

## Macro Roundup Article

**Headline:** [Why Does Working at Home Vary Across Countries and Across People?](#)

**Article Link:** <https://www.nber.org/papers/w32374>

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**Tweet:** A measure of individualism accounts for about 1/3 of the cross-country variation in work-from-home rates, with WFH most prevalent in the Anglosphere and least in Asia. @PabloZarate98 @I\_Am\_NickBloom @Jose\_MariaRD @cevatgirayaksoy

**Summary:** We examine how work from home varies across countries and across US workers. Our key finding is that cultural factors – specifically Individualism – account for about one-third of the differences across countries. Figure 3 shows the bivariate relationship between individualism and WFH. Moving from the country with the lowest Individualism score (Taiwan) to the one with the highest (the US) is associated with 0.7 more full paid WFH days per week (1.1 among college graduates). Individualism explains far more of the variation than industrial composition, population-weighted density, or lockdown stringency. Across US workers, industry and population density are the two most important determinants. But cultural factors are still statistically significant. Respondents who reside in counties that voted for Joe Biden in 2020 by a larger margin WFH at higher rates even after accounting for industry, state-level wages, population density, and a battery of demographics.

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**Primary Topic:** Workforce Reorganization

**Topics:** Academic paper, Database, Productivity, Workforce, Workforce Reorganization

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