

Fowler, C. S., Rhubart, D. C., & Jensen, L. (2016). *Reassessing and Revising Commuting Zones for 2010: History, Assessment, and Updates for U.S. 'LaborSheds' 1990–2010*. Population Research and Policy Review, 35(2), 263–286. <https://www.jstor.org/stable/26158897>

This paper presents a reassessment and revision of the U.S. Commuting Zones (CZs) for the year 2010 with updated delineations based on commuting patterns collected from many sources, including the 1990/2000 U.S. Decennial Censuses and the 2006-2010 American Community Survey (ACS). These original CZs, developed by Tolbert and Killian in 1987, were designed to aid with the limitations of traditional county boundaries in representing regional labor markets. Commuting Zones offer a more accurate reflection of integrated labor markets, *or labor sheds*, where individuals live in one area but work in another.

Fowler, Rhubart, and Jensen extend previous work by updating the 2010 delineations and revising prior CZs for 1990 and 2000 to ensure a consistent methodology. This consistency is crucial for researchers seeking to compare regional economic trends over time, as differing methodologies could distort findings. The paper evaluates the original methodology's strengths and weaknesses and introduces a more statistically driven approach to provide a more objective update. The authors offer tools for comparing CZ delineations across decades and provide reproducible code for future updates.

The paper has several insights into the original CZ delineations pointing out the original methodology relied heavily on expertise data in determining some boundaries which could have introduced biases and inconsistency. The proposed approach reduces the amount of expert input replacing with statistical methods. This shift makes the paper significant for researchers who require reliable and consistent geographic units for analyzing regional economies, particularly those studying labor market across rural and urban spaces.

The paper discuss the practical applications of CZs, pointing out use for both research and public policy. CZs have been used by rural sociologists, economists, and geographers to analyze the economic integration between urban and rural areas providing a broader view of the fluidity of labor markets. For instance, research using CZs has explored various socio-economic estimates, such as job growth, wage disparities, and migration patterns. Fowler et al. also discusses how the updated CZs can help research in regional planning, labor economics, and demographic analysis.

The paper also critiques the original methodology's reliance on proportional flows between counties to define CZs. The authors argue that while this method has its strengths, it can sometimes inflate connections between large and small counties at the expense of relationships between counties of similar size. This critique is particularly relevant for researchers focusing on metropolitan areas. A key contribution is the provision of a reproducible code for generating and comparing CZ delineations. This is important for longitudinal studies that need consistent geographic units over time to reduce distortions caused by changing boundaries.

In conclusion, the paper by Fowler, Rhubart, and Jensen offers a key update to the CZs, providing methodological upgrades and practical tools for researchers and policymakers. It is particularly valuable for those studying regional labor market dynamics, rural-urban economic integration, and the geographic distribution of employment opportunities.

Davies, A. (2021). *COVID-19 and ICT-Supported Remote Working: Opportunities for Rural Economies*. *World*, 2(2), 139–152. <https://doi.org/10.3390/world2010010>

This paper discusses how the COVID-19 pandemic accelerated the adoption of Information and Communication Technologies (ICT)-supported remote work and how it changed rural economies. The paper focuses on the opportunities that remote work present for rural areas disadvantaged by limited employment opportunities. Davies argues that the forced transition to remote work has decreased employers' negative perceptions of working from home with limited remote workforce managerial knowledge. While rural areas have lagged behind urban areas in remote work, this paper points out that the COVID-19 and technological advances provide rural areas with access to broader labor markets or increased career options.

The paper explored the barriers to remote work adoption in rural areas, policies that can support remote working, and the potential impacts on worker well-being. The "rural digital divide," refers to the significant gap between urban and rural areas in terms of access to high-speed internet access citing data revealing that nearly 40% of rural U.S. populations lacked access to high-speed broadband in 2016, compared to only 4% of urban populations. The European Union faces a stark contrast, where only 25% of rural areas had fast broadband in 2015.

The paper discusses how pandemic disrupted traditional work and led to widespread adoption of remote work, particularly among professional occupations and/or younger workers. The author notes that the quick transition to remote working has provided a valuable test case for how flexible work arrangements can be successful. Davies suggests that rural development policies must focus on expanding broadband infrastructure and digital literacy among rural residents.

The paper discusses the implications of remote work for well-being. While remote work offers work-life balance and reduce commuting times, the author that comes with worker isolation which could be more pronounced for rural workers.

Davies' paper provides a solid analysis of the opportunities and challenges posed by remote working for rural economies. The paper's discussion of the rural digital divide and the need for a novel approach to rural development post Covid.

Braesemann, F., Stephany, F., Teutloff, O., Kässi, O., Graham, M., & Lehdonvirta, V. (2022). *The Global Polarisation of Remote Work*. *PLOS ONE*, 17(10), e0274630. <https://doi.org/10.1371/journal.pone.0274630>

Braesemann et al., provides solid analysis of how the COVID-19 pandemic has accelerated the adoption of remote work along with geographic and occupational polarization. The study focuses on online labor platforms, a global digital marketplace that connects freelancers with employers and investigates its impact on the global labor market. The authors argue that remote work can connect workers in rural areas with global labor markets with benefits seen largely in urban areas with a robust digital infrastructure.

The paper proposes three dimensions of polarization: (1) between countries, (2) between urban and rural areas within countries, and (3) between different skill levels. Using a 2013-2020 global dataset

which includes 1.8 million remote jobs, the paper reveals that most remote work opportunities are concentrated in North America, Europe, and South Asia. Within countries, remote work is concentrated in large metropolitan areas. This polarization is worsened by the skills required for high-paying remote jobs.

The study also points out that remote work is not a complete solution for economic inequality, as it reinforces existing inequalities. Online platforms theoretically offer global opportunities, but usually mirror traditional labor market dynamics, where workers with in-demand skills are more likely to succeed.

The authors explain the concept of "Digital Taylorism," where complex tasks are broken down into simpler, more manageable components, and then outsourced to workers anywhere geographically. This process tends to favor urban workers with specialized skills increasing spatial and skill polarization. The paper suggests that the digital divide plays a crucial role in shaping the global geography of remote work. The authors point out that to make remote work an effective, it must be accompanied by investments in tech infrastructure.

This paper is a valuable resource for policymakers, labor economists, and researchers studying the future of work. It provides insights into the structural challenges of remote work and highlights the importance of addressing tech infrastructure. The study's extensive use of data make it a significant contribution to the literature on remote work.

Choudhury, P. R., Foroughi, C., & Larson, B. (Forthcoming). *Work-From-Anywhere: The Productivity Effects of Geographic Flexibility*. Strategic Management Journal.

This paper by Choudhury, Foroughi, and Larson examines the productivity effects of a work-from-anywhere (WFA) model, an emerging form of remote work. While traditional work-from-home (WFH) programs provide temporal flexibility, the WFA model offers geographic flexibility, enabling workers to choose where they live. The paper uses a natural experiment conducted at the United States Patent and Trademark Office (USPTO) to measure the productivity changes associated with the transition from WFH to WFA, resulting in a 4.4 percent increase in worker output without an increase in rework. The authors argue that WFA represents a significant nonpecuniary benefit for employees, which can motivate higher productivity by allowing them to relocate to more personally desirable locations.

The research builds on prior studies such as Bloom et al. (2015), who showed productivity improvements in WFH settings. Choudhury et al. contribute by focusing on geographic flexibility, a new dimension of remote work that allows workers to work anywhere. This flexibility is a strong incentive, particularly for workers dissatisfied with their current living conditions increasing productivity.

The natural experiment at the USPTO offers an opportunity for studying the effects of WFA. The transition to WFA was driven by union negotiations that resulted in variation in the timing of transitions for patent examiners, allowing the authors to isolate the effects of geographic flexibility on productivity. The authors used a mixed approach, combining quantitative data with interviews leading to insights of productivity gains occur. Field interviews with 48 USPTO managers, patent

examiners, and union leaders showed that geographic flexibility allowed workers to achieve a better work-life balance, live closer to family, and reduce living costs, which contributed to increased productivity. The paper focuses on the positive productivity effects and addresses potential challenges, like the need to manage workers.

This paper is an important addition to the body of research on remote work. By demonstrating the productivity gains that can arise from geographic flexibility, this study highlights the potential of WFA to change traditional work and contribute to both employee well-being and increased productivity.

Paul, J. (2022). *Work from Home Behaviors Among U.S. Urban and Rural Residents*. *Journal of Rural Studies*, 96, 101-111. <https://doi.org/10.1016/j.jrurstud.2022.10.017>

Julene Paul's paper focuses on the work-from-home (WFH) behaviors of U.S. urban and rural residents, using data from the 2017 National Household Travel Survey (NHTS) to assess how different demographic factors, such as education level, race, and gender, impact the ability and likelihood of working from home. The study emphasizes the geographical disparities in WFH access, particularly between rural and urban populations, and analyzes the factors that affect these behaviors. As the rise in WFH became a major trend even before the COVID-19 pandemic, the paper addresses critical issues of equity, such as access to WFH opportunities, and how this differs across socioeconomic and geographic lines.

The paper is well-grounded in both the historical context and emerging trends in WFH, citing that the percentage of paid workdays completed from home grew significantly during the pandemic but was already on an upward trajectory prior to it. Paul highlights the disparity in WFH access, emphasizing that rural residents, despite expressing a preference for working from home, have less frequent opportunities to do so compared to their urban counterparts. This gap is largely attributed to rural areas' limited access to digital infrastructure, such as broadband, which is critical for enabling remote work. The author suggests that this digital divide is a key barrier to rural participation in WFH, even as it becomes a permanent fixture in the modern workforce.

A major strength of this paper is its nuanced look at how WFH is not just a binary issue of access but is influenced by factors such as race, education, and family structure. Paul finds that rural, non-White populations, especially Hispanic and African American workers, face greater barriers to WFH. These demographic groups are less likely to hold jobs that can be performed remotely and often live in areas with poorer digital infrastructure. This trend also extends to education levels: higher-educated individuals in urban settings have far more access to remote work compared to less educated, rural workers. The research provides evidence that WFH could exacerbate existing inequalities if digital infrastructure and policy support are not improved in rural areas.

Moreover, the paper discusses how WFH impacts travel behavior, noting significant reductions in daily commute trips among those who work remotely. However, it also raises an important question: does WFH truly reduce overall travel, or does it simply shift travel to different times of day or for other purposes? While some studies suggest that WFH substitutes for commuting trips,

Paul's analysis points out that workers might still need to travel for other daily activities, leading to no overall reduction in travel, but rather a change in travel patterns.

The paper's findings have significant implications for policymakers aiming to bridge the urban-rural divide in terms of economic opportunity and technological access. Paul argues that improving rural broadband infrastructure, supporting digital literacy, and fostering remote work opportunities could significantly improve economic outcomes for rural residents. The study makes a valuable contribution to the literature on rural employment, digital equity, and telecommuting by emphasizing the specific challenges faced by rural workers in accessing WFH options.

In conclusion, Paul's research provides a comprehensive look at how geographic location, combined with demographic and socioeconomic factors, affects WFH behaviors in the U.S. This paper will be especially useful for those studying rural labor markets, telecommuting trends, and the role of digital infrastructure in economic development. By focusing on the distinct challenges of rural workers, this research also opens pathways for policy interventions that can promote greater equity in WFH access across the U.S.

Cardoso, B. H. F., & Hartmann, D. (2023). *Workers' mobility across occupations: Complementary insights from the human capital, migration, and social stratification literature*. *EconomiA*, 24(1), 115–133. <https://doi.org/10.1108/ECON-08-2022-0115>

This paper by Ben Hur Francisco Cardoso and Dominik Hartmann presents a systematic literature review of intragenerational occupational mobility, focusing on three key research areas: human capital, social stratification, and migration studies. The authors employ a structured literature review and network analysis to map the fragmented research landscape of occupational mobility. The study aims to provide complementary insights from the three dominant theories in understanding the factors that influence workers' ability to change occupations over their lifetime. The work highlights how occupational mobility is a crucial factor in determining economic dynamics and social stratification, making it a critical area of research for labor economists, sociologists, and policymakers.

The human capital perspective in occupational mobility emphasizes that workers' skills are often specific to certain occupations, and the transferability of these skills plays a major role in determining the success of occupational changes. According to the authors, the literature on human capital focuses on the productivity of workers and how their skills can be transferred from one job to another. However, this perspective often neglects the importance of social and institutional factors that might influence mobility, such as race, gender, and the local labor market. The paper argues that a more comprehensive understanding of occupational mobility would require the integration of insights from the social stratification literature, which sheds light on how social barriers, such as gender and racial discrimination, influence the ability of workers to move up in the labor market.

The second major perspective discussed in the paper is social stratification theory. This framework considers occupations as key elements in creating and maintaining social inequality. The social stratification literature explains how institutional barriers, such as access to education and

discrimination in the labor market, restrict certain groups from moving between occupations, particularly into higher-status or higher-paying jobs. Cardoso and Hartmann argue that while human capital theory focuses on skills and productivity, social stratification theory is crucial for understanding how inequality is perpetuated in the labor market. The paper discusses how gender, race, and class-based discrimination can result in segmented labor markets, where certain groups are overrepresented in low-status occupations.

Migration studies, the third perspective examined in the paper, offer additional insights into occupational mobility, particularly in understanding the barriers faced by immigrants and internal migrants. The authors review literature on how migration, both internal and international, affects workers' occupational opportunities. They point out that migrants often face significant challenges in transferring their human capital to new labor markets due to factors such as language barriers, licensing issues, and social discrimination. The paper also discusses how migration studies contribute to understanding the geographic dimension of labor market mobility, emphasizing that local labor market conditions significantly influence workers' ability to transition between occupations.

A key contribution of this paper is its identification of research gaps and opportunities for future studies. Cardoso and Hartmann note that the human capital literature could benefit from incorporating the insights of social stratification theory and migration studies to provide a more comprehensive understanding of occupational mobility. For instance, human capital research could explore how institutional barriers and local labor market dynamics affect workers' ability to move between occupations. Additionally, they suggest that more research is needed to understand how the dynamics of occupational mobility differ between developed and developing countries, particularly in contexts where informal labor markets play a significant role.

In conclusion, this paper provides a thorough review of the literature on occupational mobility, highlighting the fragmented nature of the research across different disciplines. The authors' systematic approach offers a valuable synthesis of the existing literature, while also identifying key areas for future research. This paper is particularly useful for academics and policymakers interested in understanding how different factors—ranging from skills and education to social barriers and migration—interact to shape workers' mobility across occupations.

Ostermann, K., Eppelsheimer, J., Gläser, N., Haller, P., & Oertel, M. (2022). *Geodata in labor market research: trends, potentials, and perspectives*. *Journal of Labour Market Research*, 56(1), 5. <https://doi.org/10.1186/s12651-022-00310-x>

This article by Ostermann et al. explores the role of georeferenced data (geodata) in labor market research, emphasizing its growing importance and potential to enhance traditional methodologies. Geodata refers to data that are linked to specific geographic locations, providing researchers with a granular spatial perspective that surpasses the limitations of conventional administrative boundaries. By using geodata, researchers can analyze labor market dynamics at smaller, more detailed geographic scales, improving understanding of phenomena like neighborhood effects, mobility, and spatial segregation. The authors highlight geodata's usefulness in labor market research, particularly in the context of urban economic studies and regional science.

The study presents a detailed review of how geocoded labor market data, combined with socioeconomic data, can reveal insights into labor market behaviors at a highly localized level. This is particularly useful in exploring inner-city variations that standard aggregated data often mask. The paper shares experiences from the authors' own work geocoding administrative data from Germany, covering wage and employment data for almost the entire workforce from 2000 to 2017. The use of 1-square-kilometer grid cells enabled the authors to map labor market characteristics, such as employment density, wage distribution, and skill levels, across major German cities, including Berlin and Munich.

One of the key contributions of this paper is the demonstration of how geocoded data can improve labor market research by offering three significant advantages: First, it provides spatial depth, allowing for the investigation of segregation, neighborhood effects, and mobility on a detailed level. Second, geodata can serve as a valuable methodological tool for sampling, identifying boundaries, and analyzing spatial shocks. Third, the integration of geoinformation into existing datasets opens up possibilities for linking records across datasets, including labor market, environmental, and urban development data.

The authors showcase their methodology through a case study of German cities, where they visualize labor market characteristics using detailed maps. These maps reveal inner-city labor market structures that vary significantly between cities like Berlin and Munich. For example, the study highlights Berlin's multicentric structure with diverse employment and wage clusters, whereas Munich is depicted as more centralized with higher residential densities and wage equality. These findings underscore the potential of geodata to provide insights that would otherwise remain hidden in coarser, district-level data.

One of the most innovative aspects of this research is its ability to enhance the analysis of segregation and neighborhood effects. The authors argue that the use of small-scale geocoded data can offer more accurate measurements of these effects by tracking changes within neighborhoods over time. They also emphasize the importance of dynamic research designs that consider the evolving nature of urban areas and labor markets. For example, the study notes how the fall of the Berlin Wall reshaped employment and wage patterns in the city, an effect that could be measured in greater detail with geodata.

Despite the obvious advantages of geodata, the authors acknowledge the challenges associated with its use, particularly in terms of data protection and processing complexity. The paper discusses the legal and technical hurdles encountered during the geocoding process, including issues with address standardization and the difficulties of maintaining accurate spatial references over time.

In conclusion, this article is an important contribution to labor market research, highlighting the transformative potential of geodata in providing a more nuanced understanding of labor markets. It is especially relevant for researchers in urban economics, regional science, and labor market policy who seek to explore the spatial dimensions of labor market behavior. By offering a clear roadmap for utilizing geodata, the authors pave the way for future research that can leverage the spatial precision and depth offered by these emerging datasets.

Cardoso, B. H. F., & Hartmann, D. (2023). *Workers' mobility across occupations: Complementary insights from the human capital, migration, and social stratification literature*. *Economia*, 24(1), 115-133. <https://doi.org/10.1108/ECON-08-2022-0115>

In this article, Ben Hur Francisco Cardoso and Dominik Hartmann present a structured literature review on intragenerational occupational mobility. The authors aim to combine insights from three key fields: human capital theory, social stratification theory, and migration studies. Their central thesis is that understanding the movement of workers across occupations requires the integration of these three approaches, as each field focuses on different factors that influence mobility. This article makes a valuable contribution by revealing how these distinct but related bodies of literature can complement one another in the context of labor market dynamics and worker mobility.

The authors begin by reviewing human capital theory, which primarily emphasizes the role of individual skills and productivity in occupational mobility. This theory posits that workers accumulate occupation-specific skills over time, and the transferability of these skills between jobs influences their ability to move across occupations. While human capital literature has provided valuable insights into how education and skills development can enhance mobility, Cardoso and Hartmann argue that it often neglects the role of social and institutional barriers. They point out that economic models of labor markets often assume perfect competition, which overlooks the power dynamics between employers and workers, as well as structural inequalities based on gender, race, and class.

The second body of literature examined is social stratification theory, which provides a broader social context for occupational mobility by focusing on the institutional and structural barriers that prevent certain groups from advancing in the labor market. This perspective is particularly concerned with how labor markets are segmented, and how social categories such as gender, race, and ethnicity create unequal access to high-status occupations. The authors suggest that stratification literature offers critical insights that can help explain why certain workers, despite having the necessary human capital, are unable to move upward in the occupational hierarchy due to systemic discrimination or lack of access to social networks.

Migration studies form the third major strand of literature reviewed in the article. This field examines how geographical mobility, both internal and international, intersects with occupational mobility. Migrants often face significant barriers when attempting to transfer their human capital to new labor markets. For instance, migrants might encounter difficulties in obtaining recognition for their qualifications or face language barriers, which limit their occupational mobility. The article highlights how migration studies can enrich our understanding of labor mobility by considering regional variations in job opportunities and the role of local labor markets in shaping occupational outcomes.

One of the unique contributions of this paper is its use of network analysis to map out the connections between the three bodies of literature. The authors identify key research clusters within each field and highlight the gaps where further cross-disciplinary research could be beneficial. For instance, they note that while the human capital literature focuses heavily on skills, it often overlooks how local labor market conditions and institutional barriers affect workers' ability to change occupations. Conversely, migration studies could benefit from incorporating more

insights into human capital theory about how skills are acquired and valued in different labor markets.

The article also identifies several gaps in the existing literature and suggests areas for future research. One major gap is the lack of comparative studies between developed and developing countries, particularly in terms of how labor market structures and social mobility differ across these contexts. Another gap lies in the limited attention paid to informal labor markets, which are prevalent in many parts of the world but have not been fully explored in the context of occupational mobility.

In conclusion, Cardoso and Hartmann's article provides a comprehensive overview of the fragmented literature on intragenerational occupational mobility. By integrating human capital theory, social stratification theory, and migration studies, the authors offer a more nuanced understanding of the factors that influence workers' movement across occupations. This paper is a valuable resource for researchers and policymakers interested in labor market dynamics, as it not only synthesizes the existing literature but also points to important areas for future investigation.

De Fraja, G., Matheson, J., & Rockey, J. (2021). "Zoomshock: The Geography and Local Labour Market Consequences of Working from Home." SSRN. Retrieved from <https://ssrn.com/abstract=3752977>

This paper explores the effects of the shift towards working from home (WFH) during the Covid-19 pandemic, introducing the concept of "Zoomshock," which describes the geographic relocation of economic activity. The authors investigate the impact of WFH on local labor markets, particularly focusing on services consumed near workplaces and how WFH has reshaped consumption patterns. Urban centers have experienced a decline in economic activity, while residential suburbs saw increases. This shift caused a mismatch between supply and demand for services such as restaurants, bars, and salons, especially in suburban areas with fewer such services. The long-term effects of *Zoomshock* depend on whether WFH continues post-pandemic, with potential for businesses to relocate to follow the demand shift toward residential areas. The study uses UK data to measure the movement of workers and the economic changes resulting from WFH, offering insights for policy interventions aimed at economic recovery.

Ozimek, A. (2022). "The New Geography of Remote Work." Upwork. Retrieved from https://eig.org/wp-content/uploads/2023/05/EconReport_RemoteWorkersnotheMove2_Feb2022.pdf

Dr. Adam Ozimek's report explores the evolving impact of remote work on geographic mobility in the U.S. Based on a survey of over 23,000 people, the report finds that remote work has significantly influenced migration, with millions of Americans moving away from high-cost, high-density areas. Remote work has weakened the traditional ties between labor markets and living locations, allowing workers to relocate outside commutable distances. The report highlights key trends, such as the rise in planned migrations and the potential for remote work to reshape local economies. With the effects of remote work still unfolding, the report calls for businesses to adopt flexible

hiring policies to access a broader labor market, while emphasizing the importance of considering the long-term geographic shifts driven by this work revolution.'

De Fraja, G., Matheson, J., Mizen, P., Rockey, J., & Taneja, S. (2022). "Remote working and the new geography of local service spending." *School of Economics, University of Nottingham, University of Sheffield, University of Birmingham, and CEPR, London*. SSRN, <https://ssrn.com/abstract=4181982>

This paper examines how the rise of remote working has changed the geographical distribution of local personal service (LPS) demand, such as retail and hospitality. Using a nationally representative survey of nearly 35,000 adults in England and Wales, the authors quantify how decreased commuting leads to shifts in LPS spending. The study finds that neighborhoods where commuting decreases by 20% experience a 7% drop in LPS spending. These declines are concentrated in city centers, while suburban and smaller towns see increased demand. The research also highlights socioeconomic disparities, with less affluent areas benefiting less from the remote work transition. The authors provide a thorough analysis of the spatial effects on LPS demand and employment, offering valuable insights for policymakers aiming to address the uneven impacts of remote work.

Florida, R., & Kotkin, J. (2021). "America's Post-Pandemic Geography." *City Journal*, Spring 2021. <https://www.city-journal.org/article/americas-post-pandemic-geography>

In "America's Post-Pandemic Geography," Richard Florida and Joel Kotkin examine how the COVID-19 pandemic has pushed significant demographic and economic shifts in the U.S. The authors argue that the pandemic has accelerated pre-existing trends, such as the migration of people from expensive, dense urban centers like New York and San Francisco to more affordable suburbs, smaller metros, and even rural areas. Remote work has enabled millions of Americans to live further from their workplaces, reshaping housing markets and local economies. The article also highlights the challenges cities face, including high living costs, inequality, and gentrification, and discusses the opportunities for revitalizing urban spaces. The authors stress the importance of local strategies focused on inclusivity, affordable housing and health to ensure equitable recovery in a post-pandemic world.

Ozimek, Adam, and Eric Carlson. *The Uneven Geography of Remote Work*. Economic Innovation Group, 20 September 2022. <https://eig.org/the-uneven-geography-of-remote-work/>.

In this article, Ozimek and Carlson analyze the uneven distribution of remote work across the United States using newly released 2021 Census data. The authors highlight how remote work has become more prevalent in certain regions, particularly in coastal and superstar cities like Washington, D.C., San Francisco, and Austin. However, they also note significant regional variations, with some smaller cities and interior regions like Raleigh, Denver, and Columbus experiencing high rates of remote work as well. The analysis explores how factors such as

occupational composition, education levels, long commute times, and housing costs drive remote work trends. This work provides a valuable data-driven foundation for understanding the evolving geography of remote work in the U.S. and informs place-based policy strategies for regional economic development. The article is relevant for researchers exploring the long-term impacts of remote work on economic geography and labor markets, offering insights into how remote work reshapes local economies and potentially mitigate talent loss in smaller cities.

Brown, Hayley. "The Demographics and Geography of Remote Workers in the US." Center for Economic and Policy Research, May 8, 2024. <https://cepr.net/the-demographics-and-geography-of-remote-workers-in-the-us/>

This article discusses the rise in remote work during the COVID-19 pandemic and its lasting impact. It highlights the demographics of remote workers, emphasizing disparities in access based on education, race, gender, and disability status. The article also explores the uneven geographic distribution of remote work, with significant variation across U.S. states. The analysis suggests that while remote work offers benefits, these are not equally accessible to all workers. The discussion points to a need for more equitable remote work opportunities in the future.

Althoff, Lukas, Eckert, Fabian, Ganapati, Sharat, and Walsh, Conor. *The Geography of Remote Work*. Institute Working Paper No. 43, Federal Reserve Bank of Minneapolis, August 2021. DOI: <https://doi.org/10.21034/iwp.43>.

This paper examines the uneven distribution of remote work opportunities in U.S. cities, demonstrating that densely populated urban centers specialize in high-skill service jobs that can be performed remotely. The pandemic's abrupt shift to remote work disproportionately affected low-skill service workers in big cities who rely on demand generated by professionals, causing economic disruption. The authors argue that while remote work offers spatial flexibility to high-skill workers, it could weaken urban consumer economies as high-skill workers increasingly move from their residential choices from workplace proximity. This trend may accelerate urban population outflows, lowering demand for local services and altering the economic landscape of densely populated cities. These shifts are predicted to reshape urban labor markets and deepen economic disparities between high and low skill workers. The study suggests long-term consequences for urban economies unless cities provide compelling reasons to retain high-skill workers in a more decentralized labor environment.

Leith, L. H. (2024). *High work-from-home rates persist in 2023*. Bureau of Labor Statistics, Monthly Labor Review. <https://www.bls.gov/opub/mlr/2024/beyond-bls/high-work-from-home-rates-persist-in-2023.htm>

This article explores the sustained prevalence of remote work post-pandemic. Drawing from a 2023 study by Barrero, Bloom, and Davis, it highlights technological advances like broadband access and video conferencing that enabled the shift. It emphasizes that remote work remains high, especially

in sectors such as information and finance, while traditional industries saw lower rates. The study also connects remote work trends to occupation type, education level, and industry.

Davis, S. J. (2024). *WFH, AI, and Labor Markets: Three Predictions*. Becker Friedman Institute for Research in Economics, University of Chicago.

This article explores three major trends influencing the future U.S. labor market: remote work (WFH), artificial intelligence (AI), and labor displacement. Davis predicts that WFH will remain a long-term fixture, driven by technological advancements and the preference for flexibility. AI is expected to improve productivity without significant job losses in the near term. The paper also suggests that AI-driven labor displacement will be less severe compared to past shifts like those in manufacturing. The analysis provides important insights into balancing technology with labor market dynamics.

Aksoy, C.G., Barrero, J.M., Bloom, N., Davis, S.J., Dolls, M., Zarate, P. (2024). "Why Does Working from Home Vary Across Countries and People?" This working paper explores why WFH rates differ globally. The authors analyze data from two surveys and find that cultural individualism accounts for about one-third of the variation in WFH rates across countries. English-speaking nations like the U.S. have higher rates, while Asian countries have lower ones. Other factors like lockdown severity, population density, and industry mix also contribute but less significantly. The paper argues that technological feasibility is only part of the explanation for global WFH trends.