

Change in Work Arrangements during the COVID-19 Pandemic: A Large Shift to Remote Work and Hybrid Work

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Since 2020, the COVID-19 pandemic has caused huge impacts on society through...



...modifications in activity organization



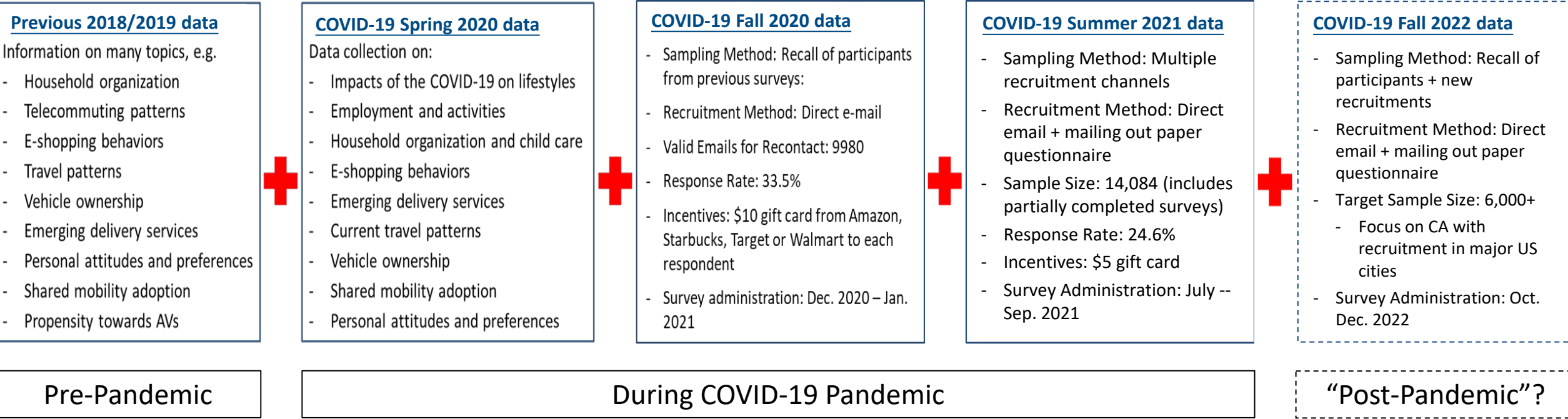
...impacts on employment and travel



...the increased reliance on ICT solutions, including e-shopping

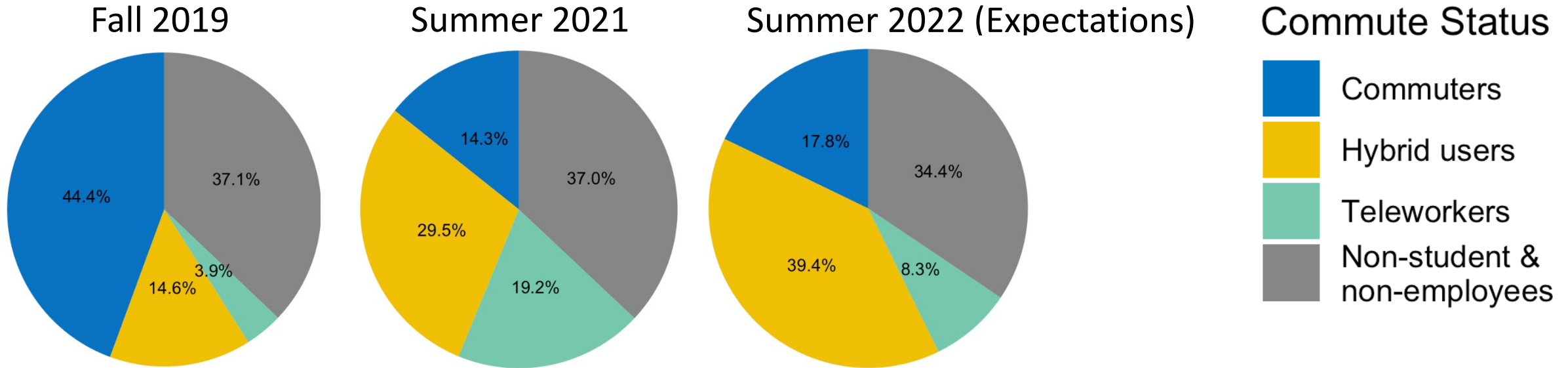
UC Davis COVID-19 Mobility Study

- Research on temporary vs. longer-term impacts of the pandemic
- Targeted data collections in 15 regions of the United States and two regions in Canada
- Starting in Fall 2020, special focus on SCAG region



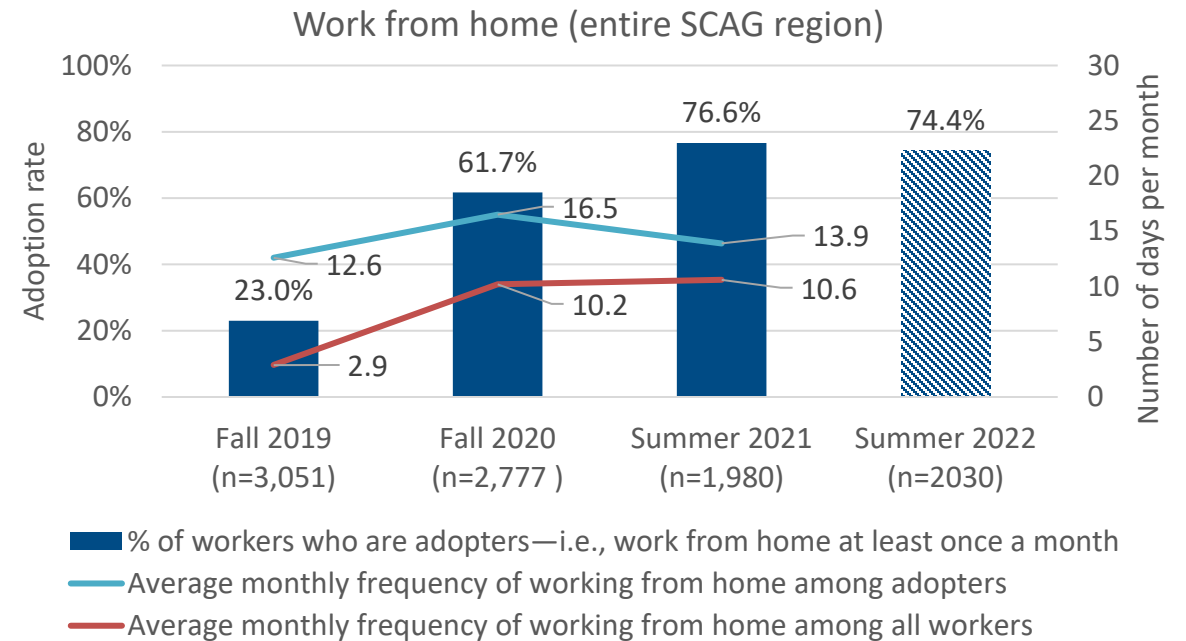
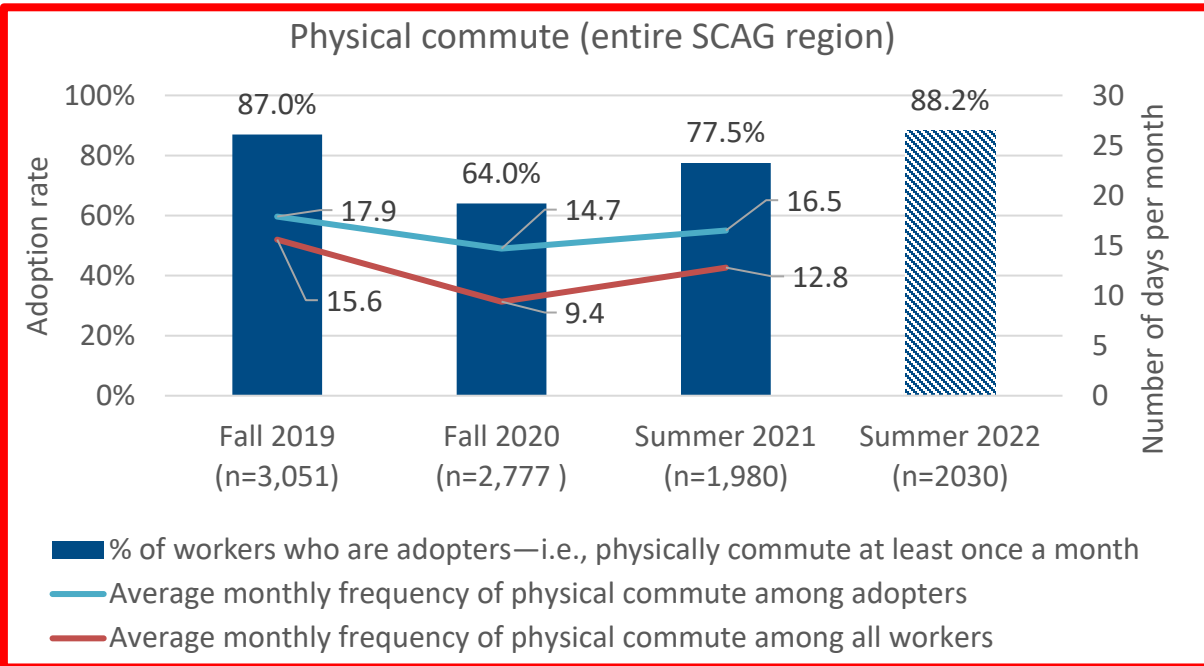
A Large Shift to Teleworking and Hybrid Work

- As of Summer 2021, the percentage of respondents who adopted hybrid work to some degree was approximately double than in the pre-pandemic period.
- Conversely, the proportion of respondents that worked entirely at the workplace was much lower than before the pandemic.
- A significant portion of respondents expect to continue to engage in hybrid work.



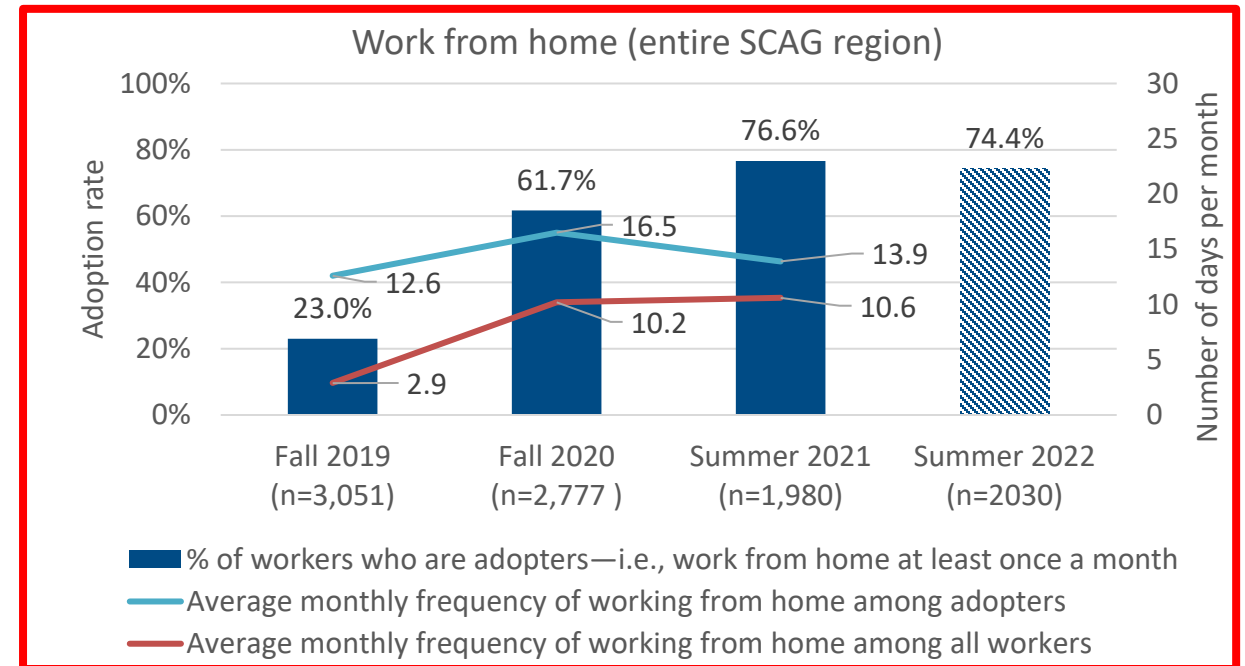
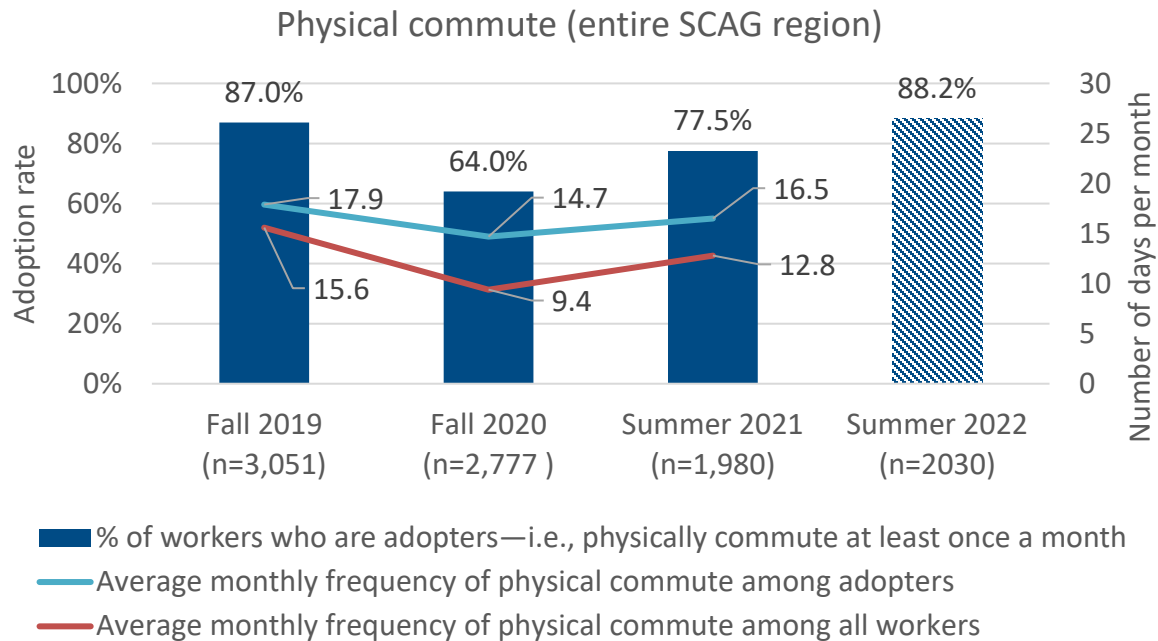
Changes in the Frequency of Physical Commutes and Remote Work

- The percentage of those who commute at least once a month decreased during the pandemic but bounced back by 2021.
- However, the average number of days on which workers commuted to their workplace (**16.5 commuting days per month** in summer 2021) remained below pre-pandemic levels (**17.9 commuting days**).
- This translates in an average of approximately **12.8 commuting days per month** among all workers in summer 2021 vs. **15.6 commuting days per month** before the pandemic.



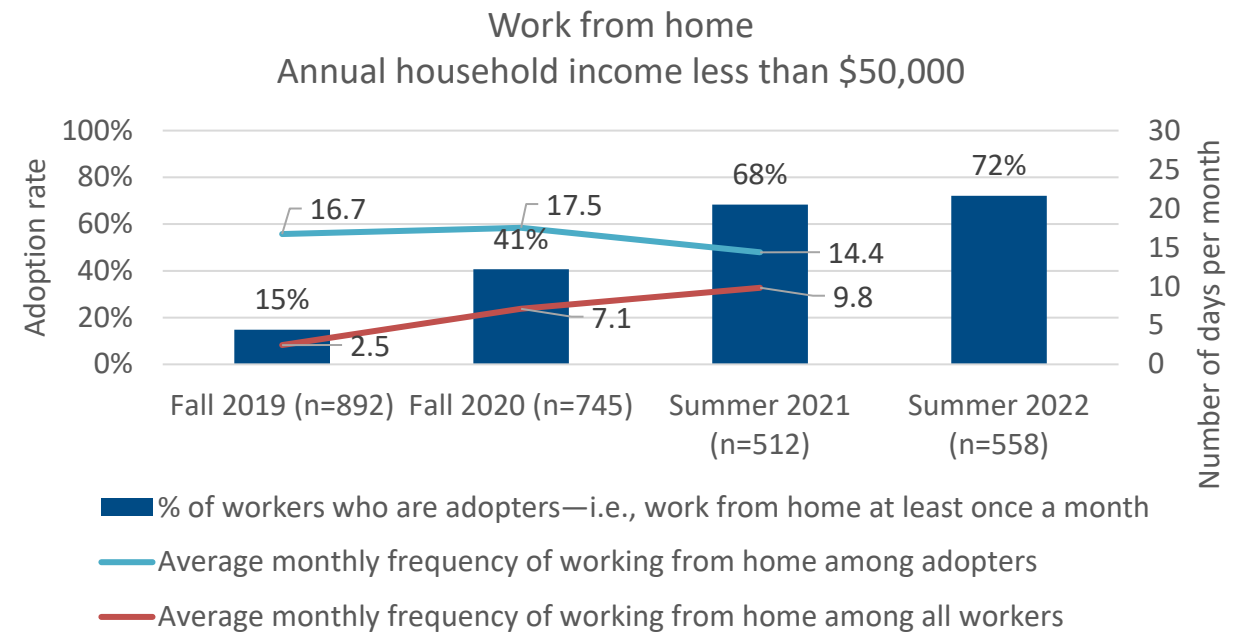
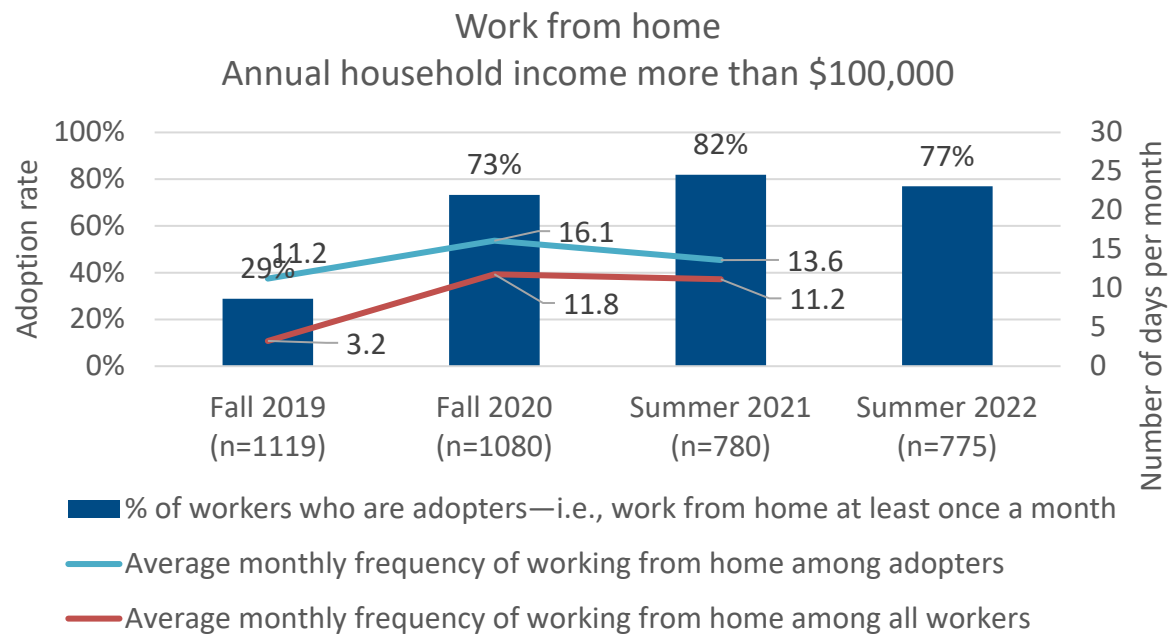
Changes in the Frequency of Physical Commutes and Remote Work

- The percentage of those who work from home at least once a month continued to increase during the various stages of the pandemic.
- Among those who worked remotely at least once a month, the frequency of working from home increased during the pandemic to about **16.5 days/month** in Fall 2020, later declining to **13.9 days/month** by Summer 2021.
- The average number of “teleworked days” remained high at about **10 days/month** per worker.



Higher-income workers are more likely to work remotely

- Rates of adoption of remote work were the highest in the high-income group and the lowest in the low-income group before the pandemic.
- These rates of adoption also increased, from fall 2019 to fall 2020, by the most and the least, respectively, in the high- and low-income groups: +44 vs. +26 percentage points.



Policy Implications: How to build back better

- In addition to studying worker' preferences towards remote or hybrid work, understanding employers' perspectives would be essential to study the evolution of work organization.
- Transportation agencies need to adjust transportation options and improve accessibility for various groups, e.g. those who have transitioned to hybrid work who commute more rarely and need different fare systems, vs. those that continue to depend on physical commutes.
- With the reduced commuting trips and peak-hour travel, transportation agencies should consider how to redistribute their planning efforts, services and resources, eventually with more balance between peak and non-peak time, and between regional and local services.
- Policy makers should try to encourage new trips made by single-occupant vehicles to be only a temporary change, and not a longer-lasting behavior.



More info on the UC Davis COVID-19 Mobility Study available at:
postcovid19mobility.ucdavis.edu

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