



# **HOMEWORKING IN THE UK: BEFORE AND DURING THE 2020 LOCKDOWN**

**Alan Felstead and Darja Reuschke**  
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# **HOMEWORKING IN THE UK: BEFORE AND DURING THE 2020 LOCKDOWN**

**Alan Felstead (Cardiff University)  
Darja Reuschke (University of Southampton)**

## **Address for Correspondence:**

**Professor Alan Felstead,  
Research Professor,  
School of Social Sciences,  
Cardiff University,  
Glamorgan Building,  
King Edward VII Avenue,  
Cardiff CF10 3WT.  
Tel/fax: +44 (0) 29 2087 9050;  
Email: [alanfelstead@cf.ac.uk](mailto:alanfelstead@cf.ac.uk)**

**Dr Darja Reuschke,  
Associate Professor  
School of Geography and  
Environment Science,  
University of Southampton  
University Road  
Southampton SO17 1BJ  
Tel/fax: +44 (0)23 8059 2866  
Email: [D.Reuschke@soton.ac.uk](mailto:D.Reuschke@soton.ac.uk)**

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## EXECUTIVE SUMMARY

To prevent the spread of Covid-19 there has been a sudden and dramatic shift in the location of work. Many workers have converted their bedrooms into offices, their living room tables into desks and their kitchens into places of work. This trend is happening across the world.

This Report provides new and up-to-date evidence on the scale of the shift of paid work into the home in the UK, its impact on the mental well-being and productivity of homeworkers, and the likely prevalence of homeworking after social distancing restrictions are fully lifted.

The main sources of data for the Report are three online surveys carried out towards the end of April, May and June 2020. Respondents were asked to indicate how frequently they used the home as their place of work immediately before the UK lockdown and at the time of each survey. The June survey also collected data on how their productivity had changed and whether they would like to continue working at home in a post-Covid-19 world.

In summary, the findings are:

- Homeworking was on a gradual, but slow, upward trajectory even before the lockdown. It was relatively rare in 1981 when only 1.5% of those in employment reported working mainly at home, but by 2019 it had tripled to 4.7%.
- However, it rose dramatically and suddenly in lockdown. The proportion reporting that they worked exclusively at home rose eight-fold from 5.7% of workers in January/February 2020 to 43.1% in April 2020 and, even though it had fallen by June 2020, it remained high (36.5%).
- The surge in homeworking triggered by the lockdown in the UK was experienced most strongly by the highest paid, the better qualified, the higher skilled and those living in London and the South East.
- The switch to working at home has taken its toll on the mental health of those reporting that they always or often worked at home during lockdown. However, the negative effect of the change in work location subsided as workers became more accustomed to working at home or moved back to traditional places of work as restrictions were gradually eased.
- A common fear among employers is that without physical oversight employees will shirk and productivity will fall. However, homeworking on the whole in the lockdown did not appear to have had a significant effect on productivity levels either way. Two-fifths (40.9%) of homeworkers reported that they were able to get as much work done in June 2020 as they were six months earlier. Over a quarter (28.9%) said that they got more done, while 30.2% said that their productivity had fallen.
- That said, those who used the home relatively infrequently reported a downward shift in their productivity, whereas employees who did all of their paid work at home reported that they got more done per hour than they did before lockdown.
- Nine out of ten (88.2%) of employees who worked at home during the lockdown would like to continue working at home in some capacity with around one in two employees (47.3%) wanting to work at home often or all of the time. Furthermore, employees with little previous experience of homeworking had not been put off by the experience of working at home – half (50.0%) of new homeworkers would like to work at home often or always even when Covid-19 restrictions permit a return to ‘normal’ working. This suggests that a key characteristic of the new normal will be much higher levels of homeworking than in the past.

- Two-thirds (65.5%) of employees who reported that they were able to produce much more per hour while working at home in lockdown wanted to work mainly at home in the future. In comparison, just 6.4% of employees who did not want to work at home in the future said that their productivity was much higher when they worked at home.

In general, then, the results suggest many workers have got used to – and may even have experienced the benefits of – working at home after a shaky start. In addition, productivity has not been adversely affected by the shift towards homeworking. Furthermore, if those who want to continue working at home in the future are allowed to do so, productivity may be boosted by a sustained increase in the prevalence of homeworking as the strongest performers are those who are keenest to continue to work at home.

# HOMWORKING IN THE UK: BEFORE AND DURING THE 2020 LOCKDOWN

## Section 1: Introduction

The Covid-19 pandemic has changed the world in many ways. One of the biggest changes is where people work. This Report examines the shift of paid work into the home, its impact on the mental well-being and productivity of homeworkers, and the likely prevalence of homeworking after social distancing restrictions are fully lifted. This Report provides new and up-to-date evidence on the changing nature of homeworking in the UK, and some of the consequences for workers and employers.

As lockdowns have been imposed across the world, policy makers have urged those who can to work at home. Homeworking has rocketed as a result. For example, official figures suggest that homeworking has risen in the UK from 5% before the pandemic to around half (45%) at the beginning of the lockdown and it continues to remain high (ONS, 2020a and 2020b; Reuschke and Felstead, 2020). Across Europe as a whole 37% of the working population reported working at home in April 2020 because of the pandemic with homeworking rates close to 60% in Finland and above 50% in Luxembourg, the Netherlands, Belgium and Denmark (Eurofound, 2020). A similar shift can be observed in the US where almost half (49%) of the workforce reported that they were working at home in April 2020, with almost three-quarters doing so because of the pandemic (Bryanjolfsson *et al.*, 2020). In Japan homeworking has also grown but at a more modest rate – rising from 6% to 17% in the first six months of 2020. However, Japan has seen much smaller numbers of patients and deaths from Covid-19 and as a result the lockdown in Japan has been much less stringent than elsewhere (Okubo, 2020). The shift can also be seen in the actions of employers – many high profile companies have closed their offices and have ordered their staff to work at home. These include Google, Twitter, Apple, Microsoft, Amazon and JP Morgan.

A sustained period of social distancing is also likely to have a long-term impact on the nature of working spaces and may limit the extent to which work returns to the office, factory or shop. Large open-plan offices, for example, were the norm before Covid-19 (Bernstein *et al.*, 2020). These collective offices required workers to share space and equipment, and forced them to search for a new place to perch every day (Felstead *et al.*, 2005). Covid-19 has turned this on its head with recent UK government advice stating that ‘workstations should be assigned to an individual and not shared’. Furthermore, if sharing must be done, it should be ‘among the smallest possible number of people’ with the use of hot desks avoided, if at all possible (HM Government, 2020: 19). This means that the return to the changed office will be muted with the home becoming the main workplace for many previously office-bound workers.

With the help of new data collected by the Understanding Society Covid-19 Study, this Report looks back on homeworking before lockdown restrictions were introduced in UK and during the three months of lockdown (April, May and June 2020).<sup>1</sup> During these three months the UK government’s message was to work at home if you can. The government’s guidance was

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<sup>1</sup> The UK lockdown started on 23 March 2020 when the Prime Minister announced in a television broadcast measures to mitigate the spread of Covid-19. After seven weeks, restrictions were gradually eased (in England) on 10 May 2020 when some non-essential shops were allowed to re-open. This was extended all non-essential shops on 15 June 2020. There was a further easing on 4 July 2020 when bars, restaurants and cafés were allowed to reopen. Restrictions were eased more slowly in Wales, Scotland and Northern Ireland with, for example, the work at home advice remaining in place in Wales in late July 2020 (Welsh Government, 2020).

updated several times during lockdown, but it consistently encouraged ‘people who can work from home should continue to do so ... [and consider] whether it is viable for them to continue working from home’ (HM Government, 2020: 11). However, on 1 August 2020, the UK government changed its messaging. Since then employers have been encouraged to ‘consult with their employees to determine who ... can come into the workplace safely taking account of a person’s journey, caring responsibilities, protected characteristics, and other individual circumstances (HM Government, 2020: 12). The UK government, like many others around the world, has therefore unwittingly engineered the largest homeworking experiment in history.

This dramatic and sudden shift in the location of work raises several important research questions with important policy and practical implications. These include:

- In what ways, if any, are those working at home during lockdown different from those working at home before lockdown?
- What impact has homeworking had on the mental well-being and productivity of those working at home?
- Will homeworking become part of the new normal after social distancing restrictions are fully relaxed and the Covid-19 crisis has past?

The aim of this Report is to answer these questions using data taken from the Understanding Society Covid-19 Study. To do so, the Report is divided into nine sections. Section 2 outlines the source of the data used in this Report and the methods used. Seven sections then follow which outline the findings of the analysis. Section 3 outlines the characteristics of those who did all, much, some or none of their paid work at home before the lockdown. Section 4 looks at how these characteristics changed during the lockdown months of April, May and June, while Section 5 examines the characteristics of workers according to their experience of homeworking immediately prior to lockdown. Section 6 examines the association that the intensity of homeworking and its relative newness (or otherwise) has with levels of mental well-being. Section 7 makes the same assessment for self-reported productivity change. Section 8 considers the appetite workers have to carry out their work at home in the future as social distancing restrictions are fully relaxed. This is considered alongside evidence on the possible consequences enhanced homeworking might have for productivity and hence employers’ willingness to permit higher levels of homeworking than in the past. The findings in each of the sections are succinctly presented with the use of figures. All of the detailed data tables can be found in the Appendix with interested readers directed to tables of particular relevance. Section 9 concludes the Report with a short summary.

## **Section 2: Data and Methods**

The findings presented in this Report are based on the UK Household Longitudinal Study (UKHLS, also known as Understanding Society). The UKHLS started in 2009/10 when 40,000 households were first interviewed. All members of the same household, provided they are 16 and over, are re-interviewed on an annual basis. All of those who were interviewed in at least one of the last two waves of the UKHLS (2017-18 or 2018-19) and were aged 16 years and older in April 2020 were invited to take part in the Understanding Society Covid-19 Study. This study was developed in order to provide a better understanding of the social and economic impact of the coronavirus outbreak in the UK (Institute for Social and Economic Research, 2020).

The Understanding Society Covid-19 Study is carried out regularly and will eventually consist of six surveys – April, May, June, July, September and November 2020. In this Report, we use the first three surveys. These months coincide with the period of lockdown in the UK and the months when homeworking was officially promoted by the UK government. Interviewees were invited to take part in an online survey with a telephone option given to those participating in the May survey. The survey was live for seven days towards the end of each month and took an average of 20 minutes to complete. Response rates were 38.7%, 39.7% and 43.5% respectively (Institute for Social and Economic Research, 2020).

Crucially for this Report, the respondents to the Covid-19 survey were asked: ‘During the last four weeks how often did you work at home?’ They were asked to choose one of the following response options: ‘always’, ‘often’, ‘sometimes’ or ‘never’. Respondents were also asked: ‘During January and February how often did you work at home?’ They were given the same responses from which to choose. These baseline data were collected from each new respondent.<sup>2</sup>

Following the launch of the first survey researchers were invited to suggest additional questions to be included in subsequent surveys. The authors of this Report successfully argued the case for the collection of data on the productivity effects of homeworking and whether the experience of working at home had diminished or enhanced workers’ appetite for homeworking in the future. Draft questions were submitted and, after amendments, they were added to the June version of the survey. Respondents who reported working at home sometimes, often or always in the previous four weeks were asked: ‘Please think about how much work you get done per hour these days. How does that compare to how much you would have got done *per hour* back in January/February 2020 [and if they did not work at home in January/February 2020 a memory-jogger was added] when, according to what you have previously told us, you were not working from home?’ The data collected allow a ‘then and now’ productivity comparison to be made. The response scales were: ‘I get much more done’; ‘I get a little more done’; ‘I get about the same done’; ‘I get a little less done’; and ‘I get much less done’. To gauge workers’ appetite for homeworking in the future respondents who reported working at home in the June version of the survey were asked: ‘Once social distancing measures are relaxed and workplaces go back to normal, how often would you like to work from home?’ The response options were: ‘Always’, ‘often’, ‘sometimes’ or ‘never’.

A cross-sectional weight was derived for each survey and included in the datasets used for this Report.<sup>3</sup> This adjusts for unequal selection probabilities and differential non-response. These cross-sectional weights are used throughout the Report. All of the tables focus on those who reported that they were working for at least one hour in the previous week before interview. We therefore exclude most of those who were furloughed, but some of those who said that they were furloughed also reported that they were doing at least one hour of paid work. It has been reported that even though furloughed workers were not allowed to work until July 2020, some continued to work for their employers (*The Guardian*, 9 August 2020). While the number of (unweighted) observations change from tabulation to tabulation, the data on current work location is provided by 7,130 workers in April 2020, 6,587 workers in May 2020 and 6,579 workers in June 2020. Findings presented in Sections 3-6 refer to all workers with valid

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<sup>2</sup> Other baseline data referring to January/February 2020 were collected by the survey. These include: employment status; hours of work; net earnings; caring responsibilities; health conditions; and use of NHS services.

<sup>3</sup> The dataset was accessed via the UK Data Service (see University of Essex, Institute for Social and Economic Research (2020) *Understanding Society: Covid-19 Study, 2020 [data collection] 3rd Edition*, Colchester: UK Data Service, <https://beta.ukdataservice.ac.uk/datacatalogue/studies/study?id=8644>).

responses, including employees and the self-employed. Sections 7-8 present results for employees and the self-employed separately.

We analyse the results in two ways. First, we cross-tabulate the data as appropriate. So, for example, to examine the characteristics of homeworkers we cross-tabulate measures of homeworking against a number of socio-economic indicators. In order to examine the association between mental health and homeworking, we cross-tabulate the same measures of homeworking against a series of mental health indicators. Secondly, we carry out a number of regressions (ordered and OLS) which test the strength of the bivariate results by holding constant a number of potential confounding variables. This is designed to test the robustness of the descriptive cross-tabulations, thereby highlighting the statistically significant results.

### **Section 3: Homeworking Before Lockdown**

Before the lockdown, anecdotal evidence, even personal experience, suggested that paid employment was no longer confined to designated hours carried out in a specified place. This applied especially to managers, professionals and other white-collar workers. Greater technological connectivity facilitated this process by enabling work to be carried out wherever workers happen to be and whatever the time (Messenger and Gschwind, 2016).

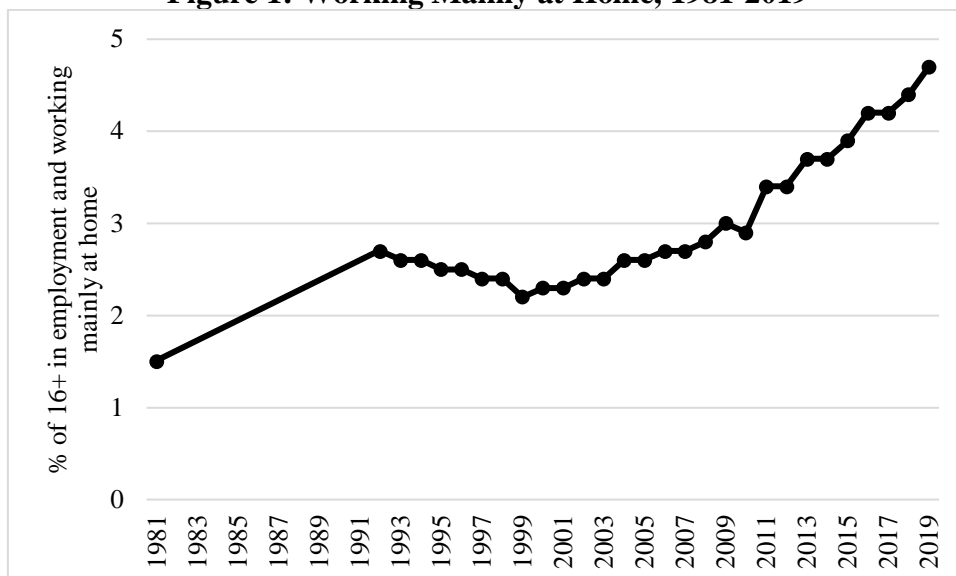
The raw statistics support this narrative. According to the Office for National Statistics (ONS) 4.2 million people spent at least half of their working time carrying out work at, from or in the same grounds and buildings as their home in 2014. This represented 13.9% of those employed in the UK and – at the time – was ‘the highest rate since comparable records began in 1998’ (ONS, 2014: 1). Research carried out by the Trades Union Congress (TUC) suggested that the number of employees who said they usually work from home had increased by a fifth between 2005 and 2015 (TUC, 2016). While the size of the spatial shift varies according to the data sources used and/or the definitional protocols applied, the descriptive evidence suggests that more work is being done away from the conventional workplace. Analysis of the decennial Census of Population, for example, suggests that the proportion of people working mainly at or from home increased from 9.2% in 2001 to 10.3% in 2011 (Gower, 2013). More recently, ONS reported that of the 32.6 million in employment in 2019 an estimated 1.7 million people were mainly working at home (Watson, 2020).

The direction of change is similar elsewhere, although definitions vary. In the US, for example, the share of workers doing some or all of their work at home grew from 19.6% in 2003 to 24.1% in 2015 (BLS, 2016). In Sweden, too, the prevalence of working partly at home has increased from 5.9% in 1999 to 19.7% in 2012 (Vilhelmson and Thulin, 2016). The same applies across Europe as a whole. According to data collected by Eurofound in 2010 around a fifth of workers across Europe said that they mainly worked at home, on clients’ premises, on sites outside the factory or office, and/or in cars or other vehicles. In 2015 around three out of ten said they worked in such places on a daily basis.

That said, the shift over the longer term has been gradual rather than dramatic (see Figure 1). In the year immediately before the lockdown, one in twenty (4.7%) of those employed worked mainly at home, double the proportion reporting that they worked mainly at home in 2003 and triple the proportion in 1981 (1.5%).



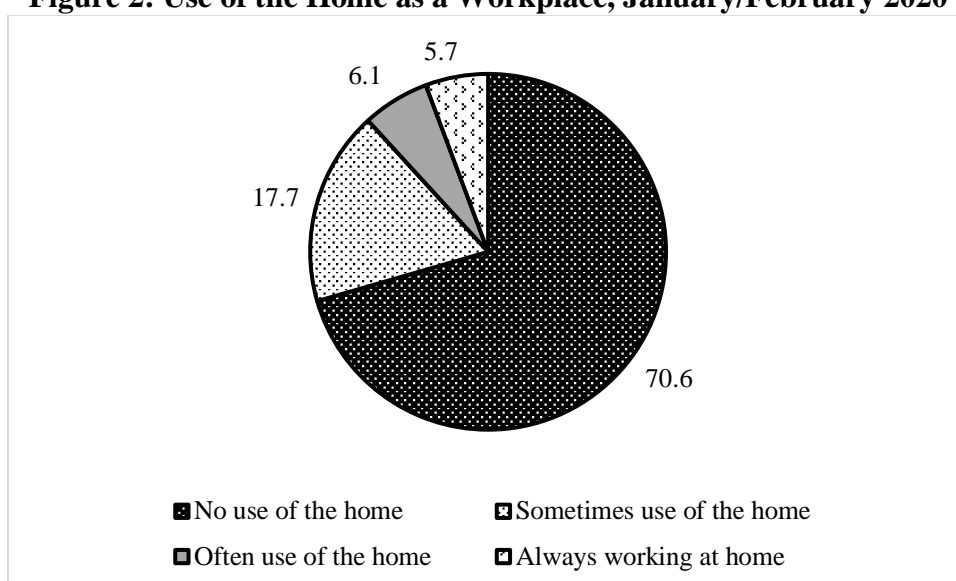
**Figure 1: Working Mainly at Home, 1981-2019**



Source: own calculations from the spring Labour Force Survey for the years 1981 and 1992-2019.

In January/February 2020 – well before the lockdown was announced on 23 March 2020 – 5.7% of the employed population were exclusively working at home according to the Understanding Society Covid-19 Study. This proportion is one percentage point higher than the 2019 Labour Force Survey (LFS) estimate, but the questions and response scales are not directly comparable. Most notably, it offers a number of ways in which the home may be used such as a base from which to work with tasks carried out outside of the home. The LFS also focuses on the main place of work and so, unlike the Understanding Society Covid-19 Study, it does not offer options such as sometimes, often and always. The Covid-19 Study, therefore, provides more nuanced estimates. These suggest that 6.1% of workers often worked at home in January/February 2020, but three times as many sometimes did so (17.7%). Around seven out of ten (70.6%) reported that they did no work at home which suggests that they were either doing work at an employer’s/client’s premises and/or doing work elsewhere (see Figure 2).

**Figure 2: Use of the Home as a Workplace, January/February 2020**



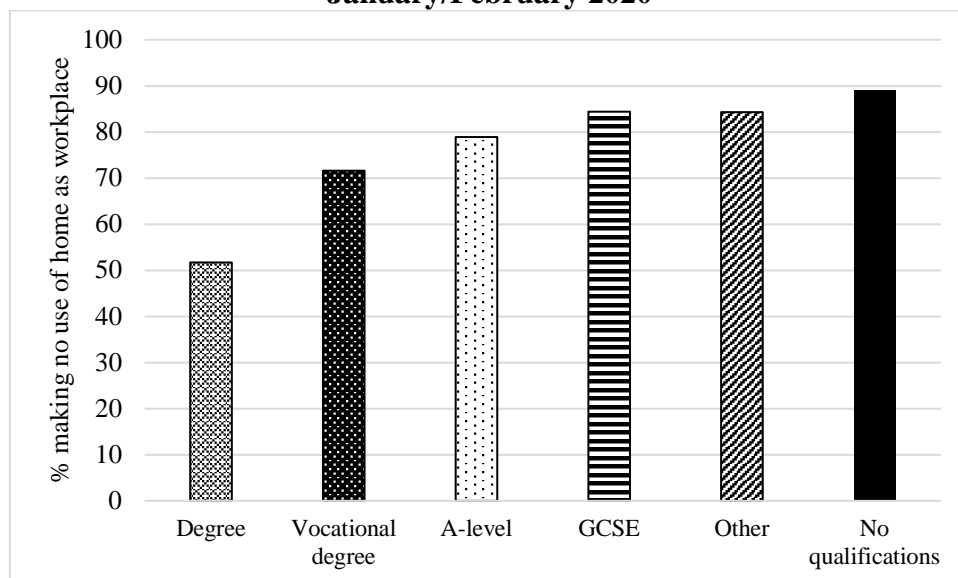
Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Table A1.

Research carried out before the lockdown suggested that homeworking was more prevalent among higher skilled and professional occupations, those with higher qualifications and among older workers, especially those working beyond the State Pension age (e.g., CIPD, 2020b; ONS, 2019; Felstead *et al.*, 2002). More recent analysis has used these historic findings to estimate how feasible it is for different types of work to be carried out at home should social distancing restrictions remain in force for a lengthy period. This type of analysis suggests that around two-fifths of jobs in the US (37%), UK (43%) and Wales (40%) could be carried out at home without substantial economic disruption (Dingel and Neiman, 2020; Adams-Prassl *et al.*, 2020b; Rodríguez, 2020). However, rather than predicting the type of workers, occupations, industries and geographical areas where homeworking is likely to be most prevalent, this Report is based on real-time homeworking data collected during the lockdown itself. Similar one-off studies have also been undertaken in the US (Bryanjolfsson *et al.*, 2020), the Netherlands (Rubin *et al.*, 2020) and in the UK (Adams-Prassl *et al.*, 2020a). The Understanding Society Covid-19 Study, however, is a monthly survey of 6,000-7,000 workers carried out as part of a long-running longitudinal survey.

Like previous studies, the Covid-19 survey suggests that immediately before the lockdown younger people were less likely than older age groups to be doing work at home. On the other hand, older workers were more likely to be always using their home as their place of work with around one in ten (9.3%) of those 60-75 years old reporting that they did all of their work at home compared to 2.7% of those aged 16-29 (Table A1).

There was also a strong association between qualifications and the location of work. Before the lockdown, almost nine out of ten workers (89%) who had no qualifications and just over half (51%) of graduates reported doing no work at home. On the other hand, sometime homeworking was reported by 30% of graduates compared to just 5% of those with no qualifications (see Figure 3).

**Figure 3: No Use Made of the Home as a Workplace by Highest Qualification, January/February 2020**

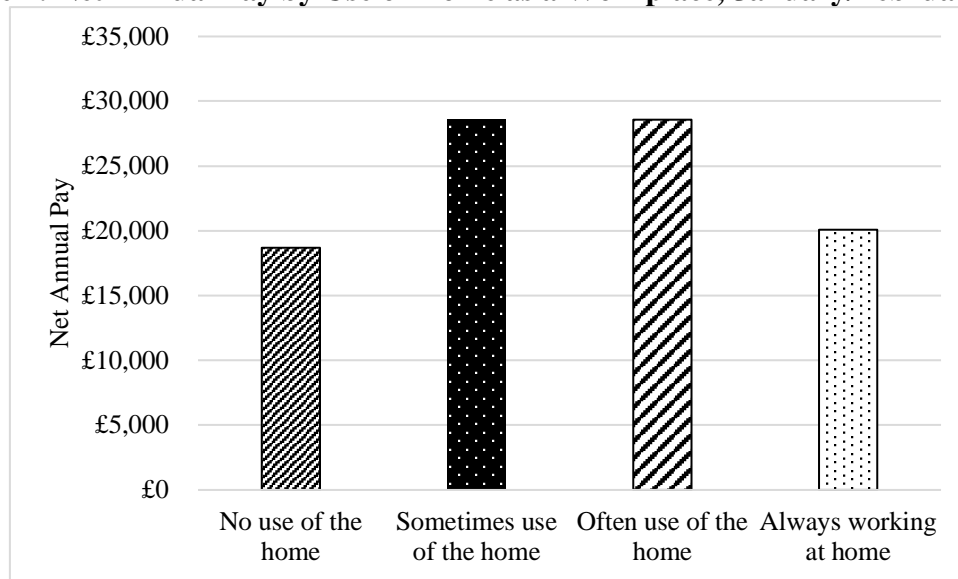


Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Table A1.

A similar pattern existed between occupation and work location. Just over half (50.8%) of managers reported doing no work at home compared to more than nine out of ten (91.2%) who worked in elementary occupations such as office cleaners, freight handlers, garden labourers,

and kitchen assistants (Table A1). Average pay levels also varied according to the location of work with those working sometimes or often at home reporting the highest levels of annual take home pay (see Figure 4).

**Figure 4: Net Annual Pay by Use of Home as a Workplace, January/February 2020**



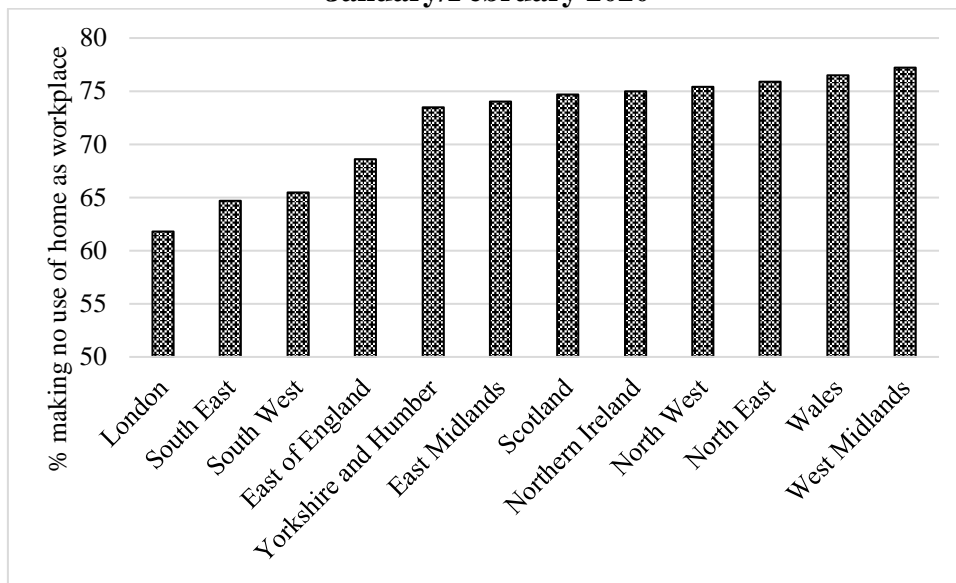
*Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Table A1.*

Before the lockdown, the use of the home as a place of work was common among the self-employed, but it was relatively rare among employees. For example, a quarter (23.9%) of the self-employed reported working all of the time at home compared to just 3.0% of employees. The self-employed were also disproportionately represented among often and sometimes working at home groups.

The location of work also varied by industry with over three-quarters of workers in manufacturing (79.4%), construction (73.4%), and hotels and restaurants (85.9%) being required to work exclusively on employers’/clients’ premises. This compares to around half of those working in banking and finance (55.4%), and other services (58.1%).

Geographically, too, there was variation with workers in London and the South East making more use of the home as a workplace – proportionately more of them reported working at home sometimes, often or always (Table A1). Hence, around two-thirds of workers in these regions reported that none of their work was carried out at home compared to three-quarters of those who worked in the North, the Midlands and the devolved administrations of Wales, Scotland and Northern Ireland (see Figure 5).

**Figure 5: No Use Made of the Home as a Workplace by Region/Nation, January/February 2020**

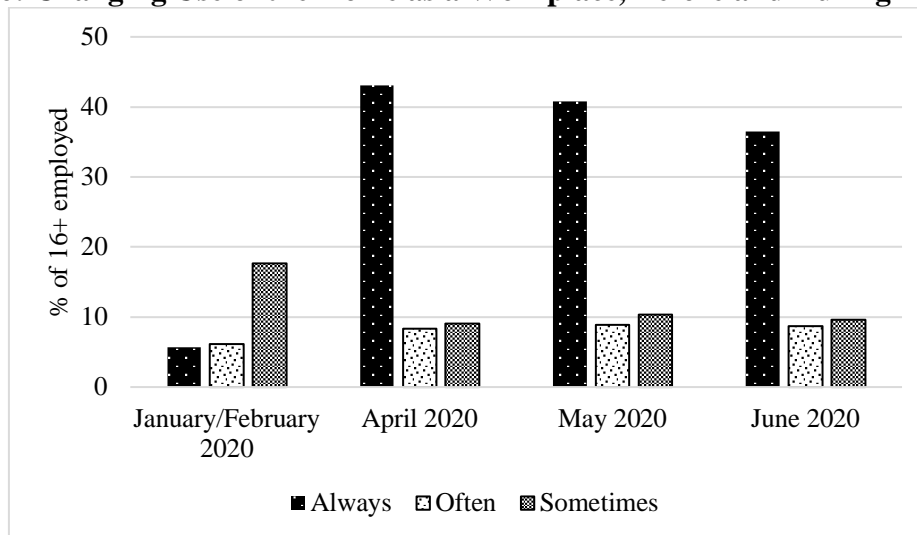


Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Table A1.

#### Section 4: Homeworking During Lockdown

Lockdown restrictions and the UK government’s promotion of working at home as part of the ‘stay home’ message saw a dramatic upsurge in homeworking – an eight-fold rise according to our early analysis (Reunschke and Felstead, 2020). This Report confirms the scale of the shift of work into the home with 5.7% of workers reporting that they always did their work at home immediately before the lockdown came into force.<sup>4</sup> This proportion rose dramatically to 43.1% in April 2020, fell back slightly in May 2020 to 40.8% and fell again in June 2020 to 36.5%.

**Figure 6: Changing Use of the Home as a Workplace, Before and During Lockdown**

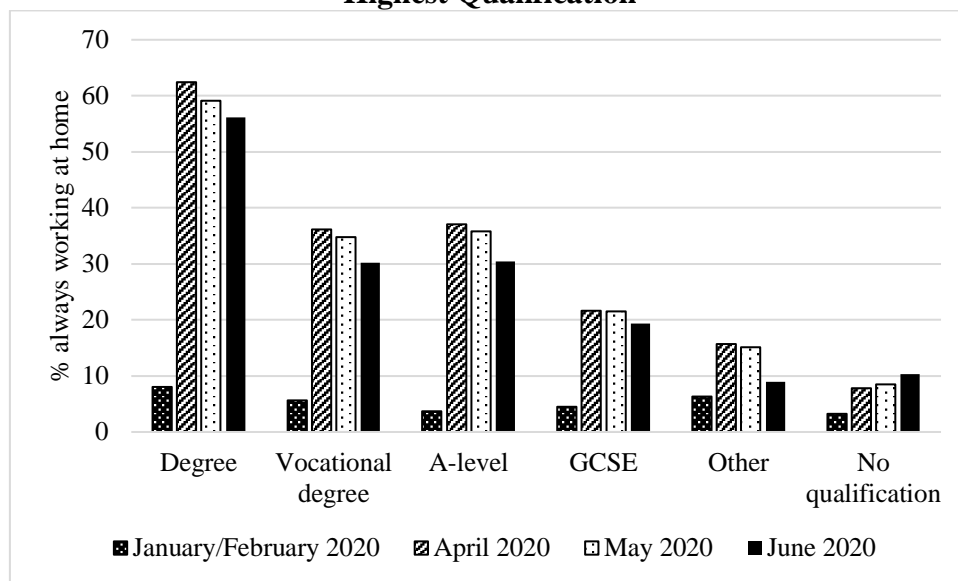


Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A1, A2a, A2b and A2c.

<sup>4</sup> Reuschke and Felstead’s (2020) earlier analysis of the Understanding Society Covid-19 Study focused on those aged 16-69 in order to be comparable to ONS estimates. It also excluded those reporting themselves as furloughed even though they also reported working at least one hour in the previous week.

This growth in homeworking varied little by gender, age and household composition such as living with a spouse or children (Tables A1, A2a, A2b and A2c). However, the shift towards homeworking was particularly pronounced among those with higher qualifications. For example, the proportion of graduates reporting that they worked exclusively at home rose from 8.0% before lockdown to 62.4% in the first month of lockdown from where it dropped by three percentage points in May 2020 and by a further three points in June 2020 (see Figure 7). On the other hand, the growth in homeworking among those with no qualifications was more muted and started from a relatively low base. In fact, around nine out ten of those with no qualifications reported that they did no work at home before the lockdown and this proportion barely changed throughout the lockdown period. For this group of workers, the factory or office continued to be the main place of work regardless of the lockdown.

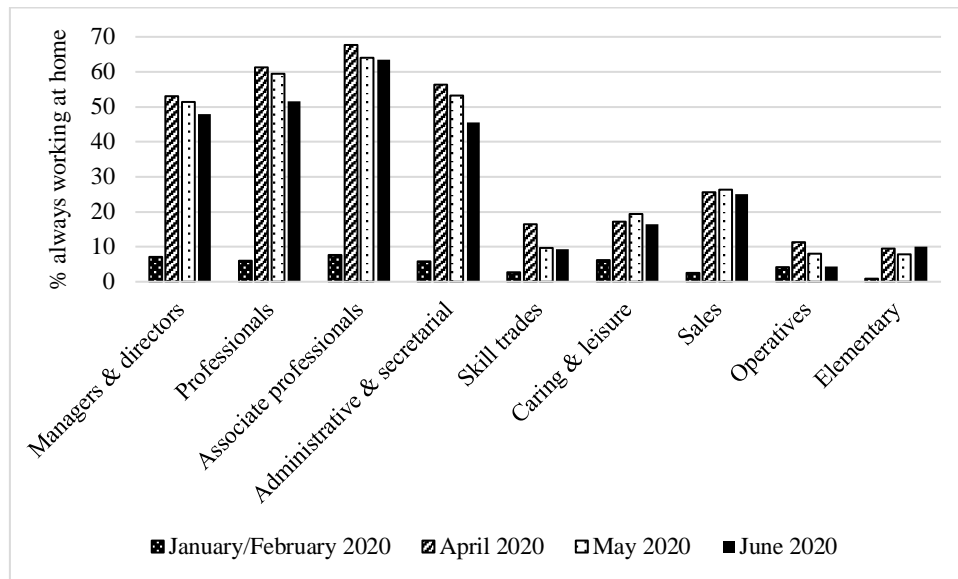
**Figure 7: Exclusive Use of the Home as a Workplace, Before and During Lockdown by Highest Qualification**



Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A1, A2a, A2b and A2c.

The use of the home as the only place where people worked grew across all occupational groups during lockdown (see Figure 8). That said, homeworking grew particularly rapidly among certain occupational groups. For example, in the first two months of lockdown a majority of those working as managers, professionals, associate professionals (e.g., computer assistants, buyers and estate agents), and administrative and secretarial staff (e.g., personal assistants, office clerks and bookkeepers) reported that they did all of their work at home. However, workers operating in lower skilled occupations continued to exclusively use the factory or office as their workplace both before and during the lockdown. For example, over three-quarters of those in operative positions and elementary occupations (e.g., machine operators, assemblers and labourers) reported that none of their work was carried out at home throughout this period. Annual take home pay reflects these patterns with those working all of the time at home reporting the highest levels of pay (Tables A1, A2a, A2b and A2c).

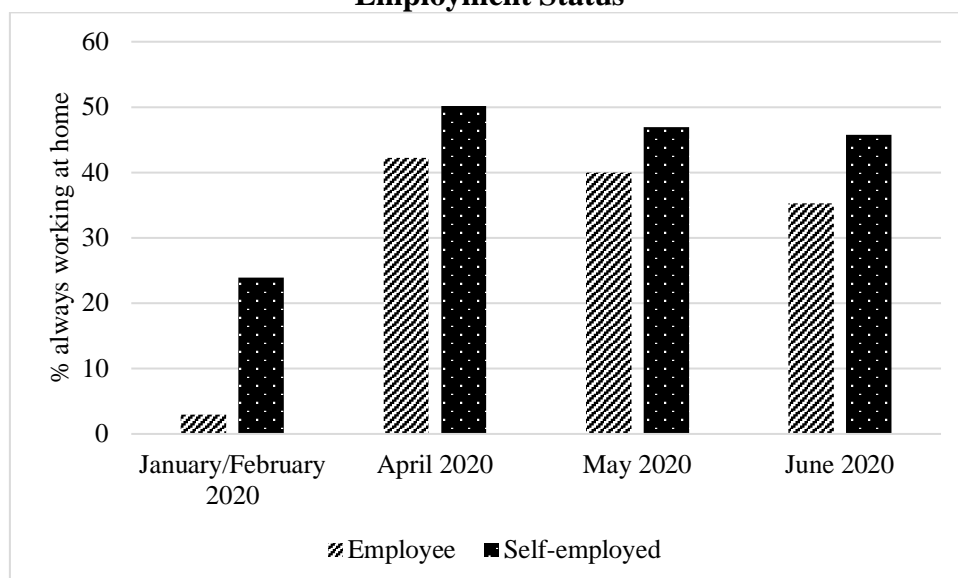
**Figure 8: Exclusive Use of the Home as a Workplace, Before and During Lockdown by Occupation**



Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A1, A2a, A2b and A2c.

Before lockdown, homeworking was more prevalent among the self-employed than among employees. However, the gap between the two groups shrank dramatically as lockdown restrictions were imposed. For example, the gap in the prevalence of exclusive homeworking had shrunk from 21 percentage points before the lockdown to 7-8 points in the two months of the lockdown before rising slight to 11 percentage points in June 2020.

**Figure 9: Exclusive Use of the Home as a Workplace, Before and During Lockdown by Employment Status**

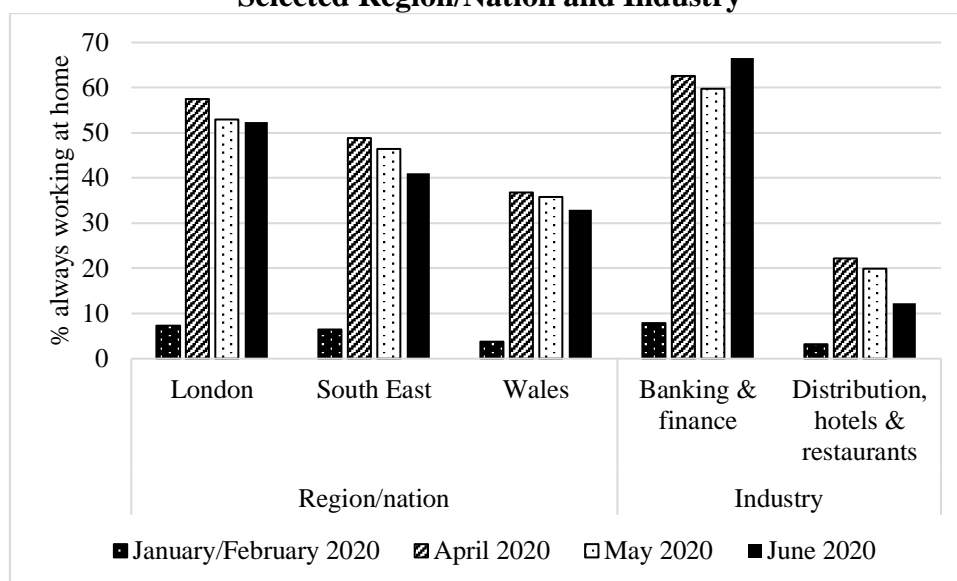


Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A1, A2a, A2b and A2c.

Certain industries and regions also saw dramatic rises in the prevalence of homeworking. For example, during lockdown approaching two-thirds of those working in banking and finance,

over half of those based in London and two-fifths of those based in the South East reported that they did all of their work at home – these proportions were up from 8-6% before the lockdown (see Figure 10). Other geographical areas and industries also saw homeworking rise, but the rise varied. For example, the rise was a little more modest in the case of Wales and significantly more modest in the case of the distribution, hotels and restaurant industry where two-thirds to three-quarters of workers reported that they did not do any work at home during lockdown (Tables A1, A2a, A2b and A2c).

**Figure 10: Exclusive Use of the Home as a Workplace, Before and During Lockdown by Selected Region/Nation and Industry**



Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A1, A2a, A2b and A2c.

Multivariate analysis suggests that many of the characteristics of workers and their work which were associated with increased use of the home (from no use at all, sometimes use, often use and always use) before the lockdown were also associated with the varying use of the home as a workplace during lockdown (see Table A3). However, some associations strengthened, while others weakened. In particular, degree holders were even more likely during lockdown to be working at home to some extent than before Covid-19 restrictions were introduced. On the other hand, the association between self-employment and homeworking weakened as more employees started to work at home. Nevertheless, the self-employed were significantly more likely *ceteris paribus* to be working at home than employees before the lockdown as well as in the lockdown itself.

The multivariate analysis also reveals some notable shifts. During the lockdown, homeworking became more prevalent among associate professional, and administrative and secretarial staff compared to managers. Administrative and secretarial staff (e.g., personal assistants, office clerks and bookkeepers) are particularly interesting since before the lockdown they were significantly less likely to be working at home than managers. However, in the first month of lockdown (but not subsequently) they were significantly more likely to be doing some of their work at home. Similarly, after taking into account other factors, working in London was not associated with homeworking before the lockdown, but during the first two months of the lockdown those based in London were significantly more likely to work at home. The same is also true of those working in Scotland. On the other hand, after taking into account other factors, the likelihood of homeworking declined significantly in distribution, hotels and

restaurants during lockdown, while homeworking was a significant feature of working in banking and finance before as well as during lockdown compared with those working in manufacturing.

### Section 5: Homeworking Transitions

The Understanding Society Covid-19 Study asked respondents how, if at all, they used their home as their place of work before the lockdown as well as during the lockdown itself. Respondents were asked whether they used their home as a workplace ‘always’ ‘often’ ‘sometimes’ or ‘never’. The first two options suggest that most of the respondent’s paid work was carried out at home, while ‘sometimes’ and ‘never’ suggest that some or none of this work was done at home. We therefore categorise respondents according to whether they worked *mainly* at home or not.

In this section, we used pre-lockdown and lockdown data on whether respondents worked *mainly* at home or not in order to construct a two-by-two typology. This locates respondents into one of four quadrants according to whether or not they mainly worked at home before the lockdown and whether they did so during the lockdown months of April, May and June (see Figure 11).

**Figure 11: Main Place of Work Transition Typology: Before and During Lockdown**

		During Lockdown	
		Always/Often Working at Home	Sometimes/Never Working at Home
Before Lockdown	Always/Often Working at Home	Established home-centred workers (2)	New factory/office-centred workers (3)
	Sometimes/Never Working at Home	New home-centred workers (1)	Established factory/office-centred workers (4)

This allows us to examine the characteristics of four types of worker:

1. those who did no work at home or did so only occasionally before the lockdown, but reported working exclusively or often at home during the lockdown (we refer to these as new home-centred workers);
2. those who were always or often doing paid work at home both before and during the lockdown (we refer to these as established home-centred workers);
3. those who were always or often doing paid work at home before the lockdown, but did none or only some of their work at home during the lockdown (we refer to these as new factory/office-centred workers);

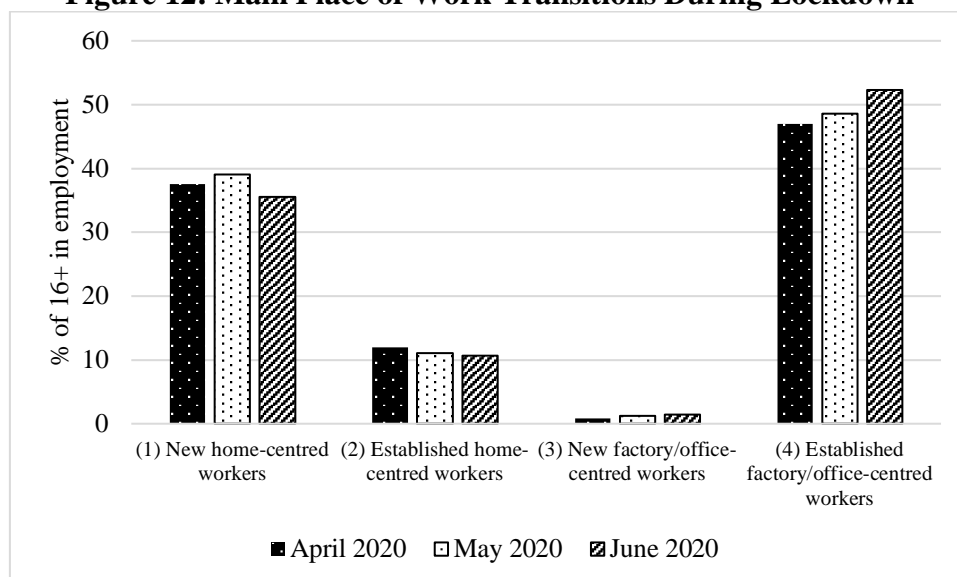


4. those who did no work at home or did so only occasionally both before and during the lockdown (we refer to these as established factory/office-centred workers).

This homeworking transition typology allows us to examine the characteristics of those whose main location of work changed because of the pandemic and compare their characteristics with those whose work location did not radically change, hence our labels ‘new’ and ‘established’.

Around a third of workers can be classified as new home-centred workers; that is, while they did no paid work at home before the lockdown or took work home only occasionally, they worked mainly at home during the lockdown months. This categorisation also shows that around a half remained factory/office-centred during the lockdown with a five percentage point increase in the proportion recorded as factory/office-centred between April and June 2020. Around one in ten workers had prior experience of doing most of their work at home immediately before the lockdown and continued to do so throughout the lockdown months; for them, working at home was not a new experience. However, only a handful of workers went against the tide by stopping to work at home and returning to traditional places of work (see Figure 12 and cf. Tables A4a, A4b and A4c).

**Figure 12: Main Place of Work Transitions During Lockdown**



Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A4a, A4b and A4c.

The transition typology highlights the contrasting socio-economic composition of the two largest groups – new home-centred workers and established factory/office-centred workers. In short, the former were higher qualified, better paid, higher skilled and more likely to be located in the London and the South East, while the latter were lower qualified, poorer paid, lower skilled and more likely to be located in the North, the Midlands and the devolved administrations of Wales, Scotland and Northern Ireland. For example, over half of graduates and professional workers were new to homeworking in all three months of lockdown. By contrast, eight out of ten of those with no qualifications were established factory/office-centred workers and were relatively poorly paid with annual take-home pay £7,000-£8,000 lower than new home-centred workers. The shift towards homeworking was particularly dramatic in London where almost half of workers were new to this way of working and where around a third of respondents continued to work in traditional premises – such as offices and factories – which were separate from the home (see Figure 13 and cf. Tables A4a, A4b and A4c).

**Figure 13: Main Place of Work Transitions by Selected Characteristics, April 2020**



Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3, see Tables A4a, A4b and A4c.

In short, the surge in homeworking triggered by the lockdown in the UK was experienced most strongly by the highest paid, the better qualified, the higher skilled and those living in London and the South East.

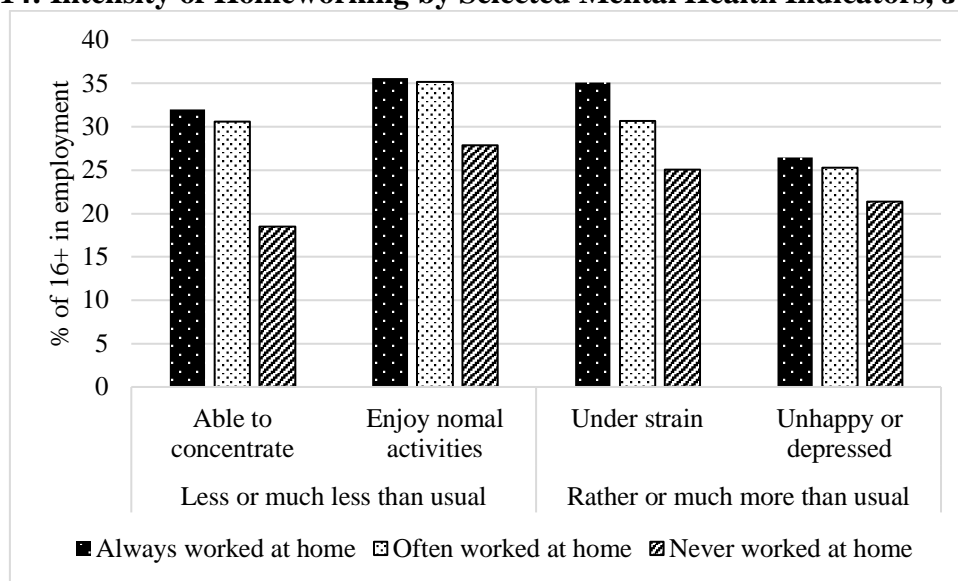
## Section 6: Mental Health Consequences

Before the lockdown, working at home was often promoted as a way of readjusting work-life balance and raising job-related well-being (Menezes and Kelliher, 2011; Sardeshmukh *et al.*, 2012; Felstead and Henseke, 2017; Reuschke, 2019). However, the strength of this association depended on whether working at home was an arrangement requested by employees or an arrangement thrust upon employees by employers (e.g., Kelliher and Anderson, 2010; Harris, 2003). Furthermore, the positive effects of homeworking were found to level off the more time people spent working at home (Golden and Veiga, 2005). In this context, the sudden and dramatic movement of work into the home might be expected to have had a damaging effect on mental well-being.

Each wave of the Understanding Society main panel survey and each monthly wave of the Understanding Society Covid-19 Study carries identical survey questions which allow us to test this prediction. These questions are based on the General Health Questionnaire (GHQ-12). This is a well-established measure of subjective well-being. The advantage for our purposes is that it is a relatively broad measure of people’s mental health status and how it differs from its usual level. The response scales are comparative, referring to situations that are, for example, better than usual, same as usual, less than usual or much less than usual. These four response scales are used for 12 situational questions. The responses given are usually summed up into the so-called GHQ-12 score which has values from zero (the least distressed or happiest) to 36 (the most distressed) (Cox *et al.*, 1987). Scores near 36 are rare and would indicate clinical level of depression. Healthy individuals usually score between 10-13 on this scale (Gardner and Oswald, 2007: 51). However, it must be remembered that these data capture mental health in general and not job-related well-being which is focused on the particular affect that the job has on workers’ well-being (see Warr, 1990; Felstead *et al.*, 2019).

The descriptive statistics suggest that the sudden growth of homeworking has taken its toll on the mental health of those who worked at home in the three months of lockdown, especially among those who always or often worked at home (Tables A5a, A5b and A5c). For example, over 30% of those working always or often at home in June 2020 – the third month of lockdown in the UK – reported that they were able to concentrate less or much less than usual compared to less than 20% of those who reported that they had not worked at home at all. Similarly, those who worked mainly at home – always or often – reported greater difficulties in enjoying normal day-to-day activities and more often felt constantly being under strain and unhappy with life (see Figure 14).

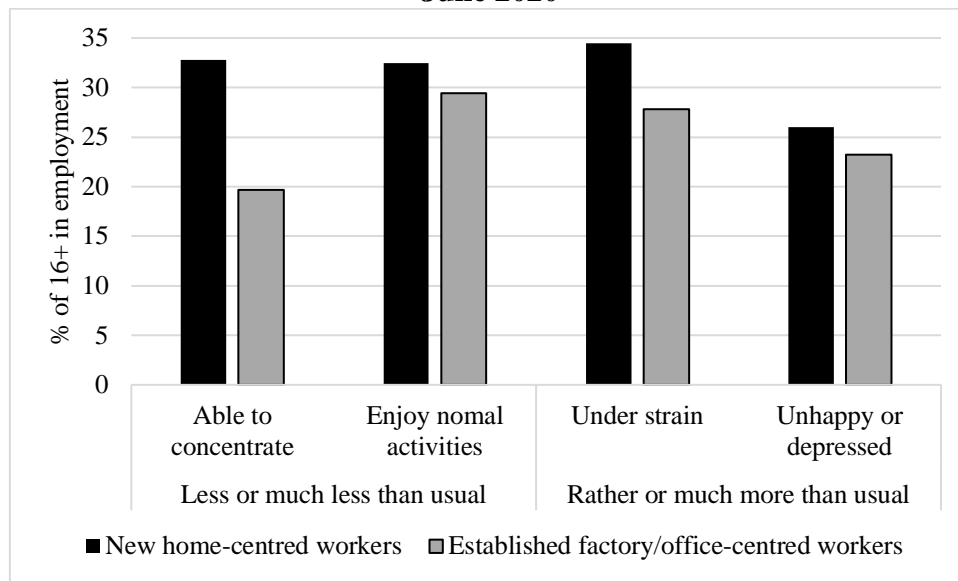
**Figure 14: Intensity of Homeworking by Selected Mental Health Indicators, June 2020**



Source: own calculations of the Understanding Society Covid-19 Study, wave 3, see Table A4c.

Similarly, new home-centred workers reported finding it more difficult to concentrate, enjoy normal daily activities than other categories of worker. They also more frequently felt constantly under strain and unhappy (see Figure 15). Furthermore, out of the 12 indicators of mental health new home-centred workers reported poorer mental health than established factory/office-centred workers on all counts in all three months of the lockdown (see columns 1 and 4 in Tables A6a, A6b and A6c).

**Figure 15: Main Place of Work Transitions by Selected Mental Health Indicators, June 2020**



Source: own calculations of the Understanding Society Covid-19 Study, wave 3, see Table A5c.

Summarising all 12 indicators into a signal score allows us to examine the impact that homeworking had on general levels mental health during lockdown by examining the change in individual responses given to the latest annual survey data (2017-2018) and in each month of the Understanding Society Covid-19 Study. The analysis shows that, on average, those who were exclusively working at home during the three months of lockdown had significantly lower levels of mental health overall than those who did not work at home at all. However, the findings also show that the mental health of those who exclusively worked at home fell more steeply than those who only worked sometimes at home or not at all in the first month of lockdown. But by the third month the fall was not as steep and not statistically significant from other workers. This pattern is repeated if we examine the mental health fortunes of new home-centred workers in comparison to those who remained working in traditional factories and offices during lockdown. This suggests the negative effect of the change in work location subsided as workers became more accustomed to working at home or those whose mental health was most adversely affected stopped working at home (last two rows of Tables A5a-A6c).

The regression analysis also suggests that, in the early part of lockdown, those who worked exclusively at home experienced a significantly sharper fall in mental well-being than those who never worked at home. However, this negative effect weakened as the lockdown continued (Tables A7a and A7b – note the weakening of the negative coefficients over time). This confirms the pattern found in the bivariate comparisons as well as highlighting other issues such as the negative effect the lockdown had, particularly in the early months, on women and the young (Banks and Xu, 2020).

### Section 7: Productivity Consequences

Before the Covid-19 pandemic hit, one of the biggest economic questions was why productivity in the UK had failed to bounce-back after the 2007-2008 recession. Higher productivity makes employers more competitive, provides the foundation for wage increases and increases the government’s tax revenues, so everyone stands to benefit. Lower than expected productivity

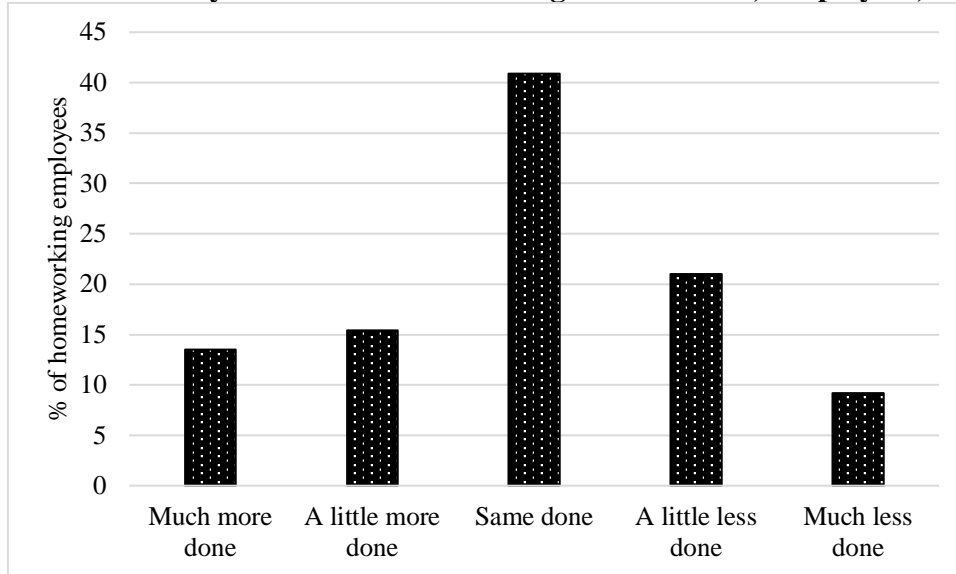
puts all of this in reverse. This unprecedented and unexplained failure to bounce-back has become known as the ‘productivity puzzle’ and is particular to the UK (Haldane, 2017).

An obvious question, therefore, is: has the sudden and dramatic increase in homeworking made matters better or worse? Pre-Covid-19 research suggests that homeworking productivity boosts rather than reduces productivity. One of the most rigorous studies was a randomised control trial of a call centre carried out by Bloom *et al.*, (2015). The call centre employed almost 1,000 operators, half of whom agreed to take part in the trial. Of these, 249 were deemed qualified to work at home by virtue of having at least six months’ tenure, broadband access and a private room at home in which they could work. Those qualified to take part were, then, divided randomly into a treatment group and a control group. The experiment lasted nine months and produced striking results. The working at home group outperformed office bound workers by 13%. This came about by increasing the hours spent logged onto the system (extensive work effort) and by increasing the number of calls taken per minute (intensive work effort). This was explained by two main factors given by workers in follow-up interviews and focus groups: the greater convenience of being at home (e.g., the ease of making a tea or coffee, or using the toilet); and the relative quietness of the home environment. Levels of job satisfaction also rose, while job turnover fell.

We know far less about the effect that the widespread growth of enforced, as opposed to voluntary, homeworking has had on productivity levels during the lockdown. The evidence we have is piecemeal, not always focused on the UK and sometimes contradictory. For example, an online survey of workers in the Netherlands suggests that respondents were ‘slightly less productive’ working at home during lockdown than they were before restrictions were introduced (Rubin, 2020: 2). However, a Canadian study of workers suggests the reverse with a third of respondents reporting that their productivity had increased since having to work at home (Saba *et al.*, 2020). The evidence for the UK paints a more agnostic picture with a recent CIPD survey suggesting that over a third of employers did not believe that homeworking has had any effect on productivity with equal proportions of employers reporting an increase as opposed to a decrease in productivity (CIPD, 2020a). The aim of this section of the Report is to offer robust evidence on this important policy issue.

A common fear among employers is that without physical oversight employees will shirk and productivity will fall. To examine this proposition, the June 2020 wave of the Covid-19 Study asked those who were working at home how their productivity had changed. Two-fifths (40.9%) reported that they were able to get as much work done in June 2020 as they were six months earlier. Over a quarter (28.9%) said that they got more done, while 30.2% said that their productivity had fallen (see Figure 16). On the whole, then, homeworking in the lockdown did not appear to have had a significant effect on productivity levels.

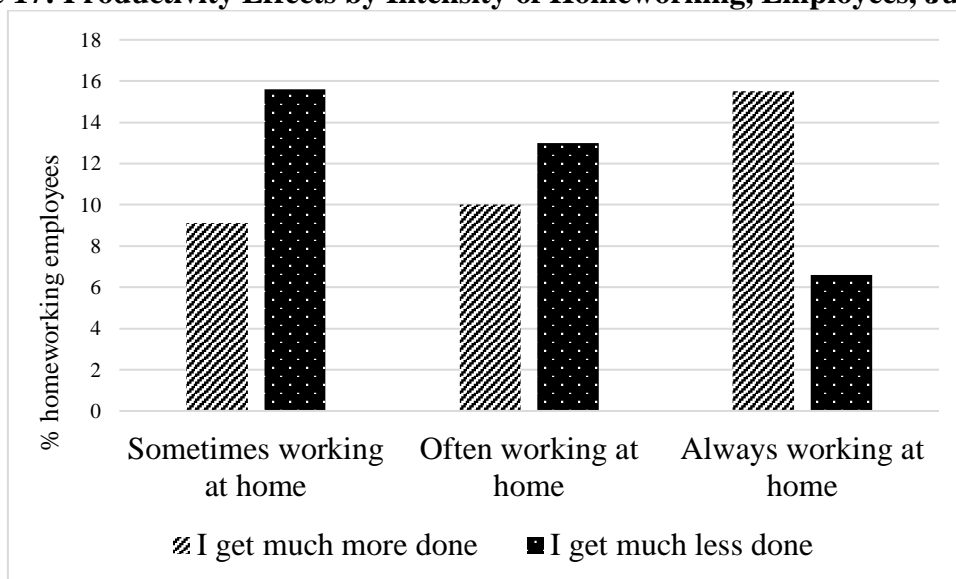
**Figure 16: Productivity Effects of Homeworking in Lockdown, Employees, June 2020**



Source: own calculations of the Understanding Society Covid-19 Study, wave 3, see Table A8b.

However, the impact on productivity varies according to the frequency that employees used the home as their place of work. Those using the home sometimes or often reported a downward shift in their productivity, whereas employees who did all of their paid work at home reported an increase in productivity (see Figure 2).

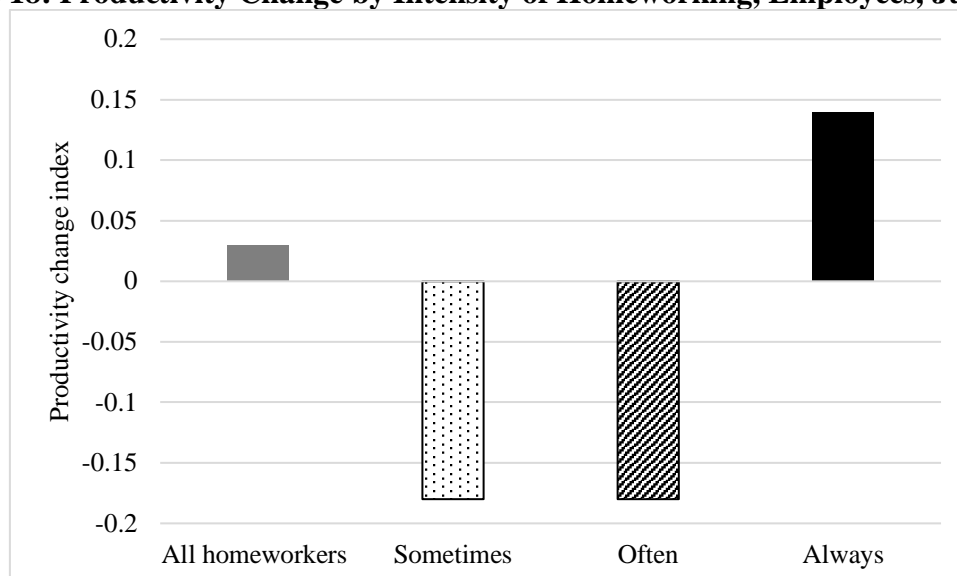
**Figure 17: Productivity Effects by Intensity of Homeworking, Employees, June 2020**



Source: own calculations of the Understanding Society Covid-19 Study, wave 3, see Table A8b.

As a summary measure we create a productivity change index by allocating scores of +2, +1, 0, -1 and -2 to the responses. Overall, this suggests that productivity has largely been unaffected by the increased prevalence of homeworking either upwards or downwards, but that it varies according to the intensity of homeworking. Those who do all their work at home report themselves to be significantly more productive in lockdown (see Figure 18 and cf. bottom row, Table A8b).

**Figure 18: Productivity Change by Intensity of Homeworking, Employees, June 2020**



Source: own calculations of the Understanding Society Covid-19 Study, wave 3, see Table A8b.

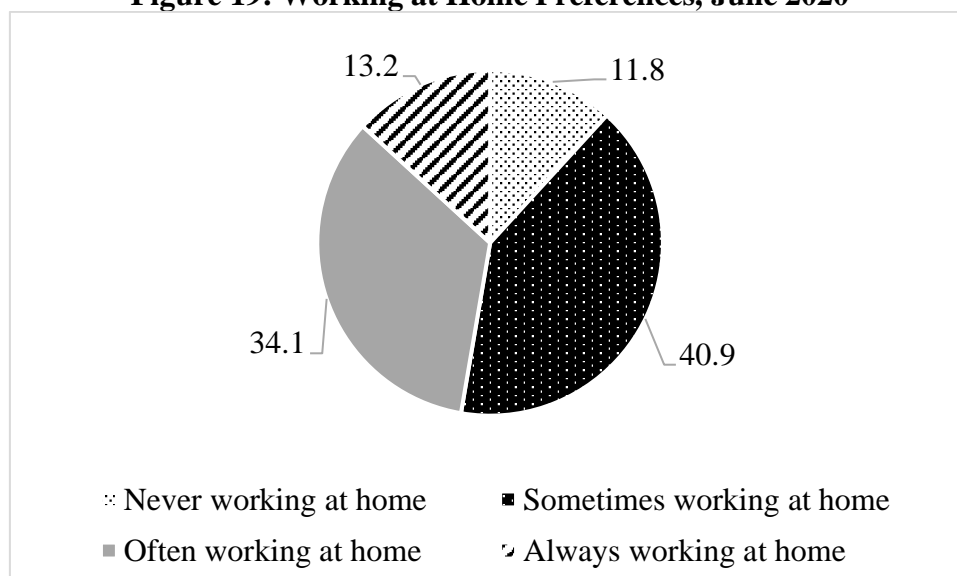
The Understanding Society Covid-19 Survey also asked those who reported a fall in productivity while working at home to identify the main reason for the fall. Three out of ten employees (28.6%) said that they had less work to do and around a similar proportion (26.8%) said that they had to provide care/home schooling and a fifth (20.1%) identified other reasons. These included a lack of motivation/focus/concentration, limited access to workplace resources, less frequent interaction with colleagues, and changes to how work was carried out because of Covid-19 (Table A9b).

Taking the productivity change index as the outcome variable, our multivariate regression analysis also suggest that those who worked exclusively at home in June 2020 were most likely to report themselves as more productive rather than less. However, those who reported higher domestic commitments – such as doing housework and carrying out home schooling – reported that their productivity was lower. On the other hand, those who worked longer hours reported that they also did more work per hour (Tables A10a and A10b).

### ***Section 8: Homeworking in the New Normal***

The Understanding Society Covid-19 Study also allows us to address another important question: will workers return to their traditional places of work once the Covid-19 crisis has past? The June 2020 survey asked respondents: ‘Once social distancing measures are relaxed and workplaces go back to normal, how often would you like to work from home?’ The results suggest that nine out of ten (88.2%) of employees who worked at home during the lockdown would like to continue working at home in some capacity with around one in two employees (47.3%) wanting to work at home often or all of the time (see Figure 19). Furthermore, employees with little previous experience of homeworking had not been put off by the experience of working at home – half (50.0%) of new homeworkers would like to work at home often or always even when Covid-19 restrictions permit a return to ‘normal’ working. This suggests that a key characteristic of the new normal will be much higher levels of homeworking than in the past assuming that employers allow their employees to do so (Table A11b).

**Figure 19: Working at Home Preferences, June 2020**



Source: own calculations of the Understanding Society Covid-19 Study, wave 3, see Table A11b.

Putting data on future homeworking preferences together with self-assessed evaluations of the effect of homeworking on productivity suggests that the upsurge in interest in homeworking is unlikely to be detrimental to productivity. Two-thirds (65.5%) of employees who reported that they were able to produce much more per hour while working at home in lockdown wanted to work mainly at home in the future. In comparison, just 6.4% of employees who did not want to work at home in the future said that their productivity was much higher when they worked at home (Table A11b). This ‘selection effect’ is likely to be advantageous to employers keen to bounce-back strongly from the impact of Covid-19.

On this basis, allowing employees to work at home, if they want to, may increase not reduce productivity, hence supporting the business case for the continuation of homeworking. However, this will not address some of the other economic consequences of the rise in homeworking, such as the hollowing out of city centres which are reliant on office workers spending money in local shops, cafés, restaurants and bars. This new evidence suggests that a massive return to pre-Covid-19 patterns of working is unlikely to happen. Many employees have got used to – and may even have experienced the benefits of – working at home after a shaky start. In addition, productivity has not been adversely affected by the shift towards homeworking. Furthermore, if those who want to continue working at home in the future are allowed to do so, productivity may be boosted by a sustained increase in the prevalence of homeworking.

## **Section 9: Summary and Conclusion**

The aim of this Report is to provide a full account of the changing nature of homeworking and its impact on workers during the first three months of lockdown in the UK using new data available from the first three surveys of the Understanding Society Covid-19 Study.

Findings presented in this Report show how steeply homeworking rose during the lockdown. Rising from 5.7% of workers doing all of their work at home in January/February 2020 to 43.1% in April 2020, and only falling to 36.5% in June 2020 when some workers returned to their former places of work.



The surge in homeworking was greatest among the highest paid, the better qualified and the higher skilled. The questions that arise from our findings are: who is continuing to work at home and who is returning back to their work locations. The answers have consequences for future workplace policies and city planning. This Report has hinted at the answers, but our future research will use the longitudinal strength of the Understanding Society Covid-19 Study to provide more robust answers.

The Report shows that homeworking varies regionally and is most prevalent among those living in London and the South East. Significantly, this may indicate spatial variations in economic resilience to the recessionary forces unleashed by the pandemic. The levelling up policy agenda will need to bear this in mind when future policies are developed. These need to be aimed at strengthening the resilience of local economies to future economic shocks.

Overall, mental health deteriorated across the population during lockdown. However, the fall in mental health at the beginning of the lockdown was more pronounced amongst those who always, often or sometimes worked at home compared to those who never worked at home. Similarly, new home-centred workers reported a greater fall in mental health than established home-centred workers at the start of lockdown, but this difference wore off as the months went by. This could mean that after a shaky start new homeworkers got accustomed to their new situation or those who had a negative experience of homeworking returned to their former places of work more quickly.

Before Covid-19 some employers were rather reluctant to implement homeworking as a flexible working arrangement or even banned homeworking completely in the case of Yahoo! and Hewlett-Packard in the years before pandemic (Felstead and Henseke, 2017). However, this Report shows that homeworking in lockdown did not appear to have had a significant effect on the productivity levels of employees. Quite the opposite, employees who did all of their paid work at home reported that they got more done per hour than they did before lockdown. Furthermore, almost nine out of ten employees who worked at home during lockdown said that they would like to continue working at home in some capacity. Some banks, insurance companies and insurers – such as Lloyds, Virgin Money, Aviva and Standard Life Aberdeen – have recognised the benefits of allowing their staff to work at home and are setting out plans for staff to work at home more regularly when lockdown restrictions are fully eased (*Financial Times*, 24 August 2020). On the basis of evidence presented in this Report, we urge more employers to follow their lead by developing policies which enable working at home to continue in the post Covid-19 world.

In addition, the Report has implications for city planning. At the height of the lockdown, its impact was frequently illustrated with photographs of deserted city centres and empty high streets with bars, restaurants and shops boarded up. But as lockdown restrictions have been eased, the UK government has devised policies aimed at reviving the hospitality and retail sectors, and the city centres in which many of these businesses are located. For example, the ‘eat out to help out’ scheme subsidises consumption in restaurants and cafés with the aim of increasing consumer spending, raising city centre footfall and maintaining the current fabric of the city.

However, increased levels of homeworking could contribute to a greener and more sustainable future. In this alternative world, cities which are not built around fast roads connecting workplaces to residences, but are focused much more on integrating working spaces into the home, and promoting green and lively neighbourhoods. Now may, therefore, be the time to

radically rethink the design of mono-functional city centres and turn them into multi-use places that accommodate low-pollutant manufacturing, green spaces and leisure facilities. Increased levels of homeworking may help to usher in this alternative future.

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**Table A1:  
The Use of the Home as Workplace Before Lockdown, January/February 2020**

Socio-economic Characteristics	Office/factory work (no use of home as workplace) (1)	Use of the Home as Workplace		
		Sometimes (2)	Often (3)	Always (4)
		Row percentages/absolute values <sup>1</sup>		
All	70.6	17.7	6.1	5.7
<i>Sex</i>				
Male	69.6	18.4	6.7	5.3
Female	71.6	16.9	5.4	6.1
<i>Age</i>				
16-29	83.1	11.5	2.8	2.7
30-44	67.9	20.2	7.0	4.9
45-59	66.6	20.1	6.6	6.7
60 and above	68.5	14.7	7.6	9.3
<i>Spouse/partner</i>				
Lives with spouse/partner	80.5	12.5	3.6	3.4
<i>Children in household</i>				
Has child 0-4-years-old	70.4	18.1	6.6	4.9
Has child 5-15-years-old	66.0	20.3	7.1	6.7
<i>Highest qualification<sup>2</sup></i>				
Degree	51.7	29.8	10.5	8.0
Vocational degree	71.6	17.0	5.8	5.6
A-level or equivalent	78.9	13.9	3.5	3.7
GCSE or equivalent	84.4	7.7	3.3	4.5
Other qualification	84.3	6.1	3.3	6.3
No qualifications	89.0	5.6	2.2	3.2
<i>Pay</i>				
Net annual earnings	£18,692	£28,556	£28,577	£20,084
<i>Working hours</i>				
30 or more hours a week	69.4	19.9	6.1	4.6
16-29 hours a week	75.9	11.5	5.8	6.7
1-6 hours a week	71.4	8.9	6.5	13.5
Average number of working hours	34.1 hours	36.6 hours	34.9 hours	32.5 hours
<i>Employment status</i>				
Employee	75.2	16.7	5.1	3.0
Self-employed	44.8	20.7	10.6	23.9
<i>Occupation<sup>2</sup></i>				
Managers & directors	50.8	29.9	11.7	7.1
Professionals	51.9	30.7	11.4	6.0
Associate professionals	53.4	28.0	11.0	7.6
Administrative & secretarial	71.8	16.7	6.5	5.8
Skill trades	86.0	10.0	1.3	2.7
Caring & leisure	81.8	8.2	3.9	6.2
Sales	89.7	6.3	1.4	2.6

Operatives	87.4	7.9	0.1	4.1
Elementary	91.2	7.1	0.8	0.9
<i>Industry<sup>2</sup></i>				
Agriculture, forestry and fishing (A)	71.9	7.7	2.4	18.0
Energy and water (B, D, E)	55.1	27.5	11.7	5.7
Manufacturing (C)	79.4	13.0	3.7	3.9
Construction (F)	73.4	16.9	5.6	4.1
Distribution, hotels and restaurants (G, I)	85.9	8.8	2.1	3.2
Transport and communication (H, J)	62.0	20.2	9.3	8.5
Banking and finance (K, L, M, N)	55.4	26.8	9.8	7.9
Public administration, education and health (O, P, Q)	68.8	21.3	5.9	4.1
Other services (R, S, T, U)	58.1	18.9	8.9	14.2
<i>Sector<sup>2</sup></i>				
Private firm or business	75.5	14.9	5.8	3.8
Other type of organisation	69.1	23.3	5.1	2.5
<i>Region<sup>2</sup></i>				
North East	75.9	14.3	4.2	5.6
North West	75.4	13.6	5.0	6.0
Yorkshire and Humber	73.5	18.5	3.9	4.0
East Midlands	74.0	15.5	5.5	5.0
West Midlands	77.2	12.9	5.3	4.6
East of England	68.6	19.8	6.2	5.4
London	61.8	21.8	9.2	7.3
South East	64.7	21.2	7.5	6.5
South West	65.5	20.4	6.5	7.7
Wales	76.5	14.6	5.2	3.8
Scotland	74.7	15.8	4.5	5.0
Northern Ireland	75.0	15.1	5.3	4.6

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey. These baseline data are taken from waves 1, 2 and 3 (11,453 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.

*Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3.*

**Table A2a:  
The Use of the Home as Workplace During Lockdown, April 2020**

Socio-economic Characteristics	Office/factory work (no use of home as workplace) (1)	Use of the Home as Workplace		
		Sometimes (2)	Often (3)	Always (4)
Row percentages/absolute values <sup>1</sup>				
All	39.5	9.1	8.3	43.1
<i>Sex</i>				
Male	41.2	8.4	7.6	42.7
Female	37.8	9.8	9.0	43.7
<i>Age</i>				
16-29	42.3	7.0	5.9	44.8
30-44	35.3	8.7	8.8	47.2
45-59	40.2	10.3	8.5	41.0
60 and above	45.5	8.7	9.7	36.1
<i>Spouse/partner</i>				
Lives with spouse/partner	38.6	9.5	9.1	44.8
<i>Children in household</i>				
Has child 0-4-years-old	39.3	8.1	8.5	44.0
Has child 5-15-years-old	35.8	9.8	9.6	44.7
<i>Highest qualification<sup>2</sup></i>				
Degree	16.2	10.5	10.9	62.4
Vocational degree	42.9	12.9	8.1	36.2
A-level or equivalent	46.5	8.1	8.3	37.1
GCSE or equivalent	69.1	5.7	6.6	21.6
Other qualification	71.0	6.7	6.6	15.7
No qualifications	86.7	5.2	0.3	7.8
<i>Pay</i>				
Net annual earnings	£18,234	£23,007	£23,835	£27,115
<i>Working hours</i>				
30 or more hours a week	38.8	7.4	8.0	45.8
16-29 hours a week	46.3	7.4	8.2	38.1
1-6 hours a week	34.7	21.5	10.5	33.4
Average number of working hours	33.6 hours	29.2 hours	31.9 hours	34.1 hours
<i>Employment status</i>				
Employee	41.5	8.2	8.1	42.2
Self-employed	27.4	13.4	9.0	50.2
<i>Occupation<sup>1</sup></i>				
Managers & directors	27.0	10.7	9.3	53.0
Professionals	17.3	10.2	11.2	61.3
Associate professionals	15.3	8.8	8.2	67.7
Administrative & secretarial	27.0	7.5	9.1	56.4
Skill trades	68.1	12.2	3.2	16.5
Caring & leisure	67.1	6.6	9.1	17.2
Sales	63.8	5.0	5.6	25.6



Operatives	78.9	8.6	1.1	11.4
Elementary	84.6	4.3	1.7	9.4
<i>Industry<sup>1</sup></i>				
Agriculture, forestry and fishing (A)	56.3	11.5	2.3	30.0
Energy and water (B, D, E)	16.0	15.4	4.5	64.1
Manufacturing (C)	47.9	11.6	5.4	35.1
Construction (F)	45.3	10.7	7.1	36.9
Distribution, hotels and restaurants (G, I)	66.7	7.3	3.9	22.2
Transport and communication (H, J)	37.4	4.9	5.9	51.7
Banking and finance (K, L, M, N)	23.1	7.5	6.8	62.6
Public administration, education and health (O, P, Q)	35.9	10.8	12.3	41.1
Other services (R, S, T, U)	20.7	10.6	12.3	56.5
<i>Sector<sup>1</sup></i>				
Private firm or business	45.4	6.8	5.0	42.8
Other type of organisation	32.7	11.1	13.2	43.0
<i>Region</i>				
North East	43.6	7.7	12.4	36.3
North West	41.3	8.6	10.5	39.6
Yorkshire and Humber	50.2	6.7	6.9	36.2
East Midlands	48.9	7.9	5.8	37.3
West Midlands	48.4	6.9	8.6	36.2
East of England	36.4	10.7	10.6	42.3
London	28.1	8.0	6.5	57.5
South East	31.8	9.9	9.6	48.8
South West	37.3	11.7	7.7	43.3
Wales	45.9	9.3	8.1	36.8
Scotland	36.3	11.4	5.1	47.2
Northern Ireland	49.1	10.6	7.9	33.4

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (7,130 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 1.*

**Table A2b:  
The Use of the Home as Workplace During Lockdown, May 2020**

Socio-economic Characteristics	Office/factory work (no use of home as workplace) (1)	Use of the Home as Workplace		
		Sometimes (2)	Often (3)	Always (4)
	Row percentages/absolute values <sup>1</sup>			
All	40.0	10.3	8.9	40.8
<i>Sex</i>				
Male	41.5	10.9	7.7	39.9
Female	38.5	9.7	10.1	41.7
<i>Age</i>				
16-29	44.9	9.0	7.4	38.3
30-44	35.3	10.2	10.1	44.4
45-59	39.6	10.7	8.7	40.6
60 and above	46.1	10.2	8.2	35.6
<i>Spouse/partner</i>				
Lives with spouse/partner	35.6	10.9	9.1	44.4
<i>Children in household</i>				
Has child 0-4-years-old	33.4	11.5	9.8	45.2
Has child 5-15-years-old	34.8	11.0	10.2	44.0
<i>Highest qualification<sup>2</sup></i>				
Degree	17.7	10.5	12.7	59.1
Vocational degree	41.1	13.9	10.2	34.8
A-level or equivalent	45.1	11.6	7.5	35.8
GCSE or equivalent	68.4	7.1	3.1	21.5
Other qualification	71.1	6.8	7.1	15.1
No qualifications	79.6	9.9	2.0	8.5
<i>Pay</i>				
Net annual earnings	£18,393	£22,717	£24,202	£27,108
<i>Working hours</i>				
30 or more hours a week	40.5	8.2	7.6	43.7
16-29 hours a week	44.8	9.1	10.8	35.3
1-6 hours a week	31.3	23.4	13.4	31.9
Average number of working hours	34.3 hours	28.3 hours	29.8 hours	34.0 hours
<i>Employment status</i>				
Employee	41.9	9.4	8.6	40.0
Self-employed	28.1	15.9	9.1	46.9
<i>Occupation<sup>2</sup></i>				
Managers & directors	25.3	12.4	11.0	51.4
Professionals	17.5	10.9	12.1	59.5
Associate professionals	15.5	8.9	11.6	64.0
Administrative & secretarial	27.8	8.2	10.8	53.3
Skill trades	67.6	17.1	5.6	9.7
Caring & leisure	62.6	10.4	7.6	19.4
Sales	66.3	5.7	1.6	26.4

Operatives	87.5	3.7	0.7	8.1
Elementary	84.7	5.9	1.7	7.8
<i>Industry<sup>2</sup></i>				
Agriculture, forestry and fishing (A)	54.5	15.0	8.0	22.5
Energy and water (B, D, E)	25.0	6.0	5.1	63.9
Manufacturing (C)	55.3	9.3	6.9	28.6
Construction (F)	48.6	15.9	6.1	29.5
Distribution, hotels and restaurants (G, I)	64.8	10.6	4.7	19.9
Transport and communication (H, J)	35.7	6.0	7.9	50.4
Banking and finance (K, L, M, N)	26.2	7.3	6.7	59.8
Public administration, education and health (O, P, Q)	34.7	11.4	13.1	40.7
Other services (R, S, T, U)	24.6	14.4	8.5	52.5
<i>Sector<sup>1</sup></i>				
Private firm or business	47.1	8.1	6.2	38.6
Other type of organisation	31.8	11.9	13.3	43.0
<i>Region</i>				
North East	44.5	11.9	10.7	32.9
North West	39.8	7.8	9.8	42.7
Yorkshire and Humber	44.8	13.8	7.8	33.6
East Midlands	48.2	10.2	10.6	31.1
West Midlands	48.9	9.3	7.6	34.1
East of England	41.1	11.9	7.0	40.0
London	32.0	7.5	7.5	53.0
South East	30.8	12.6	10.1	46.5
South West	41.7	11.1	8.6	38.7
Wales	46.6	9.3	8.3	35.8
Scotland	32.6	8.7	11.4	47.3
Northern Ireland	55.0	9.6	6.5	28.8

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,587 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 2.*

**Table A2c:  
The Use of the Home as Workplace During Lockdown, June 2020**

Socio-economic Characteristics	Office/factory work (no use of home as workplace) (1)	Use of the Home as Workplace		
		Sometimes (2)	Often (3)	Always (4)
Row percentages/absolute values <sup>1</sup>				
All	45.3	9.6	8.7	36.5
<i>Sex</i>				
Male	48.1	8.0	8.4	35.5
Female	42.4	11.2	9.0	37.4
<i>Age</i>				
16-29	50.7	5.9	6.0	37.4
30-44	40.6	10.5	10.8	38.0
45-59	45.7	10.6	8.6	35.1
60 and above	49.0	8.5	7.3	35.3
<i>Spouse/partner</i>				
Lives with spouse/partner	41.1	9.9	9.9	39.2
<i>Children in household</i>				
Has child 0-4-years-old	38.1	10.8	11.5	39.6
Has child 5-15-years-old	44.4	11.4	10.1	38.1
<i>Highest qualification<sup>2</sup></i>				
Degree	20.6	11.1	12.2	56.1
Vocational degree	46.3	14.0	9.6	30.2
A-level or equivalent	52.5	10.0	7.2	30.4
GCSE or equivalent	71.6	5.0	4.0	19.4
Other qualification	78.9	6.3	5.9	9.0
No qualifications	85.6	2.3	1.8	10.3
<i>Pay</i>				
Net annual earnings	£18,371	£22,917	£24,657	£27,572
<i>Working hours</i>				
30 or more hours a week	44.9	8.4	7.9	38.8
16-29 hours a week	48.5	11.8	10.7	29.1
1-6 hours a week	42.5	14.2	10.9	32.4
Average number of working hours	34.4 hours	31.6 hours	31.9 hours	34.2 hours
<i>Employment status</i>				
Employee	47.5	8.7	8.5	35.3
Self-employed	33.4	14.2	6.5	45.8
<i>Occupation<sup>2</sup></i>				
Managers & directors	28.6	10.7	12.7	47.9
Professionals	20.2	11.4	16.9	51.5
Associate professionals	21.9	7.3	7.3	63.5
Administrative & secretarial	35.0	11.4	8.1	45.6
Skill trades	77.2	10.5	3.0	9.3
Caring & leisure	61.8	16.6	5.2	16.5
Sales	64.3	6.8	3.9	25.0

Operatives	88.8	2.7	4.1	4.4
Elementary	82.3	3.8	3.9	10.1
<i>Industry</i> <sup>3</sup>				
Agriculture, forestry and fishing (A)	71.9	10.3	3.2	14.7
Energy and water (B, D, E)	40.8	9.3	7.1	42.8
Manufacturing (C)	67.6	6.1	6.9	19.4
Construction (F)	60.7	11.6	6.2	21.6
Distribution, hotels and restaurants (G, I)	78.0	6.8	2.9	12.3
Transport and communication (H, J)	41.1	5.7	4.2	49.0
Banking and finance (K, L, M, N)	17.7	6.1	9.6	66.6
Public administration, education and health (O, P, Q)	40.4	14.1	13.1	32.5
Other services (R, S, T, U)	37.5	9.3	8.9	44.3
<i>Sector</i> <sup>2</sup>				
Private firm or business	52.4	6.4	6.9	34.2
Other type of organisation	35.8	13.4	12.5	38.3
<i>Region</i>				
North East	51.1	11.0	9.8	28.1
North West	45.1	8.3	9.6	37.0
Yorkshire and Humber	55.1	10.4	7.0	27.5
East Midlands	54.8	9.8	7.2	28.1
West Midlands	54.6	7.6	9.5	28.4
East of England	44.3	12.6	7.8	35.6
London	32.5	7.5	7.6	52.4
South East	37.4	10.0	11.6	41.1
South West	47.6	10.4	8.8	33.2
Wales	45.1	9.8	12.3	32.9
Scotland	38.7	9.4	6.4	45.5
Northern Ireland	58.0	9.7	4.0	28.4

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,579 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.
3. In wave 3, respondents were asked to describe the industry in which they worked.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A3:**  
**Use of the Home as a Workplace: Ordered Regressions<sup>1</sup>, Before and During Lockdown**

	January/ February 2020	April 2020	May 2020	June 2020
	(1)	(2)	(3)	(4)
<i>(a) Personal Characteristics</i>				
Female	<b>0.15</b>	<b>0.19</b>	<b>0.12</b>	<b>0.11</b>
(base=male)	<b>(0.05)***</b>	<b>(0.06)***</b>	<b>(0.06)**</b>	<b>(0.06)*</b>
30-44 years old	0.02	-0.07	<b>-0.16</b>	-0.05
(base=16-29 years old)	(0.07)	(0.08)	<b>(0.08)**</b>	(0.08)
45-59 years old	0.07	<b>-0.23</b>	<b>-0.18</b>	-0.11
	(0.07)	<b>(0.08)***</b>	<b>(0.08)**</b>	(0.08)
60 years old and over	0.09	<b>-0.23</b>	<b>-0.27</b>	-0.07
	(0.09)	<b>(0.11)**</b>	<b>(0.11)**</b>	(0.11)
Degree (base=	<b>0.47</b>	<b>0.89</b>	<b>0.83</b>	<b>0.82</b>
GCSE or equivalent)	<b>(0.07)***</b>	<b>(0.08)***</b>	<b>(0.08)***</b>	<b>(0.08)***</b>
Vocational degree	<b>0.17</b>	<b>0.33</b>	<b>0.36</b>	<b>0.29</b>
	<b>(0.09)**</b>	<b>(0.09)***</b>	<b>(0.10)***</b>	<b>(0.10)***</b>
A-level or equivalent	<b>0.14</b>	<b>0.42</b>	<b>0.45</b>	<b>0.36</b>
	<b>(0.07)*</b>	<b>(0.08)***</b>	<b>(0.08)***</b>	<b>(0.08)***</b>
Other qualification	-0.01	-0.08	-0.23	-0.23
	(0.14)	(0.15)	(0.16)	(0.15)
No qualification	<b>-0.88</b>	<b>-1.35</b>	-0.17	<b>-0.96</b>
	<b>(0.37)**</b>	<b>(0.45)***</b>	(0.24)	<b>(0.34)***</b>
<i>(b) Household Composition</i>				
Living as couple	<b>0.25</b>	0.07	<b>0.16</b>	0.01
(base=not living as	<b>(0.05)***</b>	(0.06)	<b>(0.06)***</b>	(0.06)
couple)				
Child 0-4 in household	0.02	-0.04	-0.03	0.04
(base=no child in	(0.07)	(0.08)	(0.08)	(0.08)
household)				
Child 5-15 in				
household	<b>0.17</b>	0.02	<b>0.13</b>	0.06
(base=no child in	<b>(0.05)***</b>	(0.06)	<b>(0.06)**</b>	(0.06)
household)				
<i>(c) Job Characteristics</i>				
Log net weekly pay	<b>0.20</b>	<b>0.31</b>	<b>0.08</b>	<b>0.26</b>
	<b>(0.04)***</b>	<b>(0.05)***</b>	<b>(0.04)*</b>	<b>(0.04)***</b>
Number of weekly	<b>-0.00</b>	<b>-0.01</b>	<b>-0.01</b>	<b>-0.01</b>
working hours	<b>(0.00)*</b>	<b>(0.00)***</b>	<b>(0.00)***</b>	<b>(0.00)***</b>
Self-employed	<b>1.16</b>	<b>0.38</b>	<b>0.17</b>	<b>0.26</b>
(base=employee)	<b>(0.07)***</b>	<b>(0.10)***</b>	<b>(0.10)*</b>	<b>(0.10)***</b>
Professionals	-0.10	0.09	0.04	-0.08
(base=Managers)	(0.07)	(0.09)	(0.09)	(0.09)
Associate professionals	0.02	<b>0.32</b>	<b>0.24</b>	<b>0.25</b>
	(0.07)	<b>(0.09)***</b>	<b>(0.09)***</b>	<b>(0.09)***</b>
Administrative &	<b>-0.21</b>	<b>0.18</b>	0.04	0.05
secretarial	<b>(0.09)**</b>	<b>(0.10)*</b>	(0.10)	(0.10)

Skill trades	<b>-0.85</b> (0.11)***	<b>-0.99</b> (0.13)***	<b>-1.19</b> (0.13)***	<b>-0.96</b> (0.15)***
Caring & leisure	<b>-0.61</b> (0.10)***	<b>-0.71</b> (0.11)***	<b>-0.71</b> (0.12)***	<b>-0.68</b> (0.12)***
Sales	<b>-0.69</b> (0.11)***	<b>-0.33</b> (0.12)***	<b>-0.46</b> (0.12)***	-0.19 (0.12)
Operatives	<b>-1.17</b> (0.16)***	<b>-1.27</b> (0.17)***	<b>-1.80</b> (0.19)***	<b>-1.69</b> (0.20)***
Elementary	<b>-1.06</b> (0.12)***	<b>-1.22</b> (0.14)***	<b>-1.38</b> (0.14)***	<b>-1.01</b> (0.13)***
Agriculture (base=manufacturing)	0.04 (0.42)	<b>-0.80</b> (0.45)*	0.01 (0.54)	-0.81 (0.58)
Energy	<b>0.59</b> (0.18)***	<b>0.48</b> (0.23)**	<b>0.68</b> (0.25)***	<b>0.86</b> (0.24)***
Construction	0.01 (0.13)	0.13 (0.16)	<b>0.33</b> (0.16)**	0.09 (0.15)
Distribution & retail	-0.09 (0.10)	<b>-0.59</b> (0.11)***	<b>-0.29</b> (0.12)**	<b>-0.43</b> (0.12)***
Transport	<b>0.29</b> (0.11)***	0.13 (0.13)	<b>0.51</b> (0.14)***	<b>0.47</b> (0.14)***
Banking & finance	<b>0.35</b> (0.09)***	<b>0.36</b> (0.11)***	<b>0.51</b> (0.11)***	<b>0.51</b> (0.12)***
Education & health	-0.04 (0.09)	<b>-0.41</b> (0.10)***	-0.09 (0.11)	-0.05 (0.11)
Other services	<b>0.23</b> (0.13)*	0.21 (0.17)	<b>0.42</b> (0.17)**	<b>0.28</b> (0.16)*
<i>(d) Place of Residence</i>				
North East (base=Wales)	0.15 (0.15)	0.15 (0.16)	0.19 (0.17)	0.06 (0.17)
North West	0.05 (0.12)	0.07 (0.13)	<b>0.32</b> (0.14)**	0.04 (0.14)
Yorkshire & Humber	0.15 (0.13)	-0.05 (0.14)	0.10 (0.14)	-0.21 (0.14)
East Midlands	0.12 (0.13)	0.10 (0.14)	0.21 (0.14)	-0.19 (0.15)
West Midlands	-0.04 (0.13)	-0.07 (0.14)	0.15 (0.14)	-0.12 (0.15)
East of England	0.11 (0.12)	0.15 (0.14)	0.20 (0.14)	0.04 (0.14)
London	0.12 (0.12)	<b>0.35</b> (0.14)**	<b>0.38</b> (0.14)***	0.22 (0.14)
South East	0.17 (0.12)	<b>0.22</b> (0.13)*	<b>0.37</b> (0.13)***	0.19 (0.14)
South West	<b>0.21</b> (0.13)*	0.14 (0.14)	<b>0.25</b> (0.14)*	-0.02 (0.15)
Scotland	-0.01 (0.13)	<b>0.41</b> (0.14)***	<b>0.56</b> (0.15)***	0.15 (0.15)
Northern Ireland	-0.26 (0.20)	-0.25 (0.21)	-0.26 (0.22)	-0.24 (0.22)
<i>(e) Model Parameters</i>				

Pseudo-R <sup>2</sup>	0.18	0.17	0.22	0.22
Number of weighted observations	4,305	2,996	2,778	2,697

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1. The dependent variable is: never working at home; sometimes working at home; often working at home; always working at home.

\*  $p < 0.1$ ; \*\*  $p < 0.05$ ; \*\*\*  $p < 0.01$ . Unweighted samples are 5,123, 3,566, 3,298 and 3,198 respectively.

*Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3.*



**Figure 1:  
Main Place of Work Transition Typology: Before and During Lockdown**

		During Lockdown	
		Always/Often Working at Home	Sometimes/Never Working at Home
Before Lockdown	Always/Often Working at Home	Established home-centred workers (2)	New factory/office-centred workers (3)
	Sometimes/Never Working at Home	New home-centred workers (1)	Established factory/office-centred workers (4)

**Table A4a:  
Profiling Main Place of Work Transitions, January/February to April 2020**

Socio-economic Characteristics	Transition Typology			
	New home-centred workers (1)	Established home-centred workers (2)	New factory/office-centred workers (3)	Established factory/office-centred workers (4)
	Row percentages/absolute values <sup>1</sup>			
All	37.5	12.0	0.8	47.0
<i>Sex</i>				
Male	37.8	12.7	0.6	49.0
Female	41.3	11.3	1.0	46.4
<i>Age</i>				
16-29	44.8	6.4	0.3	48.5
30-44	44.0	12.2	0.7	43.1
45-59	37.3	12.3	0.8	49.7
60 and above	28.1	17.6	1.7	52.7
<i>Spouse/partner</i>				
Lives with spouse/partner	40.1	13.9	0.7	45.3
<i>Children in household</i>				
Has child 0-4-years-old	40.4	12.3	0.3	47.1
Has child 5-15-years-old	40.9	13.8	0.7	44.6
<i>Highest qualification<sup>2</sup></i>				
Degree	55.7	17.8	1.0	25.5
Vocational degree	34.2	10.7	0.3	54.8
A-level or equivalent	38.4	7.0	0.4	54.2
GCSE or equivalent	18.6	6.6	0.3	74.4
Other qualification	12.4	10.1	2.6	74.8
No qualifications	4.5	3.6	3.2	88.7
<i>Pay</i>				
Net annual earnings	£26,696	£25,997	£21,742	£19,140
<i>Working hours</i>				
30 or more hours a week	43.3	10.5	0.5	45.7
16-29 hours a week	34.9	11.9	0.7	52.5
1-6 hours a week	22.7	21.3	2.8	53.2
Average number of working hours	34.5 hours	31.4 hours	22.9 hours	33.0 hours
<i>Employment status</i>				
Employee	42.1	8.4	0.5	49.1
Self-employed	18.2	40.7	2.9	38.2
<i>Occupation<sup>2</sup></i>				
Managers & directors	44.5	17.6	1.7	36.2
Professionals	56.2	16.6	0.8	26.5
Associate professionals	57.1	18.7	1.4	22.7
Administrative & secretarial	56.4	9.1	0.8	33.6
Skill trades	15.2	4.6	0.3	79.9
Caring & leisure	20.9	5.1	0.6	73.4

Sales	27.6	4.7	0.3	67.4
Operatives	11.1	1.4	0.0	87.6
Elementary	8.7	1.9	0.0	89.4
<i>Industry<sup>2</sup></i>				
Agriculture, forestry and fishing (A)	12.1	20.7	0.0	67.3
Energy and water (B, D, E)	53.7	15.9	1.4	29.0
Manufacturing (C)	30.9	9.5	0.2	59.5
Construction (F)	38.1	5.5	0.7	55.7
Distribution, hotels and restaurants (G, I)	19.5	6.6	0.7	73.7
Transport and communication (H, J)	39.2	18.4	1.3	41.1
Banking and finance (K, L, M, N)	52.1	17.3	0.9	29.7
Public administration, education and health (O, P, Q)	44.0	9.6	0.8	45.6
Other services (R, S, T, U)	37.6	31.4	0.0	31.1
<i>Sector<sup>2</sup></i>				
Private firm or business	37.3	10.7	0.6	51.5
Other type of organisation	49.0	7.5	0.5	43.1
<i>Region</i>				
North East	36.8	11.8	0.5	50.8
North West	39.6	10.9	0.8	48.7
Yorkshire and Humber	34.7	8.5	0.3	56.5
East Midlands	33.1	10.2	0.6	56.2
West Midlands	34.0	11.2	0.7	54.1
East of England	40.6	12.1	0.5	46.8
London	49.2	15.2	1.6	34.1
South East	44.5	13.9	1.3	40.4
South West	34.4	16.4	0.2	49.0
Wales	34.7	10.3	0.6	54.3
Scotland	44.6	8.5	1.0	45.9
Northern Ireland	30.2	10.0	0.0	59.8

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (7,030 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 1.*

**Table A4b:  
Profiling Main Place of Work Transitions, January/February to May 2020**

Socio-economic Characteristics	Transition Typology			
	New home-centred workers (1)	Established home-centred workers (2)	New factory/office-centred workers (3)	Established factory/office-centred workers (4)
	Row percentages/absolute values <sup>1</sup>			
All	39.1	11.1	1.2	48.6
<i>Sex</i>				
Male	36.6	11.5	1.1	50.9
Female	41.5	10.8	1.4	46.3
<i>Age</i>				
16-29	43.9	4.0	1.2	50.8
30-44	43.2	11.4	0.6	44.8
45-59	37.2	12.4	1.2	49.2
60 and above	27.8	15.9	2.9	53.4
<i>Spouse/partner</i>				
Lives with spouse/partner	37.7	13.3	1.5	45.5
<i>Children in household</i>				
Has child 0-4-years-old	41.8	10.3	1.7	46.2
Has child 5-15-years-old	40.6	13.7	1.4	44.4
<i>Highest qualification<sup>2</sup></i>				
Degree	55.3	16.6	1.5	26.6
Vocational degree	34.8	10.4	0.7	54.1
A-level or equivalent	38.4	5.9	1.4	54.2
GCSE or equivalent	17.2	7.7	0.5	74.7
Other qualification	13.8	8.0	1.6	76.7
No qualifications	10.0	0.7	4.6	84.7
<i>Pay</i>				
Net annual earnings	£26,672	£26,404	£17,076	£19,542
<i>Working hours</i>				
30 or more hours a week	41.7	9.8	1.0	47.6
16-29 hours a week	35.7	11.7	0.6	52.0
1-6 hours a week	28.5	18.0	3.7	49.7
Average number of working hours	33.7 hours	32.1 hours	25.9 hours	33.6 hours
<i>Employment status</i>				
Employee	41.8	7.9	0.7	50.1
Self-employed	18.0	37.7	4.1	40.1
<i>Occupation<sup>2</sup></i>				
Managers & directors	44.9	17.3	1.3	36.5
Professionals	56.1	16.2	0.7	27.1
Associate professionals	58.2	17.4	1.3	23.0
Administrative & secretarial	53.3	10.9	1.9	34.0
Skill trades	12.7	2.5	1.3	83.5
Caring & leisure	20.8	6.3	3.5	69.5

Sales	25.4	3.8	0.0	70.8
Operatives	8.6	0.2	0.8	90.3
Elementary	7.8	1.7	0.4	90.2
<i>Industry<sup>2</sup></i>				
Agriculture, forestry and fishing (A)	14.6	15.7	0.0	69.7
Energy and water (B, D, E)	54.5	16.5	0.0	29.0
Manufacturing (C)	28.2	7.2	0.8	63.8
Construction (F)	30.5	4.8	2.4	62.3
Distribution, hotels and restaurants (G, I)	19.4	5.6	0.8	74.2
Transport and communication (H, J)	37.8	20.3	0.2	41.7
Banking and finance (K, L, M, N)	50.9	15.7	1.0	32.5
Public administration, education and health (O, P, Q)	45.3	8.8	1.3	44.5
Other services (R, S, T, U)	36.0	26.6	5.8	31.6
<i>Sector<sup>2</sup></i>				
Private firm or business	35.1	9.9	0.8	54.2
Other type of organisation	49.9	6.9	1.0	42.3
<i>Region</i>				
North East	35.9	7.7	1.0	55.4
North West	41.1	12.2	1.2	45.6
Yorkshire and Humber	34.3	7.5	0.7	57.6
East Midlands	30.8	10.9	0.2	58.1
West Midlands	33.0	9.6	0.8	56.6
East of England	36.5	10.9	0.8	51.8
London	45.7	15.0	1.8	37.5
South East	44.4	12.8	1.1	41.7
South West	33.4	13.9	2.3	50.4
Wales	36.5	9.7	1.2	52.6
Scotland	52.2	7.6	1.1	39.1
Northern Ireland	28.7	6.6	4.7	60.0

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,484 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 2.*

**Table A4c:  
Profiling Main Place of Work Transitions, January/February to June 2020**

Socio-economic Characteristics	Transition Typology			
	New home-centred workers (1)	Established home-centred workers (2)	New factory/office-centred workers (3)	Established factory/office-centred workers (4)
	Row percentages/absolute values <sup>1</sup>			
All	35.5	10.7	1.4	52.3
<i>Sex</i>				
Male	33.5	11.3	1.4	53.8
Female	37.6	10.2	1.4	50.8
<i>Age</i>				
16-29	43.1	3.8	0.9	52.3
30-44	38.1	11.3	1.5	49.1
45-59	33.3	11.3	1.0	54.4
60 and above	25.9	16.5	3.4	54.3
<i>Spouse/partner</i>				
Lives with spouse/partner	35.8	12.8	1.7	49.8
<i>Children in household</i>				
Has child 0-4-years-old	37.8	11.1	1.9	49.2
Has child 5-15-years-old	26.6	11.6	1.7	50.1
<i>Highest qualification<sup>2</sup></i>				
Degree	51.8	16.8	1.6	29.8
Vocational degree	31.9	9.5	1.2	57.4
A-level or equivalent	32.7	5.9	1.7	59.8
GCSE or equivalent	17.8	6.1	0.4	75.7
Other qualification	9.6	6.8	2.3	81.3
No qualifications	9.1	5.3	3.0	82.5
<i>Pay</i>				
Net annual earnings	£27,345	£26,049	£20,066	£19,287
<i>Working hours</i>				
30 or more hours a week	38.9	8.8	1.1	51.2
16-29 hours a week	29.3	12.0	1.5	57.2
1-6 hours a week	22.5	21.4	3.6	52.6
Average number of working hours	34.8 hours	30.6 hours	26.7 hours	34.0 hours
<i>Employment status</i>				
Employee	37.6	7.5	0.8	54.1
Self-employed	16.6	34.9	5.1	43.4
<i>Occupation<sup>2</sup></i>				
Managers & directors	43.6	16.4	1.3	38.7
Professionals	52.4	17.1	0.9	29.7
Associate professionals	54.6	16.1	2.4	26.9
Administrative & secretarial	48.4	7.1	1.8	42.6
Skill trades	9.7	2.9	0.8	86.6
Caring & leisure	15.0	8.4	4.0	72.6

Sales	26.2	4.1	0.2	69.5
Operatives	9.0	0.2	0.8	90.0
Elementary	12.0	2.3	0.0	85.7
<i>Industry<sup>2</sup></i>				
Agriculture, forestry and fishing (A)	7.0	10.1	0.0	82.9
Energy and water (B, D, E)	50.0	24.3	1.4	24.3
Manufacturing (C)	23.5	7.5	0.8	68.2
Construction (F)	29.0	4.9	2.4	63.7
Distribution, hotels and restaurants (G, I)	17.3	5.7	0.7	76.4
Transport and communication (H, J)	35.9	18.1	0.1	45.9
Banking and finance (K, L, M, N)	50.5	16.4	1.1	32.1
Public administration, education and health (O, P, Q)	40.7	9.1	1.3	48.9
Other services (R, S, T, U)	33.2	24.1	8.0	34.8
<i>Sector<sup>2</sup></i>				
Private firm or business	33.1	9.1	0.8	56.9
Other type of organisation	45.3	7.0	1.0	46.7
<i>Region</i>				
North East	30.6	8.4	1.1	59.6
North West	38.4	9.1	1.3	51.2
Yorkshire and Humber	28.3	7.1	0.6	64.0
East Midlands	25.3	10.0	0.3	64.4
West Midlands	28.5	10.0	1.1	60.4
East of England	35.4	9.8	2.1	52.7
London	45.1	15.6	1.4	37.9
South East	41.7	12.8	1.7	43.8
South West	29.6	13.1	2.0	55.4
Wales	37.4	9.6	1.9	51.1
Scotland	45.8	9.6	0.8	43.8
Northern Ireland	24.4	7.2	4.5	63.8

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,209 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2018-2019 and not from the Covid-19 Survey, hence there may be some inaccuracies.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A5a:  
Mental Health and Homeworking in Lockdown, April 2020:  
Descriptive Statistics**

Mental Health Indicators	Intensity of Homeworking <sup>1</sup>			
	Always worked at home (1)	Often worked at home (2)	Sometimes worked at home (3)	Never worked at home (4)
<i>Feeling less or much less than usual:</i>				
Able to concentrate	37.3	36.4	27.7	23.3
Able to enjoy normal day-to-day activities	48.2	49.3	40.7	38.5
Able to play a useful role	24.6	23.0	17.8	11.2
Capable of making decisions	14.5	16.0	10.2	8.9
Reasonably happy	22.8	25.2	22.2	19.9
Able to face up to problems	11.9	16.7	10.1	11.1
<i>Rather or much more than usual:</i>				
Feeling constantly under strain	36.0	33.9	30.1	31.2
Feeling unhappy or depressed	29.7	29.9	24.2	26.1
Losing self-confidence	18.1	19.0	14.2	15.0
Not being able to overcome difficulties	14.2	18.1	11.3	13.4
Losing sleep over worry	24.1	30.9	22.2	25.7
Feeling worthless	8.5	8.9	6.7	9.2
Mean GHQ score (standard deviation)	12.63 <sup>†</sup> (5.8)	12.78 (6.1)	11.69 (5.3)	11.93 (5.5)
Mean change in GHQ score between 2017-18 <sup>2</sup> and April 2020 <sup>3</sup> (standard deviation)	-1.34 <sup>‡</sup> (6.3)	-1.48 (6.7)	-0.52 (6.0)	-0.64 (5.3)

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,773 respondents – unweighted).
  2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2017-2018
  3. Negative value means a decrease in mental health.
- <sup>†</sup> This is significantly higher than either columns (3) and (4) (p<0.01), but is not significantly different from column (2).
- <sup>‡</sup> This fall in well-being is significantly higher than either columns (3) (p<0.01) and (4) (p<0.05), but is not significantly different from column (2).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 1.*



**Table A5b:**  
**Mental Health and Homeworking in Lockdown, May 2020:**  
**Descriptive Statistics**

Mental Health Indicators	Intensity of Homeworking <sup>1</sup>			
	Always worked at home (1)	Often worked at home (2)	Sometimes worked at home (3)	Never worked at home (4)
<i>Feeling less or much less than usual:</i>				
Able to concentrate	33.5	30.9	23.0	18.4
Able to enjoy normal day-to-day activities	41.7	48.3	31.0	33.6
Able to play a useful role	22.0	21.9	14.5	12.7
Capable of making decisions	15.2	16.7	8.7	9.9
Reasonably happy	24.9	25.4	16.2	18.0
Able to face up to problems	14.6	14.5	8.2	11.4
<i>Rather or much more than usual:</i>				
Feeling constantly under strain	34.8	36.0	26.5	29.6
Feeling unhappy or depressed	29.0	29.9	24.4	26.3
Losing self-confidence	20.9	22.6	14.8	16.6
Not being able to overcome difficulties	16.3	20.3	12.8	14.5
Losing sleep over worry	22.5	27.4	20.6	22.3
Feeling worthless	10.5	12.8	9.6	9.3
Mean GHQ score (standard deviation)	12.85 <sup>†</sup> (5.83)	12.99 (6.28)	11.60 (4.96)	12.10 (5.27)
Mean change in GHQ score between 2017-18 <sup>2</sup> and May 2020 <sup>3</sup> (standard deviation)	-1.60 <sup>‡</sup>	-0.84	-0.76	-1.09

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,513 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2017-2018. Negative value means a decrease in mental health.
- † This is significantly higher than either columns (3) and (4) (p<0.01), but is not significantly different from column (2).
- ‡ This fall in well-being is significantly higher than either columns (3) and (4) (p<0.05) as well as from column (2) (p<0.10).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 2.*

**Table A5c:  
Mental Health and Homeworking in Lockdown, June 2020:  
Descriptive Statistics**

Mental Health Indicators	Intensity of Homeworking <sup>1</sup>			
	Always worked at home (1)	Often worked at home (2)	Sometimes worked at home (3)	Never worked at home (4)
<i>Feeling less or much less than usual:</i>				
Able to concentrate	32.0	30.6	23.7	18.5
Able to enjoy normal day-to-day activities	35.6	35.2	34.3	27.9
Able to play a useful role	18.0	17.7	19.3	12.7
Capable of making decisions	14.9	15.1	16.8	10.3
Reasonably happy	22.7	19.6	24.1	15.1
Able to face up to problems	13.4	13.8	13.7	11.3
<i>Rather or much more than usual:</i>				
Feeling constantly under strain	35.1	30.7	34.8	25.1
Feeling unhappy or depressed	26.5	25.3	27.5	21.4
Losing self-confidence	18.5	23.3	22.2	14.9
Not being able to overcome difficulties	18.3	16.2	18.6	12.6
Losing sleep over worry	23.5	23.0	26.2	19.9
Feeling worthless	10.3	9.9	14.3	9.9
Mean GHQ score (standard deviation)	12.78 <sup>†</sup> (5.73)	12.77 (5.90)	13.08 (6.36)	12.02 (5.38)
Mean change in GHQ score between 2017-18 <sup>2</sup> and June 2020 <sup>3</sup> (standard deviation)	-1.49 <sup>‡</sup> (6.10)	-1.41 (6.13)	-1.54 (6.65)	-1.08 (5.53)

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,474 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2017-2018. Negative value means a decrease in mental health.
- † This is significantly higher than either column (4) ( $p < 0.01$ ), but is not significantly different from columns (2) and (3).
- ‡ This fall in well-being is not significantly different from columns (2), (3) and (4).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A6a:**  
**Mental Health and Work Location Transitions in Lockdown, April 2020:**  
**Descriptive Statistics**

Mental Health Indicators	Transition Typology <sup>1</sup>			
	New home-centred workers	Established home-centred workers	New factory/office-centred workers	Established factory/office-centred workers
	(1)	(2)	(3)	(4)
Row percentages/absolute values				
<i>Feeling less or much less than usual:</i>				
Able to concentrate	39.8	28.3	25.0	23.9
Able to enjoy normal day-to-day activities	50.0	43.1	40.5	38.6
Able to play a useful role	26.3	18.5	31.6	12.0
Capable of making decisions	15.3	12.8	14.8	8.8
Able to face up to problems	13.5	10.0	17.5	10.5
Reasonably happy	24.0	19.2	28.7	20.3
<i>Rather or much more than usual:</i>				
Feeling constantly under strain	36.8	32.5	37.4	31.0
Feeling unhappy or depressed	31.0	26.2	25.5	25.6
Not being able to overcome difficulties	15.6	12.4	22.1	12.7
Losing self-confidence	19.5	14.4	32.3	14.5
Feeling worthless	9.1	6.6	5.0	8.6
Losing sleep over worry	25.8	24.2	20.9	25.1
Mean GHQ score (standard deviation)	12.85 <sup>†</sup> (5.92)	12.06 (5.66)	13.05 (6.62)	11.86 (5.41)
Mean change in GHQ score between 2017-18 <sup>2</sup> and April 2020 <sup>3</sup> (standard deviation)	-1.55 <sup>‡</sup> (6.48)	-0.79 (5.82)	-2.99 (6.45)	-0.57 (5.39)

Notes:

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (6,109 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2017-2018. Negative value means a decrease in mental health.
- † This is significantly higher than either columns (2) (p<0.05) and (4) (p<0.01), but is not significantly different from column (3).
- ‡ This fall in well-being is significantly different from columns (2) (p<0.05) and (4) (p<0.01), but not significantly different from column (4).

Source: own calculations of the Understanding Society Covid-19 Study, wave 1.

**Table A6b:**  
**Mental Health and Work Location Transitions in Lockdown, May 2020:**  
**Descriptive Statistics**

Mental Health Indicators	Transition Typology <sup>1</sup>			
	New home-centred workers	Established home-centred workers	New factory/office-centred workers	Established factory/office-centred workers
	(1)	(2)	(3)	(4)
Row percentages/absolute values				
<i>Feeling less or much less than usual:</i>				
Able to concentrate	34.0	30.0	20.8	19.2
Able to enjoy normal day-to-day activities	43.9	39.2	27.9	33.4
Able to play a useful role	23.4	16.8	20.8	13.1
Capable of making decisions	16.2	13.4	7.4	9.9
Able to face up to problems	15.5	11.8	15.4	10.8
Reasonably happy	24.9	25.7	18.5	17.7
<i>Rather or much more than usual:</i>				
Feeling constantly under strain	34.8	36.1	30.8	29.0
Feeling unhappy or depressed	29.1	29.7	22.3	26.2
Not being able to overcome difficulties	17.7	14.5	12.9	14.1
Losing self-confidence	21.9	18.8	15.5	16.4
Feeling worthless	11.9	7.5	7.1	9.4
Losing sleep over worry	24.4	19.6	18.5	22.0
Mean GHQ score (standard deviation)	13.02 <sup>†</sup> (6.08)	12.43 (5.26)	11.96 (5.60)	12.00 (5.19)
Mean change in GHQ score between 2017-18 <sup>2</sup> and May 2020 <sup>3</sup> (standard deviation)	-1.54 <sup>‡</sup> (6.29)	-1.20 (5.50)	-1.97 (4.83)	-1.01 (5.30)

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (5,904 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2017-2018. Negative value means a decrease in mental health.
- † This is significantly higher than either columns (2) ( $p < 0.1$ ) and (4) ( $p < 0.01$ ), but is not significantly different from column (3).
- ‡ This fall in well-being is significantly different from columns (4), but is not significantly different from columns (2) and (3).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 2.*

**Table A6c:**  
**Mental Health and Work Location Transitions in Lockdown, June 2020:**  
**Descriptive Statistics**

Mental Health Indicators	Transition Typology <sup>1</sup>			
	New home-centred workers (1)	Established home-centred workers (2)	New factory/office-centred workers (3)	Established factory/office-centred workers (4)
Row percentages/absolute values				
<i>Feeling less or much less than usual:</i>				
Able to concentrate	32.8	30.4	25.3	19.7
Able to enjoy normal day-to-day activities	32.5	32.0	28.3	29.4
Able to play a useful role	17.7	18.2	24.9	14.0
Capable of making decisions	14.8	16.0	16.8	11.8
Able to face up to problems	14.2	12.0	7.0	12.0
Reasonably happy	22.6	21.0	19.5	17.1
<i>Rather or much more than usual:</i>				
Feeling constantly under strain	34.5	34.1	27.2	27.8
Feeling unhappy or depressed	26.0	27.7	25.4	23.2
Not being able to overcome difficulties	18.2	18.0	20.1	14.2
Losing self-confidence	20.2	16.7	18.7	16.1
Feeling worthless	23.0	24.5	22.8	21.4
Losing sleep over worry	10.1	10.9	5.7	11.0
Mean GHQ score (standard deviation)	12.85 <sup>†</sup> (5.81)	12.60 (5.79)	12.03 (5.63)	12.29 (5.62)
Mean change in GHQ score between 2017-18 <sup>2</sup> and June 2020 <sup>3</sup> (standard deviation)	-1.49 <sup>‡</sup> (6.11)	-1.48 (6.16)	-0.36 (4.48)	-1.17 (5.84)

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey (5,695 respondents – unweighted).
2. These data are taken from wave 9 of the UK Household Longitudinal Study which was carried out in 2017-2018. Negative value means a decrease in mental health.
- † This is significantly higher than either column (4) ( $p < 0.05$ ), but is not significantly different from columns (2) and (3).
- ‡ This fall in well-being is not significantly different from columns (2), (3) and (4).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A7a:**  
**Changing Mental Health and Homeworking in Lockdown:**  
**OLS Regressions**

	Change in Mental Health Compared to 2017-2018		
	April 2020 (1)	May 2020 (2)	June 2020 (3)
<i>(a) Intensity of Homeworking</i>			
Sometimes (base=never)	<b>-0.93</b> (0.43)**	-0.21 (0.40)	<b>-0.87</b> (0.41)**
Often	<b>-0.90</b> (0.45)**	-0.21 (0.43)	-0.03 (0.45)
Always	<b>-0.92</b> (0.30)***	<b>-1.10</b> (0.29)***	-0.22 (0.30)
<i>(b) Personal Characteristics</i>			
Female (base=male)	<b>-0.94</b> (0.24)***	<b>-0.48</b> (0.24)**	-0.27 (0.26)
30-44 years old (base=16-29 years old)	<b>-0.01</b> (0.35)	<b>1.02</b> (0.34)***	-0.35 (0.35)
45-59 years old	<b>0.72</b> (0.34)**	<b>1.53</b> (0.33)***	<b>0.76</b> (0.34)**
60 years old and over	<b>0.84</b> (0.46)*	<b>1.65</b> (0.44)***	<b>1.08</b> (0.47)**
<i>(c) Household Composition</i>			
Living as couple (base=not living as couple)	<b>0.61</b> (0.26)**	0.35 (0.26)	<b>0.95</b> (0.27)***
Child 0-4 in household (base=no child in household)	<b>-0.86</b> (0.36)**	-0.02 (0.36)	0.20 (0.37)
Child 5-15 in household (base=no child in household)	0.18 (0.26)	-0.20 (0.25)	-0.03 (0.26)
<i>(d) Controls</i>			
Highest qualification (5 levels); industry (9 SIC sections); region (12 regions/nations); employment status dummy	Yes	Yes	Yes
<i>(e) Model Parameters</i>			
Constant	-0.61 (0.94)	-1.60 (0.89)*	-2.11 (0.96)**
R <sup>2</sup>	0.04	0.05	0.06
Number of observations	3,105	2,987	2,917

\*  $p < 0.1$ ; \*\*  $p < 0.05$ ; \*\*\*  $p < 0.01$ . Unweighted samples are: 3,681, 3,533 and 3,461 respectively.

Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3.

**Table A7b:**  
**Changing Mental Health and Work Location Transitions in Lockdown:**  
**OLS Regressions**

	Change in Mental Health Compared to 2017-2018		
	April 2020 (1)	May 2020 (2)	June 2020 (3)
<i>(c) Homeworking Transition</i>			
New home-centred worker (base=established factory/office-centred worker)	<b>-0.85</b> (0.27)***	<b>-0.92</b> (0.27)***	0.05 (0.29)
Established home-centred worker	-0.30 (0.41)	<b>-0.81</b> (0.41)**	0.07 (0.44)
New factory/office-centred worker	<b>-2.88</b> (1.28)**	-0.40 (1.09)	0.65 (1.10)
<i>(d) Personal Characteristics</i>			
Female (base=male)	<b>-0.91</b> (0.24)***	<b>-0.48</b> (0.24)**	-0.36 (0.26)
30-44 years old (base=16-29 years old)	-0.07 (0.36)	<b>0.99</b> (0.34)***	-0.50 (0.36)
45-59 years old	<b>0.67</b> (0.34)*	<b>1.51</b> (0.33)***	<b>0.59</b> (0.35)*
60 years old and over	<b>0.79</b> (0.46)*	<b>1.67</b> (0.45)***	<b>0.98</b> (0.49)**
<i>(c) Household Composition</i>			
Living as couple (base=not living as couple)	<b>0.61</b> (0.26)**	0.40 (0.26)	<b>1.10</b> (0.28)***
Child 0-4 in household (base=no child in household)	<b>-0.82</b> (0.36)**	-0.02 (0.36)	0.06 (0.38)
Child 5-15 in household (base=no child in household)	0.14 (0.26)	-0.18 (0.26)	0.04 (0.27)
<i>(d) Controls</i>			
Highest qualification (6 levels); industry (9 SIC sections); region (12 regions/nations; employment status dummy	Yes	Yes	Yes
<i>(e) Model Parameters</i>			
Constant	-0.89 (0.93)	-1.77 (0.90)**	-2.33 (0.99)**
R <sup>2</sup>	0.04	0.05	0.06
Number of observations	3,070	2,955	2,791

\*  $p < 0.1$ ; \*\*  $p < 0.05$ ; \*\*\*  $p < 0.01$ . Unweighted samples are 3,639, 3,494 and 3,305 respectively.

Source: own calculations of the Understanding Society Covid-19 Study, waves 1, 2 and 3.

**Table A8a:  
Productivity, Use of the Home and Homeworking Transition Status, All,  
June 2020: Descriptive Statistics**

Estimated Productivity Change <sup>1</sup>	Use of the Home as Workplace				Homeworking Transition	
	All – sometimes, often or always (1)	Sometimes (2)	Often (3)	Always (4)	New home-centred workers (5)	Established home-centred workers (6)
Column percentages/absolute values						
I get much more done	12.2	9.3	9.4	13.7	13.5	10.0
I get a little more done	14.9	11.3	13.3	16.4	18.6	8.3
I get the same done	41.2	40.4	40.4	44.8	37.5	52.4
I get a little less done	20.8	17.4	24.1	21.0	22.8	18.0
I get much less done	10.8	17.1	12.8	8.5	7.6	11.4
Productivity change index <sup>2</sup>	-0.03	-0.21***	-0.18***	+0.06**	+0.08**	-0.13**

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey and did at least some of their work at home (4,297 respondents – unweighted).
2. T-tests are used to determine whether the productivity change index is significantly different from zero, \*\*\* = p<0.01; \*\* = p<0.05; \* = p<0.1.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*



**Table A8b:  
Productivity, Use of the Home and Homeworking Transition Status, Employees,  
June 2020: Descriptive Statistics**

Estimated Productivity Change	Use of the Home as Workplace				Homeworking Transition	
	All – sometimes, often or always (1)	Sometimes (2)	Often (3)	Always (4)	New home-centred workers (5)	Established home-centred workers (6)
Column percentages/absolute values						
I get much more done	13.5	9.1	10.0	15.5	14.3	13.9
I get a little more done	15.4	11.9	13.5	16.9	17.6	10.5
I get the same done	40.9	46.8	38.4	39.8	37.9	53.2
I get a little less done	21.0	16.5	25.1	21.1	23.3	14.5
I get much less done	9.2	15.6	13.0	6.6	7.0	7.9
Productivity change index	+0.03	-0.18**	-0.18***	+0.14***	+0.09**	+0.08

*Notes:*

1. The table reports all employees aged 16 and over who worked at least one hour in the week before the survey and did at least some of their work at home (3,477 respondents – unweighted).
2. T-tests are used to determine whether the productivity change index is significantly different from zero, \*\*\* = p<0.01; \*\* = p<0.05; \* = p<0.1.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A9a:  
Main Reason for Fall in Productivity While Homeworking, All, June 2020**

Main Reason Given for Fall in Productivity	Percentage
I have had less work to do	30.2
I have had to provide childcare/home schooling and/or care for others while working	28.3
Other reasons (e.g. lack of motivation/focus/concentration, limited access to workplace resources and interaction with others, and changes to work organisation because of Covid-19)	20.4
The equipment, software and/or internet connection I use limits what I can do	12.7
I have been interrupted by noise made by others	5.8
I have had to share space and equipment	2.6

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey, did at least some of their work at home and reported a fall in the amount they produced per hour when working at home (1,272 respondents – unweighted).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A9b:**  
**Main Reason for Fall in Productivity While Homeworking, Employees, June 2020**

Main Reason Given for Fall in Productivity	Percentage
I have had to provide childcare/home schooling and/or care for others while working	28.6
I have had less work to do	26.8
Other reasons (e.g. lack of motivation/focus/concentration, limited access to workplace resources and interaction with others, and changes to work organisation because of Covid-19)	20.1
The equipment, software and/or internet connection I use limits what I can do	15.6
I have been interrupted by noise made by others	6.4
I have had to share space and equipment	2.6

*Notes:*

1. The table reports all employees aged 16 and over who worked at least one hour in the week before the survey, did at least some of their work at home and reported a fall in the amount they produced per hour when working at home (999 respondents – unweighted).

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*

**Table A10a:**  
**Changes in Productivity and Use of the Home as Place of Work, June 2020:**  
**Ordered Regressions**

	Model 1	Model 2	Model 3	Model 4
<i>(a) Intensity of Homeworking</i>				
Often working at home (base=sometimes)	0.03 (0.09)	0.03 (0.09)	-0.06 (0.09)	-0.04 (0.09)
Always working at home	<b>0.24</b> <b>(0.07)***</b>	<b>0.20</b> <b>(0.07)***</b>	<b>0.17</b> <b>(0.07)**</b>	<b>0.19</b> <b>(0.07)***</b>
<i>(b) Personal Characteristics</i>				
Female (base=male)		0.04 (0.05)	0.06 (0.05)	0.04 (0.05)
30-44 years old (base=16-29 years old)			0.12 (0.08)	0.13 (0.08)
45-59 years old			<b>0.16</b> <b>(0.08)*</b>	<b>0.16</b> <b>(0.08)**</b>
60 years old and over			<b>0.20</b> <b>(0.12)*</b>	0.19 (0.12)
<i>(c) Household Composition and Commitments</i>				
Living as couple (base=not living as couple)		<b>0.16</b> <b>(0.06)***</b>	<b>0.14</b> <b>(0.06)**</b>	<b>0.23</b> <b>(0.07)***</b>
Child 0-4 in household (base=no child in household)		<b>0.14</b> <b>(0.08)*</b>	<b>0.17</b> <b>(0.08)**</b>	<b>0.97</b> <b>(0.26)***</b>
Couple X child 0-4 (base=neither)				<b>-0.88</b> <b>(0.27)***</b>
Child 5-15 in household (base=no child in household)		0.03 (0.06)	-0.03 (0.06)	0.17 (0.15)
Couple X child 5-15 (base=neither)				<b>-0.26</b> <b>(0.15)*</b>
Number of hours doing household work		<b>-0.01</b> <b>(0.00)**</b>	<b>-0.01</b> <b>(0.00)***</b>	<b>-0.01</b> <b>(0.00)***</b>
Providing home schooling (base=no home schooling)		<b>-0.33</b> <b>(0.07)***</b>	<b>-0.33</b> <b>(0.08)***</b>	<b>-0.31</b> <b>(0.08)***</b>
<i>(d) Job Characteristics</i>				
Self-employed (base=employees)			<b>-0.25</b> <b>(0.09)***</b>	<b>-0.24</b> <b>(0.09)***</b>
Number of weekly working hours		<b>0.02</b> <b>(0.00)***</b>	<b>0.02</b> <b>(0.00)***</b>	<b>0.02</b> <b>(0.00)***</b>
Professionals (base=Managers)			-0.13 (0.08)	<b>-0.13</b> <b>(0.08)*</b>
Associate professionals			<b>-0.25</b> <b>(0.08)***</b>	<b>-0.26</b> <b>(0.08)***</b>
Administrative & secretarial			<b>-0.27</b> <b>(0.10)***</b>	<b>-0.28</b> <b>(0.10)***</b>
Skill trades			-0.23	<b>-0.32</b>

Caring & leisure			(0.18)	<b>(0.18)*</b>
			<b>-0.66</b>	<b>-0.69</b>
Sales			<b>(0.13)***</b>	<b>(0.13)***</b>
			-0.07	-0.05
Operatives			(0.13)	(0.13)
			0.13	0.14
Elementary			(0.31)	(0.31)
			<b>-0.35</b>	<b>-0.32</b>
			<b>(0.17)**</b>	<b>(0.17)*</b>
<i>(e) Controls</i>				
Industry	No	No	Yes	Yes
(9 SIC sections)				
Regional	No	No	Yes	Yes
(12 regions/nations)				
<i>(f) Model Parameters</i>				
Pseudo-R <sup>2</sup>	-0.11	-0.07	-0.05	-0.04
Number of weighted observations	1,924	1,924	1,924	1,924

\*  $p < 0.1$ ; \*\*  $p < 0.05$ ; \*\*\*  $p < 0.01$ . Unweighted samples are 2,291.

Source: own calculations of the Understanding Society Covid-19 Study, wave 3.

**Table A10b:**  
**Changes in Productivity and Use of the Home as Place of Work, June 2020:**  
**OLS Regressions**

	Model 1	Model 2	Model 3	Model 4
<i>(c) Intensity of Homeworking</i>				
Often working at home (base=sometimes)	0.04 (0.09)	0.02 (0.09)	-0.06 (0.09)	-0.04 (0.09)
Always working at home	<b>0.26</b> <b>(0.07)***</b>	<b>0.20</b> <b>(0.07)***</b>	<b>0.18</b> <b>(0.07)**</b>	<b>0.19</b> <b>(0.07)***</b>
<i>(d) Personal Characteristics</i>				
Female (base=male)		0.04 (0.05)	0.05 (0.05)	0.03 (0.05)
30-44 years old (base=16-29 years old)			0.13 (0.08)	<b>0.14</b> <b>(0.08)*</b>
45-59 years old			<b>0.16</b> <b>(0.08)**</b>	<b>0.17</b> <b>(0.08)**</b>
60 years old and over			0.18 (0.12)	0.17 (0.12)
<i>(e) Household Composition and Commitments</i>				
Living as couple (base=not living as couple)		<b>0.16</b> <b>(0.06)***</b>	<b>0.13</b> <b>(0.06)**</b>	<b>0.22</b> <b>(0.07)***</b>
Child 0-4 in household (base=no child in household)		0.13 (0.08)	<b>0.15</b> <b>(0.08)*</b>	<b>0.94</b> <b>(0.26)***</b>
Couple X child 0-4 (base=neither)				<b>-0.87</b> <b>(0.27)***</b>
Child 5-15 in household (base=no child in household)		0.03 (0.06)	-0.04 (0.06)	0.15 (0.15)
Couple X child 5-15 (base=neither)				<b>-0.25</b> <b>(0.15)*</b>
Number of hours doing household work		<b>-0.01</b> <b>(0.00)**</b>	<b>-0.01</b> <b>(0.00)***</b>	<b>-0.01</b> <b>(0.00)***</b>
Providing home schooling (base=no home schooling)		<b>-0.33</b> <b>(0.07)***</b>	<b>-0.30</b> <b>(0.08)***</b>	<b>-0.29</b> <b>(0.08)***</b>
<i>(g) Job Characteristics</i>				
Self-employed (base=employees)			<b>-0.23</b> <b>(0.09)***</b>	<b>-0.23</b> <b>(0.09)***</b>
Number of weekly working hours		<b>0.02</b> <b>(0.00)***</b>	<b>0.02</b> <b>(0.00)***</b>	<b>0.02</b> <b>(0.00)***</b>
Professionals (base=Managers)			-0.13 (0.08)	-0.13 (0.08)
Associate professionals			<b>-0.24</b> <b>(0.08)***</b>	<b>-0.25</b> <b>(0.08)***</b>
Administrative & secretarial			<b>-0.27</b> <b>(0.10)***</b>	<b>-0.27</b> <b>(0.10)***</b>
Skill trades			-0.22 (0.18)	<b>-0.31</b> <b>(0.18)*</b>

Caring & leisure			<b>-0.59</b> <b>(0.12)***</b>	<b>-0.62</b> <b>(0.12)***</b>
Sales			-0.08 (0.13)	-0.06 (0.13)
Operatives			0.13 (0.31)	0.15 (0.31)
Elementary			-0.36 (0.17)**	<b>-0.32</b> <b>(0.17)*</b>
<i>(e) Controls</i>				
Industry controls (9 SIC sections)	No	No	Yes	Yes
Regional controls (12 regions/nations)	No	No	Yes	Yes
<i>(f) Model Parameters</i>				
Constant	-0.17 (0.06)***	-0.91 (0.11)***	-0.55 (0.23)**	-0.60 (0.23)**
R <sup>2</sup>	0.01	0.09	0.14	0.15
Number of weighted observations	1,924	1,924	1,924	1,924

\*  $p < 0.1$ ; \*\*  $p < 0.05$ ; \*\*\*  $p < 0.01$ . Unweighted samples are 2,291.

Source: own calculations of the Understanding Society Covid-19 Study, wave 3.

**Table A11a:  
Future Working at Home Preferences, All, June 2020**

Frequency of Working at Home, Transition Status and Estimated Productivity Change	Working at Home Preferences After Social Distancing (row percentages)			
	Never	Sometimes	Often	Always
<i>Frequency of working at home (June 2020)</i>				
All of those working at home – sometimes, often or always	10.5	38.9	33.6	17.0
Sometimes	25.2	56.5	13.8	4.5
Often	14.9	49.1	32.7	3.4
Always	5.3	31.4	39.5	23.8
<i>Homeworking transition (January-February 2020 to June 2020)</i>				
New home-centred workers	7.9	41.9	39.1	11.2
Established home-centred workers	2.3	13.9	41.3	42.6
<i>Estimated productivity change since working at home (all intensities)</i>				
Much higher	6.1	28.5	40.7	24.7
Much lower	23.2	38.5	23.5	14.8
Productivity change index	-0.49***	-0.14***	+0.14***	+0.18***

*Notes:*

1. The table reports all workers aged 16 and over who worked at least one hour in the week before the survey and did at least some of their work at home (4,282 respondents – unweighted).
2. T-tests are used to determine whether the productivity change index is significantly different from zero, \*\*\* = p<0.01; \*\* = p<0.05; \* = p<0.1.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*



**Table A11b:  
Future Working at Home Preferences, Employees, June 2020**

Frequency of Working at Home, Transition Status and Estimated Productivity Change	Working at Home Preferences After Social Distancing (row percentages)			
	Never	Sometimes	Often	Always
<i>Frequency of working at home (June 2020)</i>				
All of those working at home – sometimes, often or always	11.8	40.9	34.1	13.2
Sometimes	29.2	56.8	10.8	3.2
Often	17.2	49.8	30.9	2.1
Always	5.8	34.5	41.2	18.6
<i>Homeworking transition (January-February 2020 to June 2020)</i>				
New home-centred workers	8.3	41.7	39.3	10.7
Established home-centred workers	3.0	17.4	45.5	34.0
<i>Estimated productivity change since working at home (all intensities)</i>				
Much higher	6.4	28.1	41.7	23.8
Much lower	29.2	45.5	21.2	7.1
Productivity change index	-0.46***	-0.11**	+0.22***	+0.45***

*Notes:*

1. The table reports employees aged 16 and over who worked at least one hour in the week before the survey and did at least some of their work at home (3,479 respondents – unweighted).
2. T-tests are used to determine whether the productivity change index is significantly different from zero, \*\*\* = p<0.01; \*\* = p<0.05; \* = p<0.1.

*Source: own calculations of the Understanding Society Covid-19 Study, wave 3.*