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KING'S GLOBAL INSTITUTE FOR WOMEN'S LEADERSHIP

Appendix

Return-to-office mandates:

What is at stake for workers, companies, and gender equality?

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Appendix

Data and Sample

To examine trends in homeworking, we use the UK Labour Force Survey (LFS) from 2017 to 2024, the largest household study in the UK. The LFS provides official estimates of employment, unemployment, and labour market characteristics (ONS 2024). Notably, face-to-face data collection was suspended during the pandemic, shifting to telephone interviews, which increased nonresponse rates, particularly among respondents born outside the UK. The LFS revised its weighting strategy in 2020 and 2021, incorporating adjustments benchmarked against early 2021 Census data (ONS 2022). Due to low response rates in 2023 (17.4%), ONS implemented a recovery plan in 2024 that boosted the sample and introduced new weights. For our analysis, we apply survey weights to account for this bias, including unequal sampling probabilities and differential nonresponse rate. Despite these improvements, some biases likely remain, particularly for migrants. Nevertheless, Nonetheless, the LFS remains the standard source for UK labour trends, making it the most reliable, if imperfect, source for examining broader labour market trends after several reweighting adjustment. We restrict our sample to employees aged 20-64, yielding 1,067,023 observations, of which 915,400 responded to the question on working from home.

To study return-to-office trends, we use the Survey of Working Arrangements and Attitudes for the UK (SWAA-UK), part of an internation, al survey programme on homeworking (Aksoy et al. 2022) (also seen in www.WFHresearch.com). Since January 2021, SWAA-UK has surveyed around 2,500 UK adults monthly, later shifting to a quarterly survey in September 2023. The survey targets working-age adults who earned at least £10,000 in 2019, collecting data on homeworking days, work status, and a wide range of socioeconomic (e.g., occupation, sector) and demographic (e.g., age, sex, parental status) characteristics. From December 2021, the survey includes

questions on return-to-office mandates. To make SWAA-UK representative of the overall UK population, the survey responses are weighted by age bands (20–29, 30–39, 40–49, and 50–64)[1], sex, educational attainment (Degree-level or higher vs. A-level or lower), region (London vs. other regions), and the telework-ability of occupations[2], matching weighted shares in the UK Labour Force Survey (LFS). After weighting, 39.61% of respondents reported working at least one day per week from home in 2022 Q2 SWAA-UK, closely aligning with the LFS estimate of 39.71% in the same period[3]. Given variations in survey questions and methodologies, we consider this discrepancy negligible. We use data from 2022–2024 (aggregate into quarterly), restricting to employees aged 20–64. This results in 53,438 observations[4], of which 39,391 answered the return-to-office question. All analyses are conducted in Stata

[1] Respondents aged above 64 or below 20 make up really small proportion of the SWAA-UK sample, so we focus on those aged 20–64 in both the weighting process and our analyses. For instance, in 2024 Quarter 4, only 2% of respondents fell outside this age range.

[2] Given the oversampling of homeworking workers in SWAA-UK, we construct sample weights primarily by using the **telework-ability** of workers' occupations, which captures the central occupational distinction for remote work and thereby inherently reflects occupation-based variation. We **do not** match further on industry categories, because doing so risks sparse or unmatched cells and adds little insight beyond telework-ability. Instead, we combine telework-ability with core demographics (age, sex, region, and education) to maintain a balance of representativeness and simplicity, ensuring our sample accurately reflects the essential remote-work dimension. In practice, the SWAA-UK asks respondents: "Consider your current or most recent job. Are you able to do that job from home (at least partially)? (e.g., a bartender is not able to do their job from home, whereas an administrative assistant in an office is)." From this, we derive the telework-ability of workers' occupations (Yes=telework-able, no=not telework-able). In the LFS, we merge occupation codes (SOC20M) with **the telework-ability index** provided by ONS (ONS 2020), itself based on 2019 U.S. Occupational Information Network (O*NET) data. Because LFS uses SOC20M while the index is based on SOC10M, we first map SOC20M to SOC10M. Following Sostero et al.(2023), we use one-third of the distribution (1.419) as a threshold—where a higher index indicates lower likelihood of working from home—to identify telework-able versus non-telework-able occupations. We manually checked these classifications for validation.

[3] LFS only provides information on occasional WFH in 2022 Q2.

[4] The initial dataset has 86,653 observations. We only include those with full response and answered correctly to attention questions.

Variables

Homeworking pattern

To measure working from home (WFH) in the LFS, we use '(In your main job) do you work mainly…', which is the only WFH question asked every year and in a consistent manner. Respondents who chose 1 'in own home', 2 'in the same grounds or buildings as home' and 3 'in different places using home as a base' are considered as homeworkers.

In the SWAA-UK, WFH is measured by asking respondents how many full days they worked from home in the current week. Based on this, we construct both a binary WFH variable (0 = no days, 1 = at least one day) and a six-level categorical variable capturing frequency: no days, 1 day, 2 days, 3days, 4 days, and 5+ days.

Response to RTO

In the SWAA-UK, employees' return-to-office (RTO) response is measured using responses to: "How would you respond if your employer announced that all employees must return to the worksite 5+ days a week, starting next month?" Respondents can choose with the following options: (1) **comply** "I would comply and return to the worksite",(2) **quit right away** "I would quit my job on or before the next month, regardless of whether I got another job", or (3) **seek remote work** "I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by the next month." " With regards to the last statement, although the statement continues on to say that the workers will comply after one month of job seeking, without other options available with regards to two or more months of job seeking, it is difficult to know how long the workers will be looking for a new job. Given that the other two options are more straight

forward with regards to comply vs quit, we therefore consider the third group as the group that will be looking for remote working while staying in the job for the time being.

Employer's homeworking policies

We also capture employer expectations around homeworking using the question: "Currently, how often is your employer planning for you to work full days at home?", with options ranging from "Never", "About once or twice per month", "1 day", "2 days", "3days", "4 days", and "5+ days".

Demographic and other characteristics

Other key variables for understanding the RTO and trend include gender (female = 1), age bands (20–29, 30–39, 40–49, 50–64), ethnicity (BME = 1: includes Indian, Pakistani, Bangladeshi, Black, other Asian or ethnic background; White = 0), presence of children under 18, age of youngest child (0–3, 4–5, 6–17), occupation (e.g., managers, STEM professionals, non-STEM professionals, technicians, clerical, sales/service, skilled trades, others), industry (e.g., primary/secondary, business-oriented, consumer services, public sector), and region. Regional categories include: East Anglia, East Midlands, London, North East, North West, Northern Ireland, Scotland, South East, South West, Wales, West Midlands, and Yorkshire.

Reference:

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Sostero, Matteo, Santo Milasi, John Hurley, Enrique Fernandez-Macias, and Martina Bisello. 2023. “Teleworkability and the COVID-19 Crisis: Potential and Actual Prevalence of Remote Work across Europe.” *IZA Journal of Labor Policy* 13 (1): 1–25.

Table 1. Working from home trend from 2017-2024 by gender (weighted)

	Quarter	Men WFH	Women WFH
2017	Q1	0.07	0.05
	Q2	0.06	0.05
	Q3	0.07	0.05
	Q4	0.07	0.05
2018	Q1	0.07	0.05
	Q2	0.07	0.05
	Q3	0.07	0.05
	Q4	0.07	0.05
2019	Q1	0.08	0.05
	Q2	0.07	0.05
	Q3	0.07	0.05
	Q4	0.08	0.06
2020	Q1	0.08	0.06
	Q2	0.11	0.09
	Q3	0.12	0.1
	Q4	0.13	0.11
2021	Q1	0.14	0.12
	Q2	0.15	0.12
	Q3	0.17	0.15
	Q4	0.24	0.22
2022	Q1	0.28	0.26
	Q2	0.28	0.27
	Q3	0.28	0.27
	Q4	0.28	0.27
2023	Q1	0.29	0.27
	Q2	0.3	0.27
	Q3	0.29	0.26
	Q4	0.28	0.26
2024	Q1	0.27	0.27
	Q2	0.27	0.26
	Q3	0.26	0.26
	Q4	0.26	0.27

Notes: Homeworking includes workers who indicated that they mainly work in own home, in the same grounds or buildings as home, and in different places using home as a base. Source: LFS Quarterly Survey 2022 to 2024

Tables 2. Working from home frequency trend from 2022-2024 (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
No WFH	0.60	0.60	0.61	0.61	0.62	0.60	0.61	0.59	0.62	0.61	0.59	0.60
1 day WFH	0.07	0.08	0.07	0.07	0.07	0.07	0.06	0.08	0.07	0.06	0.08	0.08
2 days WFH	0.05	0.06	0.06	0.07	0.07	0.08	0.07	0.07	0.08	0.07	0.08	0.09
3 days WFH	0.06	0.07	0.07	0.06	0.07	0.08	0.08	0.08	0.07	0.07	0.08	0.07
4 days WFH	0.05	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06
5+ days WFH	0.17	0.14	0.13	0.13	0.11	0.11	0.12	0.11	0.11	0.13	0.12	0.11

Source: SWAA monthly Survey 2022 to 2024

Tables 3. Homeworking rate across population from 2022-2024 (weighted)

		WFH												
		2022				2023				2024				
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Total
Gender														
Male	No WFH	58.09	59.43	60.51	59.41	60.35	58.35	59.47	57.66	58.49	57.9	58.51	59.09	59.19
	WFH	41.91	40.57	39.49	40.59	39.65	41.65	40.53	42.34	41.51	42.1	41.49	40.91	40.81
Female	No WFH	61.23	61.28	62.18	62.23	63.04	62.02	61.91	60.69	65.22	63.3	58.81	60.16	61.93
	WFH	38.77	38.72	37.82	37.77	36.96	37.98	38.09	39.31	34.78	36.7	41.19	39.84	38.07
Race														
White	No WFH	51.44	47.73	50.19	49.22	49.94	46.93	47.36	35.98	49.13	55.88	39.54	55.19	48.78
	WFH	48.56	52.27	49.81	50.78	50.06	53.07	52.64	64.02	50.87	44.12	60.46	44.81	51.22
BME	No WFH	60.54	61.72	62.45	62.01	62.92	61.72	61.87	61.27	62.89	61.22	60.85	60.53	61.82
	WFH	39.46	38.28	37.55	37.99	37.08	38.28	38.13	38.73	37.11	38.78	39.15	39.47	38.18
Age														
20-29	No WFH	60.28	62.37	64.71	63.32	63.09	64.24	63.97	63.5	65.02	65.99	59.64	61.57	63.21
	WFH	39.72	37.63	35.29	36.68	36.91	35.76	36.03	36.5	34.98	34.01	40.36	38.43	36.79
30-39	No WFH	56.89	55.95	55.84	56.75	56.87	55.77	58.2	54.71	60.15	56.44	53.06	55.51	56.48
	WFH	43.11	44.05	44.16	43.25	43.13	44.23	41.8	45.29	39.85	43.56	46.94	44.49	43.52
40-49	No WFH	60.21	58.66	58.78	59.1	60.39	57.3	59.1	57.2	60.68	61.38	55.55	57.89	58.94
	WFH	39.79	41.34	41.22	40.9	39.61	42.7	40.9	42.8	39.32	38.62	44.45	42.11	41.06
50-64	No WFH	61.25	64.04	65.76	64.02	65.94	63.55	61.94	61.79	62.38	60.18	65.08	63.32	63.58
	WFH	38.75	35.96	34.24	35.98	34.06	36.45	38.06	38.21	37.62	39.82	34.92	36.68	36.42
Parental status														

No children under 18	No WFH	59.49	58.89	61.67	61.94	61.4	59.36	59.72	61.16	62.77	60.85	55.26	56.25	60.16
	WFH	40.51	41.11	38.33	38.06	38.6	40.64	40.28	38.84	37.23	39.15	44.74	43.75	39.84
Children under 18	No WFH	59.9	61.38	61.17	60.13	61.94	60.83	61.37	57.74	61.3	60.54	60.96	62	60.89
	WFH	40.1	38.62	38.83	39.87	38.06	39.17	38.63	42.26	38.7	39.46	39.04	38	39.11
Youngest children's age														
0-3	No WFH	57.44	58.77	59.2	62.93	59.19	59.35	59.61	64.3	65.26	60.41	54.64	62.11	60.05
	WFH	42.56	41.23	40.8	37.07	40.81	40.65	40.39	35.7	34.74	39.59	45.36	37.89	39.95
4-5	No WFH	62.41	63.82	63.3	58.13	54.96	56.87	63.67	63.91	71.85	62.09	53.24	53.41	60.95
	WFH	37.59	36.18	36.7	41.87	45.04	43.13	36.33	36.09	28.15	37.91	46.76	46.59	39.05
6-17	No WFH	60	57.76	62.32	62.08	64.22	59.96	58.81	58.44	59.09	60.42	55.94	53.74	60.09
	WFH	40	42.24	37.68	37.92	35.78	40.04	41.19	41.56	40.91	39.58	44.06	46.26	39.91
Parents & gender														
Men without children	No WFH	61.23	60.63	61.57	63.13	64.61	57.97	57.89	52.82	59.45	61.25	53.83	55.12	60.19
	WFH	38.77	39.37	38.43	36.87	35.39	42.03	42.11	47.18	40.55	38.75	46.17	44.88	39.81
Fathers with young children	No WFH	55.77	54.38	57.64	60.88	58.49	60.25	61.26	65.01	73.94	60.91	56.03	63.23	59.96
	WFH	44.23	45.62	42.36	39.12	41.51	39.75	38.74	34.99	26.06	39.09	43.97	36.77	40.04
Fathers with old children	No WFH	62.57	63.33	63.5	62.11	63.79	64.22	63.38	61.63	63.7	64.45	61.48	61.01	63.12
	WFH	37.43	36.67	36.5	37.89	36.21	35.78	36.62	38.37	36.3	35.55	38.52	38.99	36.88
Women without children	No WFH	58.7	54.8	63.09	60.97	63.85	61.92	59.62	62.77	58.82	59.5	57.78	52.66	60
	WFH	41.3	45.2	36.91	39.03	36.15	38.08	40.38	37.23	41.18	40.5	42.22	47.34	40
Mothers with young children	No WFH	62.27	66.48	62.94	62.53	57.33	57.02	60.35	63.17	55.76	60.97	52.06	54.97	60.7
	WFH	37.73	33.52	37.06	37.47	42.67	42.98	39.65	36.83	44.24	39.03	47.94	45.03	39.3
Mothers with old children	No WFH	56.8	59.15	58.62	58.04	59.91	57.17	59.19	53.51	58.95	56.63	60.4	63.09	58.47
	WFH	43.2	40.85	41.38	41.96	40.09	42.83	40.81	46.49	41.05	43.37	39.6	36.91	41.53

Source: SWAA monthly Survey 2022 to 2024

Table 4. Working from home frequency trend from 2022-2024 by gender and parental status (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Men without children												
No WFH	0.63	0.63	0.64	0.62	0.64	0.64	0.63	0.62	0.64	0.65	0.62	0.61
1 day WFH	0.05	0.06	0.06	0.07	0.06	0.06	0.05	0.06	0.07	0.05	0.09	0.09
2 days WFH	0.05	0.05	0.05	0.07	0.05	0.07	0.06	0.07	0.07	0.06	0.06	0.09
3 days WFH	0.06	0.07	0.06	0.06	0.07	0.07	0.07	0.09	0.05	0.06	0.08	0.06
4 days WFH	0.04	0.05	0.05	0.05	0.05	0.04	0.04	0.04	0.06	0.04	0.05	0.04
5+ days WFH	0.17	0.15	0.14	0.13	0.13	0.12	0.14	0.12	0.11	0.15	0.11	0.11
Fathers												
No WFH	0.59	0.58	0.60	0.62	0.62	0.59	0.60	0.59	0.67	0.62	0.55	0.59
1 day WFH	0.08	0.10	0.08	0.07	0.07	0.08	0.07	0.07	0.06	0.07	0.08	0.08
2 days WFH	0.04	0.05	0.06	0.06	0.07	0.08	0.07	0.08	0.06	0.07	0.07	0.09
3 days WFH	0.06	0.05	0.06	0.06	0.06	0.06	0.07	0.07	0.05	0.06	0.07	0.06
4 days WFH	0.04	0.07	0.07	0.06	0.06	0.07	0.07	0.06	0.05	0.06	0.07	0.06
5+ days WFH	0.20	0.14	0.13	0.12	0.13	0.13	0.13	0.11	0.11	0.13	0.17	0.12
Women without children												
No WFH	0.57	0.59	0.59	0.58	0.60	0.57	0.59	0.54	0.59	0.57	0.60	0.63
1 day WFH	0.07	0.06	0.06	0.07	0.08	0.07	0.06	0.13	0.07	0.06	0.06	0.05
2 days WFH	0.05	0.07	0.07	0.08	0.07	0.08	0.08	0.07	0.09	0.08	0.08	0.08
3 days WFH	0.06	0.06	0.08	0.07	0.07	0.09	0.08	0.09	0.08	0.09	0.08	0.07
4 days WFH	0.06	0.06	0.07	0.06	0.07	0.07	0.07	0.06	0.07	0.06	0.05	0.06
5+ days WFH	0.19	0.16	0.14	0.15	0.11	0.11	0.13	0.13	0.11	0.15	0.12	0.10
Mothers												

No WFH	0.60	0.60	0.63	0.61	0.61	0.60	0.60	0.63	0.58	0.60	0.56	0.54
1 day WFH	0.09	0.10	0.08	0.08	0.08	0.08	0.08	0.07	0.09	0.09	0.11	0.12
2 days WFH	0.05	0.07	0.08	0.09	0.08	0.09	0.08	0.07	0.10	0.09	0.09	0.11
3 days WFH	0.07	0.08	0.08	0.06	0.09	0.08	0.09	0.07	0.08	0.08	0.08	0.08
4 days WFH	0.06	0.06	0.05	0.07	0.06	0.07	0.06	0.08	0.06	0.08	0.06	0.06
5+ days WFH	0.13	0.09	0.08	0.09	0.08	0.09	0.09	0.08	0.08	0.07	0.10	0.10

Source: SWAA monthly Survey 2022 to 2024

Table 5. Employers' working from home policy trend from 2022-2024 (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Average number of WFH days	0.90	0.96	1.06	1.04	1.06	1.07	1.10	1.09	1.06	1.15	1.13	1.14
Detailed WFH days												
No WFH	0.68	0.66	0.63	0.63	0.63	0.62	0.62	0.60	0.62	0.60	0.58	0.56
Once/twice a month	0.04	0.03	0.04	0.04	0.04	0.04	0.03	0.05	0.04	0.05	0.05	0.07
1 day WFH	0.04	0.05	0.04	0.05	0.05	0.05	0.05	0.06	0.06	0.05	0.06	0.07
2 days WFH	0.07	0.08	0.08	0.08	0.08	0.08	0.08	0.09	0.08	0.08	0.09	0.10
3 days WFH	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.07	0.08	0.07	0.08
4 days WFH	0.04	0.04	0.05	0.05	0.05	0.05	0.05	0.04	0.04	0.05	0.04	0.05
5+ days WFH	0.07	0.07	0.08	0.08	0.08	0.08	0.09	0.09	0.09	0.09	0.09	0.09

Notes: The average number of WFH days planned by employers is based on average of the variable indicating 0 = Never, 0.5 = About once/twice per month, 1=1 day per week, ..., 5 = 5+ days/week. As such, the average can be interpreted as an approximate number of days employers planned for homeworking per week. Source: SWAA monthly Survey 2022 to 2024

Tables 6. Average number of days of employers' WFH policy by parental status and gender across time (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Men without children	0.82	0.94	1.01	1.03	1.03	0.95	1.01	1.02	1.08	1.06	0.94	1.04

Fathers	0.95	0.90	1.08	1.03	1.10	1.15	1.20	1.18	0.93	1.08	1.28	1.30
Women without children	1.00	1.06	1.13	1.09	1.09	1.17	1.16	1.20	1.15	1.30	1.14	1.04
Mothers	0.85	0.92	1.04	1.02	1.00	1.04	1.05	0.98	1.09	1.16	1.24	1.28

Notes: The average number of WFH days planned by employers is based on average of the variable indicating 0 = Never, 0.5 = About once/twice per month, 1=1 day per week, ..., 5 = 5+ days/week. As such, the average can be interpreted as an approximate number of days employers planned for homeworking per week. Source: SWAA monthly Survey 2022 to 2024

Table 7. Responses to Return-to-Office Mandates from 2022-2024 (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Comply	0.54	0.50	0.47	0.46	0.43	0.43	0.44	0.46	0.44	0.40	0.43	0.42
Quit	0.06	0.06	0.06	0.06	0.08	0.07	0.09	0.09	0.10	0.09	0.09	0.09
Start to Look	0.41	0.43	0.48	0.48	0.49	0.50	0.48	0.45	0.46	0.51	0.47	0.49

Notes: This is only for homeworkers (39,391 observations) Source: SWAA monthly Survey 2022 to 2024

Table 8. Responses to Return-to-Office Mandates by Demographic Characteristics

		Comply and return to the office	Quit next month	Start to look for new jobs with WFH
Demographics				
Responses to the RTO				
		%	%	%
Sex	Male	47.57	6.91	45.51
	Female	44.14	7.44	48.42
Race	White	46.24	7.45	46.31
	BME	43.03	5.20	51.77
Age group	20-29	42.07	6.14	51.80
	30-39	39.07	6.98	53.95
	40-49	46.57	5.92	47.51
	50-64	54.57	9.17	36.26
Parental status	no children under 18	44.45	8.45	47.10
	has children under 18	47.90	5.30	46.80
Youngest child age	0-3	43.55	5.06	51.39
	4-5	44.24	4.76	51.00
	6-17	50.83	5.54	43.63
	Men without child	45.85	8.32	45.83
Parental status and gender	Fathers with young children	46.33	4.31	49.35
	Fathers with older children	52.81	5.33	41.85

Women without child	43.10	8.58	48.32
Mothers with young children	40.85	5.71	53.44
Mothers with older children	48.93	5.74	45.33

Notes: This is only for homeworkers (39,391 observations) Source: SWAA monthly Survey 2022 to 2024

Table 9. Responses to Return-to-Office Mandates from 2022-2024 by Sex (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Men												
Comply	0.54	0.51	0.47	0.46	0.45	0.46	0.46	0.48	0.47	0.43	0.50	0.49
Quit	0.06	0.06	0.06	0.06	0.08	0.06	0.09	0.09	0.10	0.09	0.07	0.08
Start to Look for new job with WFH	0.41	0.43	0.48	0.48	0.47	0.48	0.46	0.44	0.44	0.47	0.43	0.43
Women												
Comply	0.54	0.49	0.47	0.46	0.41	0.41	0.42	0.45	0.41	0.36	0.37	0.36
Quit	0.06	0.07	0.05	0.06	0.08	0.08	0.08	0.09	0.11	0.09	0.12	0.09
Start to Look for new job with WFH	0.40	0.44	0.48	0.48	0.52	0.52	0.50	0.47	0.48	0.55	0.51	0.55

Notes: This is only for homeworkers (39,391 observations). Due to rounding, percentages of each column may not add up to exactly 100%. Source: SWAA monthly Survey 2022 to 2024

Tables 10. Responses to Return-to-Office Mandates from 2022-2024 of parents by sex and the age of their youngest child

		22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Men without children													
	Comply	0.52	0.48	0.43	0.42	0.45	0.44	0.45	0.50	0.49	0.43	0.49	0.50
	Quit	0.08	0.07	0.07	0.08	0.09	0.07	0.11	0.09	0.10	0.11	0.09	0.09
	Start to Look for new job with WFH	0.41	0.45	0.50	0.50	0.46	0.49	0.45	0.41	0.41	0.46	0.42	0.41
Fathers with young children													
	Comply	0.50	0.53	0.50	0.49	0.44	0.39	0.43	0.47	0.39	0.37	0.51	0.46
	Quit	0.02	0.03	0.04	0.04	0.06	0.05	0.06	0.03	0.08	0.06	0.03	0.04
	Start to Look for new job with WFH	0.48	0.44	0.47	0.47	0.50	0.56	0.51	0.50	0.54	0.57	0.46	0.50
Fathers with old children													
	Comply	0.63	0.58	0.53	0.52	0.48	0.54	0.51	0.46	0.47	0.49	0.50	0.47
	Quit	0.03	0.05	0.03	0.03	0.06	0.06	0.05	0.11	0.11	0.07	0.07	0.10
	Start to Look for new job with WFH	0.35	0.37	0.44	0.45	0.46	0.40	0.44	0.43	0.42	0.44	0.44	0.43
Women without children													
	Comply	0.52	0.46	0.46	0.46	0.40	0.41	0.41	0.48	0.36	0.37	0.32	0.36
	Quit	0.07	0.08	0.06	0.08	0.08	0.08	0.10	0.08	0.14	0.09	0.15	0.12
	Start to Look for new job with WFH	0.42	0.46	0.48	0.46	0.52	0.51	0.49	0.44	0.51	0.54	0.53	0.52
Mothers with young children													
	Comply	0.49	0.43	0.41	0.41	0.42	0.39	0.39	0.41	0.40	0.31	0.42	0.33
	Quit	0.06	0.05	0.03	0.04	0.07	0.06	0.06	0.10	0.08	0.07	0.05	0.07
	Start to Look for new job with WFH	0.45	0.52	0.56	0.56	0.51	0.55	0.55	0.49	0.52	0.62	0.53	0.60
Mothers with old children													

Comply	0.62	0.61	0.54	0.52	0.42	0.41	0.45	0.39	0.53	0.38	0.44	0.37
Quit	0.04	0.04	0.04	0.02	0.07	0.07	0.06	0.10	0.07	0.08	0.10	0.07
Start to Look for new job with WFH	0.34	0.35	0.42	0.46	0.51	0.52	0.49	0.51	0.40	0.54	0.47	0.56

Notes: This is only for homeworkers (39,391 observations). Due to rounding, percentages of each column may not add up to exactly 100%. Source: SWAA monthly Survey 2022 to 2024

Tables 11. Responses to Return-to-Office Mandates from 2022-2024 by ethnicity (weighted)

	22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
White												
Comply	0.55	0.51	0.47	0.47	0.43	0.44	0.44	0.46	0.43	0.40	0.42	0.41
Quit	0.06	0.07	0.06	0.06	0.08	0.07	0.09	0.09	0.11	0.09	0.10	0.09
Start to Look for new job with WFH	0.40	0.43	0.47	0.47	0.49	0.48	0.47	0.45	0.47	0.51	0.48	0.49
BME												
Comply	0.47	0.47	0.43	0.40	0.42	0.36	0.40	0.52	0.54	0.35	0.50	0.47
Quit	0.05	0.03	0.04	0.05	0.07	0.05	0.07	0.05	0.08	0.08	0.05	0.06
Start to Look for new job with WFH	0.48	0.50	0.54	0.56	0.51	0.59	0.53	0.43	0.39	0.57	0.45	0.47

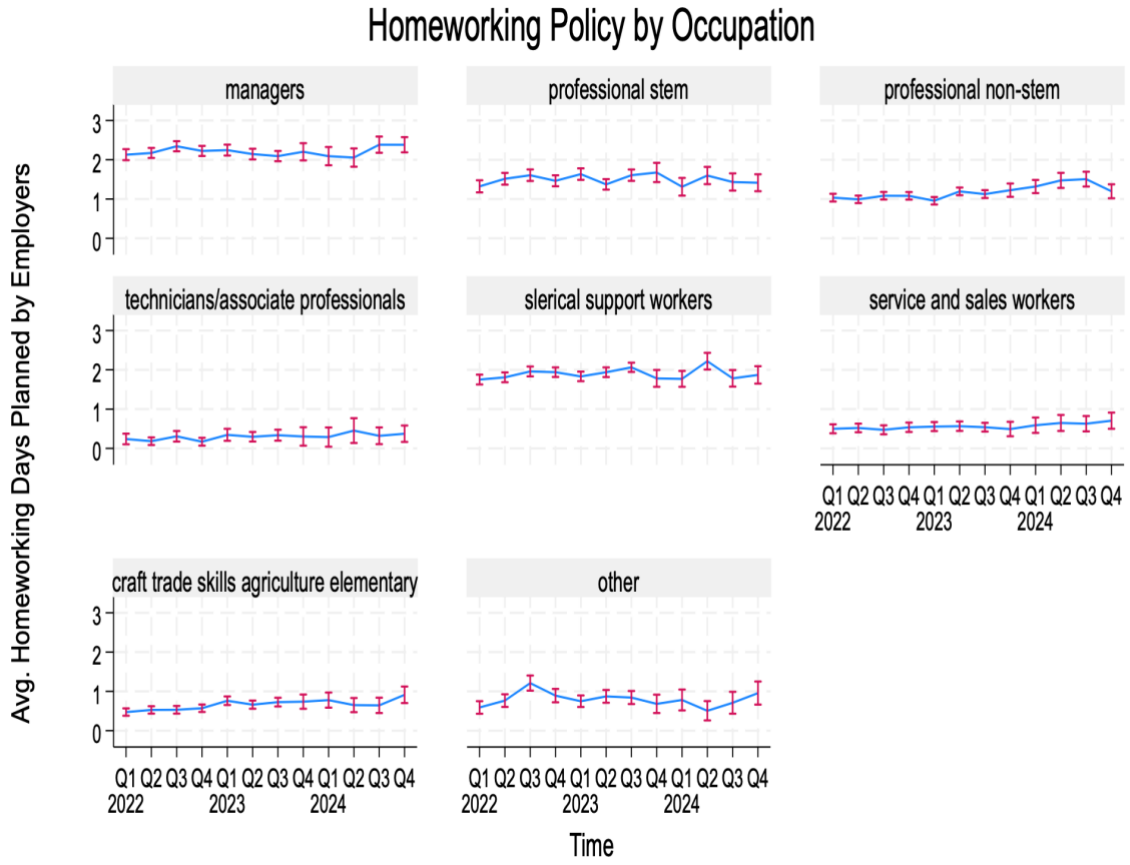
Notes: This is only for homeworkers (39,391 observations). Due to rounding, percentages of each column may not add up to exactly 100%. Source: SWAA monthly Survey 2022 to 2024

Tables 12. Responses to Return-to-Office Mandates from 2022-2024 by age groups (weighted)

		22Q1	22Q2	22Q3	22Q4	23Q1	23Q2	23Q3	23Q4	24Q1	24Q2	24Q3	24Q4
Comply													
	20-29	0.49	0.49	0.37	0.41	0.41	0.41	0.36	0.45	0.45	0.31	0.43	0.48
	30-39	0.47	0.45	0.42	0.38	0.36	0.35	0.36	0.43	0.38	0.33	0.37	0.35
	40-49	0.52	0.50	0.49	0.48	0.44	0.46	0.45	0.46	0.40	0.38	0.43	0.43
	50-64	0.64	0.57	0.57	0.56	0.51	0.51	0.55	0.51	0.51	0.52	0.51	0.45
Start to look for new jobs with WFH													
	20-29	0.45	0.47	0.57	0.54	0.52	0.54	0.55	0.47	0.48	0.62	0.53	0.45
	30-39	0.47	0.49	0.53	0.57	0.57	0.58	0.56	0.50	0.52	0.59	0.54	0.58
	40-49	0.48	0.44	0.44	0.47	0.47	0.50	0.48	0.49	0.47	0.51	0.52	0.47
	50-64	0.30	0.35	0.37	0.37	0.38	0.41	0.35	0.38	0.35	0.38	0.37	0.39

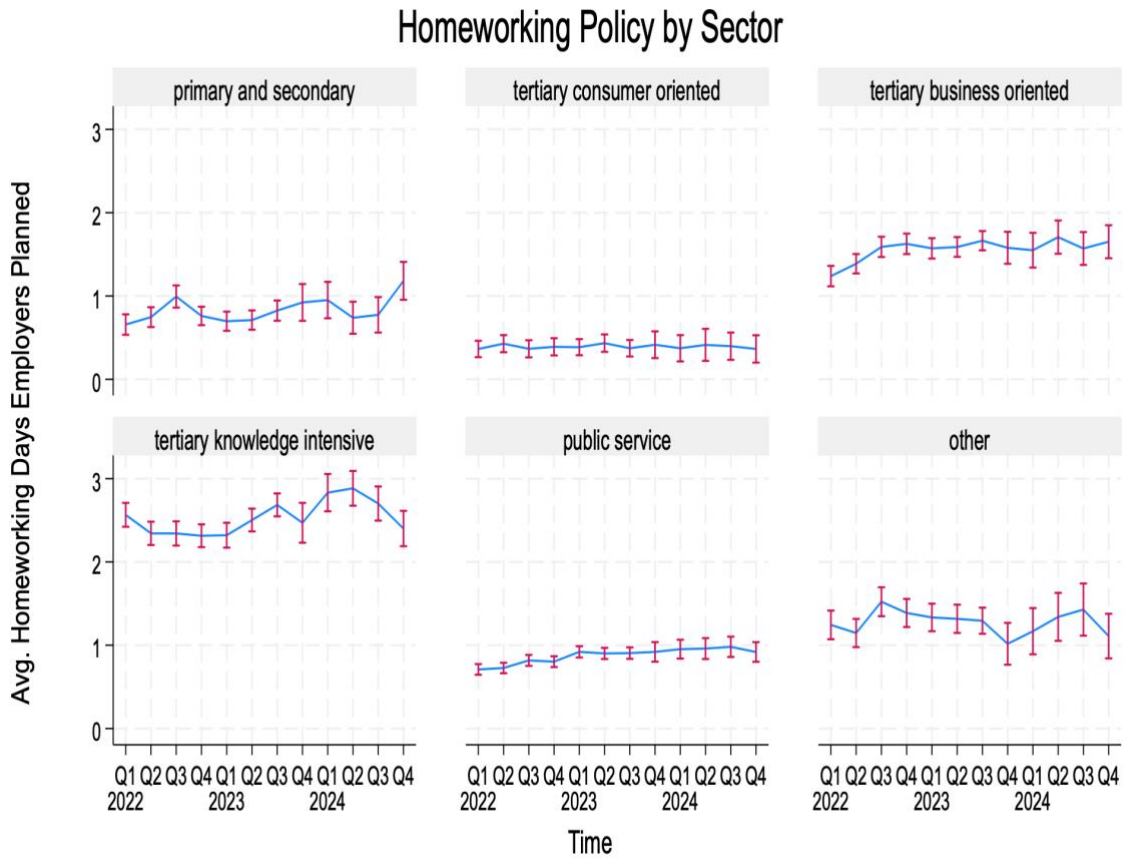
Notes: This is only for homeworkers (39,391 observations). Due to rounding, percentages of each column may not add up to exactly 100%. Source: SWAA monthly Survey 2022 to 2024

Figure1. Homeworking policy by occupation



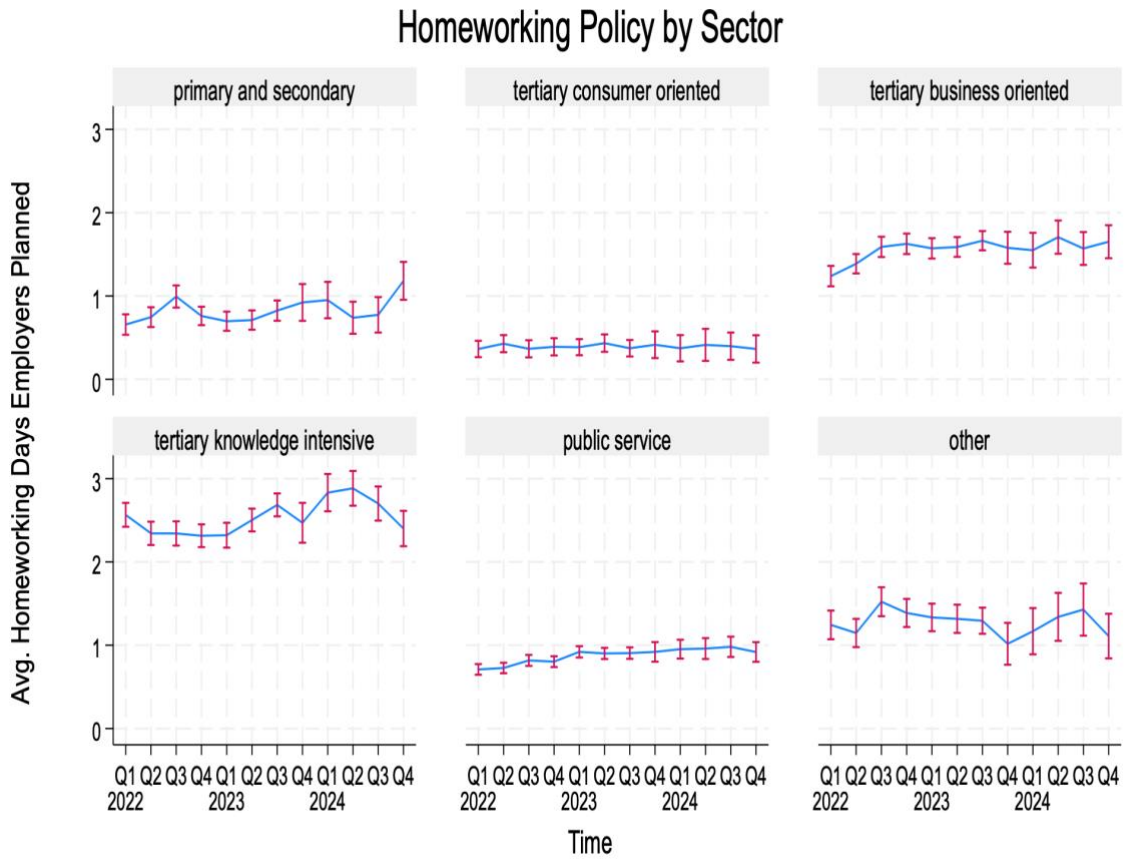
Source: SWAA monthly Survey 2022 to 2024

Figure 2. Homeworking policy by sector



Source: SWAA monthly Survey 2022 to 2024

Figure X. Homeworking policy by sector



King's Global Institute for Women's Leadership

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