

# Mismatch in preferences for working from home (WfH)

Piotr Lewandowski (IBS, IZA), Katarzyna Lipowska (IBS), Mateusz Smoter (IBS)

- Discrete choice experiments to evaluate preferences for WfH as a willingness to pay:
  - 11000 workers who select jobs
  - 1500 managers who select candidates
- **Workers** willing to **sacrifice 5% of earnings** for WfH, esp for 2-3 days per week (7%)
- **Managers** reluctant to hire WfH candidates: **expect a 40% wage cut**
- Preferences align only in the minority of firms (25%) that think WfH workers are productive and often used WfH before the pandemic

