

# Online Appendix to Work Hours and Amenity Trade-offs

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## ADDITIONAL INFORMATION ABOUT THE DATA

We use data from all waves (1–20) from the NLSY97 (Bureau of Labor Statistics, 2024). We restrict the sample to employed workers aged 18 to 64. Whenever respondents had several jobs in a year, we only kept information from their primary job. Our main results make heavy use of job transitions across waves. We define job transitions using the current job start date. In total, we have information for 6,755 individuals across 55,415 person-years. Table A1 summarizes the demographic and job characteristics of the sample.

We consider the job and amenity information provided directly by the survey, excluding job characteristics related to the provision of insurance benefits. Employer-provided insurance is typically priced at the group level, benefiting from risk pooling. We define two additional job traits using the NLSY data: working reduced hours and having high variability in work hours. We say a worker works reduced hours if their weekly hours are below the mean for the sample (35.09 hours per week), while we say that a worker has high variability in work hours if they work in an occupation with a standard deviation in weekly hours of work above the mean (10.87 hours per week). These two traits aim to capture flexibility in choosing the hours to work. The former parallels the definition of flexibility in working hours from Flabbi and Moro (2012), who consider a worker as being in a job that offers the amenity of hours flexibility if they work less than 35 hours per week.

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We say a worker is in a remote-friendly job if her occupation has high rates of remote work. Data on remote work comes from the Current Population Survey (CPS) telework supplement (Flood et al., 2024). We use all monthly data from October 2022 to November 2024 and limit the CPS sample to employed workers aged 18 to 64 with a valid occupation. We compute the share of workers doing remote work by occupation title and define an occupation as remote-friendly if its remote work share is above the mean.

We homogenize the occupational classifications between the NLSY and the CPS using the crosswalk published by the Census Bureau (U.S. Census Bureau, 2010). The NLSY classifies occupation according to the 2002 census occupation classification. We converted the CPS-provided occupation codes to the 2002 classification using the crosswalk between the 2010 and 2002 census occupation codes.

We also show supplementary results based on the panel dataset from Maestas et al. (2023). We use their extract from the 2015 and 2018 waves of the American Working Conditions Survey (AWCS) and add two additional variables from the AWCS raw data: weekly usual hours of work and whether the worker changed jobs relative to the previous wave. We restrict the sample to workers aged 18 to 64, employed in both 2015 and 2018. We drop observations with missing values in any of the workplace amenities. We use the amenity definitions from Maestas et al. (2023) and, in addition, define having a reduced-hour job as having usual weekly hours of work below the sample mean (39 hours). In total, we have observations for 945 workers and 1890 person-years.

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## REFERENCES

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## TABLES AND FIGURES

TABLE A1—SUMMARY STATISTICS

Variable	Observations	Mean	Min	Max	SD
<i>A. Person-level variables</i>					
Number of job transitions	6,755	3.30	0.00	11.00	2.10
Female	6,755	0.50	0.00	1.00	0.50
Black	6,755	0.25	0.00	1.00	0.43
Hispanic or mixed race	6,755	0.20	0.00	1.00	0.40
Some college or more	6,755	0.42	0.00	1.00	0.49
<i>B. Person-year-level variables</i>					
Changed job relative to previous interview	55,415	0.40	0.00	1.00	0.49
Hours per week	55,415	35.09	1.00	100.00	12.71
Paid maternity	55,415	0.45	0.00	1.00	0.50
Unpaid maternity	55,415	0.30	0.00	1.00	0.46
Retirement plan	55,415	0.28	0.00	1.00	0.45
Tuition	55,415	0.25	0.00	1.00	0.43
Childcare	55,415	0.06	0.00	1.00	0.23
Stock options	55,415	0.16	0.00	1.00	0.37
Remote-friendly	55,415	0.32	0.00	1.00	0.47
Flexible schedule	55,415	0.45	0.00	1.00	0.50
High hour variability	55,415	0.57	0.00	1.00	0.50
Reduced hours	55,415	0.36	0.00	1.00	0.48
Number of amenities in the job	55,415	3.19	0.00	10.00	1.99

*Notes:* The table shows summary statistics for the full sample. Data from NLSY97.

TABLE A2—CORRELATION OF CHANGES IN AMENITIES AFTER JOB TRANSITIONS

	Paid mat.	Unpaid mat.	Ret. plan	Paid tuition	Child- care	Stock opts.	Remote- friendly	Flex. sched.	High hr. var.	Reduced hours
Paid maternity	1.00									
Unpaid maternity	0.30	1.00								
Retirement plan	0.22	0.23	1.00							
Paid tuition	0.32	0.34	0.26	1.00						
Childcare	0.16	0.19	0.16	0.23	1.00					
Stock options	0.27	0.27	0.22	0.31	0.17	1.00				
Remote-friendly	0.09	0.08	0.05	0.08	0.03	0.06	1.00			
Flexible schedule	0.46	0.36	0.21	0.31	0.14	0.27	0.08	1.00		
High hour variability	-0.09	-0.06	-0.06	-0.05	-0.02	-0.07	-0.17	-0.07	1.00	
Reduced hours	-0.31	-0.19	-0.15	-0.17	-0.07	-0.12	-0.11	-0.22	0.10	1.00
Observations	22,284									

*Notes:* The table shows the correlation between changes in amenities after a job transition.

TABLE A3—CORRELATIONS IN CHANGES IN AMENITIES FOLLOWING JOB TRANSITIONS, AMERICAN WORKING CONDITIONS SURVEY

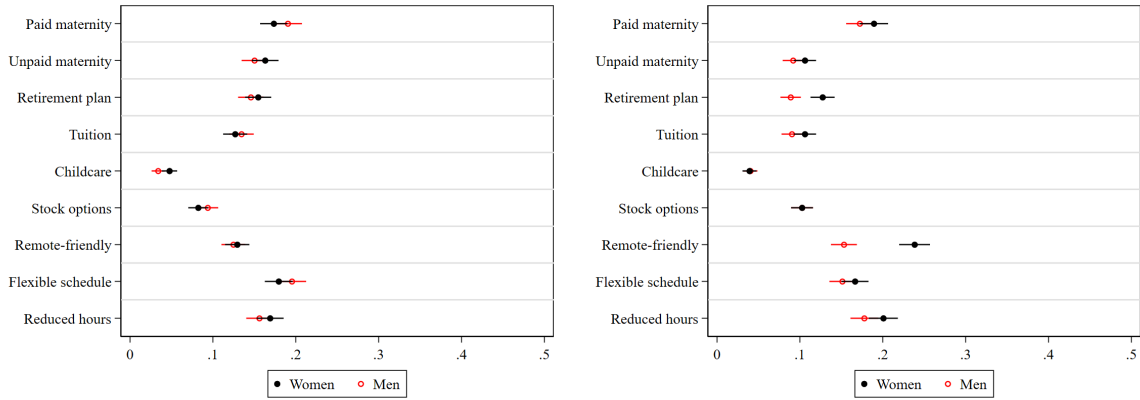
	Works remotely	Own schedule	Mostly sitting	Chooses work	Training opps.	Relaxed pace	Works by self	Has PTO	Positive impact	Team- based	Phys. activity	Reduced hours
Can work remotely	1.00											
Sets own schedule	0.31	1.00										
Mostly sitting	0.16	0.09	1.00									
Chooses how to work	0.10	0.14	0.04	1.00								
Training opportunities	0.08	0.08	0.06	0.06	1.00							
Relaxed pace	0.04	0.00	0.09	0.04	-0.00	1.00						
Works by self	0.02	0.01	0.07	-0.00	-0.08	0.15	1.00					
Has PTO	0.00	-0.03	0.11	0.07	0.02	-0.06	-0.07	1.00				
Positive impact	0.00	0.05	-0.08	0.07	0.02	-0.04	-0.10	0.06	1.00			
Team-based, evaluated as team	-0.06	-0.01	-0.06	-0.01	0.04	-0.08	-0.78	0.04	0.09	1.00		
Moderate physical activity	-0.08	-0.01	-0.75	0.02	-0.02	0.01	-0.04	-0.08	0.12	0.02	1.00	
Reduced hours	-0.11	-0.03	-0.11	-0.05	-0.03	0.09	0.08	-0.34	-0.02	-0.01	0.09	1.00
Observations	1,890											

*Notes:* The table pools the 1,890 person-years observations for 945 workers. Amenities are sorted by the value of the correlation with the ability to work remotely. Data from Maestas et al. (2023)'s extract of the American Working Conditions Survey.

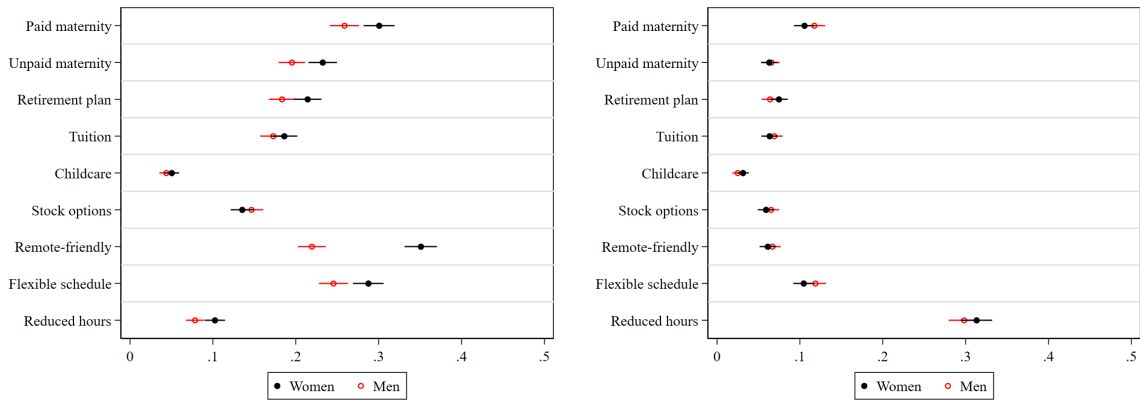
TABLE A4—CORRELATIONS IN CHANGES IN AMENITIES FOLLOWING JOB TRANSITIONS, AMERICAN WORKING CONDITIONS SURVEY

	Works remotely	Own schedule	Mostly sitting	Chooses work	Training opps.	Relaxed pace	Works by self	Has PTO	Positive impact	Team-based	Phys. activity	Reduced hours
Can work remotely	1.00											
Sets own schedule	0.09	1.00										
Mostly sitting	0.18	0.01	1.00									
Chooses how to work	0.11	-0.05	-0.03	1.00								
Training opportunities	-0.00	0.07	0.03	0.02	1.00							
Relaxed pace	-0.03	0.13	0.09	-0.04	0.07	1.00						
Works by self	0.07	0.08	-0.03	0.02	0.03	0.12	1.00					
Has PTO	0.03	-0.04	-0.00	0.12	-0.00	-0.08	0.04	1.00				
Positive impact	-0.09	-0.03	-0.08	0.08	0.02	-0.08	-0.05	0.10	1.00			
Team-based, evaluated as team	-0.00	0.02	0.10	-0.03	-0.01	-0.03	-0.76	-0.05	-0.05	1.00		
Moderate physical activity	-0.09	0.09	-0.68	0.03	-0.02	0.01	0.02	-0.04	0.04	-0.08	1.00	
Reduced hours	-0.05	-0.01	-0.11	-0.02	-0.04	0.10	0.06	-0.37	-0.00	0.04	0.01	1.00
Observations	199											

*Notes:* The table shows the correlation between changes in amenities for the 199 workers who changed jobs between 2015 and 2018. Data from Maestas et al. (2023)’s extract of the American Working Conditions Survey.



GAINING HIGH HOUR VARIABILITY: (A) PROB. OF GAINING AMENITY (B) PROB. OF LOSING AMENITY

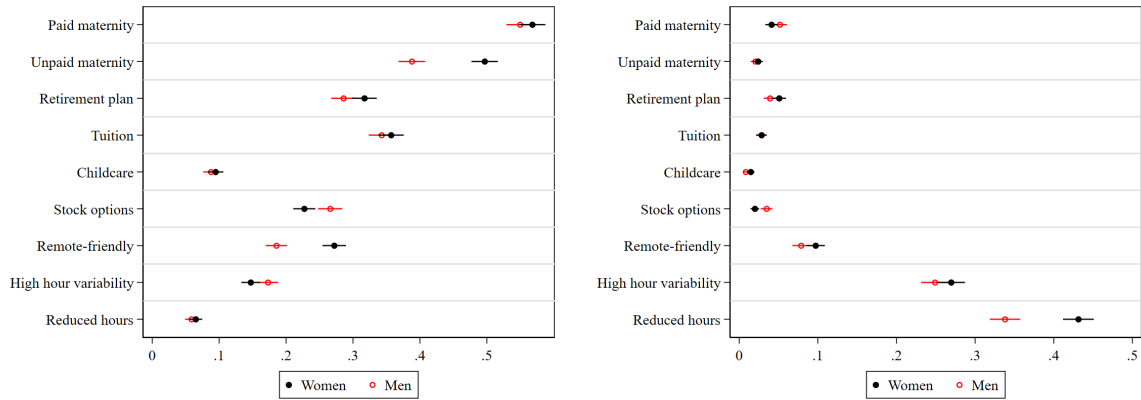


LOSING HIGH HOUR VARIABILITY: (C) PROB. OF GAINING AMENITY (D) PROB. OF LOSING AMENITY

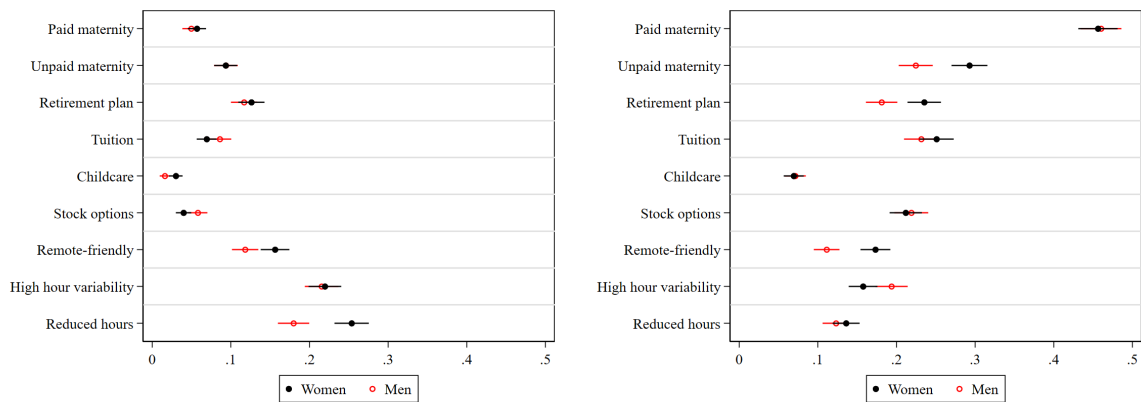
FIGURE A1. PROBABILITY OF TRADING OFF OTHER AMENITIES FOR HOUR VARIABILITY BY GENDER

Notes: The figure shows the probability of gaining (panel A) or losing (panel B) other amenities following a job transition where the worker gains high hour variability, and the probability of gaining (panel C) or losing (panel D) other amenities following a job transition where the worker loses high hour variability.





GAINING SCHEDULE FLEXIBILITY: (A) PROB. OF GAINING AMENITY (B) PROB. OF LOSING AMENITY



LOSING SCHEDULE FLEXIBILITY: (C) PROB. OF GAINING AMENITY (D) PROB. OF LOSING AMENITY

FIGURE A2. PROBABILITY OF TRADING OFF OTHER AMENITIES FOR SCHEDULE FLEXIBILITY BY GENDER

Notes: The figure shows the probability of gaining (panel A) or losing (panel B) other amenities following a job transition where the worker gains schedule flexibility, and the probability of gaining (panel C) or losing (panel D) other amenities following a job transition where the worker loses schedule flexibility.