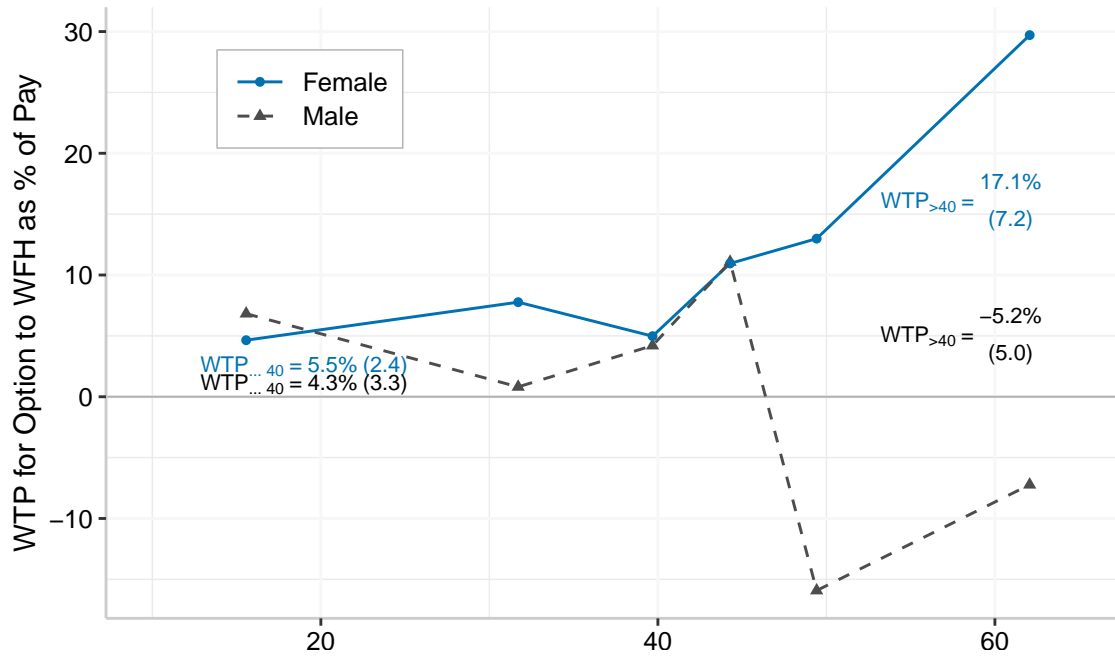


SUPPLEMENTAL APPENDIX

Can Remote Work Narrow Gender Gaps in Greedy Jobs?
 By Emma Harrington and Matthew E. Kahn

Figure A1. : WTP for WFH by Gender & Work Hours Among Potential Parents



Notes: This figure replicates Figure 1(a) but limits to the subset of respondents who are married or cohabiting with a long-term partner, have an additional household member beyond their partner, and are between the ages of 25 and 45 since these individuals are most likely to have children. There are 266 total women and 142 total men: 46 women and 83 men work more than forty hours and 220 women and 46 men work fewer hours.

Figure A2. : Interface for Question about Ideal Work Hours in Different Arrangements

Notes: This shows the interface for the eliciting jobseekers' ideal work hours in different arrangements.

Suppose that you were offered a job in your preferred occupation that paid an hourly wage and allowed you to choose how many hours to work per week, with time and a half pay for hours over 40 hours per week. For each of the following work arrangements, what would your ideal number of weekly hours?

0 8 16 24 32 40 48 56 64 72 80

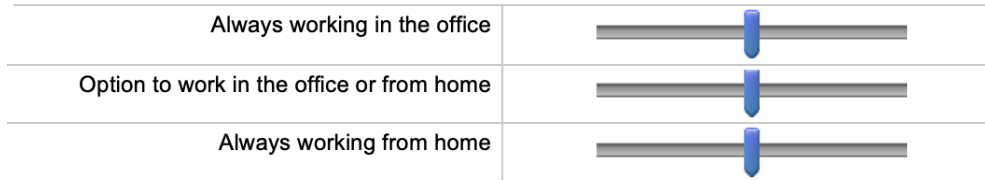


Table A1—: Gendered Complementarity Between WFH & Long Hours

	% Any WFH on Workday				
	(1)	(2)	(3)	(4)	(5)
Female x >40 Hours/Week	5.58*** (1.17)	5.44*** (1.17)	3.68*** (1.14)	3.35*** (1.13)	3.37*** (1.12)
Female	1.37** (0.56)	1.42** (0.56)	-0.43 (0.63)	-0.45 (0.63)	-0.37 (0.63)
Dependent Mean	21.1	21.1	21.1	21.1	21.1
<u>Controls</u>					
Hours/Week FE	✓	✓	✓	✓	✓
Year FE		✓	✓	✓	✓
Occupation FE			✓	✓	✓
Industry FE				✓	✓
Demographics & Education					✓
# Respondents	40,282	40,282	40,282	40,282	40,282
R ²	0.05	0.05	0.15	0.17	0.18

Notes: This table analyzes how the complementarity between WFH and working long hours differs by gender. Data comes from the American Time Use Survey (ATUS) between 2003 and 2019, which represents a subset of the Current Population Survey (CPS). Usual hours worked per week are reported in the CPS. The dependent variable is whether the respondent did any WFH on the workday of the time-diary in the ATUS. The coefficient of interest is the interaction between working more than forty hours per week and the respondent's gender. Demographics and education include indicators for the respondent's age, race, ethnicity, and educational attainment. Standard errors are robust. *p<0.1; **p<0.05; ***p<0.01.

Table A2—: Gendered Complementarity Between WFH & Long Hours By Parental Status

	% Any WFH on Workday				
	(1)	(2)	(3)	(4)	(5)
Parent x Female x >40 Hours/Week	4.35* (2.33)	4.23* (2.33)	3.84* (2.24)	4.47** (2.21)	5.34** (2.20)
Female x >40 Hours/Week	3.81** (1.82)	3.73** (1.82)	2.15 (1.76)	1.48 (1.73)	0.82 (1.72)
Parent x >40 Hours/Week	-1.72 (1.38)	-1.80 (1.38)	-1.98 (1.31)	-2.11 (1.30)	-2.13* (1.29)
Parent x Female	1.43 (0.88)	1.51* (0.88)	-0.75 (0.91)	-0.55 (0.89)	-0.36 (0.89)
Female	-0.62 (1.11)	-0.67 (1.11)	0.02 (1.05)	-0.41 (1.04)	-0.29 (1.04)
Parent	3.45*** (0.78)	3.51*** (0.79)	3.26*** (0.74)	3.49*** (0.73)	2.10*** (0.75)
Dependent Mean	21.1	21.1	21.1	21.1	21.1
<u>Controls</u>					
Hours/Week FE	✓	✓	✓	✓	✓
Year FE		✓	✓	✓	✓
Occupation FE			✓	✓	✓
Industry FE				✓	✓
Demographics & Education					✓
# Respondents	40,282	40,282	40,282	40,282	40,282
R ²	0.05	0.05	0.15	0.17	0.19

Notes: This table analyzes how the complementarity between WFH and working long hours differs by gender and parental status. Data comes from the American Time Use Survey (ATUS) between 2003 and 2019, which represents a subset of the Current Population Survey (CPS). Usual hours worked per week are reported in the CPS. The dependent variable is whether the respondent did any WFH on the workday of the time-diary in the ATUS. The coefficients of interest are the interaction between working more than forty hours per week and the respondent's gender and/or parental status. Demographics and education include indicators for the respondent's age, race, ethnicity, and educational attainment. Standard errors are robust. *p<0.1; **p<0.05; ***p<0.01.

Table A3—: Gender Gap in Relationship between Remote Work and Preferred Hours

	Preferred Hours	Part Time <40 Hrs	Over-Time >40 Hrs
Hybrid x Female	3.81*** (1.03)	-7.46*** (2.40)	6.64*** (2.30)
Remote x Female	6.59*** (1.32)	-9.12*** (2.73)	6.69*** (2.59)
Female	-2.45*** (0.93)	4.76** (2.15)	-3.77* (2.01)
Remote	5.29*** (0.87)	-10.43*** (1.86)	11.81*** (1.77)
Hybrid	2.40*** (0.72)	-3.83** (1.71)	4.36*** (1.63)
Dependent Mean	34.28	56.97	35.32
Respondents	1994	1994	1994
Adjusted R ²	0.03	0.02	0.02

Notes: This table presents the gendered relationship between working arrangements and preferred weekly work hours. Each column fully interacts the work arrangement with a female indicator. The omitted category for work arrangements is fully on-site work. In each specification, there is one observation for each hypothetical working arrangement for each respondent. Standard errors are clustered by respondent. The sample is collected on the Qualtrics platform and targeted to jobseekers. See Figure A2 for the interface for the question. *p<0.1; **p<0.05; ***p<0.01.