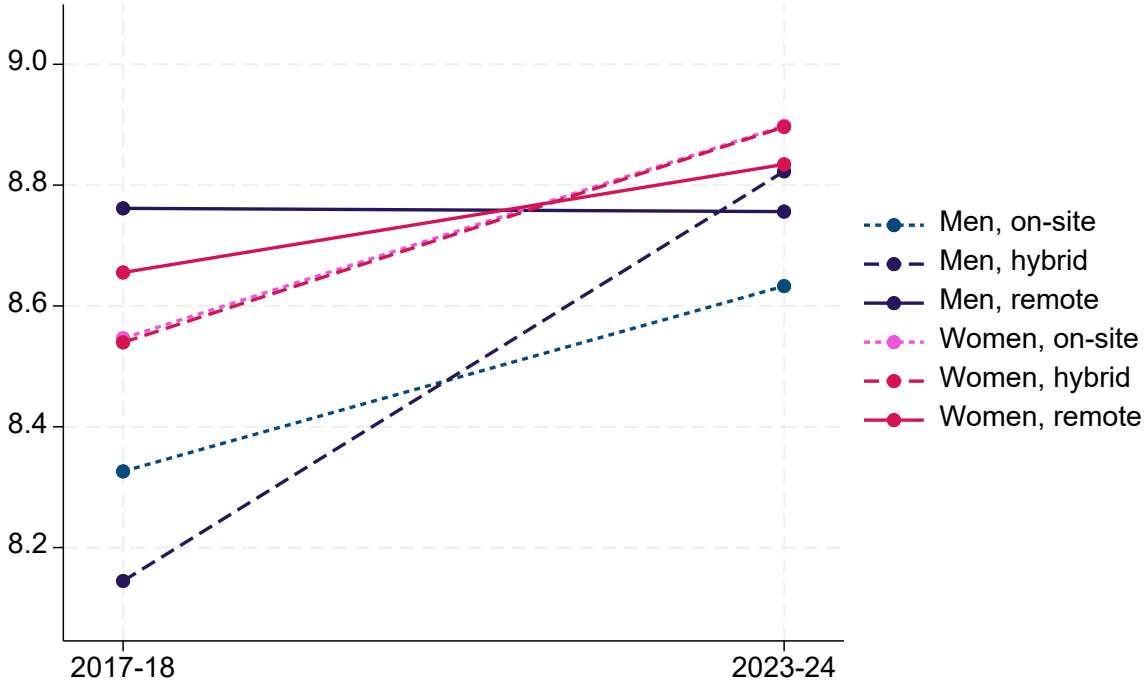
B. Household production and care



C. Leisure



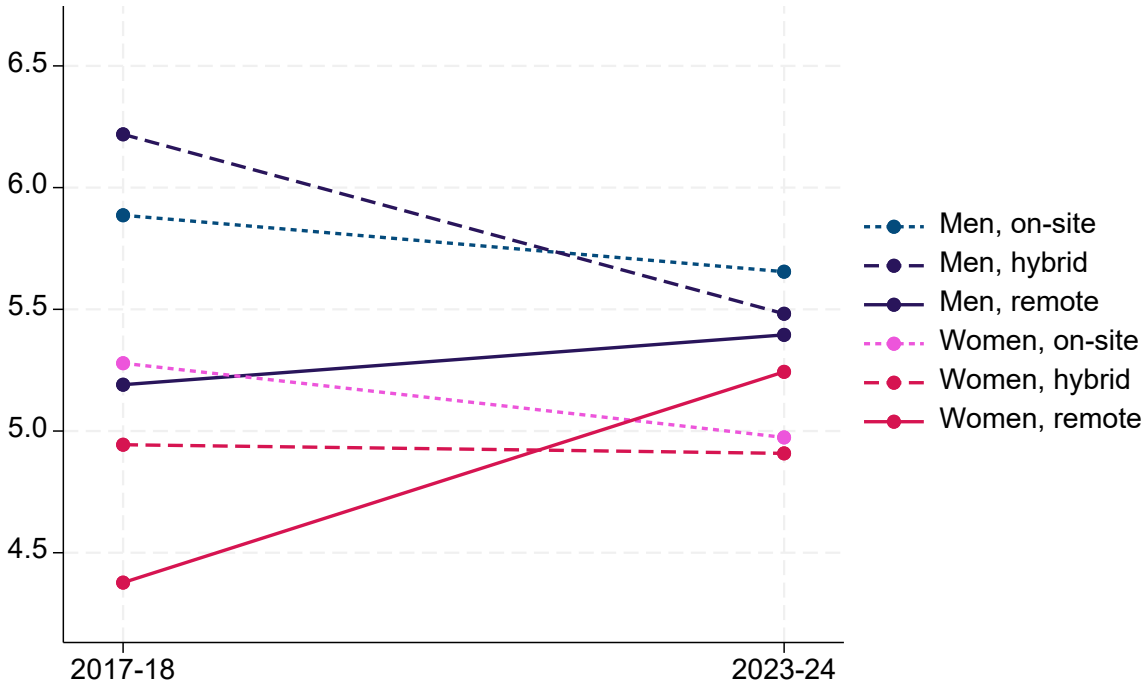
D. Sleep



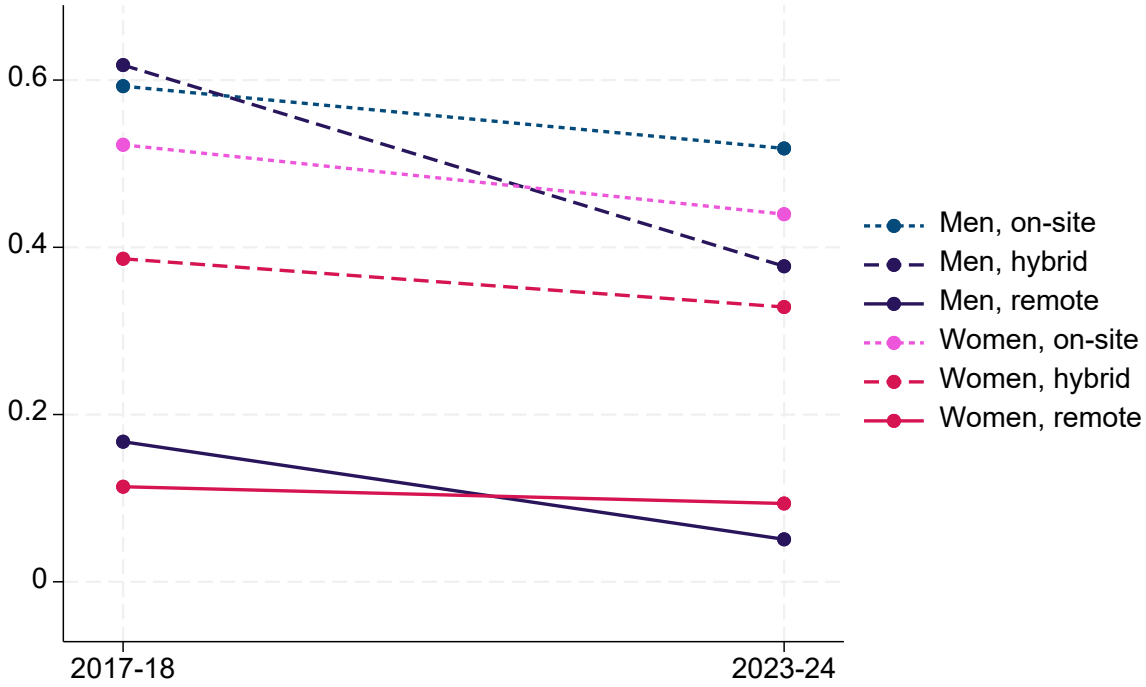
Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Figure 9. Average adjusted predicted hours per day spent in selected subcategories by work location arrangement and sex

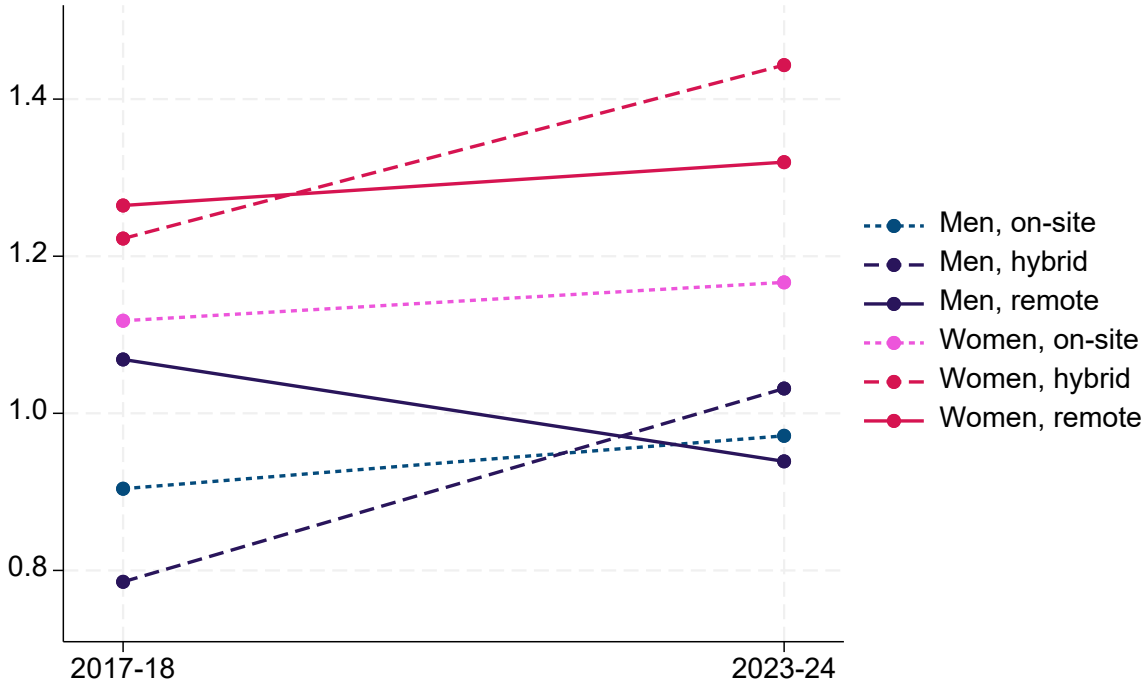
A. Paid work



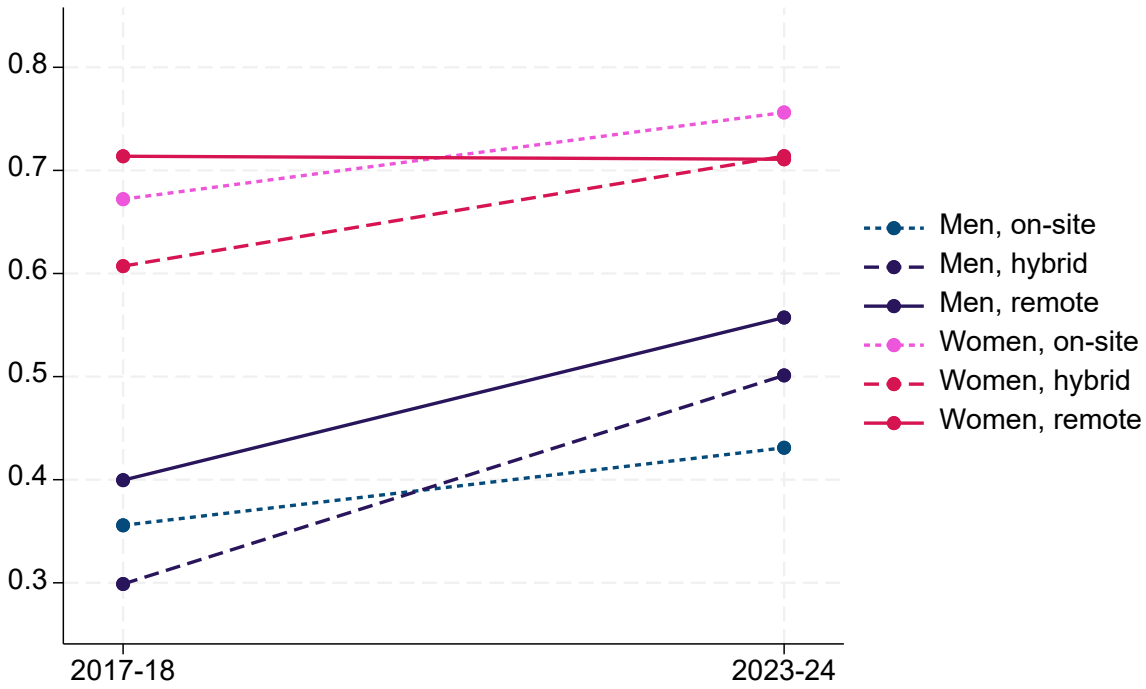
B. Commuting



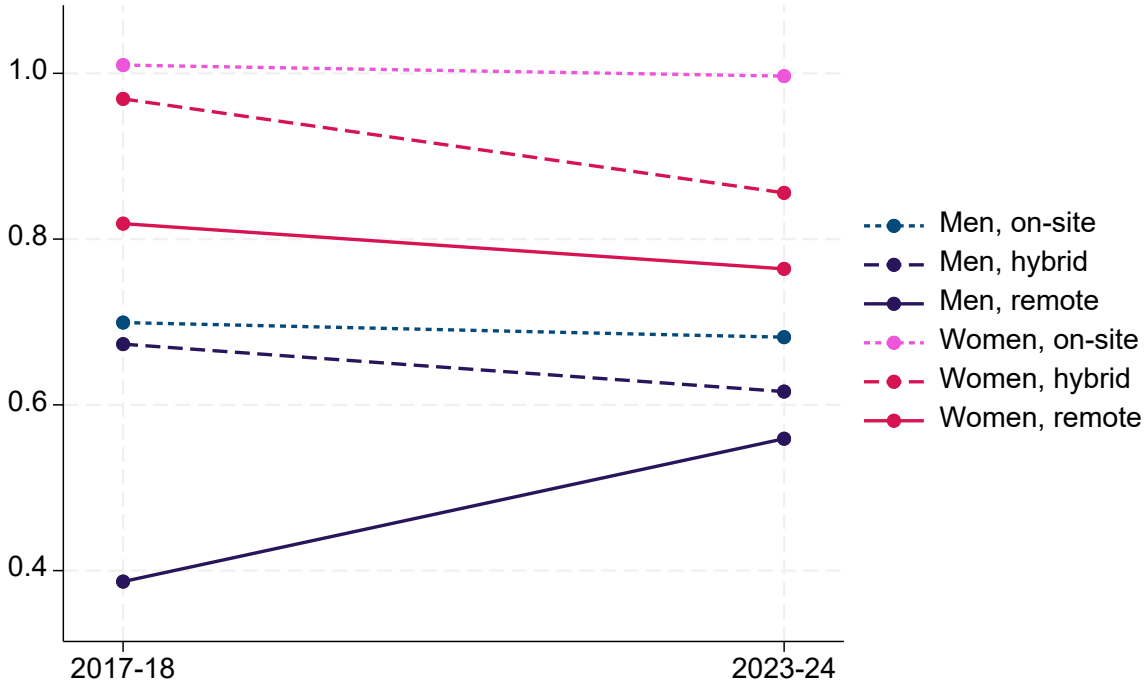
C. Household chores



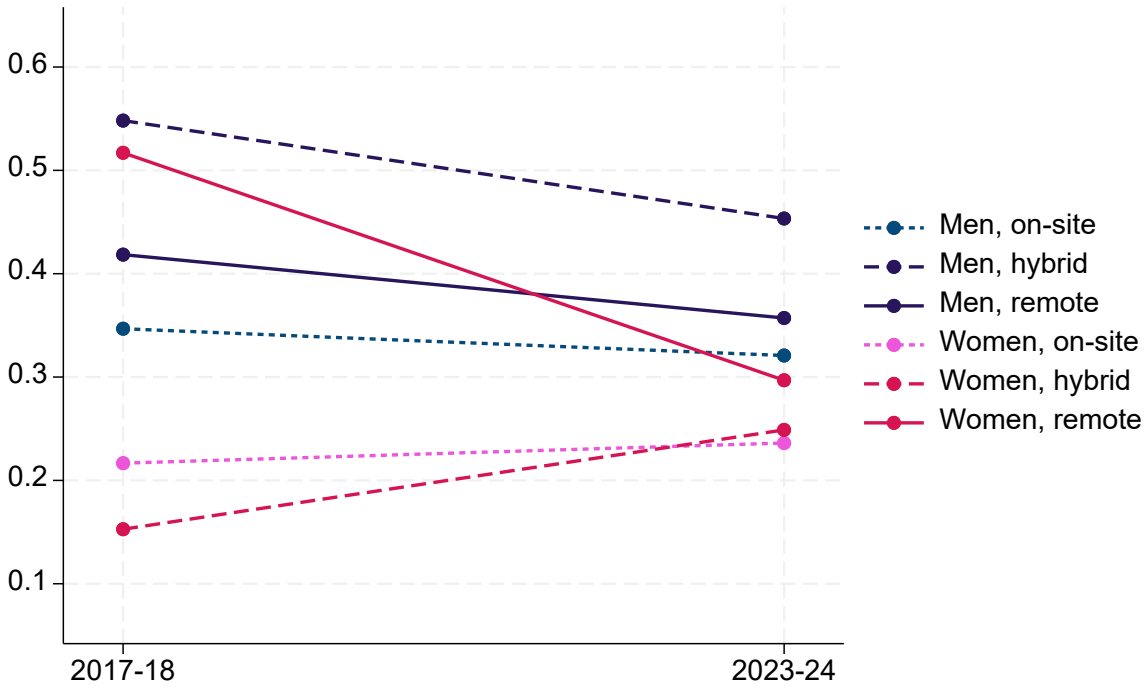
D. Food preparation



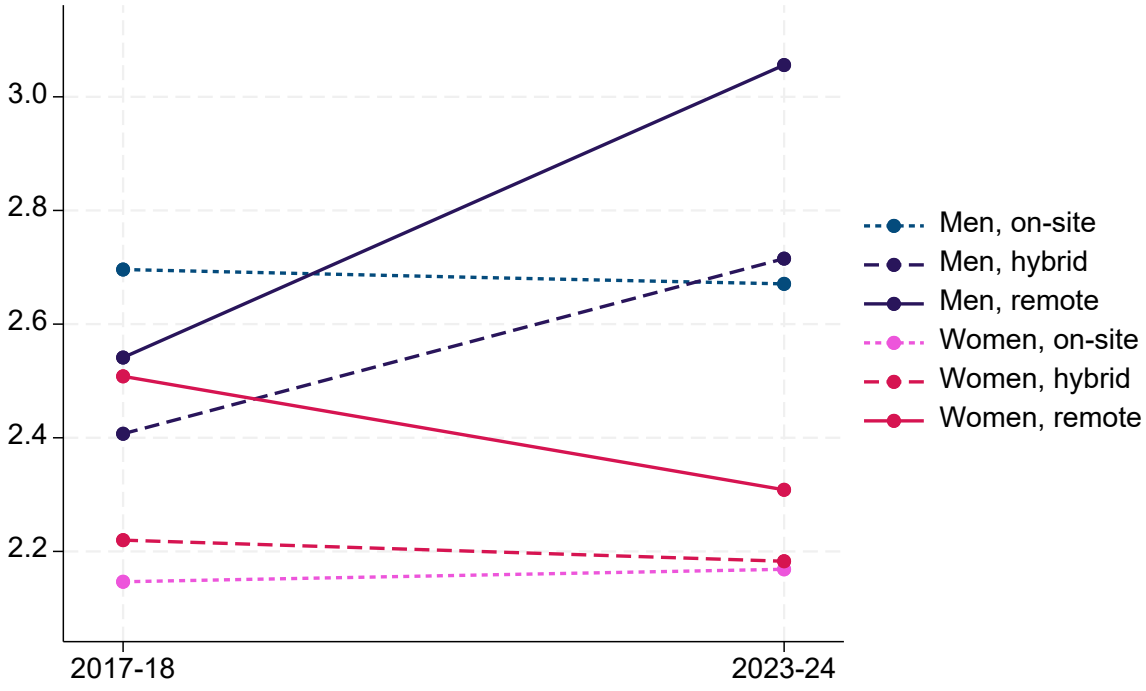
E. Personal Care



F. Exercise



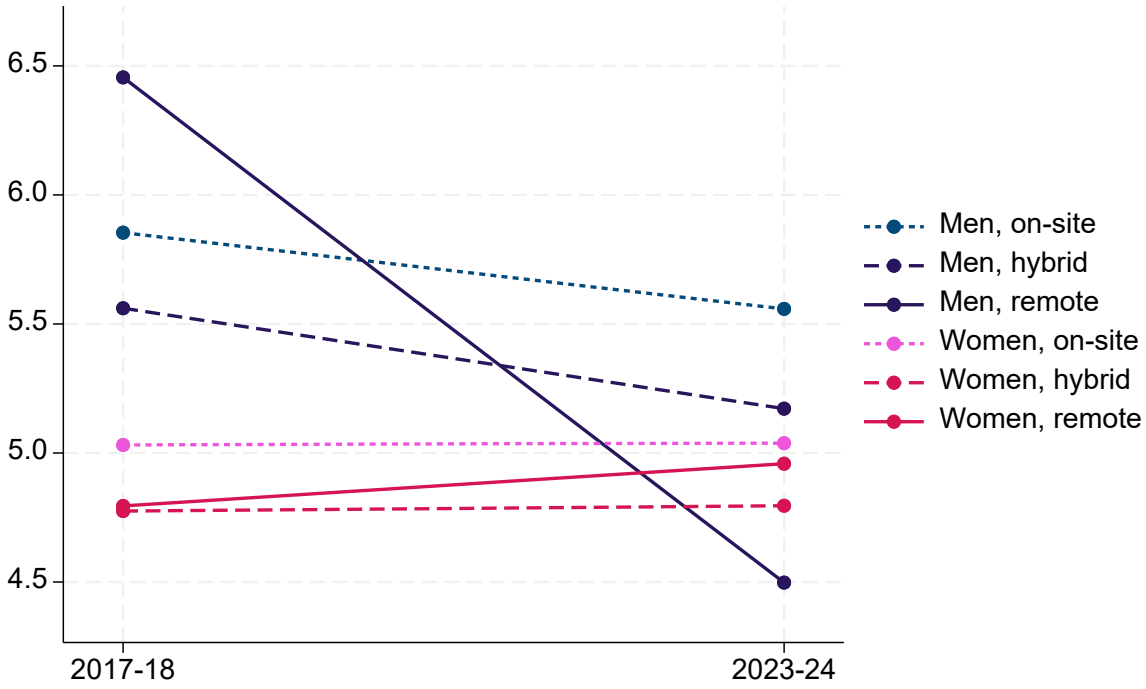
G. Screen time



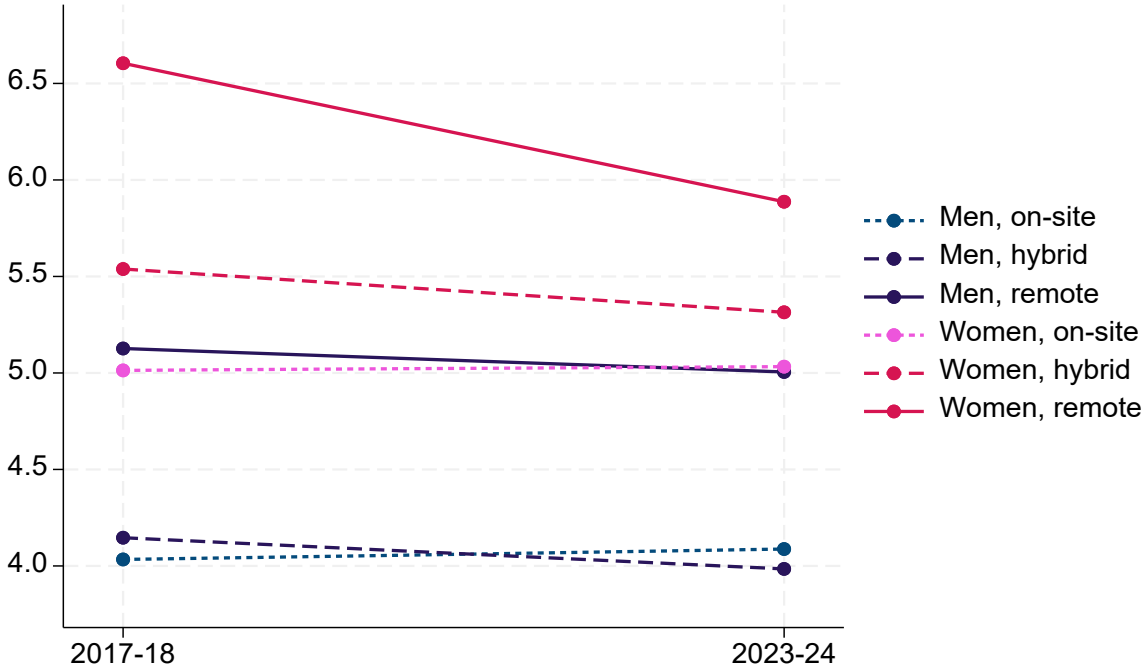
Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Figure 10. Average adjusted predicted hours per day spent by parents in paid work and providing childcare by work location arrangement and sex

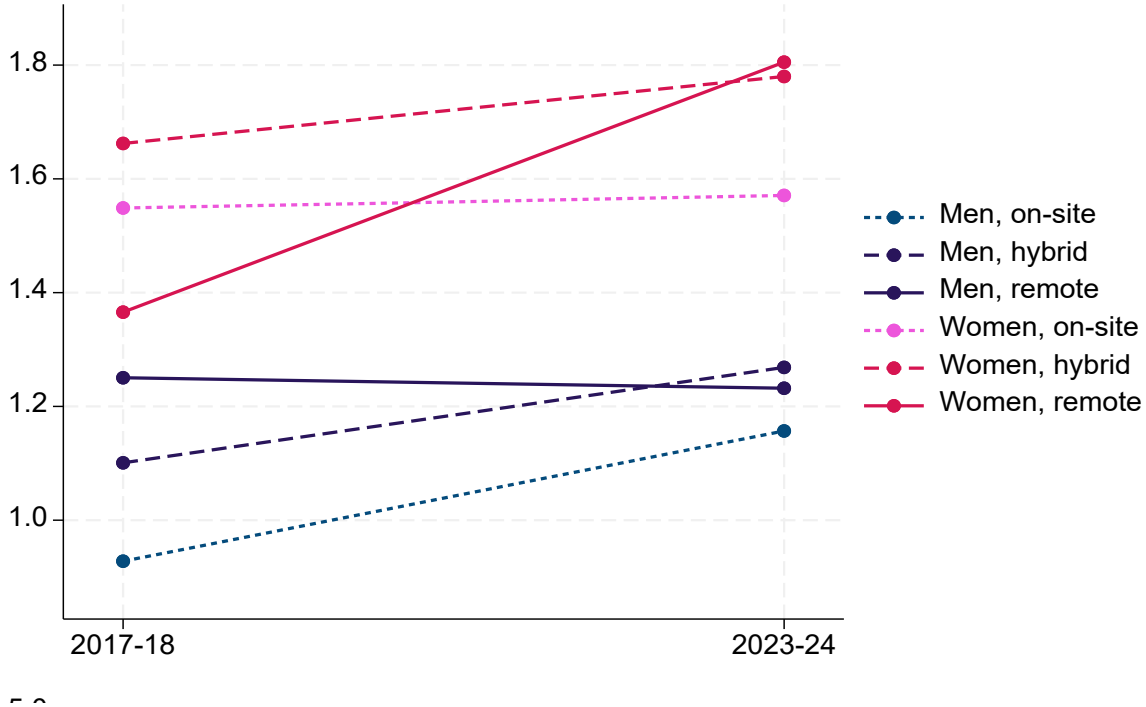
A. Paid work (Parents of children age<18)



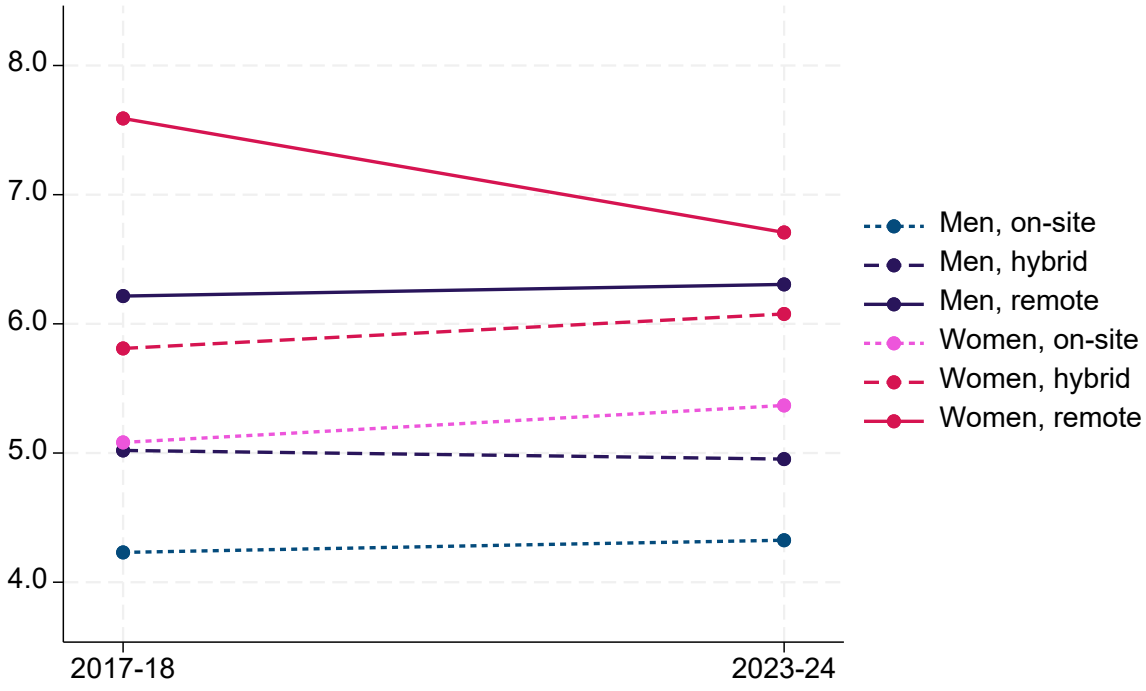
B. All time with children (Parents of children age<18)



C. Primary childcare (Parents of children age<18)

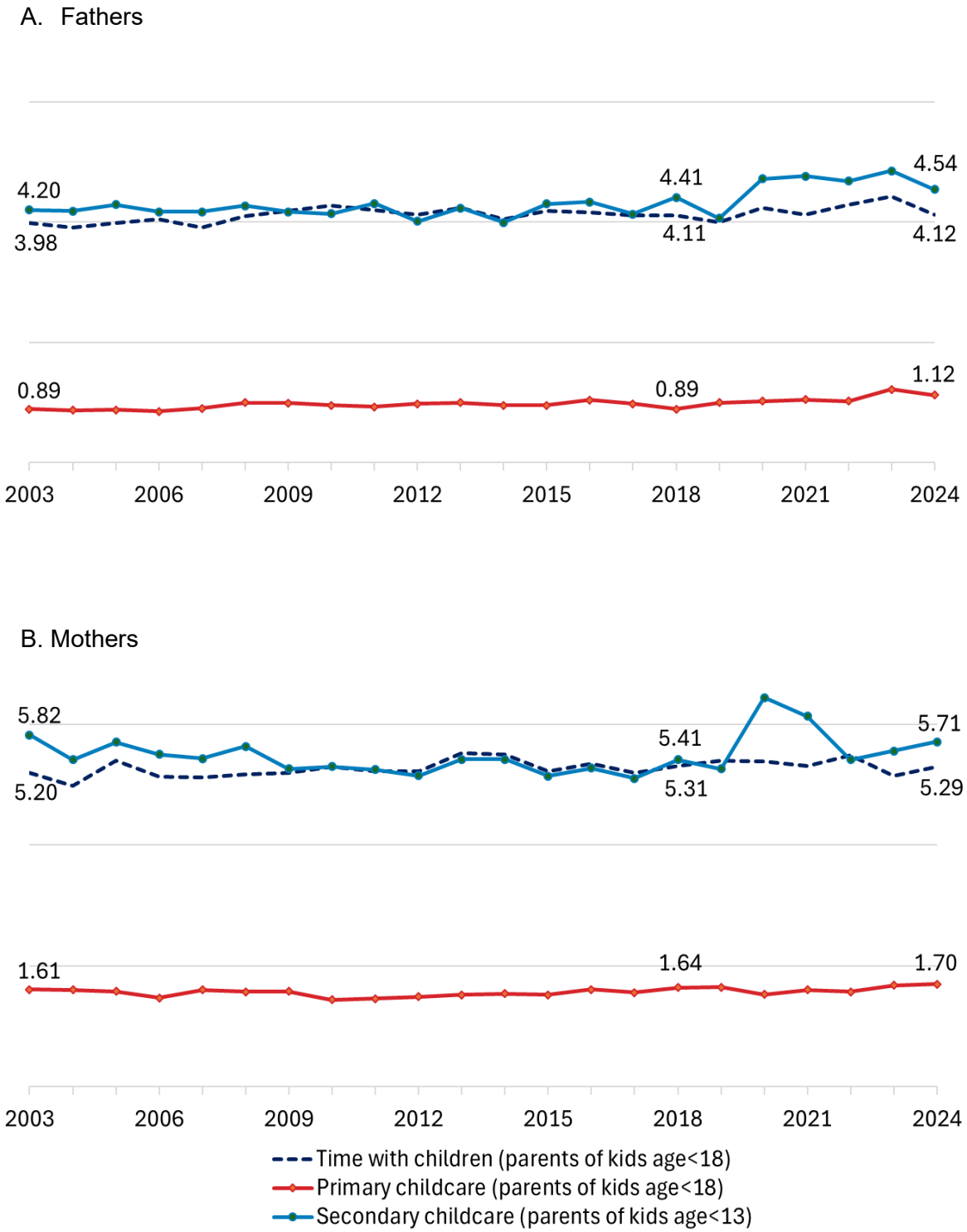


D. Secondary childcare (Parents of children age<13)



Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

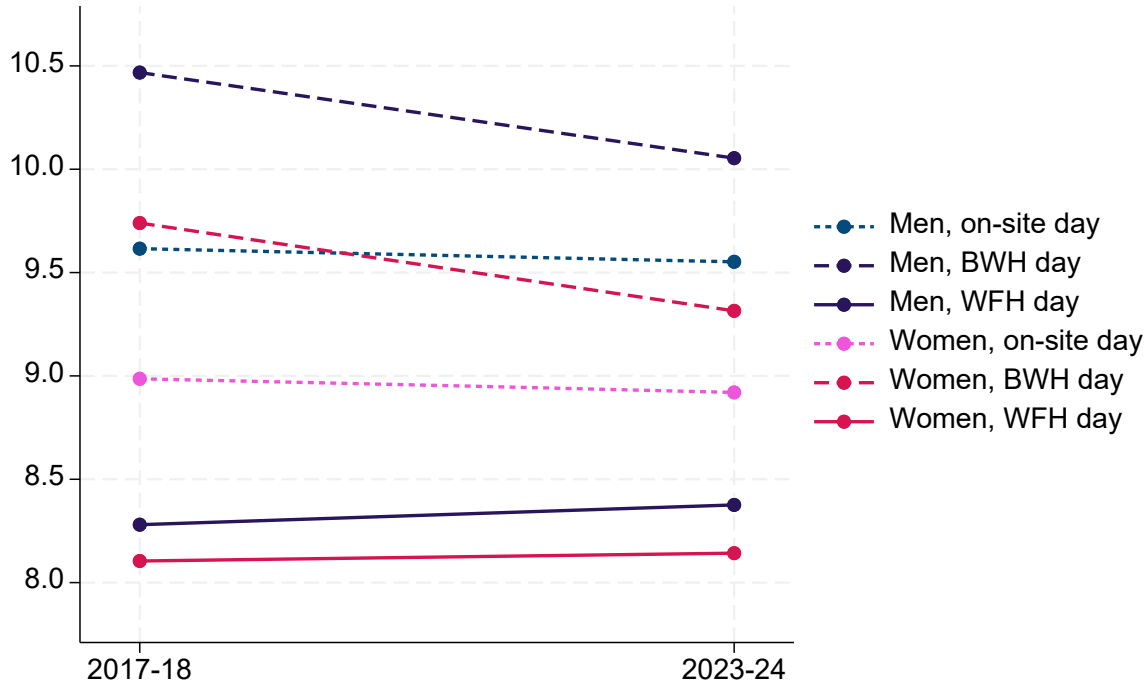
Figure 11. Trends in childcare time among wage and salary workers aged 22–64 with household children on the average day, hours/day



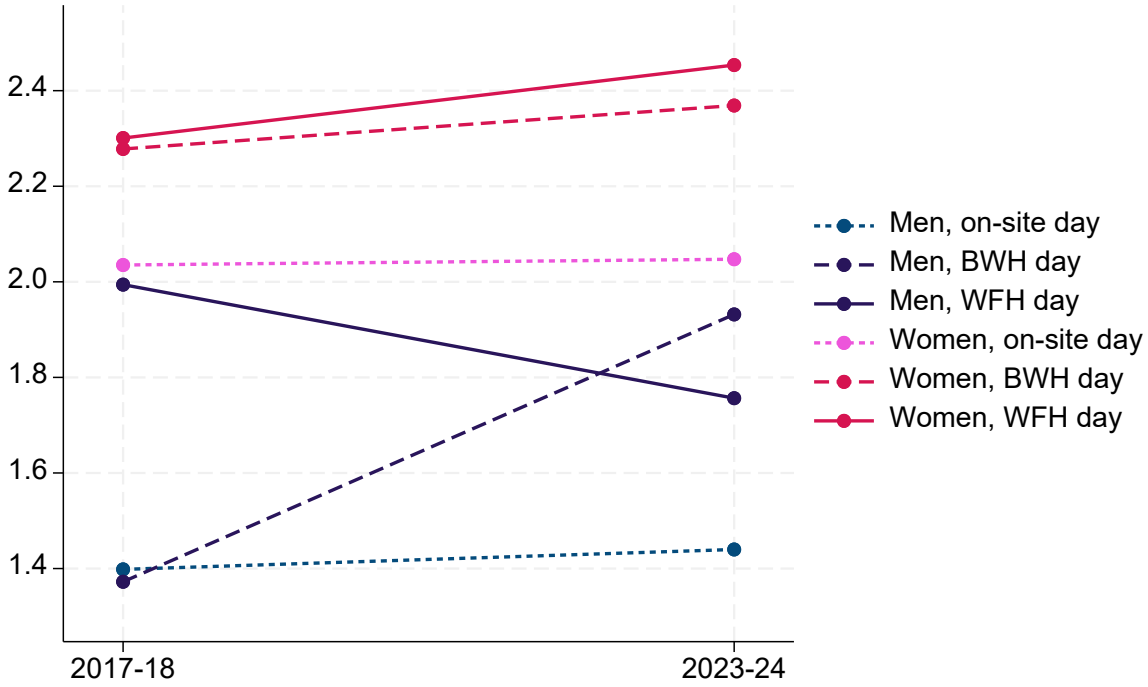
Note: Annual estimates from 2020 are not strictly comparable because ATUS call centers were closed from March 18–May 10, 2020 because of the COVID-19 pandemic. ATUS final weights are used. Source: 2003–2024 American Time Use Survey, author's calculations

Figure 12. Average adjusted predicted hours per typical workday spent in main time-use categories by work location and sex

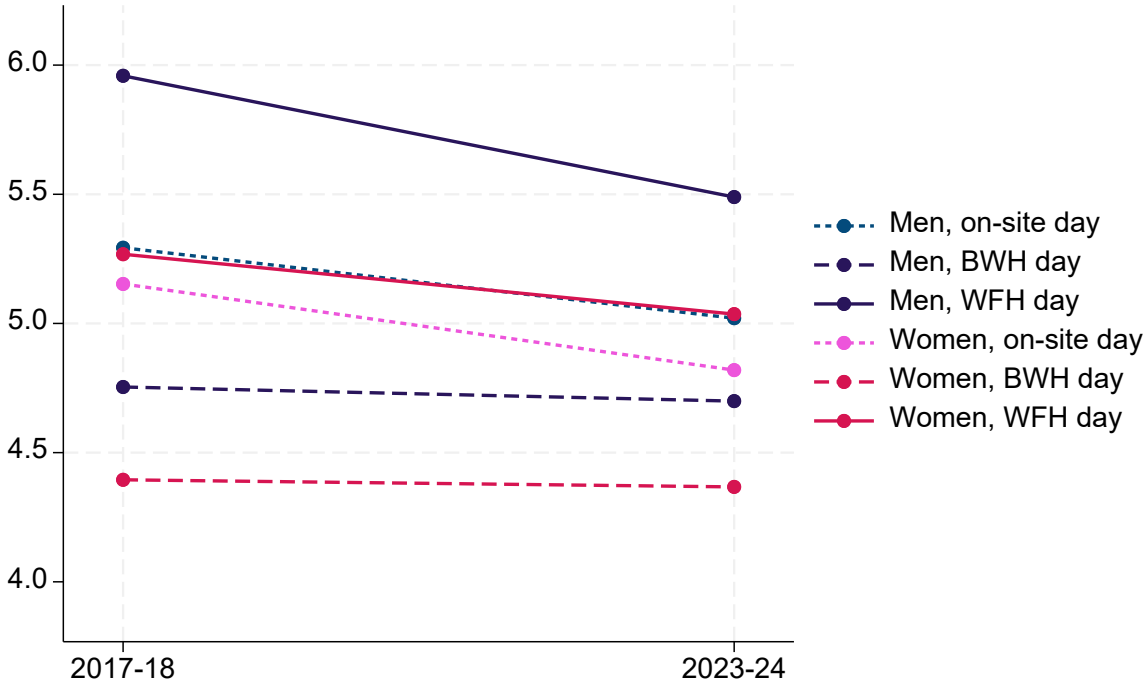
A. Work and work-related



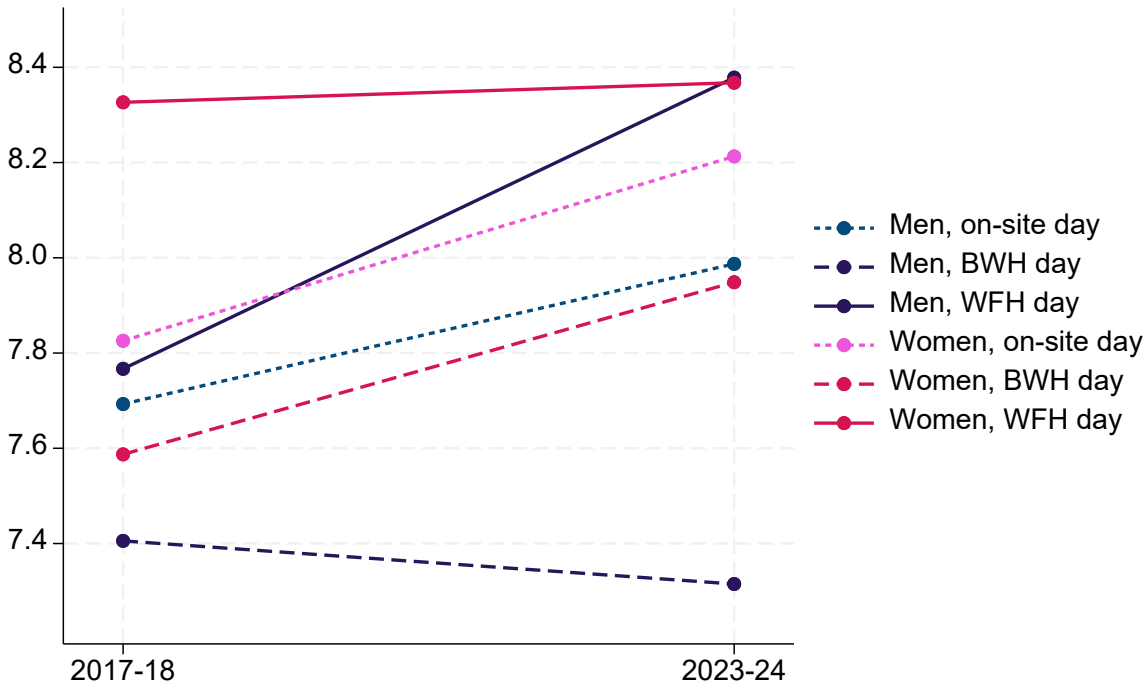
B. Household production and care



C. Leisure



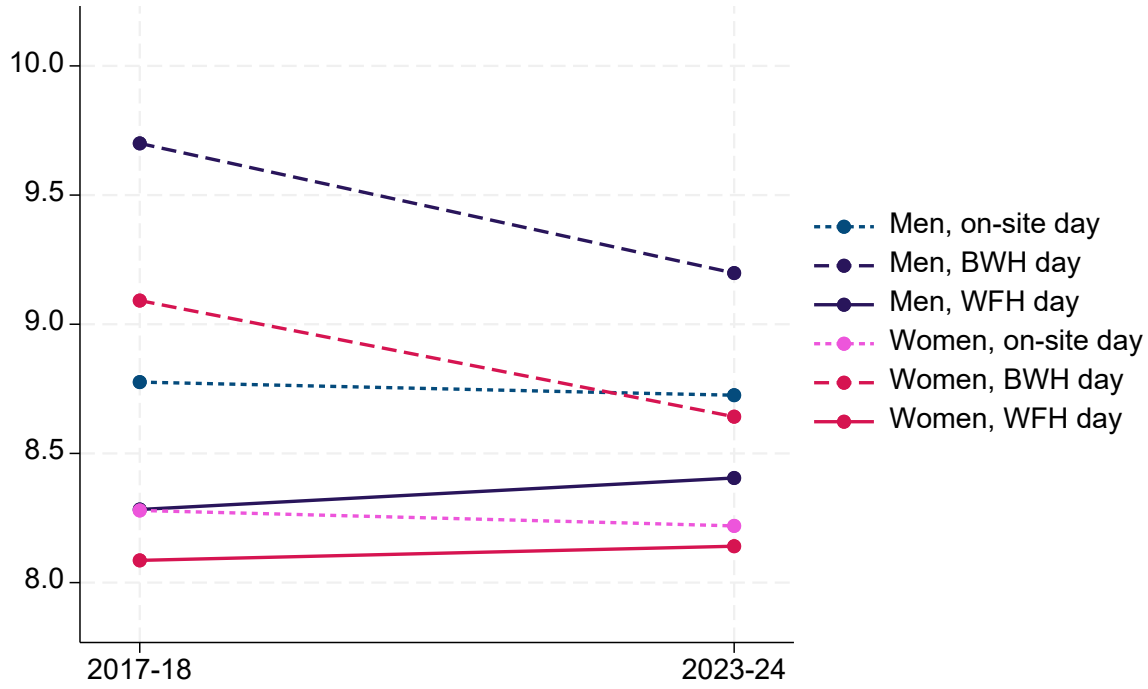
D. Sleep



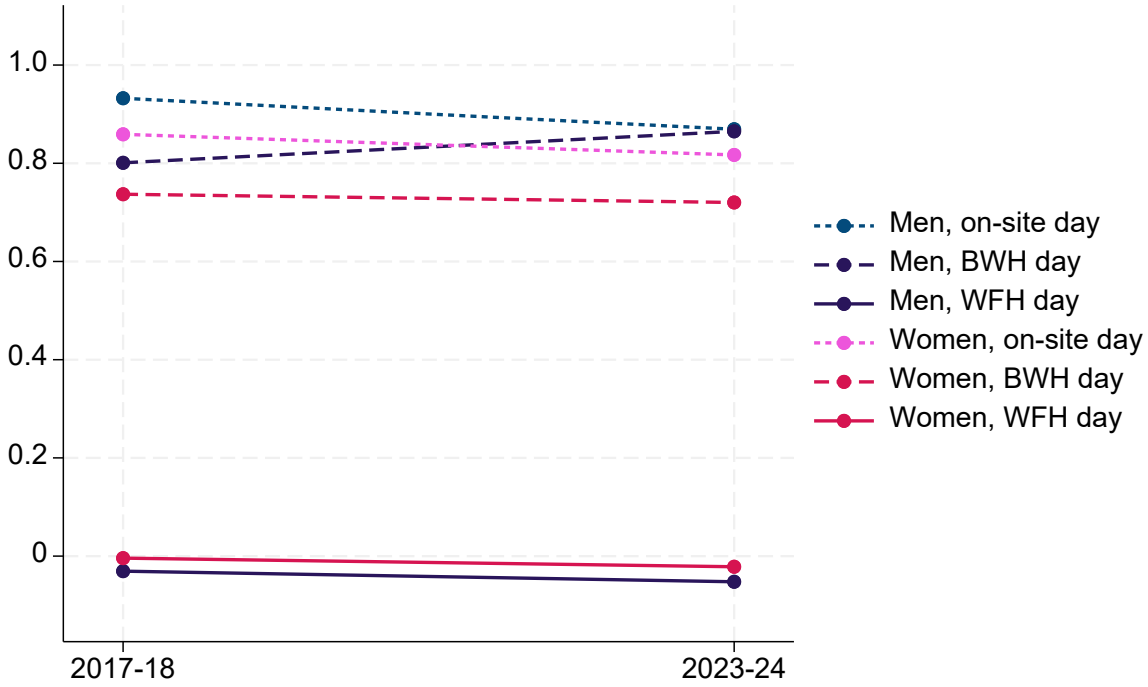
Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Figure 13. Average adjusted predicted workday characteristics per typical workday by work location and sex

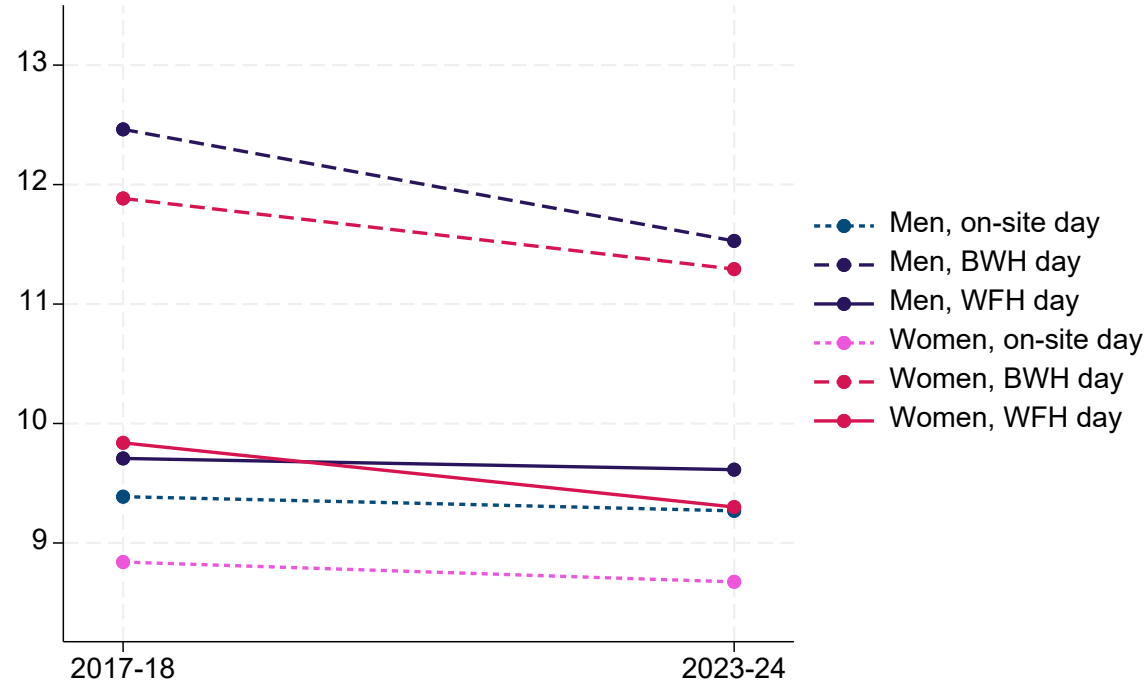
A. Paid work (hours per workday)



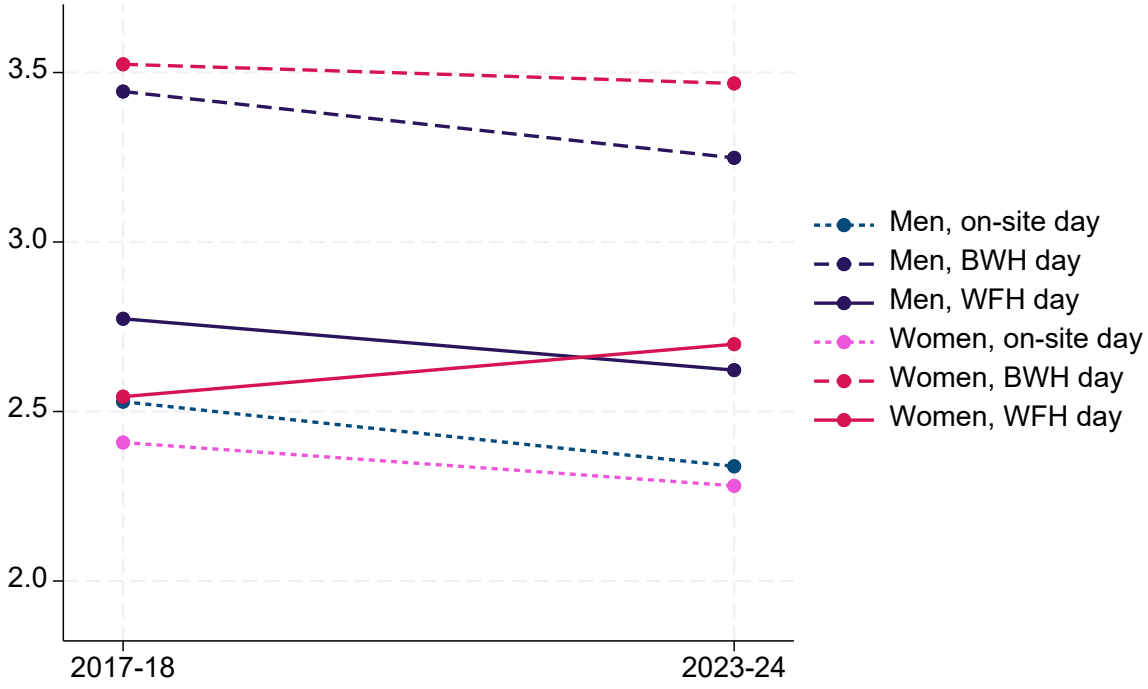
B. Commuting (hours per workday)



C. Work span (hours per workday)



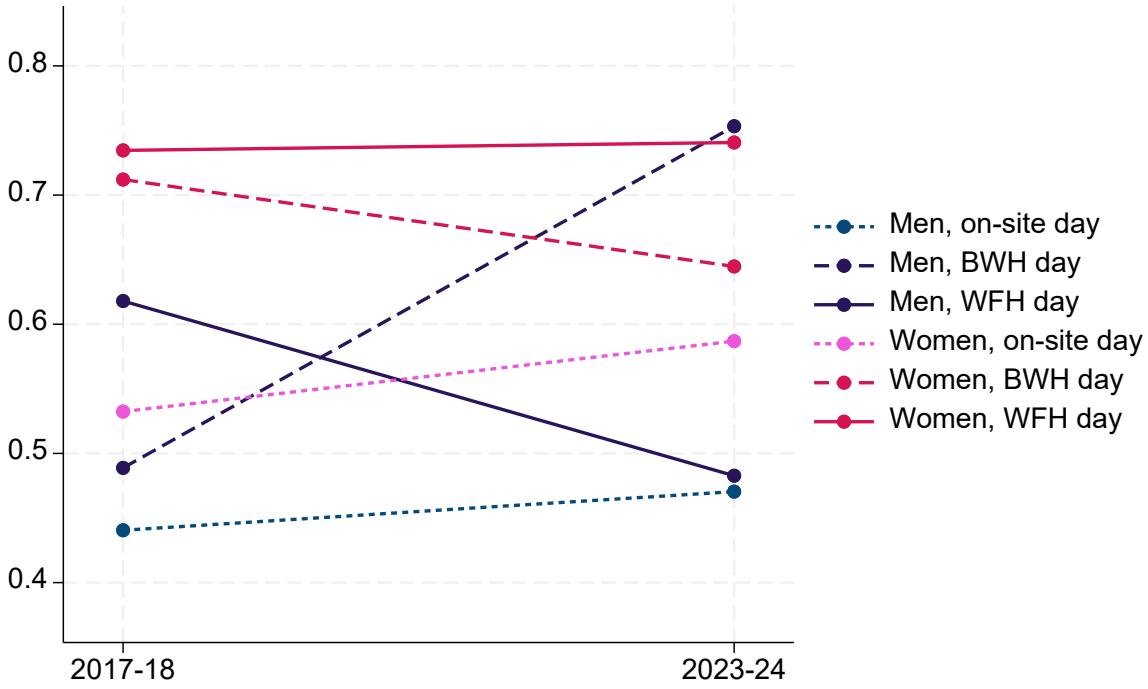
D. Number of work episodes



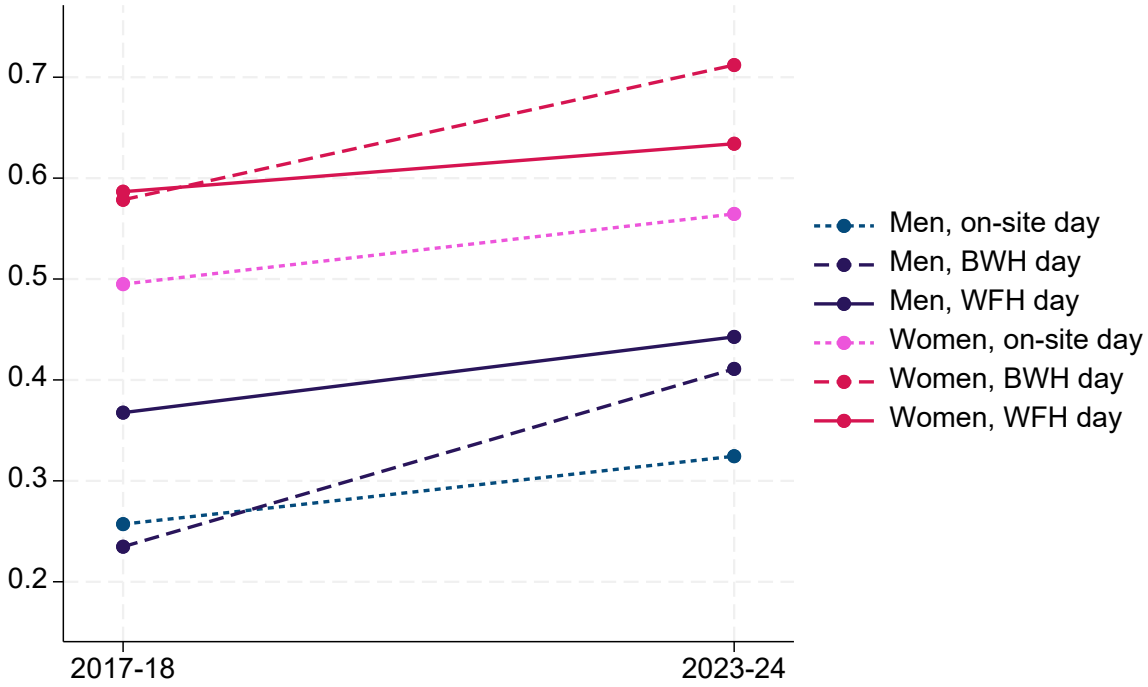
Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Figure 14. Average adjusted predicted hours per typical workday spent in selected subcategories by work location and sex

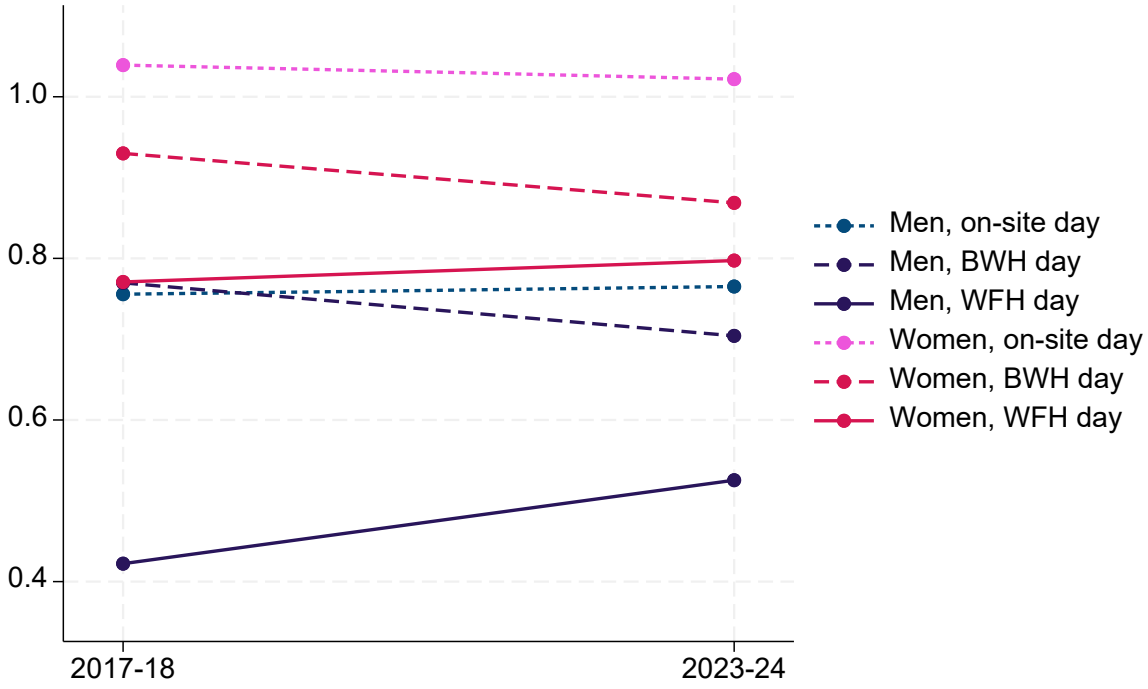
A. Household chores



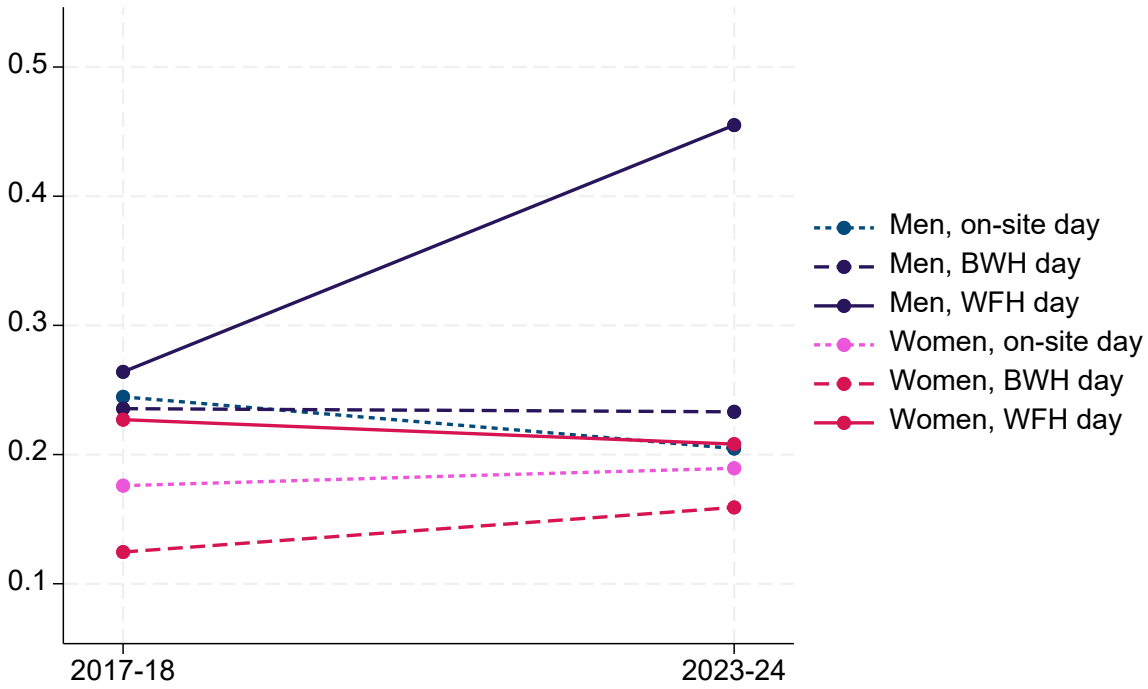
B. Food preparation



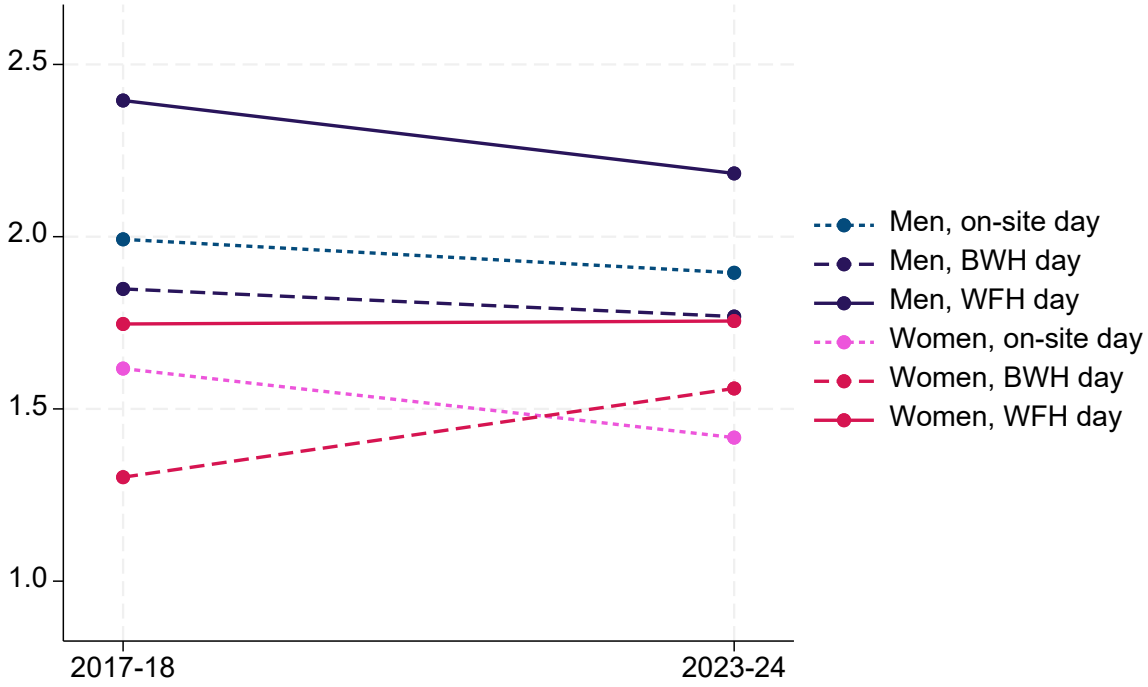
C. Personal care time



D. Exercise



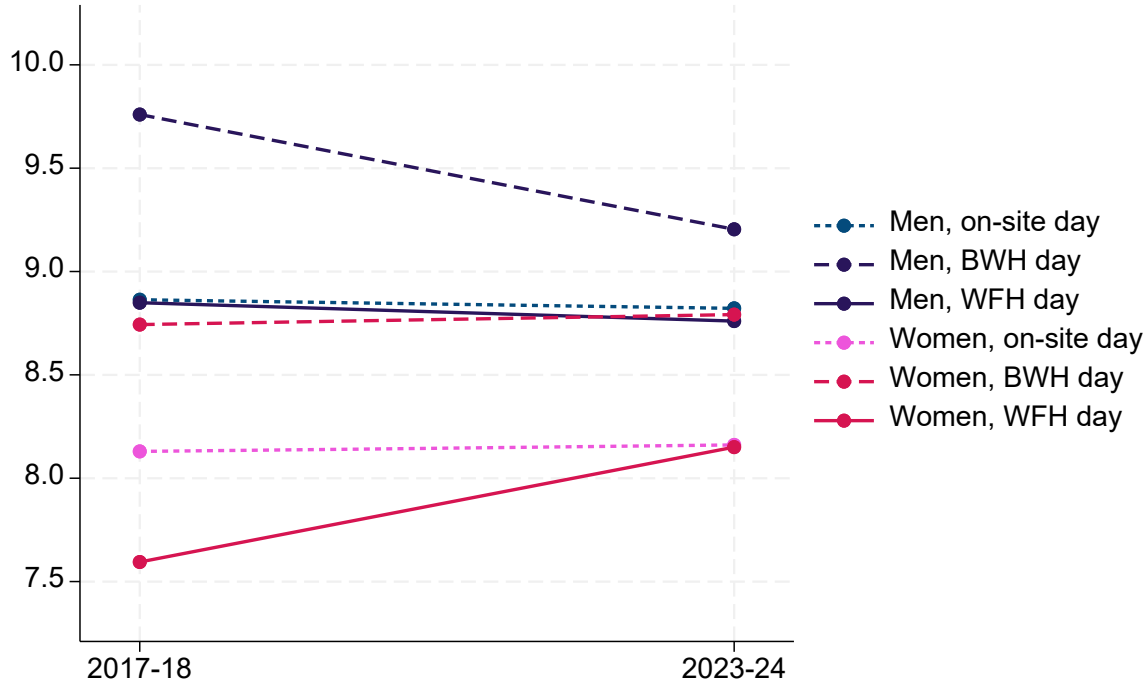
E. Screen time



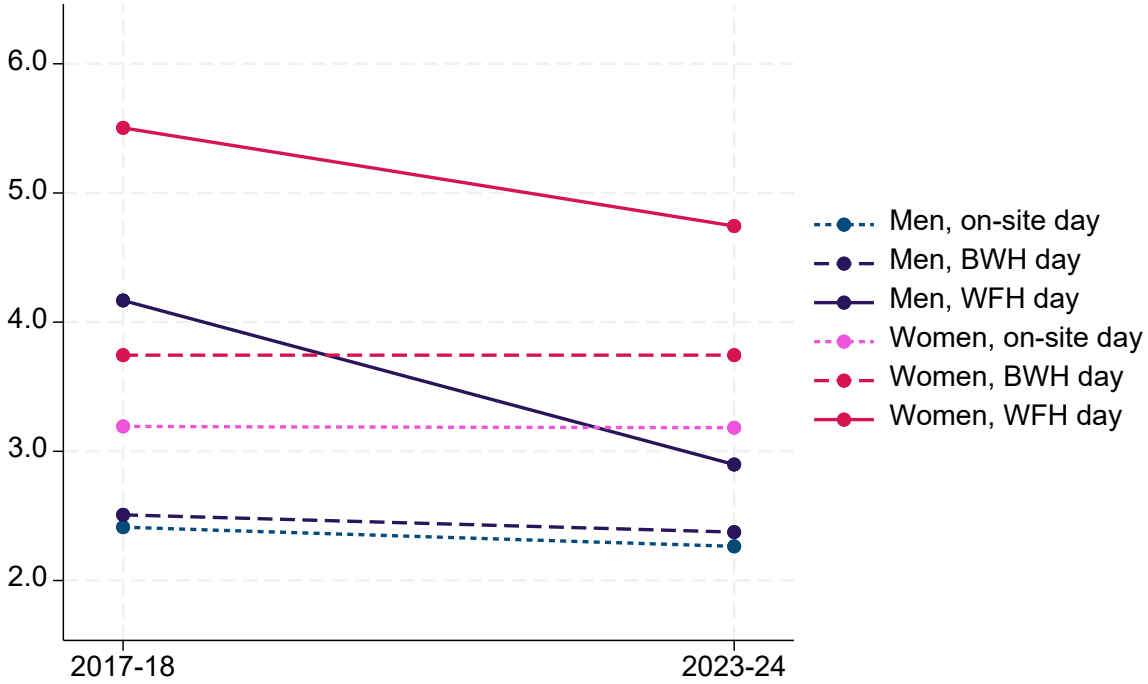
Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Figure 15. Average adjusted predicted hours per typical workday spent by parents in paid work and providing childcare activities by work location and sex

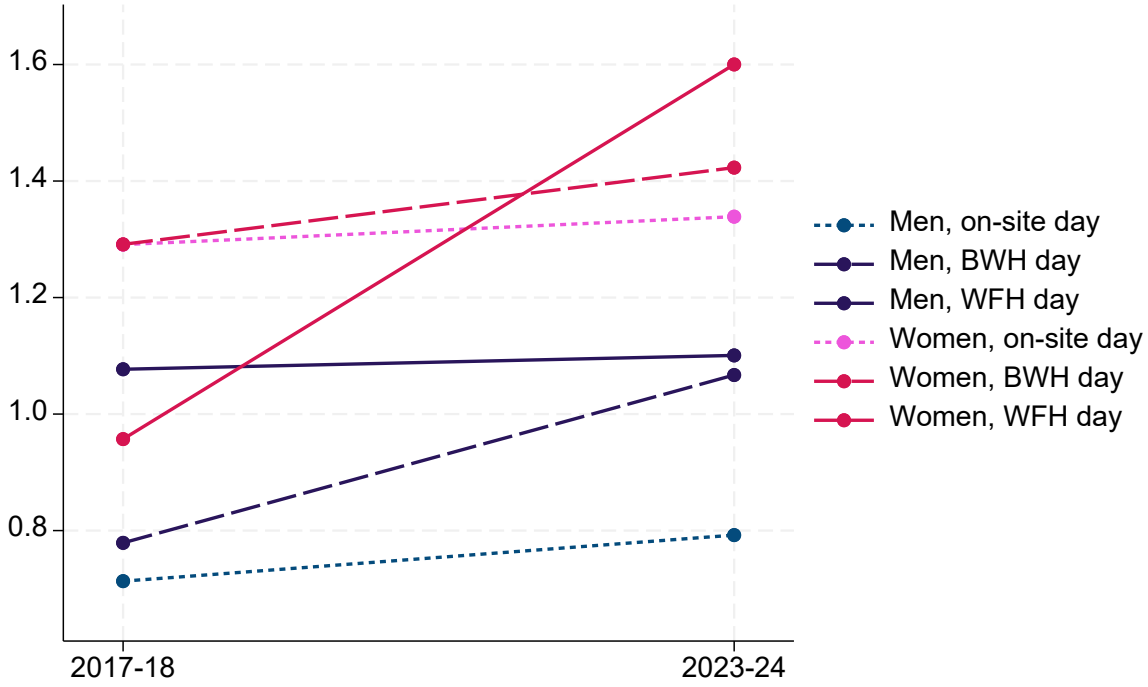
A. Paid work (Parents of children age<18)



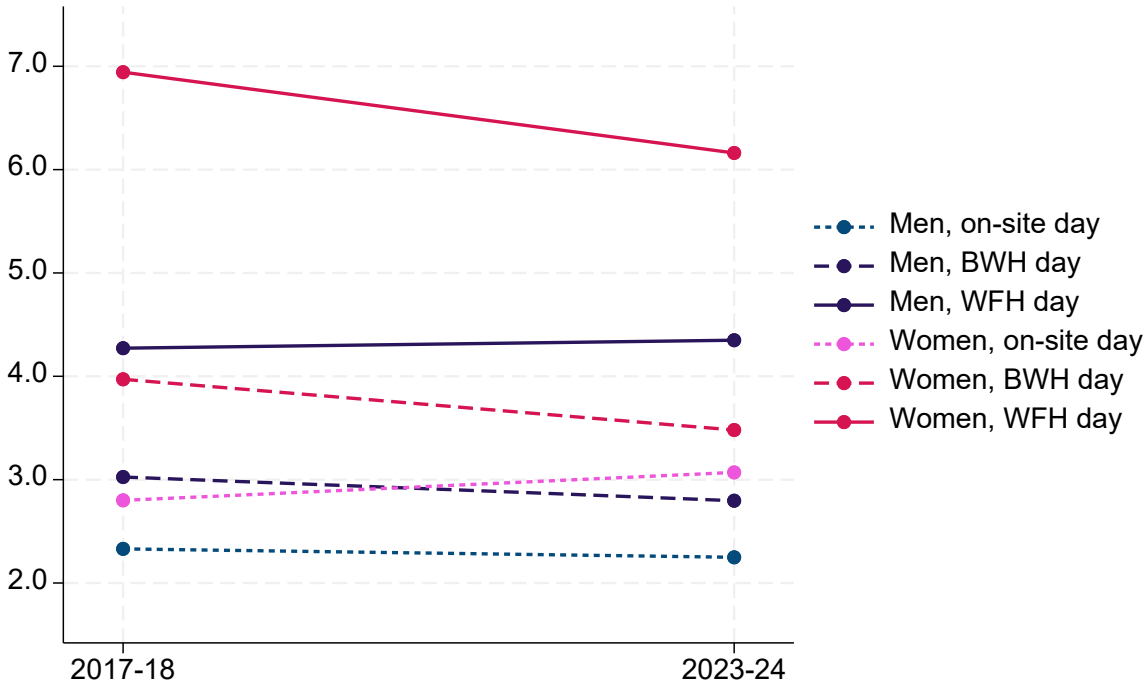
B. Time with children (Parents of children age<18)



C. Primary childcare (Parents of children age<18)



D. Secondary childcare (Parents of children age<13)



Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 1. Diary day type by CPS work location arrangement

Time-diary measures	On-site worker	Hybrid worker	Remote worker
Years 2017–18	N/A	N/A	N/A
Workday sample size	3,491	211	105
Mean daily work time (hours)	8.69	8.56	8.37
% WFH day	1.7	27.0	86.7
% BWH day	11.3	25.5	8.9
% On-site day	87.0	47.5	4.4
Non-workday sample size	3,529	232	131
% “A little” WFH (non-workdays)	9.3	23.3	25.6
% all days with no work time	29.6	25.1	27.8
Years 2023–24	N/A	N/A	N/A
Workday sample size	2,110	329	372
Mean daily work time (hours)	8.59	8.25	8.30
% WFH day	7.6	37.9	81.9
% BWH day	9.9	19.2	3.6
% On-site day	82.5	42.8	14.5
Non-workday sample size	2,176	378	401
% “A little” WFH (non-workdays)	7.6	16.1	11.8
% all days with no work time	32.9	30.0	30.2

Note: Workdays are those with at least four hours of paid work. WFH = work-from-home. BWH = bring-work-home. ATUS final weights are used. A little WFH is any paid work exclusively from home on a day with less than four total hours of work. ATUS sample weights are used.

Source: 2017–18 and 2023–24 American Time Use Survey, author’s calculations

Table 2. Sample means by work location arrangement for the `all days' sample, men

Variables	On-site 2017–18	On-site 2023–24	Hybrid 2017–18	Hybrid 2023–24	Remote 2017–18	Remote 2023–24
N	3,492	2,239	208	369	91	361
Work and work-related	6.34	6.11	6.74	5.91	5.30	5.44
Household production & care	2.45	2.54	2.31	2.59	2.70	2.69
Leisure	6.82	6.70	6.96	6.80	7.36	7.26
Sleep	8.39	**8.65**	8.00	**8.70**	8.64	8.60
Wake-up time	6.76	6.76	6.69	**7.16**	7.20	7.30
Bedtime	22.43	**22.21**	22.78	22.59	22.70	22.73
Paid work	5.79	5.57	6.12	5.53	5.18	5.37
Commuting	0.60	0.55	0.67	**0.40**	0.14	0.08
Household chores	0.98	1.03	0.81	0.97	1.10	0.95
Food preparation	0.36	**0.44**	0.33	**0.54**	0.44	0.61
Personal care	0.69	0.70	0.70	0.64	0.41	0.54
Exercise	0.32	0.30	0.60	0.52	0.45	0.39
Screen time	2.74	2.75	2.34	2.48	2.45	2.94
Paid work (parents)	6.04	5.70	5.53	5.16	6.71	**4.66**
Time with children (parents)	4.12	4.07	4.21	4.34	5.32	4.96
Primary childcare (parents)	0.94	1.09	1.17	1.45	1.40	1.33
Secondary childcare (parents)	4.33	4.47	5.22	5.22	6.67	6.60
Age	40.9 (0.3)	41.2 (0.3)	43.3 (1.7)	40.4 (0.7)	42.9 (2.9)	43.1 (0.7)
Black, non-Hispanic	0.104	0.096	0.123	0.090	0.100	0.075
Asian, non-Hispanic	0.062	0.067	0.073	**0.181**	0.066	0.118
Hispanic	0.186	**0.220**	0.089	0.060	0.099	0.127
No high school	0.060	0.078	0.003	0.000	0.038	0.004
High school	0.290	0.313	0.040	0.034	0.088	0.060
Some college	0.230	0.229	0.153	0.067	0.216	0.121
College degree	0.266	0.233	0.498	0.508	0.402	0.528
Graduate degree	0.154	0.147	0.306	0.391	0.257	0.286
Lives with spouse/partner	0.657	0.656	0.806	**0.686**	0.722	0.703
Own children age≤5	0.185	0.174	0.142	0.144	0.171	0.159
Own children age 6–12	0.137	0.142	0.143	0.142	0.161	0.149
Own children age 13–17	0.079	0.088	0.122	0.085	0.083	0.130
Foreign born	0.202	0.215	0.147	0.216	0.102	0.180
Metropolitan residence	0.876	0.876	0.976	0.960	0.888	0.964

Variables	On-site 2017–18	On-site 2023–24	Hybrid 2017–18	Hybrid 2023–24	Remote 2017–18	Remote 2023–24
Weekly earnings, 2024$	1630.5 (31.5)	1611.4 (48.1)	2590.8 (272.5)	2757.9 (159.6)	2197.3 (303.0)	2658.9 (127.5)
Usual weekly hours of work	43.9 (0.6)	43.3 (0.2)	45.1 (1.5)	43.1 (0.5)	43.8 (1.9)	42.9 (0.4)
Usual hours among full-time workers	45.1 (0.6)	44.5 (0.2)	45.5 (1.6)	43.7 (0.4)	47.5 (1.3)	**43.4 (0.4)**
Part-time worker	0.06	0.06	0.02	0.03	0.15	**0.03**
Managerial occupations	0.125	0.129	0.239	0.222	0.174	0.209
Business and finance	0.050	0.049	0.104	**0.177**	0.088	**0.194**
Computer and math	0.062	**0.043**	0.218	0.209	0.243	0.348
Architecture, engineering, sciences, legal	0.096	**0.068**	0.104	0.139	0.150	0.107
Community and social services	0.014	0.013	0.029	0.027	0.040	0.003
Education and library	0.040	0.042	0.033	0.034	0.053	0.008
Arts, design, entertainment	0.020	**0.009**	0.008	0.029	0.005	0.016
Healthcare practitioner and support	0.033	0.045	0.013	0.018	0.009	0.005
Sales and services: food, protective, cleaning, personal	0.194	0.190	0.174	0.087	0.192	**0.053**
Office and administrative support	0.064	0.049	0.043	0.047	0.022	0.042
Production, transportation	0.303	**0.362**	0.034	0.011	0.024	0.016
Construction, mining, agriculture	0.112	**0.148**	0.029	0.033	0.048	0.031
Manufacturing	0.165	0.151	0.147	0.118	0.109	0.126
Wholesale & retail trade	0.118	0.125	0.075	0.060	0.057	0.064
Transportation & utilities	0.080	0.088	0.027	0.028	0.016	0.029
Information	0.021	0.015	0.051	0.059	0.015	0.053
Finance, insurance, real estate	0.064	**0.048**	0.221	0.228	0.169	0.118
Professional, scientific, and technical	0.090	0.082	0.229	0.228	0.384	0.369
Management, admin	0.041	0.043	0.046	0.021	0.033	0.019
Education	0.085	0.068	0.047	0.059	0.058	0.033
Healthcare and social assistance	0.060	0.065	0.033	0.038	0.086	0.046
Arts, entertainment, recreation	0.019	0.013	0.000	**0.019**	0.002	0.018
Accommodation and food	0.049	0.046	0.001	0.003	0.000	0.001
Other services	0.031	0.037	0.030	0.028	0.018	0.026
Public administration	0.063	0.071	0.065	0.080	0.005	**0.068**

Notes: ATUS sample weights are used. Standard deviations are in parentheses. Bold: statistically significant differences at 5% level compared with the corresponding value in the earlier time period. See Table A6 in the Appendix for statistically significant differences between groups. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 3. Sample means by work location arrangement for the `all days' sample, women

Variables	On-site 2017–18	On-site 2023–24	Hybrid 2017–18	Hybrid 2023–24	Remote 2017–18	Remote 2023–24
N	3,528	2,047	235	338	145	412
Work and work-related	5.60	5.30	5.23	5.53	4.56	5.55
Household production & care	3.36	3.35	3.65	3.48	3.85	3.31
Leisure	6.53	6.53	6.62	6.23	7.09	6.36
Sleep	8.52	**8.82**	8.50	8.76	8.50	8.78
Wake-up time	6.85	6.95	6.95	7.01	7.10	7.20
Bedtime	22.42	**22.22**	22.53	22.31	22.69	22.48
Paid work	5.18	4.94	4.92	5.18	4.46	5.48
Commuting	0.51	**0.42**	0.36	0.34	0.11	0.11
Household chores	1.19	1.21	1.27	1.36	1.40	1.22
Food preparation	0.66	**0.78**	0.57	0.68	0.72	0.65
Personal care	1.01	1.02	0.92	0.86	0.80	0.76
Exercise	0.22	0.25	0.24	0.33	0.60	0.37
Screen time	2.14	2.12	2.11	2.01	2.19	2.26
Paid work (parents)	1.00	1.00	1.00	1.00	1.00	1.00
Time with children (parents)	5.13	5.00	5.71	5.01	6.43	5.70
Primary childcare (parents)	1.58	1.45	2.00	1.94	1.57	2.06
Secondary childcare (parents)	5.12	5.35	5.78	5.99	7.25	6.57
Age	42.3 (0.2)	41.5 (0.3)	41.9 (1.6)	41.6 (0.7)	45.2 (1.0)	**42.1 (0.7)**
Black, non-Hispanic	0.127	0.122	0.059	**0.129**	0.135	0.123
Asian, non-Hispanic	0.048	0.056	0.039	**0.089**	0.041	**0.137**
Hispanic	0.144	**0.198**	0.093	0.066	0.087	0.117
No high school	0.035	0.044	0.003	0.000	0.000	0.004
High school	0.222	0.233	0.062	0.055	0.172	0.097
Some college	0.267	0.244	0.108	0.130	0.165	0.151
College degree	0.287	0.299	0.435	0.437	0.389	0.469
Graduate degree	0.190	0.180	0.392	0.378	0.274	0.279
Lives with spouse/partner	0.621	0.622	0.692	0.665	0.724	0.665
Own children age≤5	0.165	0.151	0.190	0.153	0.185	0.175
Own children age 6–12	0.153	0.162	0.156	0.163	0.192	0.123
Own children age 13–17	0.088	0.111	0.094	0.084	0.077	0.068
Foreign born	0.141	**0.183**	0.077	**0.149**	0.095	**0.180**
Metropolitan residence	0.860	0.855	0.958	0.960	0.919	0.922

Variables	On-site 2017–18	On-site 2023–24	Hybrid 2017–18	Hybrid 2023–24	Remote 2017–18	Remote 2023–24
Weekly earnings, 2024$	1216.7 (24.6)	1233.2 (40.9)	2161.4 (150.6)	2082.8 (84.1)	1345.2 (113.7)	1859.1 (73.3)
Usual weekly hours of work	39.5 (0.2)	39.3 (0.3)	42.9 (1.0)	41.8 (0.4)	37.4 (2.1)	40.9 (0.5)
Usual hours among full-time workers	42.5 (0.2)	42.7 (0.2)	45.0 (0.8)	**42.8 (0.3)**	42.7 (0.9)	42.6 (0.4)
Part-time worker	0.17	0.19	0.08	0.05	0.25	**0.08**
Managerial occupations	0.113	0.098	0.170	**0.279**	0.167	0.190
Business and finance	0.061	0.066	0.152	0.177	0.187	0.230
Computer and math	0.021	0.018	0.104	0.057	0.107	0.144
Architecture, engineering, sciences, legal	0.034	0.032	0.086	0.116	0.006	**0.044**
Community and social services	0.030	0.032	0.021	**0.068**	0.051	0.022
Education and library	0.126	0.139	0.131	**0.048**	0.091	0.035
Arts, design, entertainment	0.019	0.015	0.071	0.021	0.058	0.028
Healthcare practitioner and support	0.157	**0.200**	0.047	0.069	0.077	0.040
Sales and services: food, protective, cleaning, personal	0.175	0.185	0.099	**0.040**	0.083	0.077
Office and administrative support	0.205	**0.141**	0.113	0.117	0.154	0.185
Production, transportation	0.058	0.074	0.006	0.007	0.017	0.005
Construction, mining, agriculture	0.015	0.020	0.006	0.009	0.009	0.010
Manufacturing	0.067	0.069	0.100	0.093	0.058	0.071
Wholesale & retail trade	0.096	0.112	0.077	0.029	0.036	0.077
Transportation & utilities	0.026	0.027	0.027	0.039	0.017	0.028
Information	0.015	0.013	0.066	0.018	0.049	0.050
Finance, insurance, real estate	0.082	**0.051**	0.146	0.156	0.188	0.206
Professional, scientific, and technical	0.066	0.053	0.171	0.165	0.229	0.207
Management, admin	0.027	0.034	0.018	0.041	0.051	0.050
Education	0.183	0.184	0.123	0.144	0.111	0.093
Healthcare and social assistance	0.254	0.277	0.099	0.170	0.158	0.112
Arts, entertainment, recreation	0.014	0.011	0.001	0.003	0.004	0.001
Accommodation and food	0.064	0.044	0.039	0.002	0.000	0.008
Other services	0.039	0.046	0.046	0.025	0.034	0.028
Public administration	0.053	0.058	0.080	0.106	0.057	0.060

Notes: ATUS sample weights are used. Standard deviations are in parentheses. Bold: statistically significant differences at the 5% level compared with the corresponding value in the earlier time period. See Table A7 in the Appendix for statistically significant differences between groups. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 4. Differences in average adjusted predicted hours per day spent in major time-use categories for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Years 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.72*** (0.14)	0.88*** (0.10)	-0.38*** (0.13)	0.22*** (0.07)
Hybrid: Women − Men	-1.47** (0.61)	1.28** (0.51)	-0.20 (0.47)	0.39 (0.30)
Remote: Women − Men	-0.80 (1.06)	0.89* (0.45)	0.02 (0.64)	-0.11 (0.35)
Men: Hybrid – On-site	0.35 (0.44)	-0.14 (0.21)	-0.03 (0.29)	-0.18 (0.19)
Men: Remote – On-site	-1.11 (0.85)	0.24 (0.30)	0.43 (0.42)	0.44 (0.34)
Men: Hybrid − Remote	1.45 (0.93)	-0.38 (0.34)	-0.45 (0.52)	-0.62* (0.35)
Women: Hybrid – On-site	-0.41 (0.39)	0.26 (0.37)	0.15 (0.32)	-0.01 (0.28)
Women: Remote – On-site	-1.19** (0.48)	0.25 (0.30)	0.83** (0.39)	0.11 (0.16)
Women: Hybrid − Remote	0.79 (0.65)	0.01 (0.43)	-0.68 (0.55)	-0.11 (0.30)
Hybrid vs On-site: Women − Men	-0.75 (0.63)	0.40 (0.46)	0.18 (0.40)	0.17 (0.29)
Remote vs On-site: Women − Men	-0.09 (1.02)	0.01 (0.43)	0.40 (0.64)	-0.33 (0.36)
Hybrid vs. Remote: Women – Men	-0.67 (1.28)	0.39 (0.49)	-0.22 (0.90)	0.50 (0.56)
Years 2023–24	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.81*** (0.18)	0.77*** (0.11)	-0.23* (0.14)	0.27*** (0.08)
Hybrid: Women − Men	-0.58 (0.38)	0.93*** (0.22)	-0.43 (0.29)	0.07 (0.15)
Remote: Women − Men	-0.12 (0.37)	0.89*** (0.22)	-0.84*** (0.31)	0.08 (0.16)
Men: Hybrid – On-site	-0.35 (0.30)	0.15 (0.16)	0.01 (0.20)	0.19* (0.11)
Men: Remote – On-site	-0.74** (0 .30)	0.09 (0.17)	0.52** (0.26)	0.12 (0.13)
Men: Hybrid − Remote	0.39 (0.39)	0.06 (0.18)	-0.52* (0.25)	0.07 (0.14)
Women: Hybrid – On-site	-0.12 (0.31)	0.31 (0.22)	-0.19 (0.22)	-0.00 (0.13)
Women: Remote – On-site	-0.05 (0.30)	0.20 (0.22)	-0.09 (0.22)	-0.06 (0.12)
Women: Hybrid − Remote	-0.07 (0.31)	0.11 (0.25)	-0.10 (0.25)	0.06 (0.13)
Hybrid vs On-site: Women − Men	0.23 (0.43)	0.16 (0.26)	-0.20 (0.32)	-0.19 (0.16)
Remote vs On-site: Women − Men	0.69* (0.34)	0.11 (0.25)	-0.61* (0.34)	-0.19 (0.17)
Hybrid vs. Remote: Women – Men	-0.46 (0.53)	0.05 (0.30)	0.41 (0.38)	-0.00 (0.21)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.09 (0.20)	-0.10 (0.18)	0.15 (0.18)	0.04 (0.10)
Hybrid: Women − Men	0.89 (0.63)	-0.34 (0.54)	-0.23 (0.51)	-0.32 (0.30)
Remote: Women − Men	0.68 (1.14)	-0.00 (0.45)	-0.86 (0.67)	0.18 (0.39)
Men: Hybrid – On-site	-0.69 (0.51)	0.29 (0.27)	0.03 (0.33)	0.37* (0.21)
Men: Remote – On-site	0.37 (0.83)	-0.15 (0.34)	0.10 (0.46)	-0.31 (0.39)

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Men: Hybrid − Remote	-1.06 (0.95)	0.44 (0.37)	-0.06 (0.57)	0.68* (0.41)
Women: Hybrid – On-site	0.29 (0.51)	0.04 (0.36)	-0.34 (0.37)	0.005 (0.31)
Women: Remote – On-site	1.14** (0.54)	-0.05 (0.33)	-0.92** (0.46)	-0.17 (0.20)
Women: Hybrid − Remote	-0.85 (0.73)	0.01 (0.52)	0.58 (0.61)	0.18 (0.32)
Hybrid vs. On-site: Women − Men	0.98 (0.69)	-0.24 (0.47)	-0.37 (0.53)	-0.37 (0.30)
Remote vs. On-site: Women − Men	0.77 (1.10)	0.10 (0.45)	-1.01 (0.75)	0.14 (0.42)
Hybrid vs. Remote: Women – Men	0.21 (1.36)	-0.34 (0.58)	0.64 (0.94)	-0.51 (0.60)
Men: On-site	-0.26* (0.15)	0.13 (0.08)	-0.18 (0.11)	0.31*** (0.08)
Men: Hybrid	-0.95** (0.46)	0.42 (0.25)	-0.14 (0.29)	0.68*** (0.19)
Men: Remote	0.11 (0.84)	-0.02 (0.32)	-0.08 (0.45)	-0.01 (0.37)
Women: On-site	-0.35** (0.17)	0.03 (0.16)	-0.03 (0.12)	0.35*** (0.08)
Women: Hybrid	-0.06 (0.42)	0.07 (0.43)	-0.37 (0.35)	0.36 (0.26)
Women: Remote	0.79 (0.53)	-0.02 (0.31)	-0.95** (0.42)	0.18 (0.17)

Note: N=13,465. ATUS sample weights are reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 5. Differences in average adjusted predicted hours per day spent in paid work and commuting for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Paid work	Commuting
Years 2017–18	N/A	N/A
On-site: Women − Men	-0.61*** (0.12)	-0.07*** (0.02)
Hybrid: Women − Men	-1.28** (0.57)	-0.23** (0.10)
Remote: Women − Men	-0.81 (1.09)	-0.05 (0.09)
Men: Hybrid – On-site	0.33 (0.39)	0.02 (0.08)
Men: Remote – On-site	-0.70 (0.83)	-0.43*** (0.08)
Men: Hybrid − Remote	1.03 (0.97)	0.45*** (0.10)
Women: Hybrid – On-site	-0.33 (0.36)	-0.14*** (0.07)
Women: Remote – On-site	-0.90* (0.48)	-0.41*** (0.06)
Women: Hybrid − Remote	0.57 (0.61)	0.27*** (0.08)
Hybrid vs On-site: Women − Men	-0.67 (0.57)	-0.16 (0.10)
Remote vs On-site: Women − Men	-0.21 (1.11)	0.02 (0.09)
Hybrid vs. Remote: Women – Men	-0.46 (1.31)	-0.18 (0.12)
Years 2023–24	N/A	N/A
On-site: Women − Men	-0.68*** (0.16)	-0.08** (0.03)
Hybrid: Women − Men	-0.57 (0.36)	-0.05 (0.07)
Remote: Women − Men	-0.15 (0.35)	0.04 (0.06)
Men: Hybrid – On-site	-0.17 (0.28)	-0.14*** (0.05)
Men: Remote – On-site	-0.26 (0.30)	-0.47*** (0.04)
Men: Hybrid − Remote	0.09 (0.36)	0.33*** (0.05)
Women: Hybrid – On-site	-0.07 (0.28)	-0.11** (0.05)
Women: Remote – On-site	0.27 (0.29)	-0.35*** (0.04)
Women: Hybrid − Remote	-0.34 (0.34)	0.24*** (0.05)
Hybrid vs On-site: Women − Men	0.11 (0.31)	0.03 (0.08)
Remote vs On-site: Women − Men	0.53 (0.38)	0.12* (0.06)
Hybrid vs. Remote: Women – Men	-0.42 (0.50)	-0.09 (0.08)
2023–24 versus 2017–18	N/A	N/A
On-site: Women − Men	-0.07 (0.19)	-0.01 (0.03)
Hybrid: Women − Men	0.70 (0.59)	0.18 (0.12)
Remote: Women − Men	0.66 (1.17)	0.10 (0.10)
Men: Hybrid – On-site	-0.51 (0.44)	-0.17* (0.09)
Men: Remote – On-site	0.44 (0.91)	-0.04 (0.08)
Men: Hybrid − Remote	-0.94 (0.97)	-0.12 (0.11)

Time-use categories:	Paid work	Commuting
Women: Hybrid – On-site	0.27 (0.47)	0.02 (0.09)
Women: Remote – On-site	1.17** (0.53)	0.06 (0.08)
Women: Hybrid − Remote	-0.90 (0.71)	-0.04 (0.09)
Hybrid vs. On-site: Women − Men	0.77 (0.63)	0.19 (0.13)
Remote vs. On-site: Women − Men	0.73 (1.18)	0.11 (0.11)
Hybrid vs. Remote: Women – Men	0.04 (1.37)	0.09 (0.14)
Men: On-site	-0.23 (0.14)	-0.07 (0.02)
Men: Hybrid	-0.74* (0.41)	-0.24*** (0.09)
Men: Remote	0.20 (0.85)	-0.12 (0.07)
Women: On-site	-0.30* (0.16)	-0.08*** (0.03)
Women: Hybrid	-0.04 (0.40)	-0.06 (0.08)
Women: Remote	0.87* (0.53)	-0.02 (0.07)

Note: N=13,465. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 6. Differences in average adjusted predicted hours per day spent in paid work and providing childcare for men and women with household children between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Paid work among parents of children age<18	Time with children (parents of children age<18)	Primary childcare (parents of children age<18)	Secondary childcare (parents of children age<13)
Years 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.82*** (0.22)	0.98*** (0.22)	0.62*** (0.15)	0.85*** (0.20)
Hybrid: Women − Men	-0.79 (1.18)	1.39** (0.61)	0.56* (0.30)	0.79 (0.61)
Remote: Women − Men	-1.66** (0.83)	1.48* (0.79)	0.12 (0.32)	1.37 (0.96)
Men: Hybrid – On-site	0.29 (0.70)	0.11 (0.43)	0.17 (0.21)	0.79 (0.49)
Men: Remote – On-site	0.60 (0.81)	1.09** (0.49)	0.32 (0.20)	1.98*** (0.75)
Men: Hybrid − Remote	-0.89 (0.83)	-0.98* (0.57)	-0.15 (0.29)	-1.20 (0.81)
Women: Hybrid – On-site	-0.25 (0.61)	0.53 (0.48)	0.11 (0.26)	0.73 (0.52)
Women: Remote – On-site	-0.23 (0.70)	1.59*** (0.53)	-0.18 (0.38)	2.51*** (0.71)
Women: Hybrid − Remote	-0.01 (1.07)	-1.06 (0.69)	0.30 (0.33)	-1.78** (0.85)
Hybrid vs On-site: Women − Men	0.04 (1.12)	0.41 (0.60)	-0.05 (0.40)	-0.06 (0.72)
Remote vs On-site: Women − Men	-0.83 (0.86)	0.50 (0.76)	-0.50 (0.40)	0.52 (0.95)
Hybrid vs. Remote: Women – Men	0.87 (1.37)	-0.08 (0.92)	0.45 (0.39)	-0.59 (1.14)
Years 2023–24	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.52* (0.28)	0.94*** (0.27)	0.41*** (0.09)	1.04*** (0.30)
Hybrid: Women − Men	-0.37 (0.62)	1.33** (0.51)	0.51* (0.27)	1.12 (0.80)
Remote: Women − Men	0.46 (0.57)	0.88* (0.49)	0.57*** (0.19)	0.40 (0.65)
Men: Hybrid – On-site	-0.38 (0.51)	-0.10 (0.41)	0.11 (0.18)	0.63 (0.53)
Men: Remote – On-site	-1.06** (0.50)	0.92** (0.42)	0.08 (0.15)	1.98*** (0.55)
Men: Hybrid − Remote	0.67 (0.60)	-1.02** (0.52)	0.04 (0.19)	-1.35* (0.72)
Women: Hybrid – On-site	-0.24 (0.47)	0.28 (0.41)	0.21 (0.21)	0.71 (0.65)
Women: Remote – On-site	-0.07 (0.43)	0.85** (0.37)	0.23 (0.15)	1.34*** (0.49)
Women: Hybrid − Remote	-0.16 (0.53)	-0.57 (0.47)	-0.03 (0.22)	-0.63 (0.67)
Hybrid vs On-site: Women − Men	0.14 (0.69)	0.38 (0.58)	0.10 (0.28)	0.08 (0.88)
Remote vs On-site: Women − Men	0.98 (0.62)	-0.06 (0.58)	0.16 (0.21)	-0.64 (0.68)
Hybrid vs. Remote: Women – Men	-0.83 (0.83)	0.45 (0.72)	-0.06 (0.29)	0.72 (1.05)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	0.30 (0.28)	-0.03 (0.29)	-0.21 (0.16)	0.19 (0.32)
Hybrid: Women − Men	0.41 (1.23)	-0.06 (0.76)	-0.05 (0.42)	0.33 (0.91)
Remote: Women − Men	2.12** (0.98)	-0.59 (0.85)	0.46 (0.38)	-0.97 (1.03)

Time-use categories:	Paid work among parents of children age<18	Time with children (parents of children age<18)	Primary childcare (parents of children age<18)	Secondary childcare (parents of children age<13)
Men: Hybrid – On-site	-0.09 (0.74)	-0.21 (0.61)	-0.06 (0.29)	-0.16 (0.70)
Men: Remote – On-site	-1.66* (0.91)	-0.17 (0.61)	-0.25 (0.25)	-0.004 (0.86)
Men: Hybrid − Remote	1.57 (1.05)	-0.04 (0.74)	0.19 (0.35)	-0.16 (0.99)
Women: Hybrid – On-site	0.01 (0.80)	-0.24 (0.58)	0.10 (0.33)	-0.02 (0.72)
Women: Remote – On-site	0.16 (0.77)	-0.73 (0.62)	0.42 (0.41)	-1.17 (0.85)
Women: Hybrid − Remote	-0.14 (1.24)	0.49 (0.84)	-0.32 (0.40)	1.15 (0.99)
Hybrid vs. On-site: Women − Men	0.11 (1.24)	-0.02 (0.81)	0.16 (0.52)	0.14 (1.01)
Remote vs. On-site: Women − Men	1.82* (1.01)	-0.56 (0.92)	0.66 (0.49)	-1.16 (1.11)
Hybrid vs. Remote: Women – Men	-1.71 (1.63)	0.53 (1.16)	-0.51 (0.49)	1.31 (1.35)
Men: On-site	-0.29 (0.23)	0.05 (0.18)	0.23** (0.09)	0.09 (0.21)
Men: Hybrid	-0.38 (0.74)	-0.16 (0.55)	0.17 (0.26)	-0.07 (0.64)
Men: Remote	-1.96** (0.91)	-0.12 (0.55)	-0.02 (0.23)	0.09 (0.77)
Women: On-site	0.01 (0.20)	0.02 (0.19)	0.02 (0.10)	0.29 (0.25)
Women: Hybrid	0.02 (0.73)	-0.22 (0.54)	0.12 (0.28)	-0.27 (0.66)
Women: Remote	0.16 (0.76)	-0.71 (0.59)	0.44 (0.35)	-0.88 (0.77)

Note: N=1,833 men and 1,986 women in 2017-18, 1,170 men and 1,138 women in 2023-24 in columns 1-2; column 4: 1,533, 1,589, 961, and 909, respectively. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 7. Differences in average adjusted predicted hours per day spent in selected subcategories for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Years 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.21*** (0.06)	0.32*** (0.05)	0.31*** (0.06)	-0.13*** (0.03)	-0.55*** (0.15)
Hybrid: Women − Men	0.44 (0.24)	0.31*** (0.07)	0.30*** (0.11)	-0.40*** (0.14)	-0.19 (0.38)
Remote: Women − Men	0.19 (0.27)	0.31** (0.12)	0.43*** (0.13)	0.10 (0.20)	-0.03 (0.57)
Men: Hybrid – On-site	-0.12 (0.17)	-0.06 (0.04)	-0.03 (0.06)	0.20 (0.12)	-0.29 (0.25)
Men: Remote – On-site	0.16 (0.20)	0.04 (0.08)	-0.31*** (0.07)	0.07 (0.18)	-0.15 (0.44)
Men: Hybrid − Remote	-0.28 (0.27)	-0.10 (0.10)	0.29*** (0.09)	0.13 (0.22)	-0.13 (0.38)
Women: Hybrid – On-site	0.11 (0.30)	-0.07 (0.05)	-0.04 (0.08)	-0.07 (0.04)	0.07 (0.29)
Women: Remote – On-site	0.14 (0.26)	0.04 (0.10)	-0.19* (0.10)	0.30*** (0.11)	0.36 (0.33)
Women: Hybrid − Remote	-0.04 (0.49)	-0.11 (0.11)	0.15 (0.13)	-0.36*** (0.11)	-0.29 (0.54)
Hybrid vs On-site: Women − Men	0.23 (0.23)	-0.01 (0.07)	-0.02 (0.11)	-0.27* (0.14)	0.36 (0.32)
Remote vs On-site: Women − Men	-0.02 (0.28)	-0.002 (0.11)	0.12 (0.11)	0.23 (0.20)	0.52 (0.67)
Hybrid vs. Remote: Women – Men	0.24 (0.42)	-0.05 (0.12)	-0.14 (0.14)	-0.49* (0.25)	-0.15 (0.81)
Years 2023–24	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.20*** (0.07)	0.33*** (0.03)	0.31*** (0.04)	-0.08*** (0.03)	-0.50*** (0.09)
Hybrid: Women − Men	0.41** (0.16)	0.21*** (0.07)	0.24*** (0.06)	-0.20*** (0.08)	-0.53*** (0.19)
Remote: Women − Men	0.38** (0.14)	0.15** (0.08)	0.20*** (0.06)	-0.06 (0.07)	-0.75*** (0.21)
Men: Hybrid – On-site	0.06 (0.10)	0.07 (0.05)	-0.07 (0.04)	0.13** (0.06)	0.04 (0.14)
Men: Remote – On-site	-0.03 (0.10)	0.13** (0.05)	-0.12*** (0.04)	0.04 (0.05)	0.39** (0.17)
Men: Hybrid − Remote	0.09 (0.12)	-0.06 (0.06)	0.06 (0.06)	0.10 (0.08)	-0.34* (0.19)
Women: Hybrid – On-site	0.28* (0.15)	-0.04 (0.05)	-0.14** (0.05)	0.01 (0.05)	0.01 (0.15)
Women: Remote – On-site	0.15 (0.12)	-0.05 (0.07)	-0.23*** (0.06)	0.06 (0.05)	0.14 (0.16)
Women: Hybrid − Remote	0.12 (0.17)	0.004 (0.07)	0.09 (0.06)	-0.07 (0.07)	-0.13 (0.17)
Hybrid vs On-site: Women − Men	0.22 (0.18)	-0.11 (0.07)	'-0.08 (0.07)	-0.12 (0.08)	-0.03 (0.21)
Remote vs On-site: Women − Men	0.19 (0.16)	-0.17** (0.09)	-0.11 (0.07)	0.02 (0.08)	-0.25 (0.21)
Hybrid vs. Remote: Women – Men	0.03 (0.21)	0.06 (0.09)	0.03 (0.08)	-0.14 (0.10)	0.21 (0.26)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.02 (0.12)	0.01 (0.06)	0.01 (0.04)	0.05 (0.04)	0.05 (0.17)
Hybrid: Women − Men	-0.03 (0.30)	-0.09 (0.09)	-0.05 (0.12)	0.19 (0.16)	-0.35 (0.42)
Remote: Women − Men	0.19 (0.27)	-0.17 (0.13)	-0.23* (0.13)	-0.16 (0.21)	-0.71 (0.55)
Men: Hybrid – On-site	0.18 (0.20)	0.13* (0.07)	-0.03 (0.07)	-0.07 (0.14)	0.33 (0.28)
Men: Remote – On-site	-0.20 (0.20)	0.08 (0.11)	0.19** (0.08)	-0.04 (0.19)	0.54 (0.46)

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Men: Hybrid − Remote	0.38 (0.30)	0.04 (0.134)	-0.23** (0.11)	-0.03 (0.26)	-0.21 (0.39)
Women: Hybrid – On-site	0.17 (0.29)	0.02 (0.07)	-0.10 (0.10)	0.08 (0.06)	-0.06 (0.34)
Women: Remote – On-site	0.01 (0.31)	-0.09 (0.13)	-0.04 (0.11)	-0.24** (0.11)	-0.22 (0.36)
Women: Hybrid − Remote	0.17 (0.55)	0.11 (0.14)	-0.06 (0.13)	0.32** (0.13)	0.16 (0.55)
Hybrid vs. On-site: Women − Men	-0.01 (0.27)	-0.10 (0.10)	-0.06 (0.13)	0.15 (0.15)	-0.39 (0.36)
Remote vs. On-site: Women − Men	0.20 (0.32)	-0.18 (0.13)	-0.23* (0.12)	-0.21 (0.21)	-0.76 (0.66)
Hybrid vs. Remote: Women – Men	-0.21 (0.46)	0.07 (0.16)	0.17 (0.16)	0.35 (0.27)	0.37 (0.81)
Men: On-site	0.07 (0.05)	0.08*** (0.02)	-0.01 (0.02)	-0.03 (0.03)	-0.03 (0.11)
Men: Hybrid	0.25 (0.17)	0.20*** (0.06)	-0.06 (0.07)	-0.09 (0.14)	0.31 (0.24)
Men: Remote	-0.13 (0.20)	0.16 (0.12)	0.17** (0.07)	-0.06 (0.19)	0.51 (0.38)
Women: On-site	0.05 (0.09)	0.08* (0.05)	-0.01 (0.03)	0.02 (0.02)	0.02 (0.09)
Women: Hybrid	0.22 (0.35)	0.11 (0.07)	-0.11 (0.09)	0.10 (0.06)	-0.04 (0.38)
Women: Remote	0.06 (0.25)	-0.01 (0.11)	-0.05 (0.11)	-0.22** (0.11)	-0.20 (0.30)

Note: N=13,465. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 8. Differences in average adjusted predicted hours per typical workday spent in major time-use categories for men and women between 2017–18 and 2023–24 by work location

Time-use categories:	Work and Work-related	Household Production	Leisure	Sleep
Years 2017–18	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.63*** (0.17)	0.64*** (0.07)	-0.14 (0.11)	0.13 (0.09)
BWH day: Women − Men	-0.73*** (0.24)	0.91*** (0.16)	-0.35 (0.23)	0.18 (0.16)
WFH day: Women − Men	-0.18 (0.42)	0.31 (0.29)	-0.69** (0.32)	0.56** (0.24)
Men: BWH day – On-site day	0.85*** (0.23)	-0.02 (0.11)	-0.53** (0.21)	-0.29 (0.18)
Men: WFH day – On-site day	-1.34*** (0.26)	0.60*** (0.20)	0.67*** (0.21)	0.07 (0.17)
Men: BWH day – WFH day	2.19*** (0.26)	-0.62*** (0.18)	-1.20*** (0.26)	-0.36* (0.21)
Women: BWH day – On-site day	0.75*** (0.19)	0.24 (0.14)	-0.76*** (0.20)	-0.24* (0.12)
Women: WFH day – On-site day	-0.88** (0.39)	0.27 (0.20)	0.12 (0.30)	0.50** (0.19)
Women: BWH day – WFH day	1.64*** (0.34)	-0.02 (0.21)	-0.87*** (0.25)	-0.74*** (0.22)
BWH vs. On-site: Women − Men	-0.10 (0.34)	0.27 (0.17)	-0.22 (0.26)	0.05 (0.20)
WFH vs. On-site: Women − Men	0.45 (0.53)	-0.33 (0.30)	-0.55 (0.36)	0.43 (0.28)
BWH vs. WFH: Women – Men	-0.55 (0.41)	0.60** (0.33)	0.33 (0.37)	-0.38 (0.28)
Years 2023–24	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.63*** (0.11)	0.61*** (0.08)	-0.20 (0.12)	0.23** (0.09)
BWH day: Women − Men	-0.74** (0.34)	0.44* (0.23)	-0.33 (0.29)	0.63*** (0.18)
WFH day: Women − Men	-0.23 (0.19)	0.70*** (0.15)	-0.45* (0.24)	-0.01 (0.17)
Men: BWH day – On-site day	0.50* (0.26)	0.49*** (0.18)	-0.32 (0.23)	-0.67*** (0.15)
Men: WFH day – On-site day	-1.18*** (0.18)	0.32** (0.12)	0.47** (0.19)	0.39*** (0.15)
Men: BWH day – WFH day	1.68*** (0.25)	0.18 (0.21)	-0.79*** (0.26)	-1.06*** (0.18)
Women: BWH day – On-site day	0.39 (0.25)	0.32* (0.17)	-0.45** (0.20)	-0.26 (0.16)
Women: WFH day – On-site day	-0.78*** (0.12)	0.41*** (0.12)	0.22 (0.15)	0.154 (0.11)
Women: BWH day – WFH day	1.17*** (0.24)	-0.08 (0.18)	-0.68*** (0.20)	-0.42** (0.17)
BWH vs. On-site: Women − Men	-0.11 (0.37)	-0.17 (0.25)	-0.13 (0.31)	0.41* (0.21)
WFH vs. On-site: Women − Men	0.40* (0.22)	0.09 (0.18)	-0.25 (0.26)	-0.24 (0.19)
BWH vs. WFH: Women – Men	-0.51 (0.37)	-0.26 (0.26)	0.12 (0.34)	0.64** (0.24)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.00 (0.23)	-0.03 (0.10)	-0.06 (0.18)	0.09 (0.13)
BWH day: Women − Men	-0.01 (0.44)	-0.47 (0.30)	0.03 (0.36)	0.45* (0.24)
WFH day: Women − Men	-0.06 (0.46)	0.39 (0.33)	0.24 (0.38)	-0.57* (0.31)
Men: BWH day – On-site day	-0.35 (0.40)	0.52** (0.22)	0.22 (0.30)	-0.38 (0.26)
Men: WFH day – On-site day	0.16 (0.33)	-0.28 (0.25)	-0.20 (0.28)	0.32 (0.23)

Time-use categories:	Work and Work-related	Household Production	Leisure	Sleep
Men: BWH day – WFH day	-0.51 (0.39)	0.80*** (0.27)	0.41 (0.39)	-0.70** (0.28)
Women: BWH day – On-site day	-0.35 (0.33)	0.08 (0.22)	0.31 (0.28)	-0.03 (0.19)
Women: WFH day – On-site day	0.10 (0.39)	0.14 (0.23)	0.10 (0.33)	-0.35 (0.22)
Women: BWH day – WFH day	-0.46 (0.40)	-0.06 (0.28)	0.20 (0.31)	0.32 (0.29)
BWH vs. On-site: Women − Men	-0.01 (0.59)	-0.44 (0.31)	0.09 (0.42)	0.36 (0.29)
WFH vs. On-site: Women − Men	-0.06 (0.61)	0.42 (0.36)	0.30 (0.44)	-0.66* (0.36)
BWH vs. WFH: Women – Men	0.05 (0.54)	-0.86** (0.40)	-0.21 (0.51)	1.02*** (0.38)
Men: On-site day	-0.06 (0.14)	0.04 (0.09)	-0.27** (0.11)	0.29** (0.13)
Men: BWH day	-0.41 (0.30)	0.56*** (0.19)	-0.05 (0.27)	-0.09 (0.18)
Men: WFH day	0.10 (0.27)	-0.24 (0.21)	-0.47* (0.26)	0.61*** (0.21)
Women: On-site	-0.07 (0.13)	0.01 (0.08)	-0.33* (0.18)	0.39*** (0.09)
Women: BWH day	-0.42 (0.27)	0.09 (0.21)	-0.03 (0.21)	0.36** (0.17)
Women: WFH day	0.04 (0.33)	0.15 (0.22)	-0.23 (0.25)	0.04 (0.21)

Note: N=6,618. Workdays are days on which the respondent reports at least 4 hours of work. BWH days are days when there is work from home and work onsite or a third space. WFH days are days worked exclusively from home. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 9. Differences in average adjusted predicted workday characteristics for men and women between 2017–18 and 2023–24 by work location (hours/workday or number of episodes)

Time-use categories:	Paid Work	Commuting	Work span	Work start time	Work end time	Number of work episodes
Years 2017–18	N/A	N/A	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.50*** (0.14)	-0.07* (0.03)	-0.55*** (0.11)	0.36** (0.17)	-0.18 (0.14)	-0.12 (0.11)
BWH day: Women − Men	-0.61*** (0.21)	-0.06 (0.15)	-0.58 (0.35)	0.27 (0.34)	-0.32 (0.47)	0.08 (0.17)
WFH day: Women − Men	-0.20 (0.38)	0.03 (0.06)	0.13 (0.66)	-0.33 (0.58)	-0.20 (0.43)	-0.23 (0.16)
Men: BWH day – On-site day	0.92*** (0.16)	-0.13 (0.14)	3.07*** (0.28)	-0.29 (0.32)	2.78*** (0.44)	0.91 (0.14)
Men: WFH day – On-site day	-0.49** (0.24)	-0.96*** (0.05)	0.32 (0.43)	0.31 (0.59)	0.64* (0.36)	0.24 (0.15)
Men: BWH day – WFH day	1.42*** (0.25)	0.83*** (0.09)	2.75*** (0.54)	-0.59 (0.38)	2.15*** (0.36)	0.67*** (0.15)
Women: BWH day – On-site day	0.81*** (0.17)	-0.12** (0.05)	3.04*** (0.23)	-0.38** (0.18)	2.64*** (0.21)	1.12*** (0.13)
Women: WFH day – On-site day	-0.19 (0.36)	-0.86*** (0.03)	1.00** (0.39)	-0.39* (0.21)	0.61 (0.40)	0.14 (0.12)
Women: BWH day – WFH day	1.01*** (0.35)	0.74*** (0.06)	2.05*** (0.40)	0.01 (0.24)	2.03*** (0.46)	0.98*** (0.14)
BWH vs. On-site: Women − Men	-0.11 (0.25)	0.01 (0.16)	-0.03 (0.36)	-0.08 (0.43)	-0.14 (0.54)	0.20 (0.23)
WFH vs. On-site: Women − Men	0.30 (0.47)	0.10 (0.07)	0.68 (0.67)	-0.69 (0.66)	-0.02 (0.43)	-0.11 (0.21)
BWH vs. WFH: Women – Men	-0.41 (0.44)	-0.09 (0.12)	-0.71 (0.78)	0.60 (0.43)	-0.12 (0.67)	0.31 (0.22)
Years 2023–24	N/A	N/A	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.51*** (0.11)	-0.05 (0.04)	-0.59*** (0.13)	0.30** (0.15)	-0.27** (0.13)	-0.06 (0.06)
BWH day: Women − Men	-0.56* (0.32)	-0.14 (0.09)	-0.24 (0.50)	-0.02 (0.32)	-0.33 (0.36)	0.22 (0.15)
WFH day: Women − Men	-0.26 (0.18)	0.03 (0.06)	-0.31 (0.24)	0.06 (0.17)	-0.26 (0.25)	0.08 (0.11)
Men: BWH day – On-site day	0.47* (0.25)	-0.00 (0.07)	2.26*** (0.30)	-0.17 (0.25)	2.01*** (0.30)	0.91*** (0.10)
Men: WFH day – On-site day	-0.32* (0.18)	-0.92*** (0.04)	0.34 (0.21)	0.19 (0.15)	0.52*** (0.17)	0.28*** (0.09)
Men: BWH day – WFH day	0.79*** (0.24)	0.92*** (0.07)	1.91*** (0.28)	-0.36 (0.25)	1.49*** (0.32)	0.63*** (0.12)
Women: BWH day – On-site day	0.42* (0.22)	-0.09 (0.06)	2.62*** (0.45)	-0.50** (0.24)	1.95*** (0.29)	1.19*** (0.13)
Women: WFH day – On-site day	-0.08 (0.12)	-0.84*** (0.04)	0.63*** (0.16)	-0.04 (0.17)	0.54*** (0.20)	0.42*** (0.08)
Women: BWH day – WFH day	0.50** (0.22)	0.74*** (0.06)	1.99*** (0.44)	-0.45 (0.28)	1.41*** (0.31)	0.77*** (0.14)
BWH vs. On-site: Women − Men	-0.05 (0.35)	'-0.09 (0.09)	0.36 (0.49)	-0.33 (0.32)	-0.06 (0.36)	0.28 (0.17)
WFH vs. On-site: Women − Men	0.24 (0.22)	0.08 (0.07)	0.28 (0.28)	-0.23 (0.22)	0.02 (0.28)	0.13 (0.12)
BWH vs. WFH: Women – Men	-0.29 (0.34)	-0.18* (0.09)	0.08 (0.53)	-0.09 (0.36)	-0.08 (0.43)	0.14 (0.19)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.01 (0.20)	0.02 (0.06)	-0.05 (0.16)	-0.06 (0.22)	-0.09 (0.19)	0.06 (0.12)
BWH day: Women − Men	0.05 (0.38)	-0.08 (0.15)	0.34 (0.54)	-0.29 (0.46)	-0.01 (0.55)	0.14 (0.21)
WFH day: Women − Men	-0.07 (0.46)	0.004* (0.04)	-0.44 (0.77)	0.40 (0.61)	-0.05 (0.51)	0.31* (0.17)
Men: BWH day – On-site day	-0.45 (0.33)	0.13(0.15)	-0.82** (0.37)	0.12 (0.44)	-0.77 (0.47)	-0.00 (0.16)

Time-use categories:	Paid Work	Commuting	Work span	Work start time	Work end time	Number of work episodes
Men: WFH day – On-site day	0.17 (0.32)	0.04 (0.04)	0.02 (0.53)	-0.11 (0.68)	-0.11 (0.38)	0.04 (0.15)
Men: BWH day – WFH day	-0.62* (0.36)	0.09 (0.14)	-0.84 (0.60)	0.23 (0.46)	-0.66 (0.50)	-0.04 (0.19)
Women: BWH day – On-site day	-0.39 (0.30)	0.03 (0.07)	-0.43 (0.47)	-0.12 (0.30)	-0.69* (0.38)	0.07 (0.18)
Women: WFH day – On-site day	0.11 (0.38)	0.02 (0.05)	-0.37 (0.45)	0.34 (0.27)	-0.07 (0.47)	0.28* (0.15)
Women: BWH day – WFH day	-0.50 (0.40)	0.00 (0.08)	-0.05 (0.62)	-0.46 (0.40)	-0.62 (0.60)	-0.21 (0.20)
BWH vs. On-site: Women − Men	0.06 (0.49)	-0.10 (0.17)	0.39 (0.57)	-0.24 (0.56)	0.08 (0.61)	0.08 (0.27)
WFH vs. On-site: Women − Men	-0.06 (0.58)	-0.02 (0.07)	-0.40 (0.82)	0.45 (0.74)	0.04 (0.52)	0.24 (0.22)
BWH vs. WFH: Women – Men	0.12 (0.54)	-0.09 (0.16)	0.79 (0.95)	-0.69 (0.56)	0.04 (0.83)	-0.17 (0.28)
Men: On-site day	-0.05 (0.12)	-0.06 (0.04)	-0.12 (0.12)	-0.03 (0.26)	-0.11 (0.20)	-0.19*** (0.07)
Men: BWH day	-0.50* (0.26)	0.06 (0.12)	-0.93*** (0.33)	0.08 (0.28)	-0.88** (0.35)	-0.20 (0.13)
Men: WFH day	0.12 (0.26)	-0.02 (0.03)	-0.09 (0.48)	-0.14 (0.46)	-0.22 (0.33)	-0.15 (0.13)
Women: On-site	-0.06 (0.11)	-0.04 (0.04)	-0.17 (0.10)	-0.09 (0.17)	-0.20 (0.17)	-0.13 (0.08)
Women: BWH day	-0.45* (0.26)	-0.01 (0.06)	-0.59 (0.45)	-0.21 (0.31)	-0.89** (0.38)	-0.06 (0.16)
Women: WFH day	0.05 (0.32)	-0.02 (0.02)	-0.54 (0.43)	0.25 (0.27)	-0.27 (0.40)	0.15 (0.12)

Note: N=6,618. Predictions are based on mean values for continuous variables. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Workdays are days on which the respondent reports at least 4 hours of work. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 10. Differences in average adjusted predicted hours per typical workday spent in selected subcategories for men and women between 2017–18 and 2023–24 by work location

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Years 2017–18	N/A	N/A	N/A	N/A	N/A
On-site day: Women − Men	0.09 (0.07)	0.24*** (0.02)	0.28*** (0.04)	-0.07** (0.03)	-0.38*** (0.09)
BWH day: Women − Men	0.22 (0.11)	0.34*** (0.08)	0.16** (0.06)	-0.11 (0.06)	-0.55*** (0.21)
WFH day: Women − Men	0.12* (0.17)	0.22* (0.12)	0.35*** (0.10)	-0.04 (0.14)	-0.65** (0.30)
Men: BWH day – On-site day	0.05 (0.06)	-0.02 (0.06)	0.01 (0.05)	-0.01 (0.05)	-0.14 (0.19)
Men: WFH day – On-site day	0.18 (0.15)	0.11 (0.10)	-0.33*** (0.05)	0.02 (0.08)	0.40 (0.27)
Men: BWH day – WFH day	-0.13 (0.14)	-0.13** (0.06)	0.35*** (0.07)	-0.03 (0.09)	-0.55* (0.31)
Women: BWH day – On-site day	0.18 (0.11)	0.08 (0.05)	-0.11** (0.04)	-0.05 (0.05)	-0.32** (0.13)
Women: WFH day – On-site day	0.20* (0.11)	0.09 (0.06)	-0.27** (0.11)	0.05 (0.09)	0.13 (0.17)
Women: BWH day – WFH day	-0.02 (0.14)	-0.01 (0.07)	0.16 (0.11)	-0.10 (0.09)	-0.44*** (0.17)
BWH vs. On-site: Women − Men	0.13 (0.15)	0.11 (0.08)	-0.12* (0.07)	-0.04 (0.06)	-0.17 (0.21)
WFH vs. On-site: Women − Men	0.02 (0.20)	-0.02 (0.12)	0.07 (0.12)	0.03 (0.13)	-0.27 (0.29)
BWH vs. WFH: Women – Men	0.11 (0.20)	0.12 (0.11)	-0.19 (0.13)	-0.07 (0.13)	0.10 (0.36)
Years 2023–24	N/A	N/A	N/A	N/A	N/A
On-site day: Women − Men	0.12** (0.05)	0.24*** (0.03)	0.26*** (0.04)	-0.02 (0.03)	-0.48*** (0.09)
BWH day: Women − Men	-0.11 (0.16)	0.30*** (0.09)	0.16** (0.07)	-0.07 (0.06)	-0.21 (0.21)
WFH day: Women − Men	0.26*** (0.09)	0.19*** (0.06)	0.27*** (0.06)	-0.25*** (0.08)	-0.43*** (0.16)
Men: BWH day – On-site day	0.28* (0.14)	0.09 (0.06)	-0.06 (0.06)	0.03 (0.05)	-0.13 (0.15)
Men: WFH day – On-site day	0.01 (0.07)	0.12** (0.04)	-0.24*** (0.04)	0.25*** (0.09)	0.29** (0.14)
Men: BWH day – WFH day	0.27* (0.15)	-0.03 (0.06)	0.18*** (0.06)	-0.22** (0.09)	-0.42** (0.17)
Women: BWH day – On-site day	0.06 (0.08)	0.15* (0.07)	-0.15*** (0.05)	-0.03 (0.04)	0.14 (0.16)
Women: WFH day – On-site day	0.15* (0.07)	0.07 (0.05)	-0.22*** (0.05)	0.02 (0.04)	0.34*** (0.11)
Women: BWH day – WFH day	-0.10 (0.10)	0.08 (0.08)	0.07 (0.06)	-0.05 (0.05)	-0.20 (0.17)
BWH vs. On-site: Women − Men	-0.23 (0.17)	0.06 (0.09)	-0.09 (0.08)	-0.06 (0.06)	0.27 (0.24)
WFH vs. On-site: Women − Men	0.14 (0.11)	-0.05 (0.07)	0.02 (0.07)	-0.23** (0.09)	0.05 (0.18)
BWH vs. WFH: Women – Men	-0.37* (0.19)	0.11 (0.10)	-0.11 (0.09)	0.17* (0.10)	0.22 (0.24)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.02 (0.08)	0.002 (0.03)	-0.03 (0.04)	0.05 (0.04)	-0.10 (0.13)
BWH day: Women − Men	-0.33* (0.19)	-0.04 (0.13)	0.004 (0.10)	0.04 (0.08)	0.34 (0.30)
WFH day: Women − Men	0.14 (0.18)	-0.03 (0.12)	-0.08 (0.12)	-0.21 (0.15)	0.22 (0.31)
Men: BWH day – On-site day	0.23 (0.15)	0.11 (0.09)	-0.08 (0.08)	0.04 (0.06)	0.02 (0.25)
Men: WFH day – On-site day	-0.17 (0.15)	0.01 (0.11)	0.09 (0.06)	0.23** (0.10)	-0.11 (0.29)

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Men: BWH day – WFH day	0.40* (0.20)	0.10 (0.10)	-0.17* (0.10)	-0.19 (0.12)	0.13 (0.36)
Women: BWH day – On-site day	-0.12 (0.14)	0.06 (0.09)	-0.04 (0.06)	0.02 (0.06)	0.46** (0.21)
Women: WFH day – On-site day	-0.05 (0.14)	-0.02 (0.08)	0.04 (0.12)	-0.03 (0.10)	0.21 (0.20)
Women: BWH day – WFH day	-0.07 (0.18)	0.09 (0.11)	-0.09 (0.13)	0.05 (0.11)	0.25 (0.23)
BWH vs. On-site: Women − Men	-0.36 (0.22)	-0.04 (0.13)	0.03 (0.10)	-0.02 (0.09)	0.44 (0.33)
WFH vs. On-site: Women − Men	0.12 (0.20)	-0.03 (0.13)	-0.05 (0.13)	-0.26* (0.15)	0.32 (0.32)
BWH vs. WFH: Women – Men	-0.47* (0.27)	-0.02 (0.14)	0.08 (0.18)	0.25 (0.15)	0.12 (0.44)
Men: On-site day	0.03 (0.04)	0.07** (0.02)	0.01 (0.03)	-0.04 (0.03)	-0.10 (0.09)
Men: BWH day	0.26* (0.15)	0.18** (0.08)	-0.07 (0.09)	-0.00 (0.06)	-0.08 (0.23)
Men: WFH day	-0.14 (0.14)	0.08 (0.10)	0.10 (0.07)	0.19* (0.11)	-0.21 (0.26)
Women: On-site	0.05 (0.07)	0.07* (0.03)	-0.02 (0.03)	0.01 (0.02)	-0.20 (0.12)
Women: BWH day	-0.07 (0.12)	0.13 (0.09)	-0.06 (0.05)	0.03 (0.05)	0.26 (0.16)
Women: WFH day	0.01 (0.13)	0.05 (0.07)	0.03 (0.11)	-0.02 (0.09)	0.01 (0.18)

Note: N=6,618. Predictions are based on mean values for continuous variables. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Workdays are days on which the respondent reports at least 4 hours of work. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 11. Differences in average adjusted predicted hours per typical workday spent in paid work and providing childcare for men and women with household children between 2017–18 and 2023–24 by work location

Time-use categories:	Paid work among parents of children age<18	Time with children (parents of children age<18)	Primary childcare (parents of children age<18)	Secondary childcare (parents of children age<13)
Years 2017–18	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.73** (0.34)	0.78*** (0.30)	0.58*** (0.21)	0.47* (0.24)
BWH day: Women − Men	-1.01*** (0.34)	1.24*** (0.37)	0.51*** (0.17)	0.95* (0.53)
WFH day: Women − Men	-1.25 (0.85)	1.34 (0.98)	-0.12 (0.28)	2.67* (1.51)
Men: BWH day – On-site day	0.90*** (0.28)	0.10 (0.20)	0.07 (0.09)	0.70* (0.39)
Men: WFH day – On-site day	-0.01 (0.44)	1.75*** (0.43)	0.36* (0.18)	1.94*** (0.69)
Men: BWH day – WFH day	0.91* (0.54)	-1.65*** (0.47)	-0.29 (0.20)	-1.24 (0.85)
Women: BWH day – On-site day	0.61* (0.36)	0.55 (0.35)	0.00 (0.17)	1.17*** (0.40)
Women: WFH day – On-site day	-0.53 (0.43)	2.31*** (0.65)	-0.33 (0.39)	4.14*** (1.36)
Women: BWH day – WFH day	1.15* (0.65)	-1.76** (0.71)	0.33 (0.33)	-2.97** (1.27)
BWH vs. On-site: Women − Men	-0.28 (0.56)	0.46 (0.42)	-0.07 (0.20)	0.48 (0.47)
WFH vs. On-site: Women − Men	-0.52 (0.66)	0.56 (0.82)	-0.70* (0.40)	2.20 (1.60)
BWH vs. WFH: Women – Men	0.24 (1.01)	-0.10 (0.92)	0.63* (0.35)	-1.72 (1.77)
Years 2023–24	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.66*** (0.21)	0.92*** (0.30)	0.55*** (0.11)	0.82*** (0.28)
BWH day: Women − Men	-0.41 (0.46)	1.37** (0.53)	0.36 (0.25)	0.68 (0.75)
WFH day: Women − Men	-0.61* (0.34)	1.85*** (0.44)	0.50** (0.20)	1.81** (0.73)
Men: BWH day – On-site day	0.38 (0.37)	0.11 (0.22)	0.27 (0.18)	0.55 (0.37)
Men: WFH day – On-site day	-0.06 (0.24)	0.63** (0.27)	0.31** (0.13)	2.10*** (0.49)
Men: BWH day – WFH day	0.44 (0.36)	-0.52* (0.31)	-0.03 (0.19)	-1.55*** (0.55)
Women: BWH day – On-site day	0.63** (0.29)	0.56 (0.49)	0.08 (0.19)	0.41 (0.67)
Women: WFH day – On-site day	-0.01 (0.22)	1.56*** (0.46)	0.26 (0.16)	3.09*** (0.57)
Women: BWH day – WFH day	0.64** (0.31)	-1.00* (0.58)	-0.18 (0.21)	-2.68*** (0.85)
BWH vs. On-site: Women − Men	0.25 (0.47)	0.45 (0.54)	-0.19 (0.27)	-0.14 (0.77)
WFH vs. On-site: Women − Men	0.05 (0.33)	0.93* (0.52)	-0.05 (0.20)	0.99 (0.77)
BWH vs. WFH: Women – Men	0.20 (0.49)	-0.47 (0.64)	-0.14 (0.28)	-1.12 (1.02)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	0.07 (0.32)	0.14 (0.29)	-0.03 (0.17)	0.35 (0.29)
BWH day: Women − Men	0.60 (0.62)	0.13 (0.57)	-0.16 (0.26)	-0.26 (0.79)
WFH day: Women − Men	0.64 (0.79)	0.51 (0.94)	0.62 (0.36)	-0.85 (1.72)

Time-use categories:	Paid work among parents of children age<18	Time with children (parents of children age<18)	Primary childcare (parents of children age<18)	Secondary childcare (parents of children age<13)
Men: BWH day – On-site day	-0.51 (0.52)	0.01 (0.29)	0.21 (0.20)	-0.15 (0.53)
Men: WFH day – On-site day	-0.05 (0.48)	-1.12** (0.55)	-0.06 (0.20)	0.16 (0.85)
Men: BWH day – WFH day	-0.47 (0.69)	1.14* (0.62)	0.26 (0.25)	-0.31 (1.09)
Women: BWH day – On-site day	0.02 (0.46)	0.01 (0.57)	0.08 (0.24)	-0.76 (0.72)
Women: WFH day – On-site day	0.52 (0.49)	-0.75 (0.68)	0.60 (0.45)	-1.05 (1.46)
Women: BWH day – WFH day	-0.51 (0.72)	0.76 (0.883)	-0.51 (0.42)	0.29 (1.39)
BWH vs. On-site: Women − Men	0.53 (0.82)	'-0.00 (0.69)	-0.13 (0.32)	-0.61 (0.81)
WFH vs. On-site: Women − Men	0.57 (0.72)	0.37 (0.93)	0.65 (0.47)	-1.21 (1.84)
BWH vs. WFH: Women – Men	-0.04 (1.18)	-0.37 (1.18)	-0.78* (0.44)	0.60 (1.99)
Men: On-site day	-0.04 (0.18)	-0.14 (0.15)	0.08 (0.09)	-0.08 (0.17)
Men: BWH day	-0.55 (0.43)	-0.13 (0.27)	0.29 (0.19)	-0.22 (0.54)
Men: WFH day	-0.08 (0.48)	-1.26** (0.52)	0.02 (0.20)	0.08 (0.82)
Women: On-site	0.03 (0.20)	-0.01 (0.22)	0.05 (0.11)	0.27 (0.22)
Women: BWH day	0.05 (0.36)	0.00 (0.49)	0.13 (0.19)	-0.49 (0.68)
Women: WFH day	0.56 (0.53)	-0.76 (0.68)	0.64 (0.39)	-0.78 (1.38)

Note: N= 941 men, 888 women in 2017–18, 565 men, 510 women in 2023–24 in columns 1-2, and 787, 712, 465, 404 in column 4, respectively. Predictions are based on mean values for continuous variables. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Workdays are days on which the respondent reports at least 4 hours of work. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 12. Differences in average adjusted predicted wake-up times and bedtimes and time spent sleeping for men and women between 2017–18 and 2023–24 by work location (hours/workday)

Time-use categories:	Sleep	Wake-up time	Bedtime
Years 2017–18	N/A	N/A	N/A
On-site day: Women − Men	0.13 (0.09)	0.02 (0.09)	-0.01 (0.09)
BWH day: Women − Men	0.18 (0.16)	0.09 (0.15)	0.01 (0.17)
WFH day: Women − Men	0.56** (0.24)	0.09 (0.18)	-0.30 (0.25)
Men: BWH day – On-site day	-0.29 (0.18)	0.03 (0.11)	0.22 (0.17)
Men: WFH day – On-site day	0.07 (0.17)	0.51*** (0.13)	0.47*** (0.17)
Men: BWH day – WFH day	-0.36* (0.21)	-0.48*** (0.16)	-0.25 (0.21)
Women: BWH day – On-site day	-0.24* (0.12)	0.10 (0.12)	0.24 (0.15)
Women: WFH day – On-site day	0.50** (0.19)	0.58*** (0.13)	0.18 (0.16)
Women: BWH day – WFH day	-0.74*** (0.22)	-0.48*** (0.17)	0.06 (0.16)
BWH vs. On-site: Women − Men	0.05 (0.20)	0.07 (0.14)	0.02 (0.17)
WFH vs. On-site: Women − Men	0.43 (0.28)	0.07 (0.18)	-0.29 (0.24)
BWH vs. WFH: Women – Men	-0.38 (0.28)	-0.01 (0.21)	0.31 (0.28)
Years 2023–24	N/A	N/A	N/A
On-site day: Women − Men	0.23** (0.09)	0.003 (0.08)	-0.15* (0.08)
BWH day: Women − Men	0.63*** (0.18)	0.13 (0.19)	-0.46** (0.22)
WFH day: Women − Men	-0.01 (0.17)	-0.13 (0.12)	-0.14 (0.14)
Men: BWH day – On-site day	-0.67*** (0.15)	-0.17 (0.11)	0.36** (0.14)
Men: WFH day – On-site day	0.39*** (0.15)	0.65*** (0.10)	0.28** (0.12)
Men: BWH day – WFH day	-1.06*** (0.18)	-0.82*** (0.14)	0.08 (0.15)
Women: BWH day – On-site day	-0.26 (0.16)	-0.04 (0.15)	0.05 (0.16)
Women: WFH day – On-site day	0.154 (0.11)	0.51*** (0.12)	0.29*** (0.11)
Women: BWH day – WFH day	-0.42** (0.17)	-0.55*** (0.18)	-0.24 (0.18)
BWH vs. On-site: Women − Men	0.41* (0.21)	0.13 (0.19)	-0.31 (0.22)
WFH vs. On-site: Women − Men	-0.24 (0.19)	-0.13 (0.15)	0.01 (0.15)
BWH vs. WFH: Women – Men	0.64** (0.24)	0.26 (0.22)	-0.32 (0.24)
2023–24 versus 2017–18	N/A	N/A	N/A
On-site: Women − Men	0.09 (0.13)	-0.01 (0.09)	-0.14 (0.13)
BWH day: Women − Men	0.45* (0.24)	0.04 (0.22)	-0.47* (0.26)
WFH day: Women − Men	-0.57* (0.31)	-0.21 (0.23)	0.16 (0.28)
Men: BWH day – On-site day	-0.38 (0.26)	-0.20 (0.17)	0.14 (0.23)
Men: WFH day – On-site day	0.32 (0.23)	0.13 (0.16)	-0.18 (0.20)
Men: BWH day – WFH day	-0.70** (0.28)	-0.33 (0.22)	0.32 (0.25)

Time-use categories:	Sleep	Wake-up time	Bedtime
Women: BWH day – On-site day	-0.03 (0.19)	-0.15 (0.21)	-0.19 (0.21)
Women: WFH day – On-site day	-0.35 (0.22)	-0.06 (0.18)	0.11 (0.20)
Women: BWH day – WFH day	0.32 (0.29)	-0.08 (0.22)	-0.30 (0.23)
BWH vs. On-site: Women − Men	0.36 (0.29)	0.05 (0.23)	-0.33 (0.27)
WFH vs. On-site: Women − Men	-0.66* (0.36)	-0.20 (0.24)	0.30 (0.27)
BWH vs. WFH: Women – Men	1.02*** (0.38)	0.25 (0.30)	-0.63* (0.37)
Men: On-site day	0.29** (0.13)	0.10 (0.09)	-0.13 (0.10)
Men: BWH day	-0.09 (0.18)	-0.10 (0.14)	0.01 (0.18)
Men: WFH day	0.61*** (0.21)	0.24 (0.16)	-0.32* (0.17)
Women: On-site	0.39*** (0.09)	0.09 (0.07)	-0.27*** (0.07)
Women: BWH day	0.36** (0.17)	-0.06 (0.18)	-0.46** (0.21)
Women: WFH day	0.04 (0.21)	0.02 (0.15)	-0.16 (0.20)

Note: N=6,618. Predictions are based on mean values for continuous variables. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Workdays are days on which the respondent reports at least 4 hours of work. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 13. Differences in average adjusted predicted hours per typical workday in main time-use categories for men and women in 2023–24 by work location arrangement and work location on the diary day

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Men	N/A	N/A	N/A	N/A
Onsite days for hybrid workers – On-site days for on-site workers	-0.35 (0.26)	-0.06 (0.19)	0.03 (0.26)	0.38** (0.17)
WFH days for hybrid workers – On-site days for on-site workers	-1.15*** (0.27)	0.38* (0.19)	0.19 (0.31)	0.59** (0.24)
WFH days for hybrid workers – On-site days for hybrid workers	-0.81** (0.33)	0.44* (0.24)	0.16 (0.37)	0.21 (0.27)
WFH days for remote workers – WFH days for on-site workers	0.51 (0.31)	-0.07 (0.22)	-0.04 (0.37)	-0.40 (0.28)
WFH days for remote workers – WFH days for hybrid workers	0.07 (0.26)	-0.01 (0.26)	0.33 (0.35)	-0.38 (0.28)
BWH days for all workers – On-site days for on-site workers	0.37 (0.24)	0.52*** (0.18)	-0.30 (0.24)	-0.59*** (0.16)
Women	N/A	N/A	N/A	N/A
Onsite days for hybrid workers – On-site days for on-site workers	-0.20 (0.25)	0.19 (0.22)	0.17 (0.30)	-0.16 (0.17)
WFH days for hybrid workers – On-site days for on-site workers	-0.84*** (0.26)	0.64*** (0.23)	-0.03 (0.35)	0.23 (0.23)
WFH days for hybrid workers – On-site days for hybrid workers	-0.64** (0.32)	0.45 (0.30)	-0.19 (0.44)	0.39 (0.26)
WFH days for remote workers – WFH days for on-site workers	0.24 (0.24)	-0.13 (0.25)	-0.00 (0.29)	-0.11 (0.20)
WFH days for remote workers – WFH days for hybrid workers	0.15 (0.27)	-0.25 (0.22)	0.24 (0.34)	-0.14 (0.25)
BWH days for all workers – On-site days for on-site workers	0.30 (0.26)	0.39** (0.19)	-0.47** (0.21)	-0.22 (0.16)
Women – **Men**	N/A	N/A	N/A	N/A
Onsite days for hybrid workers – On-site days for on-site workers	0.15 (0.35)	0.26 (0.29)	0.13 (0.39)	-0.54 (0.24)
WFH days for hybrid workers – On-site days for on-site workers	0.31 (0.38)	0.26 (0.30)	-0.22 (0.46)	-0.36 (0.35)
WFH days for hybrid workers – On-site days for hybrid workers	0.17 (0.46)	0.01 (0.37)	-0.35 (0.59)	0.18 (0.39)
WFH days for remote workers – WFH days for on-site workers	-0.27 (0.40)	-0.06 (0.32)	0.04 (0.50)	0.29 (0.32)
WFH days for remote workers – WFH days for hybrid workers	0.08 (0.36)	-0.24 (0.32)	-0.09 (0.49)	0.24 (0.37)
BWH days for all workers – On-site days for on-site workers	-0.06 (0.37)	-0.13 (0.26)	-0.18 (0.32)	0.37 (0.22)

Note: N=2,758. Workdays are days on which the respondent reports at least 4 hours of work. BWH days are days when there is work from home and work onsite or a third space. WFH days are days worked exclusively from home. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Source: 2023–24 American Time Use Survey, author's calculations

Table 14. Differences in average adjusted predicted hours per typical workday spent in paid work and commuting for men and women in 2023–24 by work location arrangement and work location on the diary day

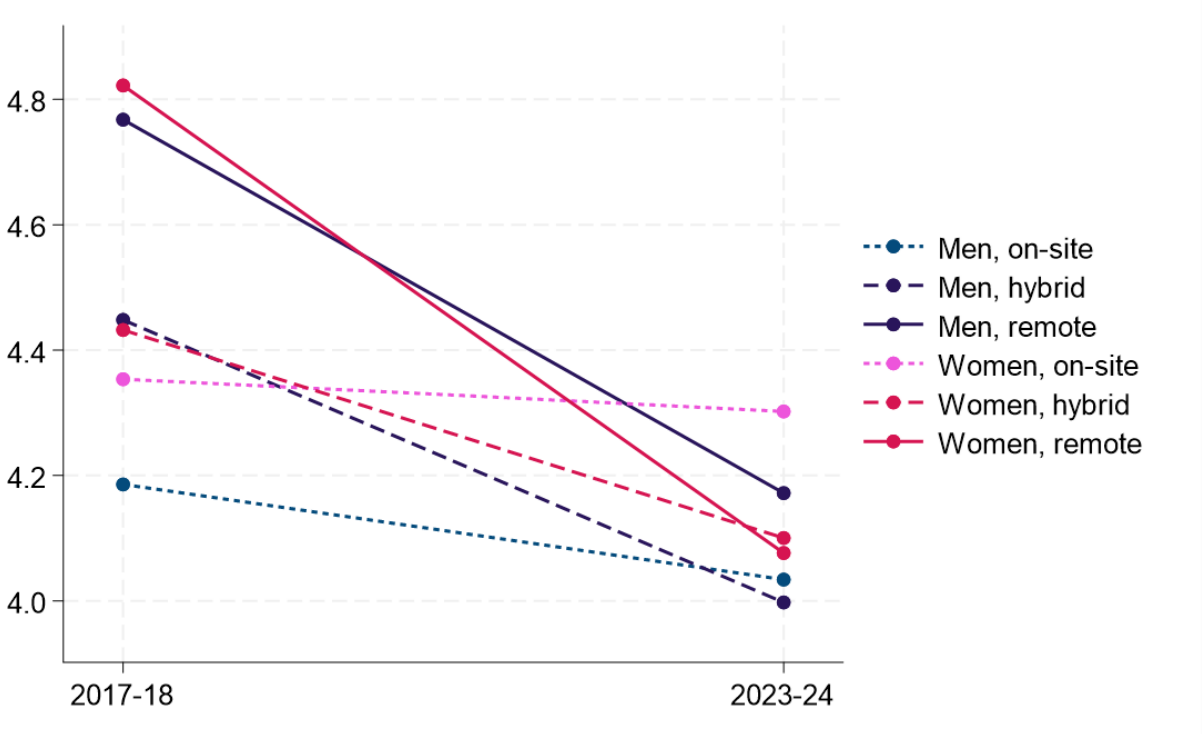
Time-use categories:	Paid work	Commuting
Men	N/A	N/A
Onsite days for hybrid workers – On-site days for on-site workers	-0.30 (0.23)	0.05 (0.12)
WFH days for hybrid workers – On-site days for on-site workers	-0.34 (0.25)	-0.84*** (0.04)
WFH days for hybrid workers – On-site days for hybrid workers	-0.04 (0.31)	-0.89*** (0.12)
WFH days for remote workers – WFH days for on-site workers	0.60** (0.30)	-0.03 (0.04)
WFH days for remote workers – WFH days for hybrid workers	0.11 (0.26)	-0.03 (0.03)
BWH days for all workers – On-site days for on-site workers	0.33 (0.22)	0.01 (0.07)
Women	N/A	N/A
Onsite days for hybrid workers – On-site days for on-site workers	-0.41* (0.24)	0.20 (0.12)
WFH days for hybrid workers – On-site days for on-site workers	-0.23 (0.25)	-0.76*** (0.05)
WFH days for hybrid workers – On-site days for hybrid workers	0.18 (0.32)	-0.95*** (0.11)
WFH days for remote workers – WFH days for on-site workers	0.22 (0.24)	0.05 (0.04)
WFH days for remote workers – WFH days for hybrid workers	0.20 (0.27)	-0.01 (0.03)
BWH days for all workers – On-site days for on-site workers	0.29 (0.23)	-0.05 (0.06)
Women – **Men**	N/A	N/A
Onsite days for hybrid workers – On-site days for on-site workers	-0.10 (0.33)	0.15 (0.17)
WFH days for hybrid workers – On-site days for on-site workers	0.12 (0.36)	0.08 (0.07)
WFH days for hybrid workers – On-site days for hybrid workers	0.22 (0.45)	-0.07 (0.17)
WFH days for remote workers – WFH days for on-site workers	-0.38 (0.39)	0.08 (0.06)
WFH days for remote workers – WFH days for hybrid workers	0.09 (0.36)	0.02 (0.05)
BWH days for all workers – On-site days for on-site workers	-0.04 (0.34)	-0.06 (0.09)

Note: N=2,758. Workdays are days on which the respondent reports at least 4 hours of work. BWH days are days when there is work from home and work onsite or a third space. WFH days are days worked exclusively from home. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Source: 2023–24 American Time Use Survey, author's calculations

Appendix

Figure 1. Average adjusted predicted hours per day spent in non-screen leisure activities by work location arrangement and sex



Note: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used.

Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 1. Work from the third place

Years:	**2017–18**	**2023–24**
N total	3807	2811
N for positive work from third place	336	202
% of sample with positive work from 3rd place	8.0	6.5
% total work that takes place from 3rd place	2.85	2.07
Average number of minutes from 3rd place	310.8	273.0
% doing any work in 3rd place:	N/A	N/A
Car, truck, or motorcycle (driver)	19.5	21.8
Other place	34.2	20.6
Someone else's home	17.7	16.5
Restaurant or bar	17.1	16.3
Outdoors away from home	5.5	11.9
School	5	7.3
Other modes of transportation	4.9	5.2
Place of worship	1.2	2.1
Other store/mall	4.6	2.1
Post Office	0.8	1.8
Grocery store	1.3	0.9
Bank	1.4	0.7
Gym/health club	0.6	0.5
Library	1.1	0

Notes: The sample includes wage and salary workers aged 22–64. ATUS sample weights are used.

Source: 2017–18 and 2023–24 American Time Use Survey, author’s calculations

Table 2. Diary day type by CPS work location arrangement for single jobholders

Time-diary measures	On-site worker	Hybrid worker	Remote worker
Years 2017–18	N/A	N/A	N/A
Workday sample size	3,105	191	88
Mean daily work time (hours)	8.61	8.60	8.25
% WFH day	1.6	28.4	85.9
% BWH day	11.0	25.1	9.5
% On-site day	87.4	46.5	4.6
Non-workday sample size	3,222	205	118
% “A little” WFH (non-workdays)	8.5	23.4	24.9
% all days with no work time	30.6	25.8	29.7
Years 2023–24	N/A	N/A	N/A
Workday sample size	1,854	281	336
Mean daily work time (hours)	8.54	8.29	8.25
% WFH day	7.3	38.7	81.3
% BWH day	9.1	17.5	3.5
% On-site day	83.5	43.9	15.2
Non-workday sample size	1,948	338	379
% “A little” WFH (non-workdays)	7.3	13.2	10.4
% all days with no work time	33.2	31.9	31.5

Note: Workdays are those with at least four hours of paid work. WFH = work-from-home. BWH = bring-work-home. A little WFH is any paid work exclusively from home on a day with less than four total hours of work. ATUS sample weights are used.

Source: 2017–18 and 2023–24 American Time Use Survey, author’s calculations

Table A3. Time-use variable definitions

Variable	Definitions
Work and work-related activities	Work and work-related activities including income-generating but excluding job search; travel related to work
Paid work	Work and work-related activities excluding job search and travel related to work
Commuting	Travel related to working and additional travel activities using the trip tour method described in Kimbrough (2019)
Work span	End of last paid work episode minus start of first paid work episode
Work start time	Start time of first paid work episode
Work end time	End time of last paid work episode
Household production and care	Household activities; consumer purchases, professional and personal care services (excluding medical and personal); household services; government services and civic obligations; caring for and helping household members; related telephone calls; related travel
Household chores	Household activities (excluding food and drink preparation, presentation and cleanup); related travel
Food preparation	Food and drink preparation, presentation, and cleanup
Primary childcare	Caring for and helping household and non-household children; activities related to household and non-household children's education; activities related to household and non-household children's health; related travel
Secondary childcare	Total time spent during diary day providing secondary childcare for all household and nonhousehold children under age 13
Time with children	All activities where own household child, grandchild, foster child, nonhousehold children < age 18 is in the room with the person or accompanied them.
Leisure	Personal care activities excluding sleeping; education; eating and drinking; socializing, relaxing and leisure; sports, exercise and recreation; religious and spiritual activities; volunteer activities; telephone calls to/from family members, friends, neighbors, and acquaintances; job search; data codes not unable to code; related travel
Personal care	Personal care activities excluding sleeping; medical and personal care services; related travel
Exercise	Participating in sports, exercise, and recreation; related travel
Screen time	Watching TV and movies (religious and not religious); playing games; using computers for leisure

Variable	Definitions
Sleep	Sleeping including naps and spells of sleeplessness
Wake-up time	End time of last sleep episode between 4 a.m. and 11:59 a.m.
Bedtime	Start time of first sleep episode between 7 p.m. and 3:59 a.m.

Note: The definitions in the right column are from the ATUS 2003–2024 Activity coding lexicon (U.S. Bureau of Labor Statistics, 2025). The ATUS does not ask who was with a person during the following activities: sleeping, grooming, personal activities, refused, can't remember. To measure commuting time, Kimbrough (2019) excludes diary days when the first and last episode of the day are not at home and when these episodes are work. The method ties together travel episodes between home and worksites when intervening activity episodes are fewer than 30 minutes in length.

Table 4. Sample sizes by sex, parenthood, and work location arrangement (all days sample)

Sample	Years	On-site	Hybrid	Remote	Total
Men	2017–18	3,492	208	91	3,791
Men	2023–24	2,239	369	361	2,969
Women	2017–18	3,528	235	145	3,908
Women	2023–24	2,047	338	412	2,797
Fathers	2017–18	1,672	108	53	1,833
Fathers	2023–24	873	138	159	1,170
Mothers	2017–18	1,772	133	81	1,986
Mothers	2023–24	843	135	160	1,138

Note: Unweighted counts. The sample includes employed persons aged 22–64.

Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 5. Sample sizes by sex, parenthood, and work location (workdays sample)

Sample	Years	On-site	BWH day	WFH day	Total
Men	2017–18	1,589	265	110	1,964
Men	2023–24	1,055	172	289	1,516
Women	2017–18	1,489	232	122	1,843
Women	2023–24	856	129	310	1,295
Fathers	2017–18	743	143	55	941
Fathers	2023–24	395	69	101	565
Mothers	2017–18	715	119	54	894
Mothers	2023–24	339	56	115	510

Note: Unweighted counts. The sample includes wage and salary workers aged 22–64. A workday is a day when the ATUS respondent did at least 4h of paid work.

Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 6. Tests for means differences by work location arrangements, men

Variables	Onsite versus Hybrid, 2017–18	Hybrid versus Remote, 2017–18	Onsite versus Remote, 2017–18	Onsite versus Hybrid, 2023–24	Hybrid versus Remote, 2023–24	Onsite versus Remote, 2023–24
Work and work-related	not sig.	not sig.	not sig.	not sig.	not sig.	**
Household production & care	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Leisure	not sig.	not sig.	not sig.	not sig.	not sig.	**
Sleep	*	not sig.	not sig.	not sig.	not sig.	not sig.
Wake-up time	not sig.	**	*	***	not sig.	***
Bedtime	***	not sig.	***	***	not sig.	***
Paid work	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Commuting	not sig.	***	***	***	***	***
Household chores	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Food preparation	not sig.	not sig.	not sig.	**	not sig.	***
Personal care	not sig.	***	***	not sig.	*	***
Exercise	**	not sig.	not sig.	***	*	*
Screen time	not sig.	not sig.	not sig.	*	**	not sig.
Paid work (parents)	not sig.	not sig.	not sig.	not sig.	not sig.	**
Time with children (parents)	not sig.	*	**	not sig.	not sig.	**
Primary childcare (parents)	not sig.	not sig.	*	**	not sig.	not sig.
Secondary childcare (parents)	*	*	***	not sig.	*	***
Age	not sig.	not sig.	not sig.	not sig.	**	**
Black, non-Hispanic	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Asian, non-Hispanic	not sig.	not sig.	not sig.	***	**	**
Hispanic	***	not sig.	**	***	**	***
No high school	***	not sig.	not sig.	***	not sig.	***
High school	***	not sig.	***	***	not sig.	***
Some college	*	not sig.	not sig.	***	**	***
College degree	***	not sig.	not sig.	***	not sig.	***
Graduate degree	***	not sig.	**	***	**	***
Lives with spouse/partner	***	not sig.	not sig.	not sig.	not sig.	not sig.
Own children age≤5	*	not sig.	not sig.	not sig.	not sig.	not sig.
Own children age 6–12	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Own children age 13–17	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Foreign born	not sig.	not sig.	**	not sig.	not sig.	not sig.

Variables	Onsite versus Hybrid, 2017–18	Hybrid versus Remote, 2017–18	Onsite versus Remote, 2017–18	Onsite versus Hybrid, 2023–24	Hybrid versus Remote, 2023–24	Onsite versus Remote, 2023–24
Metropolitan residence	***	**	not sig.	***	not sig.	***
Weekly earnings, 2024$	***	not sig.	*	***	not sig.	***
Usual weekly hours of work	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Usual hours among full-time workers	not sig.	not sig.	not sig.	*	not sig.	***
Part-time worker	***	**	not sig.	***	not sig.	**
Managerial occupations	**	not sig.	not sig.	***	not sig.	***
Business and finance	**	not sig.	not sig.	***	not sig.	***
Computer and math	***	not sig.	not sig.	***	***	***
Architecture, engineering, sciences, legal	not sig.	not sig.	not sig.	***	not sig.	**
Community and social services	not sig.	not sig.	not sig.	*	***	***
Education and library	not sig.	not sig.	not sig.	not sig.	*	***
Arts, design, entertainment	not sig.	not sig.	not sig.	**	not sig.	not sig.
Healthcare practitioner and support	not sig.	not sig.	***	***	not sig.	***
Sales and services: food, protective, cleaning, personal	not sig.	not sig.	not sig.	***	not sig.	***
Office and administrative support	not sig.	not sig.	*	not sig.	not sig.	not sig.
Production, transportation	***	not sig.	***	***	not sig.	***
Construction, mining, agriculture	***	not sig.	**	***	not sig.	***
Manufacturing	not sig.	not sig.	not sig.	*	not sig.	not sig.
Wholesale & retail trade	*	not sig.	**	***	not sig.	***
Transportation & utilities	***	not sig.	not sig.	***	not sig.	***
Information	*	not sig.	not sig.	***	not sig.	***
Finance, insurance, real estate	**	not sig.	*	***	***	***
Professional, scientific, and technical	***	**	***	***	***	***
Management, admin	not sig.	not sig.	not sig.	**	not sig.	***
Education	**	not sig.	not sig.	not sig.	not sig.	***
Healthcare and social assistance	not sig.	not sig.	not sig.	**	not sig.	not sig.
Arts, entertainment, recreation	***	not sig.	***	not sig.	not sig.	not sig.
Accommodation and food	***	not sig.	***	***	not sig.	***
Other services	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Public administration	not sig.	*	***	not sig.	not sig.	not sig.

Note: Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 7. Tests for means by work location arrangements, women

Variables	Onsite versus Hybrid, 2017–18	Hybrid versus Remote, 2017–18	Onsite versus Remote, 2017–18	Onsite versus Hybrid, 2023–24	Hybrid versus Remote, 2023–24	Onsite versus Remote, 2023–24
Work and work-related	not sig.	not sig.	**	not sig.	not sig.	not sig.
Household production & care	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Leisure	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Sleep	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Wake-up time	not sig.	not sig.	not sig.	not sig.	*	***
Bedtime	not sig.	not sig.	not sig.	not sig.	not sig.	***
Paid work	not sig.	not sig.	not sig.	not sig.	not sig.	*
Commuting	*	***	***	*	***	***
Household chores	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Food preparation	not sig.	not sig.	not sig.	**	not sig.	**
Personal care	not sig.	not sig.	**	***	not sig.	***
Exercise	not sig.	***	***	not sig.	not sig.	**
Screen time	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Paid work (parents)	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Time with children (parents)	not sig.	not sig.	**	not sig.	not sig.	*
Primary childcare (parents)	*	not sig.	not sig.	**	not sig.	***
Secondary childcare (parents)	not sig.	*	***	not sig.	not sig.	**
Age	Not sig.	*	***	not sig.	not sig.	not sig.
Black, non-Hispanic	***	*	not sig.	not sig.	not sig.	not sig.
Asian, non-Hispanic	not sig.	not sig.	not sig.	not sig.	not sig.	***
Hispanic	not sig.	not sig.	not sig.	***	**	***
No high school	**	not sig.	***	***	not sig.	***
High school	***	not sig.	not sig.	***	not sig.	***
Some college	***	not sig.	**	***	not sig.	***
College degree	**	not sig.	not sig.	***	not sig.	***
Graduate degree	***	not sig.	*	***	***	***
Lives with spouse/partner	not sig.	not sig.	**	not sig.	not sig.	not sig.
Own children age≤5	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Own children age 6–12	not sig.	not sig.	not sig.	not sig.	not sig.	**
Own children age 13–17	not sig.	not sig.	not sig.	not sig.	not sig.	**
Foreign born	***	not sig.	not sig.	not sig.	not sig.	not sig.

Variables	Onsite versus Hybrid, 2017–18	Hybrid versus Remote, 2017–18	Onsite versus Remote, 2017–18	Onsite versus Hybrid, 2023–24	Hybrid versus Remote, 2023–24	Onsite versus Remote, 2023–24
Metropolitan residence	***	not sig.	not sig.	***	**	***
Weekly earnings, 2024$	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Usual weekly hours of work	***	***	not sig.	***	not sig.	***
Usual hours among full-time workers	***	**	not sig.	not sig.	not sig.	not sig.
Part-time worker	***	**	not sig.	***	not sig.	***
Managerial occupations	*	not sig.		***	**	***
Business and finance	***	not sig.	**	***	not sig.	***
Computer and math	***	not sig.	*	**	***	***
Architecture, engineering, sciences, legal	not sig.	*	**	***	***	not sig.
Community and social services	not sig.	not sig.	not sig.	**	**	not sig.
Education and library	not sig.	not sig.	not sig.	***	not sig.	***
Arts, design, entertainment	*	not sig.	not sig.	not sig.	not sig.	not sig.
Healthcare practitioner and support	***	not sig.	***	***	not sig.	***
Sales and services: food, protective, cleaning, personal	**	not sig.	not sig.	***	not sig.	***
Office and administrative support	***	not sig.	not sig.	not sig.	**	*
Production, transportation	***	not sig.	**	***	not sig.	***
Construction, mining, agriculture	not sig.	not sig.	not sig.	**	not sig.	*
Manufacturing	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Wholesale & retail trade	not sig.	not sig.	***	***	**	not sig.
Transportation & utilities	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Information	*	not sig.	not sig.	not sig.	**	***
Finance, insurance, real estate	**	not sig.	**	***	not sig.	***
Professional, scientific, and technical	***	not sig.	***	***	not sig.	***
Management, admin	not sig.	not sig.	not sig.	not sig.	not sig.	not sig.
Education	*	not sig.	*	*	*	***
Healthcare and social assistance	***	not sig.	**	***	*	***
Arts, entertainment, recreation	***	not sig.	not sig.	***	not sig.	***
Accommodation and food	not sig.	*	***	***	not sig.	***
Other services	not sig.	not sig.	not sig.	*	not sig.	not sig.
Public administration	not sig.	not sig.	not sig.	**	*	not sig.

Note: Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table 8. Single jobholders: Differences in average adjusted predicted hours per day spent in major time-use categories for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Years 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.72*** (0.14)	0.92*** (0.11)	-0.40*** (0.11)	0.21*** (0.07)
Hybrid: Women − Men	-1.36** (0.62)	1.22** (0.43)	-0.17 (0.49)	0.30 (0.38)
Remote: Women − Men	-0.78 (1.01)	0.99* (0.51)	-0.16 (0.60)	-0.04 (0.38)
Men: Hybrid – On-site	0.28 (0 .44)	-0.17 (0.21)	-0.00 (0.30)	-0.10 (0.13)
Men: Remote – On-site	-1.23 (0.85)	0.26 (0.35)	0.54 (0.42)	0.43 (0.38)
Men: Hybrid − Remote	1.50 (1.05)	-0.43 (0.43)	-0.54 (0.52)	-0.53 (0.43)
Women: Hybrid – On-site	-0.36 (0.42)	0.13 (0.42)	0.23 (0.36)	-0.00 (0.29)
Women: Remote – On-site	-1.29*** (0.45)	0.33 (0.32)	0.78** (0.38)	0.18 (0.17)
Women: Hybrid − Remote	0.93 (0.60)	-0.20 (0.51)	-0.54 (0.52)	-0.19 (0.31)
Hybrid vs On-site: Women − Men	-0.63 (0.65)	0.31 (0.38)	0.23 (0.50)	0.10 (0.36)
Remote vs On-site: Women − Men	-0.06 (0.99)	0.07 (0.49)	0.24 (0.60)	-0.25 (0.40)
Hybrid vs. Remote: Women – Men	-0.57 (1.30)	0.24 (0.49)	-0.01 (0.83)	0.34 (0.65)
Years 2023–24	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.91*** (0.19)	0.83*** (0.11)	-0.21 (0.15)	0.30*** (0.09)
Hybrid: Women − Men	-0.58 (0.42)	1.00*** (0.25)	-0.42 (0.30)	0.01 (0.17)
Remote: Women − Men	-0.09 (0.37)	0.91*** (0.22)	-0.85** (0.33)	0.03 (0.17)
Men: Hybrid – On-site	-0.45 (0.34)	0.14 (0.17)	0.04 (0.22)	0.28** (0.12)
Men: Remote – On-site	-0.89*** (0 .32)	0.16 (0.17)	0.55** (0.28)	0.18 (0.14)
Men: Hybrid − Remote	0.43 (0.43)	-0.02 (0.20)	-0.52 (0.32)	0.10 (0.15)
Women: Hybrid – On-site	-0.12 (0.31)	0.31 (0.22)	-0.17 (0.25)	-0.01 (0.13)
Women: Remote – On-site	-0.06 (0.31)	0.24 (0.22)	-0.08 (0.24)	-0.09 (0.12)
Women: Hybrid − Remote	-0.06 (0.31)	0.07 (0.26)	-0.09 (0.26)	0.08 (0.15)
Hybrid vs On-site: Women − Men	0.33 (0.47)	0.17 (0.26)	-0.21 (0.34)	-0.29* (0.17)
Remote vs On-site: Women − Men	0.82** (0.42)	0.08 (0.26)	-0.64* (0.36)	-0.27 (0.18)
Hybrid vs. Remote: Women – Men	-0.49 (0.58)	0.09 (0.33)	0.43 (0.41)	-0.02 (0.22)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.19 (0.23)	-0.09 (0.16)	0.19 (0.18)	0.09 (0.11)
Hybrid: Women − Men	0.78 (0.64)	-0.23 (0.44)	-0.26 (0.50)	-0.30 (0.36)
Remote: Women − Men	0.69 (1.09)	-0.08 (0.51)	-0.69 (0.65)	0.07 (0.44)
Men: Hybrid – On-site	-0.73 (0.51)	0.31 (0.24)	0.04 (0.35)	0.38** (0.16)
Men: Remote – On-site	0.34 (0.91)	-0.11 (0.39)	0.02 (0.46)	-0.25 (0.44)

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Men: Hybrid − Remote	-1.07 (1.05)	0.41 (0.45)	0.02 (0.57)	0.63 (0.47)
Women: Hybrid – On-site	0.24 (0.51)	0.17 (0.41)	-0.40 (0.39)	-0.01 (0.32)
Women: Remote – On-site	1.23** (0.56)	-0.09 (0.37)	-0.86* (0.44)	-0.28 (0.20)
Women: Hybrid − Remote	-0.99 (0.72)	0.26 (0.59)	0.46 (0.59)	0.27 (0.34)
Hybrid vs. On-site: Women − Men	0.97 (0.71)	-0.14 (0.41)	-0.44 (0.55)	-0.39 (0.37)
Remote vs. On-site: Women − Men	0.88 (1.07)	0.01 (0.51)	-0.87 (0.66)	-0.02 (0.46)
Hybrid vs. Remote: Women – Men	0.08 (1.36)	-0.17 (0.59)	0.43 (0.87)	-0.37 (0.69)
Men: On-site	-0.15 (0.15)	0.10 (0.08)	-0.19 (0.12)	0.24*** (0.09)
Men: Hybrid	-0.87* (0.45)	0.40* (0.22)	-0.15 (0.31)	0.62*** (0.17)
Men: Remote	0.20 (0.89)	-0.01 (0.39)	-0.18 (0.45)	-0.01 (0.39)
Women: On-site	-0.34* (0.18)	0.01 (0.12)	-0.01 (0.12)	0.34*** (0.09)
Women: Hybrid	-0.10 (0.45)	0.18 (0.43)	-0.41 (0.37)	0.33 (0.27)
Women: Remote	0.89* (0.52)	-0.09 (0.34)	-0.87** (0.41)	0.06 (0.18)

Note: N=12,065. ATUS sample weights are reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A9. Single jobholders: Differences in average adjusted predicted hours per day spent in paid work and commuting for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Paid work	Commuting
Years 2017–18	N/A	N/A
On-site: Women − Men	-0.61*** (0.14)	-0.06** (0.03)
Hybrid: Women − Men	-1.20** (0.61)	-0.23** (0.10)
Remote: Women − Men	-0.78 (1.01)	-0.08 (0.11)
Men: Hybrid – On-site	0.31 (0.44)	0.03 (0.09)
Men: Remote – On-site	-0.83 (0.85)	-0.39*** (0.09)
Men: Hybrid − Remote	1.14 (1.08)	0.43*** (0.11)
Women: Hybrid – On-site	-0.28 (0.39)	-0.14** (0.07)
Women: Remote – On-site	-1.00** (0.43)	-0.41*** (0.08)
Women: Hybrid − Remote	0.72 (0.57)	0.27*** (0.08)
Hybrid vs On-site: Women − Men	-0.59 (0.64)	-0.17 (0.11)
Remote vs On-site: Women − Men	-0.17 (0.99)	-0.01 (0.11)
Hybrid vs. Remote: Women – Men	-0.42 (1.31)	-0.16 (0.14)
Years 2023–24	N/A	N/A
On-site: Women − Men	-0.79*** (0.18)	-0.09*** (0.03)
Hybrid: Women − Men	-0.53 (0.39)	-0.10 (0.07)
Remote: Women − Men	-0.13 (0.35)	0.05 (0.06)
Men: Hybrid – On-site	-0.29 (0.28)	-0.12** (0.06)
Men: Remote – On-site	-0.40 (0.31)	-0.48*** (0.04)
Men: Hybrid − Remote	0.11 (0.36)	0.35*** (0.05)
Women: Hybrid – On-site	-0.03 (0.28)	-0.14** (0.06)
Women: Remote – On-site	0.25 (0.29)	-0.34*** (0.04)
Women: Hybrid − Remote	-0.28 (0.34)	0.20*** (0.06)
Hybrid vs On-site: Women − Men	0.26 (0.31)	-0.01 (0.08)
Remote vs On-site: Women − Men	0.66* (0.39)	0.14** (0.07)
Hybrid vs. Remote: Women – Men	-0.40 (0.54)	-0.15* (0.09)
2023–24 versus 2017–18	N/A	N/A
On-site: Women − Men	-0.17 (0.19)	-0.02 (0.04)
Hybrid: Women − Men	0.67 (0.61)	0.13 (0.12)
Remote: Women − Men	0.65 (1.11)	0.13 (0.12)
Men: Hybrid – On-site	-0.59 (0.46)	-0.16 (0.10)
Men: Remote – On-site	0.43 (0.91)	-0.08 (0.09)
Men: Hybrid − Remote	-1.02 (1.08)	-0.07 (0.12)

Time-use categories:	Paid work	Commuting
Women: Hybrid – On-site	0.26 (0.47)	0.00 (0.09)
Women: Remote – On-site	1.25** (0.53)	0.07 (0.08)
Women: Hybrid − Remote	-1.00 (0.69)	-0.07 (0.10)
Hybrid vs. On-site: Women − Men	0.85 (0.68)	0.16 (0.13)
Remote vs. On-site: Women − Men	0.82 (1.08)	0.15 (0.13)
Hybrid vs. Remote: Women – Men	0.02 (1.37)	0.01 (0.15)
Men: On-site	-0.12 (0.14)	-0.06 (0.03)
Men: Hybrid	-0.71* (0.41)	-0.22** (0.10)
Men: Remote	0.31 (0.91)	-0.14 (0.09)
Women: On-site	-0.29* (0.17)	-0.09*** (0.03)
Women: Hybrid	-0.04 (0.42)	-0.09 (0.08)
Women: Remote	0.96* (0.50)	-0.02 (0.08)

Note: N=12,065. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A10. Single jobholders: Differences in average adjusted predicted hours per day spent in paid work and providing childcare for men and women with household children between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Paid work among parents of kids age<18	Time with children (parents of kids age<18)	Primary childcare (parents of kids age<18)	Secondary childcare (parents of kids age<13)
Years 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.96*** (0.23)	1.09*** (0.25)	0.64*** (0.13)	1.00*** (0.21)
Hybrid: Women − Men	-0.96 (1.11)	1.37** (0.66)	0.56* (0.28)	0.56 (0.81)
Remote: Women − Men	-1.42 (0.90)	1.22 (0.87)	0.03 (0.34)	1.88* (1.08)
Men: Hybrid – On-site	-0.11 (0.68)	0.08 (0.47)	0.13 (0.21)	0.94* (0.53)
Men: Remote – On-site	0.32 (1.00)	1.38** (0.59)	0.35 (0.23)	1.61** (0.79)
Men: Hybrid − Remote	-0.43 (0.87)	-1.30** (0.63)	-0.23 (0.30)	-0.66 (0.87)
Women: Hybrid – On-site	-0.10 (0.59)	0.36 (0.55)	0.04 (0.21)	0.50 (0.59)
Women: Remote – On-site	-0.14 (0.75)	1.50*** (0.56)	-0.25 (0.34)	2.48*** (0.67)
Women: Hybrid − Remote	0.04 (1.07)	-1.14 (0.79)	0.30 (0.33)	-1.98** (0.91)
Hybrid vs On-site: Women − Men	0.0 (1.06)	0.28 (0.67)	-0.08 (0.34)	-0.44 (0.81)
Remote vs On-site: Women − Men	-0.46 (0.92)	0.13 (0.84)	-0.60 (0.40)	0.88 (1.11)
Hybrid vs. Remote: Women – Men	0.47 (1.22)	0.15 (1.04)	0.52 (0.40)	-1.32 (1.36)
Years 2023–24	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.73** (0.28)	0.90*** (0.29)	0.45*** (0.09)	1.23*** (0.31)
Hybrid: Women − Men	-0.05 (0.68)	1.29** (0.58)	0.51* (0.27)	1.08 (0.86)
Remote: Women − Men	0.21 (0.59)	0.99* (0.51)	0.61*** (0.20)	0.62 (0.67)
Men: Hybrid – On-site	-0.67 (0.58)	0.12 (0.44)	0.18 (0.20)	0.78 (0.59)
Men: Remote – On-site	-1.13** (0.51)	0.89** (0.42)	0.09 (0.16)	2.03*** (0.58)
Men: Hybrid − Remote	0.47 (0.66)	0.77 (0.55)	0.09 (0.21)	-1.25* (0.75)
Women: Hybrid – On-site	0.01 (0.48)	0.51 (0.43)	0.25 (0.22)	0.62 (0.70)
Women: Remote – On-site	-0.19 (0.46)	0.98** (0.40)	0.26* (0.15)	1.42*** (0.49)
Women: Hybrid − Remote	0.21 (0.55)	-0.48 (0.52)	-0.01 (0.23)	-0.79 (0.72)
Hybrid vs On-site: Women − Men	0.68 (0.75)	0.39 (0.65)	0.06 (0.31)	-0.15 (0.96)
Remote vs On-site: Women − Men	0.94 (0.66)	0.09 (0.61)	0.16 (0.22)	-0.61 (0.72)
Hybrid vs. Remote: Women – Men	-0.26 (0.89)	0.30 (0.77)	-0.10 (0.32)	0.46 (1.09)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	0.22 (0.30)	-0.18 (0.31)	-0.19 (0.15)	0.23 (0.37)
Hybrid: Women − Men	0.90 (1.13)	-0.08 (0.84)	-0.05 (0.41)	0.52 (0.97)
Remote: Women − Men	1.63** (1.10)	-0.22 (0.94)	0.58 (0.41)	-1.26 (1.16)

Time-use categories:	Paid work among parents of kids age<18	Time with children (parents of kids age<18)	Primary childcare (parents of kids age<18)	Secondary childcare (parents of kids age<13)
Men: Hybrid – On-site	-0.56 (0.73)	0.04 (0.64)	0.06 (0.31)	-0.17 (0.75)
Men: Remote – On-site	-1.46 (1.11)	-0.48 (0.72)	-0.26 (0.29)	0.42 (0.94)
Men: Hybrid − Remote	0.89 (1.14)	0.52 (0.80)	0.31 (0.39)	-0.59 (0.99)
Women: Hybrid – On-site	0.12 (0.80)	0.14 (0.64)	0.20 (0.30)	0.12 (0.79)
Women: Remote – On-site	-0.05 (0.77)	-0.52 (0.66)	0.51 (0.37)	-1.07 (0.82)
Women: Hybrid − Remote	0.17 (1.24)	0.66 (0.93)	-0.31 (0.41)	1.19 (1.09)
Hybrid vs. On-site: Women − Men	0.68 (1.17)	0.10 (0.89)	0.14 (0.47)	0.29 (1.07)
Remote vs. On-site: Women − Men	1.41 (1.14)	-0.04 (1.02)	0.77 (0.47)	-1.49 (1.27)
Hybrid vs. Remote: Women – Men	-0.73 (1.53)	0.14 (1.29)	-0.62 (0.54)	1.78 (1.52)
Men: On-site	-0.19 (0.23)	0.04 (0.18)	0.19** (0.08)	- 0.01 (0.22)
Men: Hybrid	-0.75 (0.71)	0.08 (0.58)	0.25 (0.29)	-0.17 (0.67)
Men: Remote	-1.64 (1.13)	-0.44 (0.65)	-0.07 (0.27)	0.41 (0.86)
Women: On-site	0.04 (0.20)	-0.14 (0.20)	-0.00 (0.11)	0.22 (0.29)
Women: Hybrid	0.16 (0.69)	-0.00 (0.61)	0.20 (0.26)	0.34 (0.75)
Women: Remote	-0.01 (0.82)	-0.66 (0.63)	0.51 (0.31)	-0.84 (0.77)

Note: N=5,500 in columns 1–3 and 4,488 in column 4. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A11. Single jobholders: Differences in average adjusted predicted hours per day spent in selected subcategories for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Years 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.23*** (0.07)	0.33*** (0.05)	0.31*** (0.05)	-0.13*** (0.03)	-0.53*** (0.11)
Hybrid: Women − Men	0.37 (0.26)	0.34*** (0.08)	0.30*** (0.11)	-0.40** (0.16)	-0.31 (0.44)
Remote: Women − Men	0.32(0.29)	0.38*** (0.13)	0.41*** (0.13)	0.01 (0.23)	-0.04 (0.45)
Men: Hybrid – On-site	-0.11 (0.19)	-0.09 (0.07)	-0.04 (0.06)	0.19 (0.15)	-0.16 (0.23)
Men: Remote – On-site	0.09 (0.21)	0.05 (0.11)	-0.29*** (0.07)	0.06 (0.22)	-0.18 (0.40)
Men: Hybrid − Remote	-0.21 (0.31)	-0.13 (0.17)	0.25*** (0.09)	0.13 (0.29)	0.02 (0.43)
Women: Hybrid – On-site	0.03 (0.33)	-0.08 (0.06)	-0.05 (0.08)	-0.08* (0.05)	0.06 (0.32)
Women: Remote – On-site	0.18 (0.29)	0.10 (0.13)	-0.19* (0.13)	0.19 (0.14)	0.31 (0.27)
Women: Hybrid − Remote	-0.16 (0.56)	-0.17 (0.14)	0.14 (0.13)	-0.28* (0.15)	-0.25 (0.46)
Hybrid vs On-site: Women − Men	0.13 (0.23)	0.01 (0.09)	-0.01 (0.11)	-0.28* (0.16)	0.22 (0.39)
Remote vs On-site: Women − Men	0.09 (0.30)	0.05 (0.12)	0.10 (0.13)	0.13 (0.23)	0.49 (0.55)
Hybrid vs. Remote: Women – Men	0.05 (0.42)	-0.04 (0.16)	-0.11 (0.18)	-0.41 (0.26)	-0.27 (0.79)
Years 2023–24	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.22*** (0.08)	0.32*** (0.03)	0.29*** (0.04)	-0.08** (0.03)	-0.50*** (0.10)
Hybrid: Women − Men	0.44** (0.18)	0.23*** (0.08)	0.20*** (0.07)	-0.24*** (0.08)	-0.60*** (0.21)
Remote: Women − Men	0.41** (0.15)	0.17** (0.08)	0.24*** (0.07)	-0.06 (0.07)	-0.81*** (0.21)
Men: Hybrid – On-site	0.04 (0.11)	0.07 (0.05)	-0.06 (0.05)	0.14* (0.07)	0.08 (0.17)
Men: Remote – On-site	-0.00 (0.11)	0.13** (0.06)	-0.14*** (0.04)	0.03 (0.05)	0.42** (0.18)
Men: Hybrid − Remote	0.04 (0.13)	-0.06 (0.07)	0.08 (0.07)	0.11 (0.08)	-0.34 (0.21)
Women: Hybrid – On-site	0.25 (0.16)	-0.03 (0.05)	-0.14** (0.05)	-0.01 (0.05)	0.03 (0.16)
Women: Remote – On-site	0.18 (0.12)	-0.02 (0.07)	-0.19*** (0.05)	0.05 (0.05)	0.11 (0.14)
Women: Hybrid − Remote	0.07 (0.17)	-0.00 (0.07)	0.05 (0.06)	-0.06 (0.07)	-0.14 (0.17)
Hybrid vs On-site: Women − Men	0.22 (0.18)	-0.09 (0.08)	-0.09 (0.07)	-0.15 (0.08)	-0.10 (0.23)
Remote vs On-site: Women − Men	0.19 (0.16)	-0.15* (0.09)	-0.06 (0.07)	0.02 (0.08)	-0.31 (0.22)
Hybrid vs. Remote: Women – Men	0.03 (0.21)	0.06 (0.09)	-0.03 (0.09)	-0.18 (0.11)	0.20 (0.28)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.01 (0.12)	-0.01 (0.06)	-0.02 (0.05)	0.04 (0.04)	0.03 (0.17)
Hybrid: Women − Men	0.06 (0.30)	-0.11 (0.09)	-0.10 (0.12)	0.16 (0.18)	-0.29 (0.48)
Remote: Women − Men	0.08 (0.30)	-0.21 (0.15)	-0.18 (0.16)	-0.07 (0.24)	-0.77 (0.47)
Men: Hybrid – On-site	0.15 (0.22)	0.15* (0.08)	-0.01 (0.09)	-0.05 (0.17)	0.24 (0.27)
Men: Remote – On-site	-0.10 (0.21)	0.08 (0.11)	0.16* (0.08)	-0.04 (0.23)	0.60 (0.41)

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Men: Hybrid − Remote	0.25 (0.34)	0.07 (0.134)	-0.17 (0.12)	-0.02 (0.26)	-0.36 (0.44)
Women: Hybrid – On-site	0.23 (0.34)	0.05 (0.07)	-0.09 (0.10)	0.07 (0.06)	-0.09 (0.34)
Women: Remote – On-site	0.00 (0.34)	-0.12 (0.13)	0.00 (0.14)	-0.15** (0.15)	-0.20 (0.29)
Women: Hybrid − Remote	0.23 (0.61)	0.17 (0.17)	-0.09 (0.16)	0.21** (0.17)	0.11 (0.48)
Hybrid vs. On-site: Women − Men	0.08 (0.28)	-0.10 (0.11)	-0.08 (0.13)	0.12 (0.19)	-0.33 (0.43)
Remote vs. On-site: Women − Men	0.10 (0.34)	-0.20 (0.14)	-0.15 (0.14)	-0.11 (0.24)	-0.80 (0.53)
Hybrid vs. Remote: Women – Men	-0.02 (0.48)	0.10 (0.18)	0.08 (0.19)	0.23 (0.29)	0.47 (0.79)
Men: On-site	0.05 (0.07)	0.08*** (0.02)	-0.01 (0.02)	-0.02 (0.03)	-0.04 (0.11)
Men: Hybrid	0.20 (0.19)	0.23*** (0.08)	-0.03 (0.08)	-0.07 (0.14)	0.20 (0.24)
Men: Remote	-0.05 (0.22)	0.16 (0.15)	0.14* (0.08)	-0.05 (0.19)	0.56 (0.38)
Women: On-site	0.04 (0.07)	0.07 (0.05)	-0.04 (0.04)	0.02 (0.02)	-0.01 (0.09)
Women: Hybrid	0.26 (0.36)	0.12 (0.07)	-0.13 (0.10)	0.09 (0.06)	-0.10 (0.38)
Women: Remote	0.04 (0.31)	-0.05 (0.13)	-0.04 (0.15)	-0.12 (0.15)	-0.21 (0.27)

Note: N = 12,065. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A12. Single jobholders: Differences in average adjusted predicted hours per typical workday spent in major time-use categories for men and women between 2017–18 and 2023–24 by work location

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Years 2017–18	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.63*** (0.21)	0.66*** (0.08)	-0.14 (0.11)	0.11 (0.14)
BWH day: Women − Men	-0.63** (0.30)	0.88*** (0.16)	-0.40 (0.26)	0.14 (0.26)
WFH day: Women − Men	-0.10 (0.39)	0.39 (0.28)	-0.98*** (0.36)	0.69*** (0.26)
Men: BWH day – On-site day	0.85*** (0.26)	-0.03 (0.12)	-0.54** (0.27)	-0.27 (0.28)
Men: WFH day – On-site day	-1.35*** (0.25)	0.55*** (0.21)	0.84*** (0.25)	-0.04 (0.19)
Men: BWH day – WFH day	2.19*** (0.33)	-0.58*** (0.20)	-1.38*** (0.30)	-0.24 (0.28)
Women: BWH day – On-site day	0.84*** (0.26)	0.19 (0.17)	-0.80*** (0.26)	-0.24 (0.15)
Women: WFH day – On-site day	-0.82* (0.42)	0.27 (0.22)	0.00 (0.34)	0.55** (0.22)
Women: BWH day – WFH day	1.67*** (0.34)	-0.08 (0.25)	-0.80*** (0.27)	-0.79*** (0.22)
BWH vs. On-site: Women − Men	-0.00 (0.44)	0.22 (0.17)	-0.26 (0.28)	0.04 (0.37)
WFH vs. On-site: Women − Men	0.52 (0.50)	-0.27 (0.29)	-0.83** (0.38)	0.58* (0.32)
BWH vs. WFH: Women – Men	-0.52 (0.42)	0.50 (0.33)	0.57 (0.42)	-0.55 (0.34)
Years 2023–24	N/A	N/A	N/A	N/A
On-site day: Women − Men	-0.70*** (0.11)	0.62*** (0.09)	-0.17 (0.13)	0.25** (0.10)
BWH day: Women − Men	-0.58 (0.39)	0.52** (0.22)	-0.54 (0.35)	0.59*** (0.19)
WFH day: Women − Men	-0.14 (0.29)	0.64*** (0.16)	-0.51* (0.27)	0.02 (0.19)
Men: BWH day – On-site day	0.42 (0.29)	0.22 (0.14)	-0.13 (0.26)	-0.52*** (0.15)
Men: WFH day – On-site day	-1.31*** (0.17)	0.37*** (0.14)	0.54*** (0.20)	0.40*** (0.16)
Men: BWH day – WFH day	1.73*** (0.28)	-0.15 (0.18)	-0.67** (0.30)	-0.91*** (0.19)
Women: BWH day – On-site day	0.55* (0.29)	0.12 (0.19)	-0.50* (0.25)	-0.17 (0.16)
Women: WFH day – On-site day	-0.75*** (0.12)	0.38*** (0.12)	0.20 (0.17)	0.17 (0.12)
Women: BWH day – WFH day	1.30*** (0.29)	-0.26 (0.19)	-0.70*** (0.26)	-0.34* (0.19)
BWH vs. On-site: Women − Men	0.13 (0.41)	-0.10 (0.24)	-0.37 (0.37)	0.34 (0.22)
WFH vs. On-site: Women − Men	0.56*** (0.20)	0.01 (0.18)	-0.34 (0.28)	-0.23 (0.21)
BWH vs. WFH: Women – Men	-0.43 (0.42)	-0.11 (0.26)	-0.03 (0.41)	0.57** (0.26)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.08 (0.24)	-0.04 (0.10)	-0.03 (0.17)	0.14 (0.17)
BWH day: Women − Men	0.05 (0.52)	-0.36 (0.27)	-0.14 (0.42)	0.45 (0.34)
WFH day: Women − Men	-0.04 (0.43)	0.25 (0.30)	0.46 (0.40)	-0.67** (0.34)
Men: BWH day – On-site day	-0.43 (0.44)	0.25 (0.21)	0.41 (0.306)	-0.24 (0.35)
Men: WFH day – On-site day	0.04 (0.30)	-0.18 (0.24)	-0.30 (0.33)	0.43* (0.26)

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Men: BWH day – WFH day	-0.46 (0.47)	0.43* (0.26)	0.71* (0.43)	-0.68* (0.34)
Women: BWH day – On-site day	-0.30 (0.39)	-0.07 (0.24)	0.30 (0.36)	0.07 (0.21)
Women: WFH day – On-site day	0.07 (0.43)	0.11 (0.24)	0.20 (0.37)	-0.38 (0.24)
Women: BWH day – WFH day	-0.37 (0.44)	-0.18 (0.31)	0.11 (0.37)	0.45 (0.30)
BWH vs. On-site: Women − Men	0.13 (0.68)	-0.33 (0.27)	-0.11 (0.47)	0.31 (0.44)
WFH vs. On-site: Women − Men	0.04 (0.56)	0.28 (0.33)	0.49 (0.45)	-0.81** (0.41)
BWH vs. WFH: Women – Men	0.09 (0.61)	-0.61 (0.40)	-0.60 (0.59)	1.12** (0.44)
Men: On-site day	0.01 (0.13)	0.05 (0.09)	-0.30** (0.14)	0.24 (0.16)
Men: BWH day	-0.41 (0.36)	0.30* (0.17)	0.12 (0.31)	-0.00 (0.24)
Men: WFH day	0.05 (0.27)	-0.13 (0.21)	-0.59** (0.27)	0.67*** (0.23)
Women: On-site	-0.07 (0.15)	0.01 (0.08)	-0.33* (0.19)	0.38*** (0.09)
Women: BWH day	-0.36 (0.33)	-0.06 (0.21)	-0.02 (0.27)	0.45** (0.20)
Women: WFH day	0.01 (0.34)	0.12 (0.22)	-0.13 (0.28)	0.00 (0.23)

Note: N=5,855. Workdays are days on which the respondent reports at least 4 hours of work. BWH days are days when there is work from home and work onsite or a third space. WFH days are days worked exclusively from home. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A13. Main activities' conditional associations with work location arrangement with Oster bounds (hours/day)

Time-use categories:	Work and work-related	Household production & care	Leisure	Sleep
Men, 2017–18	N/A	N/A	N/A	N/A
Hybrid	0.39 (0.45)	-0.12 (0.23)	-0.09 (0.30)	-0.18 (0.17)
Remote	-1.07 (0.72)	0.25 (0.29)	0.39 (0.45)	0.43 (0.36)
N	3,791	3,791	3,791	3,791
R-squared	0.035	0.093	0.062	0.057
Hybrid upper	0.580	-0.225	-0.150	-0.218
Hybrid lower	0.215	-0.030	-0.041	-0.135
Remote upper	-1.248	0.263	0.424	0.550
Remote lower	-0.897	0.234	0.350	0.321
Men, 2023–24	N/A	N/A	N/A	N/A
Hybrid	-0.46 (0.29)	0.18 (0.17)	0.05 (0.22)	0.23** (0.11)
Remote	-0.88*** (0.33)	0.14 (0.17)	0.59** (0.25)	0.15 (0.15)
N	2,969	2,969	2,969	2,969
R-squared	0.034	0.126	0.050	0.060
Hybrid upper	-0.559	0.185	0.053	0.320
Hybrid lower	-0.359	0.175	0.042	0.142
Remote upper	-0.986	0.116	0.702	0.168
Remote lower	-0.778	0.162	0.490	0.126
Women, 2017–18	N/A	N/A	N/A	N/A
Hybrid	-0.48 (0.40)	0.25 (0.48)	0.23 (0.35)	0.00 (0.24)
Remote	-1.22*** (0.50)	0.29 (0.31)	0.77* (0.40)	0.16 (0.17)
N	3,908	3,908	3,908	3,908
R-squared	0.041	0.150	0.061	0.050
Hybrid upper	-0.588	0.285	0.132	0.195
Hybrid lower	-0.373	0.224	0.393	0.128
Remote upper	-1.442	0.321	0.944	0.187
Remote lower	-1.011	0.263	0.610	0.135
Women, 2023–24	N/A	N/A	N/A	N/A
Hybrid	-0.05 (0.30)	0.30 (0.22)	-0.25 (0.23)	0.00 (0.13)
Remote	0.08 (0.31)	0.14 (0.19)	-0.18 (0.23)	-0.05 (0.13)
N	2,797	2,797	2,797	2,797
R-squared	0.029	0.142	0.080	0.054
Hybrid upper	-0.017	0.351	-0.351	0.023
Hybrid lower	-0.087	0.256	-0.161	-0.013
Remote upper	0.330	0.121	-0.337	-0.092
Remote lower	-0.165	0.165	-0.025	-0.082

Note: The sample includes wage and salary workers aged 22–64. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. ATUS sample weights are used. Standard errors in parentheses are empirically derived from replicate weights. Oster bounds are based on 1.3 × R-squared and the assumption that unobserved and observed characteristics are equally related to selection into remote and hybrid work. Significance levels: ***p<0.01, **p<0.05, *p<0.1. Source: Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A14. Models that control for earnings: Differences in average adjusted predicted hours per day spent in major time-use categories for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Years 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.48*** (0.13)	0.83*** (0.10)	-0.50*** (0.12)	0.15** (0.06)
Hybrid: Women − Men	-1.40** (0.61)	1.30** (0.50)	-0.28 (0.47)	0.38 (0.30)
Remote: Women − Men	-0.37 (1.03)	0.77* (0.45)	-0.17 (0.62)	-0.23 (0.36)
Men: Hybrid – On-site	0.26 (0 .45)	-0.14 (0.21)	0.04 (0.28)	-0.16 (0.19)
Men: Remote – On-site	-1.07 (0.78)	0.24 (0.30)	0.40 (0.41)	0.42 (0.34)
Men: Hybrid − Remote	1.33 (0.85)	-0.39 (0.34)	-0.36 (0.48)	-0.58 (0.35)
Women: Hybrid – On-site	-0.65 (0.41)	0.32 (0.37)	0.26 (0.32)	0.07 (0.28)
Women: Remote – On-site	-0.96** (0.48)	0.19 (0.30)	0.73* (0.40)	0.04 (0.16)
Women: Hybrid − Remote	0.31 (0.67)	0.13 (0.43)	-0.47 (0.58)	0.03 (0.32)
Hybrid vs On-site: Women − Men	-0.91 (0.63)	0.46 (0.46)	0.22 (0.46)	0.23 (0.29)
Remote vs On-site: Women − Men	0.11 (1.04)	-0.05 (0.43)	0.33 (0.64)	-0.38 (0.37)
Hybrid vs. Remote: Women – Men	-1.02 (1.25)	0.52 (0.49)	-0.11 (0.87)	0.61 (0.56)
Years 2023–24	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.60*** (0.18)	0.74*** (0.11)	-0.34** (0.14)	0.20** (0.08)
Hybrid: Women − Men	-0.44 (0.37)	0.95*** (0.22)	-0.56** (0.28)	0.06 (0.15)
Remote: Women − Men	0.08 (0.36)	0.88*** (0.22)	-0.98*** (0.31)	0.02 (0.15)
Men: Hybrid – On-site	-0.43 (0.30)	0.15 (0.16)	0.07 (0.20)	0.21* (0.11)
Men: Remote – On-site	-0.82*** (0 .30)	0.09 (0.17)	0.59** (0.26)	0.15 (0.13)
Men: Hybrid − Remote	0.39 (0.39)	0.06 (0.18)	-0.52* (0.30)	0.07 (0.15)
Women: Hybrid – On-site	-0.28 (0.30)	0.36 (0.22)	-0.15 (0.23)	0.07 (0.12)
Women: Remote – On-site	-0.15 (0.30)	0.23 (0.22)	-0.05 (0.22)	-0.03 (0.12)
Women: Hybrid − Remote	-0.13 (0.35)	0.13 (0.25)	-0.10 (0.25)	0.10 (0.13)
Hybrid vs On-site: Women − Men	0.15 (0.43)	0.21 (0.26)	-0.22 (0.32)	-0.14 (0.16)
Remote vs On-site: Women − Men	0.68* (0.40)	0.14 (0.25)	-0.64* (0.34)	-0.18 (0.17)
Hybrid vs. Remote: Women – Men	-0.52 (0.54)	0.07 (0.30)	0.41 (0.38)	0.04 (0.21)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.11 (0.21)	-0.09 (0.15)	0.16 (0.18)	0.05 (0.10)
Hybrid: Women − Men	0.95 (0.64)	-0.35 (0.50)	-0.28 (0.49)	-0.32 (0.30)
Remote: Women − Men	0.45 (1.07)	0.10 (0.45)	-0.81 (0.67)	0.25 (0.40)
Men: Hybrid – On-site	-0.70 (0.51)	0.29 (0.27)	0.03 (0.33)	0.37* (0.21)
Men: Remote – On-site	0.24 (0.83)	-0.16 (0.34)	0.19 (0.44)	-0.28 (0.39)

Time-use categories:	Work and work-related	Household production	Leisure	Sleep
Men: Hybrid − Remote	-0.94 (0.89)	0.45 (0.37)	-0.16 (0.53)	0.65* (0.39)
Women: Hybrid – On-site	0.37 (0.51)	0.03 (0.36)	-0.41 (0.37)	0.00 (0.31)
Women: Remote – On-site	0.81 (0.54)	0.04 (0.33)	-0.77* (0.47)	-0.08 (0.20)
Women: Hybrid − Remote	-0.44 (0.77)	-0.00 (0.52)	0.37 (0.64)	0.08 (0.32)
Hybrid vs. On-site: Women − Men	1.07 (0.68)	-0.25 (0.47)	-0.44 (0.51)	-0.37 (0.30)
Remote vs. On-site: Women − Men	0.57 (1.09)	0.20 (0.45)	-0.96 (0.70)	0.20 (0.42)
Hybrid vs. Remote: Women – Men	0.50 (1.33)	-0.45 (0.58)	0.52 (0.91)	-0.57 (0.59)
Men: On-site	-0.25* (0.15)	0.13 (0.08)	-0.18 (0.11)	0.30*** (0.08)
Men: Hybrid	-0.95** (0.46)	0.42 (0.25)	-0.14 (0.29)	0.68*** (0.19)
Men: Remote	-0.01 (0.78)	-0.02 (0.32)	0.01 (0.43)	0.03 (0.35)
Women: On-site	-0.37** (0.16)	0.04 (0.13)	-0.02 (0.12)	0.36*** (0.08)
Women: Hybrid	-0.00 (0.44)	0.07 (0.40)	-0.43 (0.35)	0.36 (0.27)
Women: Remote	0.45 (0.52)	0.07 (0.30)	-0.79* (0.42)	0.28 (0.18)

Note: N=13,465. ATUS sample weights are reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Workdays are days on which the respondent reports at least 4 hours of work. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A15. Models that control for earnings: Differences in average adjusted predicted hours per day spent in paid work and commuting for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Paid work	Commuting
Years 2017–18	N/A	N/A
On-site: Women − Men	-0.61*** (0.12)	-0.07*** (0.02)
Hybrid: Women − Men	-1.28** (0.57)	-0.23** (0.10)
Remote: Women − Men	-0.81 (1.09)	-0.05 (0.09)
Men: Hybrid – On-site	0.33 (0.39)	0.02 (0.08)
Men: Remote – On-site	-0.70 (0.83)	-0.43*** (0.08)
Men: Hybrid − Remote	1.03 (0.97)	0.45*** (0.10)
Women: Hybrid – On-site	-0.33 (0.36)	-0.14*** (0.07)
Women: Remote – On-site	-0.90* (0.48)	-0.41*** (0.06)
Women: Hybrid − Remote	0.57 (0.61)	0.27*** (0.08)
Hybrid vs On-site: Women − Men	-0.67 (0.57)	-0.16 (0.10)
Remote vs On-site: Women − Men	-0.21 (1.11)	0.02 (0.09)
Hybrid vs. Remote: Women – Men	-0.46 (1.31)	-0.18 (0.12)
Years 2023–24	N/A	N/A
On-site: Women − Men	-0.68*** (0.16)	-0.08** (0.03)
Hybrid: Women − Men	-0.57 (0.36)	-0.05 (0.07)
Remote: Women − Men	-0.15 (0.35)	0.04 (0.06)
Men: Hybrid – On-site	-0.17 (0.28)	-0.14*** (0.05)
Men: Remote – On-site	-0.26 (0.30)	-0.47*** (0.04)
Men: Hybrid − Remote	0.09 (0.36)	0.33*** (0.05)
Women: Hybrid – On-site	-0.07 (0.28)	-0.11** (0.05)
Women: Remote – On-site	0.27 (0.29)	-0.35*** (0.04)
Women: Hybrid − Remote	-0.34 (0.34)	0.24*** (0.05)
Hybrid vs On-site: Women − Men	0.11 (0.31)	0.03 (0.08)
Remote vs On-site: Women − Men	0.53 (0.38)	0.12* (0.06)
Hybrid vs. Remote: Women – Men	-0.42 (0.50)	-0.09 (0.08)
2023–24 versus 2017–18	N/A	N/A
On-site: Women − Men	-0.07 (0.19)	-0.01 (0.03)
Hybrid: Women − Men	0.70 (0.59)	0.18 (0.12)
Remote: Women − Men	0.66 (1.17)	0.10 (0.10)
Men: Hybrid – On-site	-0.51 (0.44)	-0.17* (0.09)
Men: Remote – On-site	0.44 (0.91)	-0.04 (0.08)
Men: Hybrid − Remote	-0.94 (0.97)	-0.12 (0.11)

Time-use categories:	Paid work	Commuting
Women: Hybrid – On-site	0.27 (0.47)	0.02 (0.09)
Women: Remote – On-site	1.17** (0.53)	0.06 (0.08)
Women: Hybrid − Remote	-0.90 (0.71)	-0.04 (0.09)
Hybrid vs. On-site: Women − Men	0.77 (0.63)	0.19 (0.13)
Remote vs. On-site: Women − Men	0.73 (1.18)	0.11 (0.11)
Hybrid vs. Remote: Women – Men	0.04 (1.37)	0.09 (0.14)
Men: On-site	-0.23 (0.14)	-0.07 (0.02)
Men: Hybrid	-0.74* (0.41)	-0.24*** (0.09)
Men: Remote	0.20 (0.85)	-0.12 (0.07)
Women: On-site	-0.30* (0.16)	-0.08*** (0.03)
Women: Hybrid	-0.04 (0.40)	-0.06 (0.08)
Women: Remote	0.87* (0.53)	-0.02 (0.07)

Note: N=13,465. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A16. Models that control for earnings: Differences in average adjusted predicted hours per day spent in paid work and providing childcare for men and women with household children between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Paid work among parents of kids age<18	Time with children (parents of kids age<18)	Primary childcare (parents of kids age<18)	Secondary childcare (parents of kids age<13)
Years 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.60*** (0.21)	0.95*** (0.22)	0.61*** (0.15)	0.75*** (0.20)
Hybrid: Women − Men	-0.66 (1.13)	1.37** (0.61)	0.56* (0.30)	0.73 (0.73)
Remote: Women − Men	-1.21** (0.84)	1.33* (0.77)	0.10 (0.32)	1.14 (0.95)
Men: Hybrid – On-site	0.31 (0.70)	0.11 (0.43)	0.17 (0.21)	0.80 (0.50)
Men: Remote – On-site	0.59 (0.83)	1.09** (0.44)	0.32 (0.20)	2.01*** (0.75)
Men: Hybrid − Remote	-0.90 (0.83)	-0.98* (0.58)	-0.15 (0.29)	-1.21 (0.81)
Women: Hybrid – On-site	-0.37 (0.59)	0.54 (0.48)	0.12 (0.26)	0.78 (0.51)
Women: Remote – On-site	-0.03 (0.70)	1.48*** (0.53)	-0.19 (0.38)	2.40*** (0.71)
Women: Hybrid − Remote	-0.34 (1.06)	-0.94 (0.69)	0.31 (0.33)	-1.61* (0.85)
Hybrid vs On-site: Women − Men	-0.06 (1.12)	0.43 (0.60)	-0.06 (0.40)	-0.02 (0.72)
Remote vs On-site: Women − Men	-0.61 (0.86)	0.48 (0.75)	-0.51 (0.40)	0.39 (0.95)
Hybrid vs. Remote: Women – Men	0.56 (1.36)	0.04 (0.92)	0.46 (0.39)	-0.41 (1.14)
Years 2023–24	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.31 (0.28)	0.91*** (0.28)	0.41*** (0.09)	0.95*** (0.30)
Hybrid: Women − Men	-0.29 (0.62)	1.28** (0.51)	0.51* (0.27)	1.09 (0.80)
Remote: Women − Men	0.56 (0.57)	0.87* (0.49)	0.57*** (0.19)	0.35 (0.65)
Men: Hybrid – On-site	-0.40 (0.51)	-0.10 (0.41)	0.11 (0.18)	0.64 (0.53)
Men: Remote – On-site	-1.07** (0.51)	0.92** (0.42)	0.07 (0.15)	2.00*** (0.55)
Men: Hybrid − Remote	0.67 (0.60)	-1.02* (0.52)	0.04 (0.19)	-1.36* (0.71)
Women: Hybrid – On-site	-0.38 (0.47)	0.26 (0.41)	0.21 (0.21)	0.78 (0.65)
Women: Remote – On-site	-0.20 (0.43)	0.87** (0.37)	0.24 (0.15)	1.40*** (0.49)
Women: Hybrid − Remote	-0.18 (0.53)	-0.61 (0.47)	-0.03 (0.22)	-0.62 (0.67)
Hybrid vs On-site: Women − Men	0.02 (0.69)	0.37 (0.58)	0.10 (0.28)	0.15 (0.89)
Remote vs On-site: Women − Men	0.87 (0.62)	-0.05 (0.58)	0.16 (0.22)	-0.60 (0.69)
Hybrid vs. Remote: Women – Men	-0.85 (0.85)	0.41 (0.73)	-0.06 (0.29)	0.74 (1.05)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A
On-site: Women − Men	0.29 (0.28)	-0.03 (0.29)	-0.21 (0.17)	0.20 (0.32)
Hybrid: Women − Men	0.36 (1.23)	-0.09 (0.76)	-0.05 (0.42)	0.36 (0.91)
Remote: Women − Men	1.77* (0.98)	-0.46 (0.84)	0.47 (0.38)	-0.79 (1.02)

Time-use categories:	Paid work among parents of kids age<18	Time with children (parents of kids age<18)	Primary childcare (parents of kids age<18)	Secondary childcare (parents of kids age<13)
Men: Hybrid – On-site	-0.09 (0.74)	-0.22 (0.61)	-0.06 (0.29)	-0.16 (0.70)
Men: Remote – On-site	-1.66* (0.91)	-0.18 (0.61)	-0.25 (0.25)	-0.01 (0.86)
Men: Hybrid − Remote	1.57 (1.05)	-0.04 (0.74)	0.19 (0.35)	-0.15 (0.96)
Women: Hybrid – On-site	-0.01 (0.80)	-0.28 (0.58)	0.09 (0.33)	0.00 (0.72)
Women: Remote – On-site	0.17 (0.77)	-0.61 (0.62)	0.43 (0.41)	-1.00 (0.86)
Women: Hybrid − Remote	-0.16 (1.24)	0.33 (0.84)	-0.33 (0.40)	1.00 (0.99)
Hybrid vs. On-site: Women − Men	0.08 (1.24)	-0.06 (0.81)	0.16 (0.52)	0.16 (1.01)
Remote vs. On-site: Women − Men	1.49 (1.01)	-0.43 (0.92)	0.68 (0.49)	-0.99 (1.12)
Hybrid vs. Remote: Women – Men	-1.41 (1.60)	0.37 (1.16)	-0.52 (0.49)	1.15 (1.35)
Men: On-site	-0.29 (0.23)	0.05 (0.18)	0.23** (0.09)	0.09 (0.21)
Men: Hybrid	-0.38 (0.74)	-0.16 (0.55)	0.17 (0.26)	-0.07 (0.64)
Men: Remote	-1.95** (0.92)	-0.12 (0.55)	-0.02 (0.23)	0.08 (0.77)
Women: On-site	-0.00 (0.20)	0.02 (0.19)	0.02 (0.10)	0.29 (0.25)
Women: Hybrid	-0.01 (0.70)	-0.26 (0.54)	0.12 (0.28)	-0.29 (0.66)
Women: Remote	-0.18 (0.77)	-0.59 (0.59)	0.45 (0.36)	-0.71 (0.77)

Note: N=6,123 in columns 1–3 and 4,991 in column 4. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Table A17. Models that control for earnings: Differences in predicted hours on the average day for men and women between 2017–18 and 2023–24 by work location arrangement

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Years 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.19*** (0.07)	0.30*** (0.05)	0.31*** (0.05)	-0.11*** (0.03)	-0.62*** (0.14)
Hybrid: Women − Men	0.45* (0.27)	0.31*** (0.07)	0.29*** (0.11)	-0.38*** (0.14)	-0.26 (0.36)
Remote: Women − Men	0.15 (0.27)	0.29** (0.13)	0.44*** (0.12)	0.10 (0.20)	-0.12 (0.57)
Men: Hybrid – On-site	-0.12 (0.17)	-0.05 (0.04)	-0.02 (0.06)	0.19 (0.12)	-0.24 (0.26)
Men: Remote – On-site	0.17 (0.20)	0.04 (0.08)	-0.31*** (0.07)	0.08 (0.18)	-0.18 (0.44)
Men: Hybrid − Remote	-0.29 (0.27)	-0.10 (0.10)	0.29*** (0.09)	0.11 (0.22)	-0.06 (0.38)
Women: Hybrid – On-site	0.13 (0.30)	-0.04 (0.05)	'-0.04 (0.08)	-0.07 (0.04)	0.12 (0.29)
Women: Remote – On-site	0.12 (0.26)	0.03 (0.10)	-0.19* (0.10)	0.30*** (0.11)	0.32 (0.33)
Women: Hybrid − Remote	0.01 (0.49)	-0.07 (0.11)	0.15 (0.13)	-0.37*** (0.11)	-0.20 (0.52)
Hybrid vs On-site: Women − Men	0.25 (0.23)	0.01 (0.07)	-0.02 (0.11)	-0.27** (0.13)	0.36 (0.32)
Remote vs On-site: Women − Men	-0.05 (0.28)	-0.01(0.11)	0.12 (0.11)	0.22 (0.20)	0.50 (0.61)
Hybrid vs. Remote: Women – Men	0.30 (0.42)	-0.02 (0.12)	-0.14 (0.14)	-0.49** (0.24)	-0.14 (0.74)
Years 2023–24	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	0.18** (0.07)	0.31*** (0.03)	0.31*** (0.04)	-0.07*** (0.03)	-0.57*** (0.09)
Hybrid: Women − Men	0.41** (0.16)	0.21*** (0.07)	0.23*** (0.06)	-0.19*** (0.08)	-0.60*** (0.19)
Remote: Women − Men	0.38** (0.14)	0.14* (0.08)	0.20*** (0.06)	-0.04 (0.07)	-0.84*** (0.21)
Men: Hybrid – On-site	0.06 (0.10)	0.07 (0.05)	-0.06 (0.04)	0.12* (0.06)	0.10 (0.14)
Men: Remote – On-site	-0.03 (0.10)	0.13** (0.05)	-0.12*** (0.04)	0.02 (0.05)	0.44** (0.17)
Men: Hybrid − Remote	0.09 (0.12)	-0.06 (0.06)	0.06 (0.06)	0.10 (0.08)	-0.34* (0.19)
Women: Hybrid – On-site	0.29* (0.15)	-0.02 (0.05)	-0.14** (0.05)	0.01 (0.05)	0.06 (0.15)
Women: Remote – On-site	0.16 (0.12)	-0.04 (0.07)	-0.23*** (0.06)	0.06 (0.05)	0.16 (0.16)
Women: Hybrid − Remote	0.13 (0.17)	0.01 (0.07)	0.09 (0.06)	-0.05 (0.07)	-0.10 (0.17)
Hybrid vs On-site: Women − Men	0.23 (0.18)	-0.10 (0.07)	'-0.08 (0.07)	-0.11 (0.08)	-0.04 (0.21)
Remote vs On-site: Women − Men	0.20 (0.16)	-0.17* (0.09)	-0.11 (0.07)	0.03 (0.08)	-0.28 (0.21)
Hybrid vs. Remote: Women – Men	0.03 (0.21)	0.07 (0.09)	0.03 (0.08)	-0.15 (0.10)	0.24 (0.26)
2023–24 versus 2017–18	N/A	N/A	N/A	N/A	N/A
On-site: Women − Men	-0.01 (0.12)	0.01 (0.06)	0.00 (0.04)	0.04 (0.04)	0.06 (0.17)
Hybrid: Women − Men	-0.03 (0.30)	-0.10 (0.09)	-0.06 (0.12)	0.19 (0.16)	-0.34 (0.41)
Remote: Women − Men	0.23 (0.27)	-0.14 (0.13)	-0.23* (0.13)	-0.15 (0.21)	-0.72 (0.49)
Men: Hybrid – On-site	0.18 (0.20)	0.13* (0.07)	-0.04 (0.07)	-0.07 (0.14)	0.34 (0.29)
Men: Remote – On-site	-0.20 (0.20)	0.09 (0.11)	0.19** (0.08)	-0.05 (0.19)	0.62 (0.40)

Time-use categories:	Household chores	Food preparation	Personal care	Exercise	Screen time
Men: Hybrid − Remote	0.38 (0.30)	0.04 (0.134)	-0.23** (0.11)	-0.02 (0.26)	-0.28 (0.35)
Women: Hybrid – On-site	0.16 (0.29)	0.02 (0.07)	-0.10 (0.10)	0.08 (0.06)	-0.06 (0.32)
Women: Remote – On-site	0.05 (0.31)	-0.07 (0.13)	-0.04 (0.11)	-0.24** (0.11)	-0.16 (0.32)
Women: Hybrid − Remote	0.12 (0.55)	0.09 (0.14)	-0.06 (0.14)	0.32** (0.13)	0.10 (0.54)
Hybrid vs. On-site: Women − Men	-0.02 (0.27)	-0.11 (0.10)	-0.06 (0.13)	0.15 (0.15)	-0.40 (0.36)
Remote vs. On-site: Women − Men	0.24 (0.32)	-0.15 (0.13)	-0.24* (0.12)	-0.19 (0.21)	-0.78 (0.58)
Hybrid vs. Remote: Women – Men	-0.26 (0.46)	0.05 (0.16)	0.17 (0.16)	0.34 (0.27)	0.38 (0.74)
Men: On-site	0.07 (0.05)	0.07*** (0.02)	-0.02 (0.02)	-0.02 (0.03)	-0.03 (0.11)
Men: Hybrid	0.25 (0.17)	0.20*** (0.06)	-0.06 (0.07)	-0.09 (0.14)	0.31 (0.24)
Men: Remote	-0.13 (0.20)	0.16 (0.12)	0.18** (0.07)	-0.08 (0.19)	0.59 (0.35)
Women: On-site	0.05 (0.08)	0.08* (0.05)	-0.01 (0.03)	0.02 (0.02)	0.03 (0.09)
Women: Hybrid	0.21 (0.33)	0.11 (0.07)	-0.12 (0.09)	0.10 (0.06)	-0.03 (0.38)
Women: Remote	0.10 (0.27)	0.02 (0.11)	-0.06 (0.12)	-0.22* (0.11)	-0.14 (0.29)

Note: N=13,465. ATUS final weights reweighted separately for equal-day-of-the-week representation by gender for our sample. Standard errors are generated using ATUS replicate weights. Workdays are days on which the respondent reports at least 4 hours of work. Significance levels: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Source: 2017–18 and 2023–24 American Time Use Survey, author's calculations

Appendix References

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