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ABSTRACT

When Gender Kicks In: An Experimental Study of Work from Home and Attitudes to Household Work and Childcare*

We study how working from home links to gendered attitudes about household work and childcare. Using a vignette experiment embedded in a regular Dutch population representative survey, we randomly vary the gender of the partner working from home in a hypothetical dual-earner couple. When presented with various routine and emergency chores, respondents, on average, agree that the partner working from home should execute them. These effects are significantly larger when the vignette randomly depicts a man, rather than a woman, working from home, but these gender differences in respondents' expectations vanish in a scenario where no partner works from home. All in all, the evidence gathered indicates that Work from Home may blast rather than boost gender norms around household work and childcare.

JEL Classification: D13, D83, J16, J22, M54

Keywords: work from home, household work, gender norms, vignette

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Introduction

Work from Home (WfH) has boomed since the Covid pandemic, structurally transforming the labour market (Autor and Reynolds, 2020; Barrero et al. 2021; Eurofound, 2023; Pawel, et al. 2023), with one in every three workers working hybrid nowadays. The economic literature on WfH is growing (Bloom, 2024; Bloom et al., 2024; De Fraia et al., 2025). Yet, we know little about the effect of WfH on attitudes to household work and childcare, which are key drivers of gender inequality and possibly, fertility declines. In the current study, we investigate how WfH links to gendered expectations about performing household work and childcare, using an experimental vignette design, to overcome issues of selection and measurement, by randomizing the gender of the partner who works from home in a dual-earner couple.

While female labour supply has increased substantially in the last decades, women are still performing the bulk of the household work and childcare (Bianchi et al. 2012; Folbre, 1994; Gershuny and Sullivan, 2003; Ramey 2009; OECD, 2025; Sayer, 2005), even when they earn the same as or outearn their partner (Bertrand et al., 2015; Bloemen and Stancanelli, 2014). These gender inequalities have tangible consequences for the economy, plausibly negatively affecting fertility decisions (Doepke et al., 2023; Goldin, 2021). From a theoretical household economics perspective (Apps and Rees, 1999; Chiappori, 1997; Donni, 2008; Lundberg and Pollak, 1996), the partner with lower earnings should perform more household work, as their opportunity cost of time is lower. It turns out that gender norms are an important determinant of gender inequality in paid and unpaid work (Bertrand, 2011; Bertrand et al., 2015). Our paper contributes to this literature by asking whether work from home affects individual attitudes to performing household work and childcare.

Work from home may possibly reinforce gendered expectations about who should perform household work and childcare. Both work from home and household work are largely tied to the home. By its mere location, WfH may enable individuals to better combine work and family life (Harrington and Kahn, 2025; Jalota and Ho, 2024), despite possible boundary spanning.[1] In the literature, there is robust evidence that men's household work increases when spending more time at home, such as during recessions (Aguiar, Hurst and Karabarbounis, 2013), unemployment (Krueger, and Mueller. 2012), and retirement (Stancanelli and Van Soest, 2012)

[1] This may be defined as emotional unwellness and conflict due the lack of clear separation between work and family life (Schieman et al. 2009; Voydanoff, 2005; Wight and Raley, 2009).

- though in these situations, income also declines, entailing substitution effects between private expenditure and household production, which may blur the identification of the mere impact of being home, versus at the workplace, on men's home production behaviours. The scant evidence gathered during Covid lockdowns indicates that women took on board most of the extra unpaid work and childcare burden (Del Boca, et al. 2020; Pabilonia and Vernon, 2022 and 2023) but men involvement with that also increased (Mangiavacchi et al., 2021). Aksoy et al. (2023) conclude that all over the world, people working for home devote about 11% of the time saved from commute to care giving. We add to this literature, by studying whether work from home triggers individual expectations about performing household work and childcare, by taking an experimental Vignette design.

Vignettes have a long history in the social sciences. Van Beek et al. (1997) was probably the first study in economics which used fictitious descriptions of job applicants to analyse the recruitment preferences of employers, while Kübler et al. (2018) focused on apprenticeships. Other recent applications of vignettes include, for instance: Bursztyn, et al. (2020), to test the behavioural implications of gendered perceptions of women working outside the home in Saudi Arabia; Cutler et al. (2019), to pin down physicians' and patients' beliefs about health treatments; Lane et al. (2023), to check how laws affect social norms; Kantarci et al. (2025) to capture preferences for flexible retirement. To the best of our knowledge, our study is the first taking an experimental vignette approach to study how work from home links into gendered attitudes about responsibilities for household work and childcare.

Because people choose their occupation, identifying the effects of work from home on any outcome is challenging. A handful of studies resorted to randomizing who can work from home or not, in a given company, to investigate its effects on productivity (Aksoy, et al., 2025; Bloom et al., 2015). Our study makes a novel contribution to this literature, by randomizing who works from home in an experimental vignette survey, implemented with a population-representative sample.

In our survey experiment, we provide respondents with a short description (vignette) of a hypothetical dual-earner same-earnings same-commute heterosexual couple, where the main character is randomly assigned to be either the female or the male partner. We sketch the situation that certain chores (e.g., picking up a sick child from school) need to be done and ask respondents whether the main character should perform these chores, using a Likert scale. In

the first vignette scenario, both partners work at the employer's premises, while in the other vignettes, one of the partners works hybrid, a couple of days per week from home. This setup removes key concerns that complicate the interpretation of observational data. A first concern is selection, both into occupations and into the use of remote work. For instance, individuals who anticipate carrying a larger share of domestic responsibilities, or who place a higher value on flexibility, may disproportionately sort into jobs that allow working from home. In this case, the observed variation in time use attitudes would partly reflect sorting rather than the effect of remote work itself. Our vignette experiment mitigates this concern by administering the vignette to a representative population sample of working-age respondents, irrespective of their own working arrangements, randomly assigning the gender of the partner described as the main character in the vignette, and whether they work from home. A second concern is the measurement of attitudes to household work and childcare, which are difficult to measure because of social desirability.[2] By presenting all respondents with identical scenarios and randomly varying only the gender of the main character, and whether they work from home, the vignette design aims at isolating the relation between work from home and attitudes about household responsibilities from both self-selection and reporting bias.

Our vignette study was implemented by means of a (short) online survey conducted in March-April 2025 with close to 4,000 working-age respondents from a representative sample of the Dutch population participating in the Longitudinal Internet Studies for the Social Sciences (LISS), run by Centerdata in Tilburg, the Netherlands. The proportion of people in the Netherlands working from home is above the average for the European Union (Eurostat 2025). In contrast, the unbalance in the amount of unpaid work done by Dutch women and men is smaller than for the average of European countries (Euronews, 2025; Eurostat, 2025), with the Netherlands outperforming Southern and Eastern Europe in terms of gender equality in unpaid work, but scoring worse than Scandinavian countries. Based on data from the 2023/2024 European Social Survey, Dutch people also appear to value that gender equality is good for

[2] Measurement biases may also affect available data on household work and childcare. A non-negligible share of these activities may be performed in the form of multi-tasking -defined as performing more than one task/activity at a time, such as, for instance, watching a child and cooking - especially when working from home. Most time use data, such as, for instance, the American Time Use Survey, do not explicitly ask about multi-tasking, and when they do, issues of measurement error may arise. Women generally not only perform more unpaid work than men do, but also do more multi-tasking (Bianchi et al. 2012).

society, family life, and economics, to a similar extent as the average European (Alexander et al., 2024). This adds external validity to our study.[3]

In our vignette experiment, survey respondents are presented with different situations involving routine household and childcare chores, such as preparing the dinner, collecting children from school, and dealing with everyday emergencies (such as collecting a child from school who has fallen ill). It also specifies a task that oftentimes is perceived as masculine, i.e. collecting the car from the garage. The respondents are asked whether the main character (randomly assigned to be either the male or the female partner) should perform these tasks. In the first baseline vignette no one works from home while in the other vignettes, one of the partners (the main character) is working from home and the other, from the employer's premises. The vignette results show that, on average, men and women who work from home are expected to perform routine household chores and childcare, as well as dealing with related emergency situations. In particular, these expectations are 10-14% (0.3-0.46 of a standard deviation) larger when the person working from home is a man, rather than a woman -suggesting that work from home blurs the traditional gendered allocation of paid and unpaid work responsibilities. In contrast, the survey responses do not vary with the gender of the main character, when no one works from home, in the first scenario. Therefore, the experimental evidence gathered suggests that working from home may "blast" rather than "boost" the traditional norms around the gendered allocation of household work and childcare.

Our findings are robust to different functional form specifications, and several other sensitivity checks. When allowing for the effects of the gender of the vignette main character to vary with the gender of the survey respondent and their own work from home experience, the conclusions are essentially the same. Given the large spread of work from home in the Netherlands, everyone is likely to be well familiar with WfH, either as they themselves work from home or someone else they know closely does (family, friends, or neighbours). However, we find significant heterogeneous effects for respondents with more egalitarian versus more conservative views on gender equality.

[3] One may also want to bear in mind that the Netherlands is (or used to be) a country with well above average tolerance levels of deviance from the norms, with historically very liberal drug, prostitution, and euthanasia policies (Buruma, 2007), which may also add interest to our study.

The remainder of this paper is structured as follows. The next sections present the experimental design and descriptive evidence; followed by sections on the research method and the estimation results. The last section concludes.

I. Data and Experimental Design

Data

Our experimental survey was administered in March–April 2025 as a supplementary module of the Longitudinal Internet Studies for the Social Sciences (LISS), managed by Centerdata, an independent non-profit institute affiliated with Tilburg University in the Netherlands. The LISS sample is based upon a probability sample of Dutch households and is representative of the Dutch adult population. Participants are invited to answer survey questions on a large variety of topics every month. See Scherpenzeel (2011) for more information.

Our survey was given to respondents aged 20 to 70, with a response rate of about 88%. Over 3700 respondents completed our baseline survey and vignette questions.[4] We estimate that it took about ten minutes to answer all the questions in our survey. We link the data to other, regular, LISS survey modules, i.e. the respondent background information modules on demographics and education, and the February 2025 LISS module on politics and values, asking about attitudes to gender equality. Our supplementary survey, consisting of a short baseline questionnaire (on household composition, employment, experience with working from home, and time use) and a vignette with five sets of situations, was registered with the American Economic Association (AEA) RCT register in February 2025[5] and we follow the registered analysis plan in this paper.

Vignette design and random assignment of the main character's gender

The survey respondents were given a vignette depicting a hypothetical couple of heterosexual dual-earners, with about the same earning, and about the same commuting time. The two partners are named Rob and Petra, two very common Dutch first names. One of them is the main character ("protagonist") in the vignette. We follow the standard procedures established in the vignette literature (Finseraas, et al., 2016; Kapteyn et al, 2007). *The gender of the main character varies randomly across respondents.* It is sometime the female partner, Petra, and

[4] The survey was addressed to LISS respondents aged 20 to 70, which were slightly over 4,000, giving a response rate of about 88% for our study.
[5] https://www.socialscienceregistry.org/trials/15316.

otherwise, the male partner, Rob. However, each respondent always gets the same partner, either Rob or Petra, as the main character in all five vignette situations, as standard in this literature.

The first (baseline) situation (vignette 1) describes the main character (randomly Rob or Petra), as someone who hardly ever prepares dinner. Their partner prepares dinner most of the time and tells the main character that (s)he should prepare the dinner more often. The respondents are asked to what extent they agree that the main character should prepare dinner and how often.

The second situation (vignette 2) introduces work from home, with the same couple, where the main character (randomly Rob or Petra) works from home a couple of days per week and hardly ever prepares the dinner. The respondents are asked whether they agree that the main character should prepare the dinner, at least on the days (s)he works from home.

The third situation (vignette 3) explains that the same couple has a child who goes to the school near their home, and that the main character (randomly Rob or Petra) on the days they work from home collects the child from school. The partner working at the employer's premises prepares the dinner when they get home from work and tells the main character that (s)he should also prepare the dinner more often. The respondents are asked whether they agree that the main character should prepare dinner, at least on days they work from home, in addition to collecting the child from school.

In the fourth situation (vignette 4), always with the same couple, the main character (randomly Rob or Petra) is working from home when the school rings that the child is sick. The main character asks their partner to collect the child. The partner leaves the office to collect the child, to later tell them that they should have done this as they were working from home. The respondents are asked whether they agree that the main character should have gone to the school to collect their child, as they were working from home.

In the fifth and final situation (vignette 5), the main character (randomly Rob or Petra) is working from home when the garage calls that the couple's car is ready and needs to be collected. The main character asks their partner to collect the car, and the partner does it, but later tells the main character that (s)he should have done this, as they were working from home.

The respondents are asked whether they agree that the main character should have gone to the garage to collect the car, as (s)he was working from home.

In each of the five vignette situations, the main character (randomly Rob or Petra) is reluctant to perform given household chores and care, which are then executed by the other partner, who later tells the main character that (s)he should have done this. Respondents are asked on a six-point Likert scale to what extent they agree that the main character should perform the household work and care task described in the vignette. The order (ascending or descending) of the Likert scale varies randomly across respondents, but it is held fixed (either ascending or descending) for each respondent. The first vignette situation sets the baseline scenario, the second vignette situation is identical to the first, except for introducing work from home into the picture, while the third is mounting in importance in terms of the chores to be performed when working from home, the fourth portrays an emergency situation, and the fifth and final vignette situation depicts a task typically seen as masculine. The exact vignette text is reported in the Appendix.

Generally, survey respondents are likely to be well familiar with the situations depicted in the vignette, as the majority of survey respondents works from home at least some time, are partnered, have children, their partner is also employed, and in about one every five dual-earner couples, partners earn about the same.[6] Moreover, given the prevalence of these characteristics, respondents are likely to know closely some family, friends, and/or neighbours who resemble the couple described in the vignette; and as we mentioned, Rob and Petra are very common Dutch first names.

II. Descriptive Statistics and Graphical Analysis

Descriptive statistics of the baseline questionnaire

Descriptive statistics for the sample are given in the Appendix. Approximately 74 percent of the respondents are employed; over half of them works at least sometime from home, and another third has a partner who works from home at least some time (see Table A). Among respondents who work from home at least some time, the mode is two days per week but there is a lot of variation (see Table B). About two thirds of the respondents prefer a hybrid job, with

[6] This is the case also according to the baseline questions asked before the vignette.

partly working from home and partly at the employer's site, to a job without any work from home. Interestingly, this is very similar for male and female respondents (see Table C). Figure 1 shows the answers to the yes/no questions: "Suppose you can choose between two comparable jobs, one hybrid in which you must work from home a couple of days per week and the other one where you must always work at the employer's premises. Would you accept the latter job if it paid 20% less/ 15% less/ 10% less/ 5% less/ the same/ 5% more/ 10% more/ 15% more/ 20% more. Figure 1 shows that the majority of the respondents would require compensation for always working on site, with a pay differential of more than 5%, which matches the conclusions of earlier work addressing a similar question in this literature,[7] adding external validity to our study. Again, male and female respondents have similar preferences. Also, we find that the daily time saved from commuting is on average 70 minutes, which is about the same as that found in Aksoy et al. (2023) for the average country in their large cross-country study. All this adds external validity to our study.

In line with a vast social science literature (for instance, Bianchi et al. 2012), we find that generally, women spend more time, on average, on household tasks than men do (see Figure 2). However, similarly to recent studies (Senik and Stancanelli, 2025; Schüller, 2025),[8] we also find that women spend on average less time on household chores on days they work from home, compared to women always working onsite, while this does not hold true for men (see Figure 2, which is based on recall questions on daily time allocation). Considering only employed people, on an average work day, Dutch women working from home do 20 minutes less chores than those working at the employer's premises, while Dutch men perform slightly more chores when working from home than on site. These findings are potentially driven by selection into WfH as it is often the higher educated who WfH, and higher educated men devote, on average, more time to chores and care than lesser educated men; while higher educated women work, on average, longer hours than lesser educated ones (Senik and Stancanelli, 2025). Our vignette experiment enables overcoming selection (and measurement) issues.

[7] A recent UK survey pins down an 8% wage cut that workers would be willing to incur to be able to WfH 2-3 days per week (De Fraja et al. 2025), while according to Bloom WfH should entail an 8% wage increase, due to its productivity gain (Bloom, 2024).

[8] Schüller (2025) concludes that, after the Covid pandemic, German mothers who work from home spend less time on childcare and work longer hours, compared to the same women working at the employer's premises, while fathers spend a little more time on childcare when working from home versus on site.

Descriptive statistics of the Vignette responses

The raw vignette answers are provided in the Appendix, distinguishing whether the main character in the vignette was a man or a woman, and whether the respondent was a man or a woman (see Table D). In Vignette situation 1, where no one works from home, the responses are very similar regardless of the gender of the main character, and the gender of the respondent. In contrast, in vignette situations 2-5, the respondents agree to a larger extent that the main character (who works from home) should do the chores depicted in the vignette if that main character is Rob rather than Petra. This is the case irrespective of the gender of the respondent.

The random procedure to allocate the gender of the main character in the vignette to the respondents was implemented with Qualtrics by the LISS. The socio-demographic characteristics of the two subsamples with a vignette with either a male or female main character, are compared by means of conventional t-tests (these balancing tests are shown in the Appendix). Overall, there is no significant difference between the socio-demographic composition of the two subsamples, except for men being 3 percentage points more likely to receive a vignette with a male partner protagonist (p-value 0.05), and employed people being 4 percentage points more likely to see a male main character in the vignette (p-value 0.002). However, when normalizing the differences in sample means, to account for sample size[9], there is no significant difference across the two samples. When conducting heterogeneity analysis of the vignette responses with respect to the gender of the survey respondent, no significant differences are detected either (see Figure 4, Table 2, and results section). Similarly, the answers of the respondents to the vignette situation do not differ significantly with the respondent's employment status (see Table 2, and results section).

Descriptive statistics of questions asked after the Vignette responses

Finally, after presenting the vignette, we asked survey participants whether they did more or less household work when they worked from home versus at the employer's premises, and remarkably, both men and women answered that they did more (see Appendix Figure B). This

[9] Normalized differences are defined as $(\bar{X}_1 - \bar{X}_0)/\sqrt{\frac{S_1^2+S_0^2}{2}}$, where $\bar{X}_1$ and $\bar{X}_0$ denote the sample averages of the covariate values for the groups 1 and 0, respectively. Let S_1^2 and S_0^2 denote the corresponding sample variances of the covariate values for the two groups. Despite the lack of an established convention, the normalized difference becomes large if it exceeds 0.2 which is never the case for our statistics (results available from the authors).

is in line with the intentions expressed in the answers to the vignette. We also asked them who performs more household work (if they were part of a couple), and women reported doing a higher intrahousehold share of the household work (Appendix Figure C), which is also in line with the answers given before they saw the vignette (see Figure 1).

Graphical analysis of the vignette responses

As customary in the vignette literature, we plot the survey respondents' answers to the vignette and their confidence intervals. Figure 3 shows that the distributions of the responses vary across the five vignette situations and respondents have used all the items in the Likert scale.

In Panel A of Figure 3, we show the full distribution of respondents' answers to the first vignette, depending on the gender of the main character, with 95% confidence intervals (see also summary statistics in Appendix Table D). We see that the distributions of the responses are very similar, regardless of the gender of the vignette main character. The distributions of the answers to the other vignette situations (vignettes 2-5), appear in Panel B. When the main character is a man, we observe a clear shift of the responses towards the categories "yes" and "definitely yes", that is, respondents tend to report higher agreement that the male protagonist should do the chore when working from home.[10]

Figure 4 plots the answer distributions to the vignette questions with 95% confidence intervals, but now distinguishing both the gender of the main character in the vignette and the gender of the survey respondent. It shows that the vignette answers do not differ significantly with the gender of the respondent. Both men and women think that the partner working from home should do the household work and childcare tasks depicted in the vignette, and the extent of agreement is significantly larger when it is the man in the couple who is working from home. These conclusions based upon descriptives will be confirmed in the econometric analysis, which follows.

[10] The inequality indices for ordinal data proposed by Cowell and Flachaire (2017) corroborate this graphical analysis, as their difference is always positive and larger when the main character is a man (results available from the authors).

III. Empirical method

We use regression analysis to test for how responses to the situation depicted in the vignette vary with the (randomized) gender of the main character. Our main model is the linear regression model in Equation 1:

1) $A_i = \alpha + \gamma V_i^{Man} + \beta X_i + \varepsilon_i$

The outcome variable, A_i, denotes the respondent's answer to one of the five vignette questions – the equations for the five vignettes are first estimated separately but, next, we also estimate them as a panel data model with random individual effects, and the conclusions are unaffected. The variable V_i^{Man} is a dummy for male gender of the main character in the vignette - taking value 1 when this is Rob, and value 0 when it is Petra. The controls, X_i, include several respondent characteristics including a dummy for men,[11] a quadratic function in age, and dummies for: less than high school education; employment status; childless person; single person household; whether the respondent has any child aged less than 6 years; whether anyone in the household is disabled; whether the partner, if any, is employed; a dummy indicating whether the respondent's mother worked when the respondent was a child aged less than six, and the interaction of this with the male dummy. The error term ε_i is assumed to be uncorrelated with X_i and V_i^{Man}.[12] Equations (1) is estimated using OLS with robust standard errors clustered at the household level, as some respondents are member of the same household.[13]

In this set up, the answers to the six-item Likert scale are interpreted as cardinal with a linear scale.[14] We do this for ease of presentation; we also show that all conclusions are qualitatively the same if we use ordered probit regressions instead. Pooling the vignette answers for each individual and estimating one equation for the five vignettes with vignette dummies and

[11] The dummy variable for men takes value one for men and zero for women (or other genders, being considered together as they are all minority genders and there are only a couple of respondents reporting to be other than a man or a woman).
[12] We assume error terms are independent across households but not necessarily between respondents in the same household.
[13] Respondents who belong to the same household were given the same main character gender in the vignettes.
[14] To be statistically valid this assumption may require that the values attached to each category are equidistant, as in Cowell and Flachaire (2017).

interactions between these dummies and the dummy for the male main character, using a linear random effects panel data model, our qualitative conclusions are also unaffected.

IV. Results of estimation

Main results

We show the results of the estimation of Equation 1 for the five vignettes in Table 1, for the specifications that include and do not include control variables. In the first vignette, no one is working from home, which we set as the baseline scenario, depicting a dual-earner same-wage-same-commute couple. In this first vignette, the main character hardly ever prepares the dinner, while the other partner often tells them that they should do that too. For this baseline scenario, we find that the *gender of the vignette character* has no statistically significant effect (Column 1 of Table 1). Survey respondents tend to agree that both partners should equally share this routine household chore. Therefore, in this baseline set up, when no partner works from home, the responses of survey participants do not significantly vary with the gender of the vignette main character.

For the other four vignettes, the coefficient on the *dummy for a male main vignette character* is always statistically significant and positive (see columns 2-5 of Table 1). The estimated coefficients are economically meaningful as people agree 10-14% (0.3-0.46 of a standard deviation) more that the male partner has to perform chores or child-care when working from home, relative to the situation in which the female partner works from home. Specifically, when asked whether the partner working from home should perform a routine household work task (cooking dinner, in vignette 2), the vast majority of respondents agree on that; and the extent of this agreement is significantly larger when the person working from home is a man rather than a woman. In contrast, when none of the partners worked from home (vignette 1), respondents agreed that partners should equally share the routine task, and the extent of the agreement does not vary with the gender of the person working from home. Therefore, we conclude that respondents expect people, and especially men, working from home to take on board significantly more household chores than those working at the office / employer's premises / on site.

When informed that the partner working from home collects the couple's child from school (vignette 3), most respondents still agree that they should also perform the other routine task,

and the extent of the agreement is significantly larger when Rob rather than Petra is described as working from home (see Column 4 of Table 1). If there is an emergency situation, such as the school calling to say that the child is sick and should be collected (vignette 4), again the vast majority of respondents feels that the partner working from home should deal with the emergency. The intensity of agreement is again significantly stronger when the main character in the vignette working from home is a man rather than a woman (see Column 5 of Table 1).

As far as the typical masculine task depicted of collecting the car from the garage goes, when the garage calls that the car is ready (vignette 5), survey participants expect the partner working from home to collect the car, and here the extent of the agreement is even stronger than in vignette 2-4 when the main character is a man (see Column 6 of Table 1), in line with traditional gender stereotypes that taking care of the car is a masculine task. This suggests that work from home does not entirely reverse traditional stereotypical gender roles. Although men working from home are expected to be more involved with household chores and childcare, the expectation that they take care of the car is even stronger.

Overall, the evidence gathered indicates that working from home is linked to stronger expectations about men doing more household work and childcare.[15] These findings are robust to the inclusion (see Specification 2 in Table 1) or exclusion (see Specification 1 in Table 1) of other control variables (the full results for all the explanatory variables are presented in Table F in the Appendix). The conclusions are also qualitatively very similar when estimating ordered probit models (see Figure A in the Appendix, which plots the estimates of the marginal effects for the gender of the main character and Table G, which provides the estimates, together with the marginal effects): the gender of the main character in the vignette does not significantly affect responses when no one works from home (vignette 1), but work from home makes gender kick in significantly, with respondents significantly expecting men more than women to perform routine household chores and deal with related emergencies when they work from home. We also note that we get the same conclusion if we restrict the sample to the 2,168 individuals (58 % of the sample) where only one person in the household answered the survey questions. (see Table H in the Appendix).[16] Finally, when estimating a linear random effects

[15] The p-values are also robust to controlling for multiple hypothesis testing across the five vignettes, which we do using the Benjamini–Hochberg (1995) procedure.

[16] Survey respondents belonging to the same household were given vignettes with the same gender main character, i.e. if the first of them to answer the survey was randomly drawn to answer a vignette in which Rob (rather than Petra) was the main character, all the other household members would also get a vignette in which

panel data model, pooling the vignette responses, we again reach essentially the same conclusions (see Table I in the Appendix).

Overall, the fact that the gender of the main character is irrelevant to the respondents (either men or women) when there is no work from home in the picture (vignette 1, baseline scenario) corroborates our conclusions. The estimates suggest that respondents agree that the person who works from home should take on board household chores and childcare, as well as dealing with emergency child-care situations, and the more so if this main character is the male partner in the couple.

Yet, a priori, one would have perhaps expected survey respondents to be more surprised and react stronger to learn that Petra, rather than Rob, was reluctant to take on board the household and childcare chores depicted in the vignette when she was working from home. Respondents' elicited expectations about performing household chores and care suggest that men are held responsible, as much as women are, for these tasks, and especially so when men are working from home, at least in situation in which both partners are employed and earn the same. Our findings suggest that WfH may perhaps set a tipping point for rebalancing gendered attitudes to household chores and childcare.

Heterogenous effects

We move on to investigate heterogeneous effects in our sample. In particular, we provide heterogeneity checks by estimating Equation 1 for the five vignettes, for the following subsamples of survey respondents:

a) male versus female respondents
b) employed versus not employed respondents;
c) respondents who (sometimes) work from home versus employed respondents who never work from home;
d) parents versus childless respondents;
e) respondents with relatively egalitarian or conservative gender attitudes.

Rob (rather than Petra) was the main character. The LISS does not systematically survey all members of a LISS households, but for most households only one respondent is surveyed. When more respondents per household are surveyed, these are often the partner and/or adult children, if any.

The results of estimation are reported in Table 2. The conclusions are essentially confirmed, and the results do not differ much across these groups except for more versus less gender-egalitarian respondents. The answers to the vignette do not differ systematically by gender, or employment status – note that two/thirds of the respondents have a job, and most of those who do not, do have an employed partner. Coming to respondents who themselves report to be working from home, either occasionally (very few) or regularly (the majority of those working from home), their answers to the vignette questions are very similar to those of employed respondents who never work from home. Note that some of them have a partner who does work from home, but also, given the high prevalence of work from home in the Netherlands (and elsewhere in the OECD), respondents are very likely to be familiar with work from home, and to closely know other people (family, friends, neighbours) who work from home. Again, splitting the sample based on whether respondents have children or not, we do not find different patterns in the responses, except for a stronger wish that the person working from home deals with the emergency situation of the sick child to be collected from school.

The one exception where we do find substantial heterogeneity is when we split the sample by gender attitudes. We obtain these attitudes by merging 3,665[17] of our respondents to LISS data collected on gender attitudes in a module before our survey in February 2025. We use three questions from that LISS regular module. The three questions ask the extent to which respondents agree with the following three statements, on a five-point Likert scale from 1 (fully disagree) to 5 (fully agree):

"A working mother's relationship with her children can be just as close and warm as that of a non-working mother."

"A child that is not yet attending school is likely to suffer if his or her mother works."

"Overall, family life suffers when the mother has a full-time job."

Because the last two questions express more traditional gender-role attitudes, we reverse-code them so that higher values consistently represent more egalitarian views.[18] We then compute

[17] Only few respondents could not be matched, as they answered our survey but not the LISS 2025 February regular module, or perhaps they were new recruits into the LISS population sample.
[18] They were all measured on a 5-point Likert scale (1 = "Fully disagree" to 5 = "Fully agree").

an overall index for egalitarian gender views as the simple average of the three items (after reversing the traditional ones), yielding a continuous measure where higher scores indicate more egalitarian gender-role attitudes. Finally, we calculate the median of this index and create a binary (median-split) variable dividing respondents into "more traditional" (below the median) and "more egalitarian" (at or above the median) groups for use in heterogeneity analyses. Interestingly, we find that the responses differ statistically significantly for more gender-conservative versus more gender-equal respondents for all vignettes, except the last one, about getting the car from the garage, a typically masculine task. While more conservative respondents also believe that the man should take on more household work when he works from home, they do so to a lesser extent than egalitarian respondents. We also note that conservative respondents think men should prepare dinner less often when neither partner works from home, whereas the opposite holds for more egalitarian respondents, as well as respondents who work from home at least some time, and childless respondents.

Overall, this heterogeneity analysis confirms that most respondents agree that the person working from home should perform routine household chores and childcare, as well as dealing with emergency childcare situations, and taking care of the car; and the extent of agreement is significantly larger when the person working from home is a man. Specifically, when considering the gender of the survey respondents, these conclusions are not significantly affected. Both men and women seem to believe that working from home entails significantly larger responsibilities for household chores and childcare than working at the employer's premises. Generally, the partner working from home is not expected to delegate these chores to the partner working at the employer's premises regardless of partner's gender. Actually, the expectation that the person working from home should perform household chores and care is significantly stronger when men rather than women are portrayed as working from home, in our vignette study. This conclusion holds regardless of the gender of the person who answered the survey.

V. Conclusions

We gather new experimental evidence on how working from home affects attitudes and expectations around the unpaid work load. Reaching out to a nationally representative sample

for the Netherlands, with a survey experiment hinging on the vignette method, we portrayed a dual-earner same-earnings couple and a range of routine tasks and emergency situations in the realm of household work and childcare. Randomly varying the gender of the partner working from home, we asked survey respondents whether the partner working from home should take these tasks on board. In the baseline vignette scenario where no one worked from home, we also let the gender of the (key) partner vary randomly and asked similar questions.

Our findings reveal that both male and female respondents expect the partner working from home to perform household chores and care work, and these views are significantly stronger when the vignette character working from home is a man. This may simply capture desirability bias, as respondents may be conscious that men underperform women in terms of household chores. However, when neither partner works from home, the gender of the vignette character has no significant effect on the responses about the household work to be done, and respondents indicate that either men or women should equally share in household work. The stronger agreement that men should perform the chores depicted in the vignette "kick in" specifically in the context of remote work.

This pattern suggests the emergence of a new norm in which working from home, not only facilitates the combination of paid and unpaid work, but may also help rebalance attitudes to unpaid work of men and women. Rather than reinforcing the traditional specialisation of women in household work and childcare, remote work appears to weaken it: men working from home are expected to share domestic responsibilities more equally. These findings contribute to a rapidly growing literature on the economic and social consequences of remote work (Bloom, 2024; Bloom et al., 2024). Importantly, our vignette experiment overcomes the major identification challenges that have limited earlier studies of work from home but also of attitudes to time allocation (such as selection into work-from-home jobs and gendered biases in reporting time allocation preferences) thereby allowing a cleaner assessment of causal expectations.

Our findings are also in line with the economics literature showing that men's household work increases significantly when spending more time at home, such as during recessions (Aguiar, Hurst and Karabarbounis, 2013), unemployment (Krueger, and Mueller. 2012), or at retirement (Stancanelli and Van Soest, 2012), though under these situations, income also declines inducing some substitution between private expenditure and home production. In contrast, our vignette study represents a dual-earner same earnings couple with one partner - randomly

drawn to be either the female or the male partner- working hybrid, a couple of days per week from home, thus enabling us to elicit expectations about work from home and responsibility for household chores and childcare.

The unequal attitudes to the allocation of unpaid work between men and women have far-reaching consequences for gender equality in the labour market, family well-being, and possibly fertility (Doepke et al., 2023; Goldin, 2021). By documenting how working from home links to gender norms about who is deemed responsible for doing the household work, our study provides evidence on a new mechanism through which new work arrangements could influence demographic and economic outcomes. If the untraditional expectations about men working from home, also performing household tasks, we identify translate into actual behavioural changes, hybrid work could thus support both gender equality and family stability.

At the same time, the broader implications for inequality must be acknowledged. Work from home is disproportionately concentrated among higher-educated, white-collar workers (Autor and Reynolds, 2020; Barrero et al., 2021), and its benefits, including greater flexibility and more egalitarian domestic norms, may therefore accrue primarily to privileged households. As Autor and others have shown, the diffusion of remote work risks widening societal divides between those whose jobs can be done from home and those whose cannot. Hence, while work from home may rebalance gender roles within households that can adopt it, it may simultaneosly exacerbate inequality across households and social groups.

Overall, our results imply that the widespread adoption of hybrid work could contribute to greater gender equality in the household domain—provided that these evolving expectations translate into actual behaviour and that access to remote work becomes more broadly shared. Future research should investigate whether such normative shifts persist over time and how they interact with workplace policies, family arrangements, and broader social inequalities.

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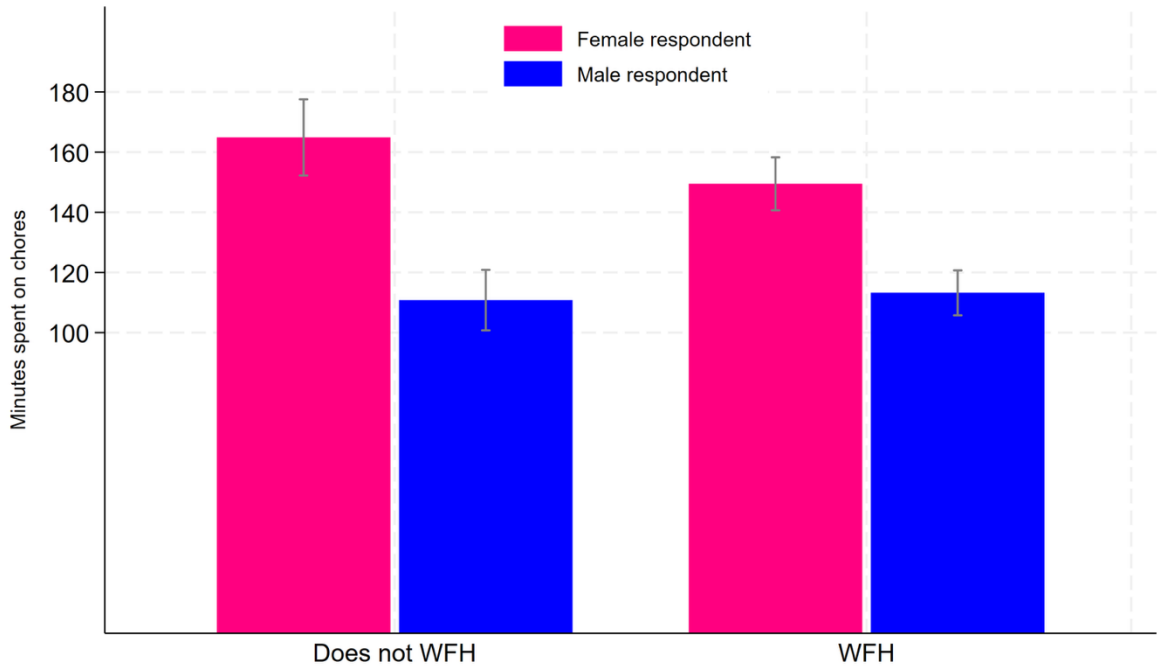
Figure 1. Compensation for working onsite, as opposite to hybrid

This figure depicts answers to a question about accepting a hypothetical job offer for a job which could be performed only onsite, letting vary the wage it paid, relative to an identical job which could instead be performed a couple of days per week from home. The respondents to our survey were asked about this in our baseline survey. The sample size is 3721 observations.

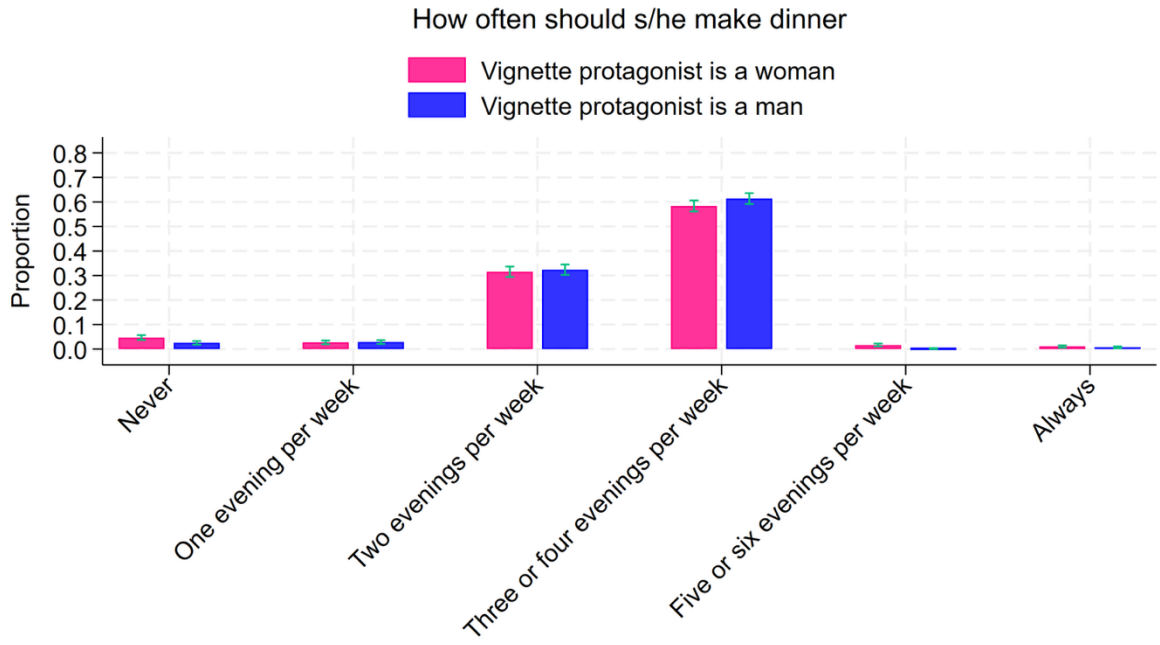
Figure 2. Time spent on Household chores (minutes per day) of men and women working from home or onsite.



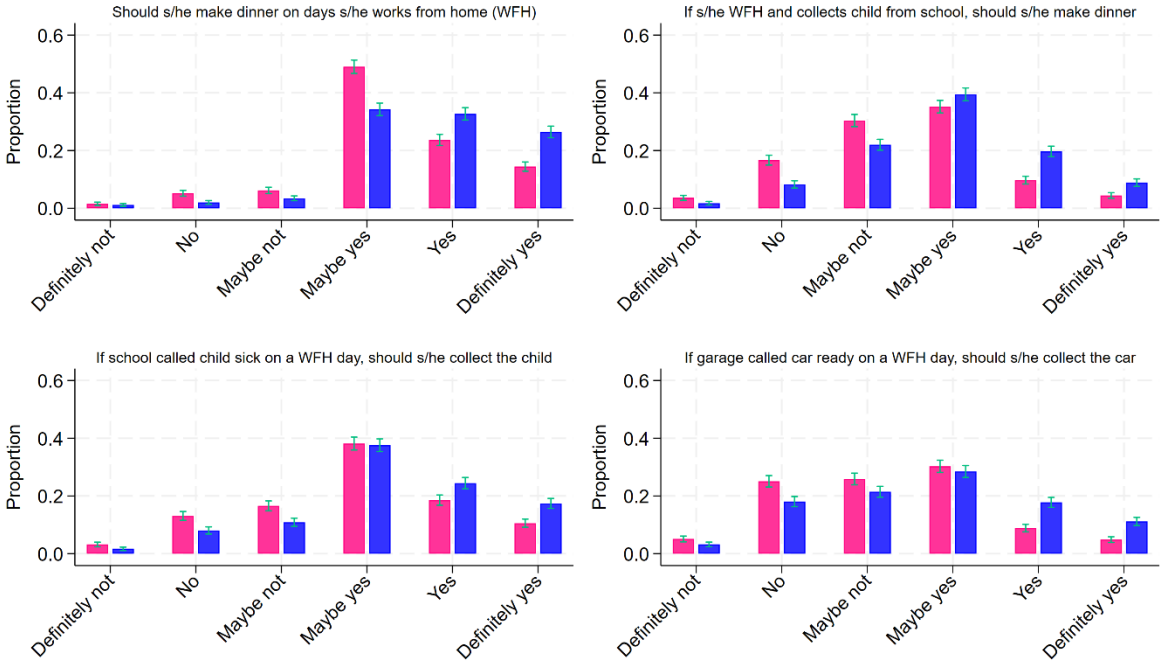
This figure depicts answers to a recall question about time spent on chores and care on a typical work day for respondents who never work from home ("Does not WFH"), or work from home at least sometime ("WFH").

Figure 3. Answers to the Vignette questions.

Panel A. Vignette where none works from home.



Panel B. Vignettes where one partner works from home.



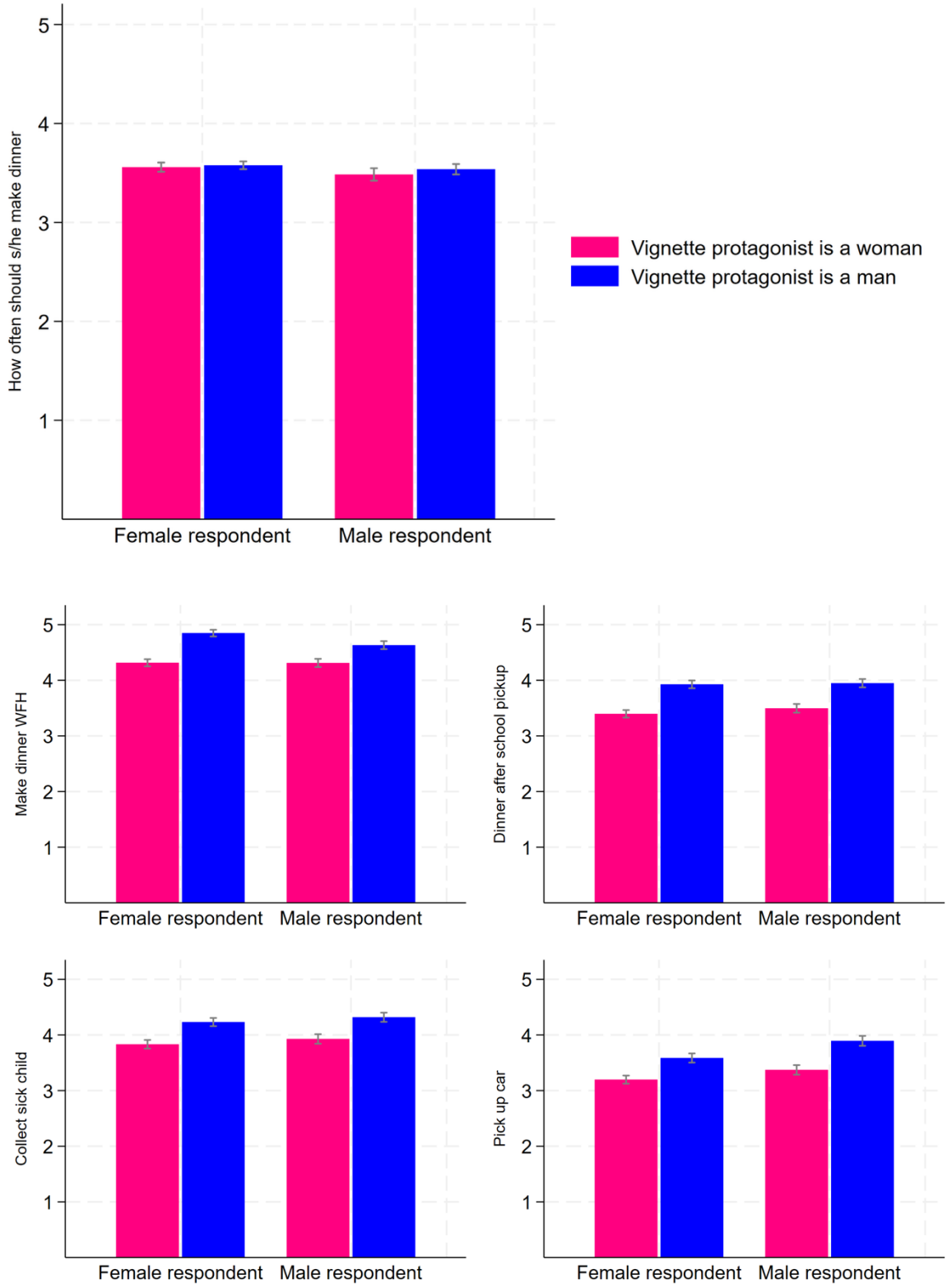
This figure plots respondents' answers to the 5 vignette situations, together with the 95% confidence intervals.

Table 1. Results of estimation of the Vignette responses

	How often should s/he prepare dinner	Should s/he prepare dinner on days s/he works home	On days s/he works home s/he collects child from school Should s/he also prepare dinner	School called child sick when s/he worked home Should s/he have collected child	Garage called car ready when s/he worked home Should s/he have collected car
Specification 1					
Means of vignette character is a woman	*3.52*	*4.31*	*3.44*	*3.87*	*3.27*
St. Deviation	*.82*	*1.05*	*1.12*	*1.25*	*1.21*
Vignette character man	0.0324	0.433	0.496	0.398	0.456
st.error	(0.0276)	(0.0366)	(0.0395)	(0.0427)	(0.0445)
p-value	0.241	0.000	0.000	0.000	0.000
Controls	NO	NO	NO	NO	NO
Observations	*3,681*	*3,680*	*3,680*	*3,680*	*3,676*
R-squared	0.000	0.042	0.047	0.026	0.031
Specification 2					
Vignette protagonist man	0.0340	0.439	0.489	0.391	0.454
st.error	(0.0276)	(0.0365)	(0.0394)	(0.0425)	(0.0443)
p-value	0.217	0.000	0.000	0.000	0.000
Controls	YES	YES	YES	YES	YES
Observations	3,681	3,680	3,680	3,680	3,676
R-squared	0.007	0.051	0.056	0.040	0.047

Models estimated are OLS. Robust standard errors (clustered by household) are reported in parentheses. Controls for the characteristics of the survey respondents include a quadratic in age and dummies for man, less than high school, childless, single, any child aged < 6, disabled, employed, spouse employed, and whether the mother worked when respondent was a kid, and its interaction with male dummy.

Figure 4. Results of the Vignette, depending on the gender of the Vignette main character and the gender of the survey respondent.



This figure plots respondents' answers to the 5 vignette situations, together with the 95% confidence intervals.

Table 2. Results of estimation of heterogeneity analysis of the responses to the vignettes.

	How often should s/he prepare dinner	Should s/he prepare dinner on days s/he works home	On days s/he works home s/he collects child from school Should s/he also prepare dinner	School called child sick when s/he worked home Should s/he have collected child	Garage called car ready when s/he worked home Should s/he have collected car
A. Selecting only male respondents					
Vignette character is male	0.0525	0.320	0.452	0.390	0.522
	(0.0428)	(0.0530)	(0.0565)	(0.0611)	(0.0639)
Observations	1,665	1,665	1,665	1,665	1,664
B. Selecting only female respondents					
Vignette character is male	0.0191	0.534	0.529	0.400	0.388
	(0.0311)	(0.0453)	(0.0499)	(0.0544)	(0.0564)
Observations	2,016	2,015	2,015	2,015	2,012
C. Selecting only respondents employed					
Vignette character is male	0.0295	0.438	0.504	0.385	0.440
	(0.0315)	(0.0419)	(0.0449)	(0.0491)	(0.0509)
Observations	*2,743*	*2,742*	*2,742*	*2,742*	*2,739*
D. Selecting only respondents not employed					
Vignette character is male	0.0323	0.431	0.465	0.428	0.512
	(0.0532)	(0.0724)	(0.0769)	(0.0831)	(0.0871)
Observations	*938*	*938*	*938*	*938*	*937*
E. Selecting only respondent with a job involving work from home					
Vignette character is male	0.114	0.452	0.514	0.438	0.389
	(0.0422)	(0.0556)	(0.0589)	(0.0670)	(0.0674)
Observations	1,472	1,471	1,471	1,471	1,470
F. Selecting only respondent with a job never involving any work from home					
Vignette character is male	-0.0677	0.426	0.499	0.331	0.500
	(0.0448)	(0.0603)	(0.0659)	(0.0700)	(0.0758)
Observations	*1,271*	*1,271*	*1,271*	*1,271*	*1,269*
G. Selecting only respondent with children					
Vignette character is male	-0.00596	0.426	0.482	0.371	0.480
	(0.0342)	(0.0454)	(0.0491)	(0.0526)	(0.0559)
Observations	2,356	2,356	2,356	2,356	2,354
H. Selecting only respondent without any children					
Vignette character is male	0.102	0.444	0.515	0.440	0.422
	(0.0443)	(0.0594)	(0.0629)	(0.0697)	(0.0705)
Observations	1,325	1,324	1,324	1,324	1,322
I. Selecting only respondents with more egalitarian views					
Vignette character is male	0.146	0.591	0.705	0.512	0.506
	(0.0330)	(0.0458)	(0.0512)	(0.0567)	(0.0577)
Observations	2,018	2,017	2,017	2,017	2,014
J. Selecting only respondents with more traditional views					
Vignette character is male	-0.105	0.242	0.238	0.254	0.392
	(0.0439)	(0.0569)	(0.0582)	(0.0625)	(0.0677)
Observations	1,663	1,663	1,663	1,663	1,662

Models estimated are OLS with standard errors robust and clustered at household level. Controls are not included.

Appendix.

Vignette text

Rob and Petra live together. They both work full-time and earn about the same money. Both Rob's job and Petra's jobs are about half an hour commute from their home.

A1

Petra often prepares the dinner but she tells Rob that he should prepare the dinner more often.
Should Rob prepare the dinner? How often?
_Never?
_One evening per week?
_Two evenings per week?
_Three evenings per week? _Half of the time?
_More than half of the time? _Always?

A2

Rob works from home a few days per week, while Petra never works from home. Petra often prepares the dinner but she tells Rob that he should prepare the dinner more often and especially on the days he works from home.
Should Rob prepare the dinner on the days he works from home?
yes definitely; yes; yes probably; probably not; not; definitely not.

A3

Rob and Petra have a young child who goes to school close by their home. When he works from home, Rob collects their child from school, and Petra, when she gets home from the office, prepares the dinner. Petra tells Rob that he should also prepare the dinner.
Should Rob collect their child from school and also prepare the dinner, when he works from home?
yes definitely; yes; yes probably; probably not; not; definitely not.

A4

Last week, Rob was working from home and Petra at the office, when the school called that their child was sick and should be taken home. Rob asked Petra to go to the school. Petra went to collect their sick child, but later she told Rob that he should have done that as he was working from home.
Should Rob have gone to collect their sick child from school, as Rob was working from home?
yes definitely; yes; yes probably; probably not; not; definitely not.

A5

Yesterday Rob was working from home, and Petra at the office, when the nearby garage called them that their car was fixed and should be collected. Rob asked Petra to collect the car on her way home. Petra did it, but later she told him that he should have done that, as the garage was close to their home and he was working from home.
Should Rob have gone to collect the car, as he was working from home?
yes definitely; yes; yes probably; probably not; not; definitely not.

Vignettes B1-B5 are exactly the same with Petra as the main character, rather than Rob.

Table A. Sample descriptive statistics

	Mean	St dev	Observations
Man	0.45	0.49	3721
Age	48.68	14.49	3721
Education less than high school	0.165	0.37	3721
Disabled person in the household	0.10	0.30	3721
Single	0.199	0.400	3721
Childless	0.359	0.480	3721
Any child aged < 6 years	0.108	0.311	3721
Mother employed when respondent was a child aged less than 6	0.355	0.478	3721
Employed	0.742	0.437	3721
Hours of work per week, if works	32.34	10.78	2764
Works from home (*)	0.539	0.498	2764
Partner is employed (**)	0.581	0.493	2546
Partner works from home (*)	0.530	0.499	1480

* Computed for the subsample of respondents (partners) who do paid work and (**) have a partner.

Table B. Work from Home experiences

	Works from Home	Spouse works from Home	Both work from home same day
Never, %	46.09	46.92	26.19
Sometime, %	12.05	10.95	32.94
Half a day per week, %	3.40	2.97	3.97
A day per week, %	10.13	9.74	18.06
2 days per week, %	12.92	13.12	11.90
3 days per week, %	7.38	7.23	4.17
4 days per week, %	3.18	4.33	0.99
Always, %	4.85	4.73	1.79
Observations	*2764*	*1479*	*504*

Note: These questions are only asked to those who, respectively, report to be employed (column 2), to have a partner who is employed (column 3) and to be dual-earners (column 4).

Table C. Work preferences for WfH	Sample	Men	Women
Imagine you were to find a new job, which one you would prefer			
A job in which you must work from home a couple of days per week, %	66.60	65.95	67.15
A job in which you must work onsite at the employer's premises every day, %	33.40	34.05	32.85
Observations	*3,689*	*1,671*	*2,018*

Table D **Raw answers to the vignettes.**

Vignette 1 **Rob (Petra) hardly ever prepares dinner**

How often should Rob (Petra) prepare the dinner)?

	Sample		**Men respondents**		**Women respondents**	
Vignette character	Rob	Petra	Rob	Petra	Rob	Petra
Never	2.54	4.70	4.04	5.76	1.22	3.88
A day per week	2.86	2.73	3.34	3.63	2.44	2.03
2 days per week	32.36	31.53	29.64	32.58	34.76	30.72
3 or 4 days per week	61.37	58.36	61.71	54.14	61.08	61.63
5 or 6 days per week	0.16	1.64	0.35	2.13	0	1.26
Always	0.70	1.04	0.92	1.75	0.51	0.48
Observations	*1851*	*1830*	*867*	*798*	*984*	*1032*

Vignette 2 **Rob (Petra) hardly ever prepares dinner**

Should Rob (Petra) prepare the dinner on the days he (she) work from home?

	Sample		**Men respondents**		**Women respondents**	
Vignette character	Rob	Petra	Rob	Petra	Rob	Petra
Definitely not	1.14	1.53	2.19	1.50	0.20	1.55
no	2.00	5.19	2.31	5.26	1.73	5.14
maybe not	3.46	6.17	3.81	6.64	3.15	5.81
maybe yes	34.27	49.02	35.64	48.37	33.06	49.52
yes	32.70	23.66	33.91	23.56	31.64	23.74
definitely yes	26.43	14.43	22.15	14.66	30.21	14.24
Observations	*1851*	*1830*	*867*	*798*	*983*	*1032*

Vignette 3 **Rob (Petra) collects child from school when work from home**

Should Rob (Petra) also prepare the dinner on the days he (she) work from home?

	Sample		**Men respondents**		**Women respondents**	
Vignette character	Rob	Petra	Rob	Petra	Rob	Petra
Definitely not	1.73	3.61	2.65	3.38	0.92	3.78
no	8.27	16.67	7.61	14.91	8.85	18.02
maybe not	22.00	30.38	19.03	31.20	24.62	29.75
maybe yes	39.46	35.19	41.64	35.09	37.54	35.27
yes	19.68	9.73	21.11	10.03	18.41	9.50
definitely yes	8.86	4.43	7.96	5.39	9.66	3.68
Observations	*1850*	*1830*	*867*	*798*	*983*	*1032*

Vignette 4 **School calls child is sick.** **Should Rob (Petra) who was working from home have gone to collect child?**

	Sample		**Men respondents**		**Women respondents**	
Vignette character	Rob	Petra	Rob	Petra	Rob	Petra
Definitely not	1.68	3.17	2.42	3.26	1.02	3.10
no	8.06	13.06	7.16	11.03	8.86	14.63
maybe not	10.77	16.56	10.16	15.91	11.30	17.05
maybe yes	37.61	38.14	35.57	40.60	39.41	36.24
yes	24.46	18.52	25.64	17.79	23.42	19.09
definitely yes	17.42	10.55	19.05	11.40	15.99	9.88
Observations	*1848*	*1830*	*866*	*798*	*982*	*1032*

Vignette 5 **Garage call car ready.** **Should Rob (Petra) who was working from home have gone to collect car?**

	Sample		**Men respondents**		**Women respondents**	
Vignette character	Rob	Petra	Rob	Petra	Rob	Petra
Definitely not	3.19	5.09	3.70	5.51	2.75	4.76
no	18.02	25.05	13.74	20.55	21.79	28.54
maybe not	21.43	25.88	18.24	26.69	24.24	25.24
maybe yes	28.46	30.25	31.06	32.21	26.17	28.74
yes	17.75	8.86	20.32	8.52	15.48	9.13
definitely yes	11.15	4.87	12.93	6.52	9.57	3.59
Observations	*1848*	*1830*	*867*	*798*	*982*	*1032*

Table E. Balancing tests of randomisation

	Vignette Character Man		Vignette Character Woman		t test	
	Mean	st dev	Mean	st dev	diff	st dev
Man	.468	.011	.436	.011	-.032	.016
Age	48.9	.33	48.44	.338	-.526	.477
Education less than college/university	.172	.008	.159	.008	-.012	.012
Disabled	.098	.006	.100	.007	.002	.009
Single	.198	.009	.2	.00	.001	.013
Childless	.349	.011	.371	.011	.022	.015
Any child aged < 6 years	.116	.007	.101	.007	-.015	.010
Mother employed when respondent was a child	.362	.011	.351	.011	-.010	.015
Employed	.723	.010	.767	.009	.043	.014
Works from home (*)	.393	.011	.406	.011	.012	.016
Partner is employed	.401	.011	.402	.011	.000	.016
Egalitarian	.543	.011	.553	.011	.009	.016

Table F. Results of estimation of the vignette responses including covariate estimates.

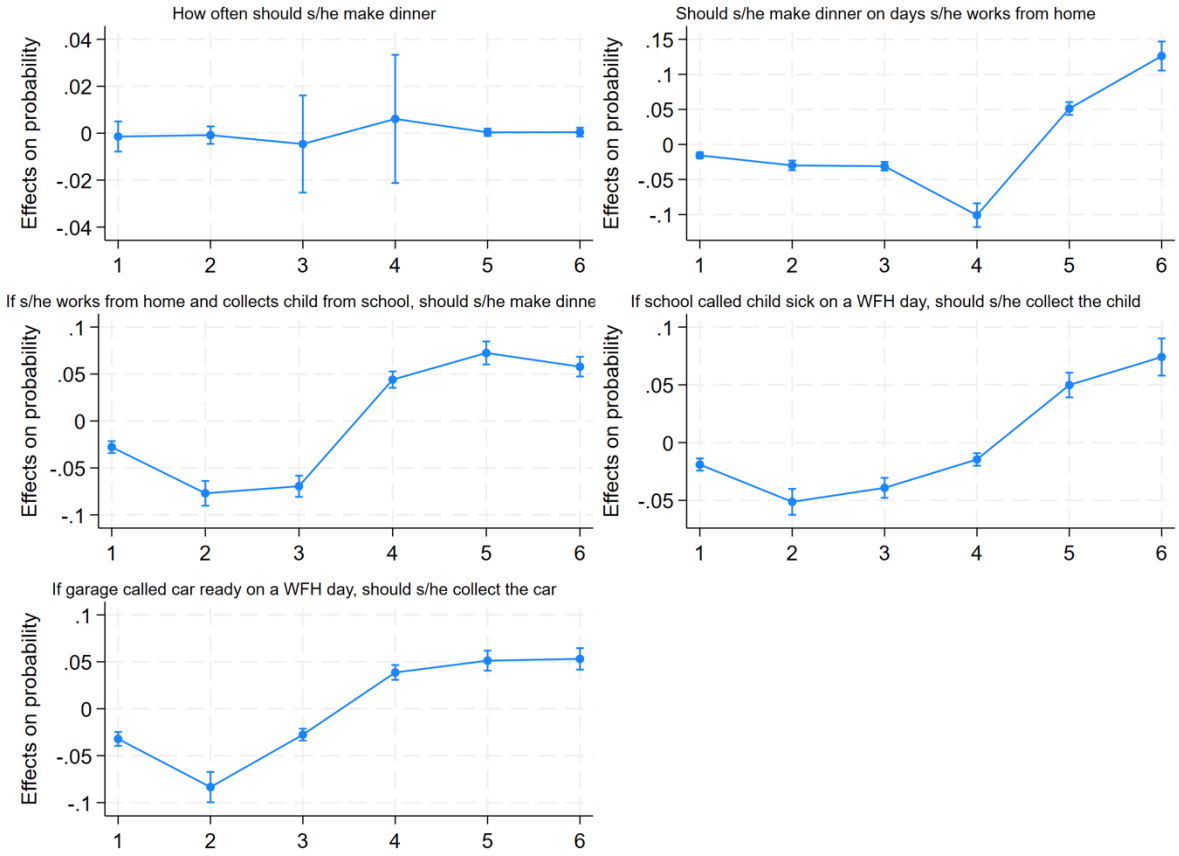
	How often should s/he prepare dinner	Should s/he prepare dinner on days s/he works home	On days s/he works home s/he collects child from school Should s/he also prepare dinner	School called child sick when s/he worked home Should s/he have collected child	Garage called car ready swhen s/he worked home Should s/he have collected car
Specification 1 of Table 1					
Vignette character is male	0.0324	0.433	0.496	0.398	0.456
st.error	(0.0276)	(0.0366)	(0.0395)	(0.0427)	(0.0445)
Xs	NO	NO	NO	NO	No
Observations	*3,681*	*3,680*	*3,680*	*3,680*	*3,676*
R-squared	*0.000*	*0.042*	*0.047*	*0.026*	*0.031*
Specification 2 of Table 1					
Vignette character is male	0.0340	0.439	0.489	0.391	0.454
	(0.0276)	(0.0365)	(0.0394)	(0.0425)	(0.0443)
Respondent is man	-0.0583	-0.0722	0.0898	0.144	0.242
	(0.0322)	(0.0418)	(0.0449)	(0.0494)	(0.0518)
single	-0.0137	0.106	0.0852	0.102	0.108
	(0.0400)	(0.0517)	(0.0563)	(0.0605)	(0.0635)
childless	-0.0197	-0.159	-0.192	-0.209	0.0216
	(0.0394)	(0.0526)	(0.0533)	(0.0587)	(0.0603)
age	0.00504	-0.0171	0.00229	-0.0191	-0.0110
	(0.00714)	(0.0100)	(0.0110)	(0.0121)	(0.0124)
age squared	-7.66e-05	0.000139	-4.66e-05	0.000190	9.29e-05
	(7.67e-05)	(0.000107)	(0.000116)	(0.000128)	(0.000132)
Any child aged < 6 years	-0.0167	-0.0981	-0.0583	-0.233	-0.177
	(0.0491)	(0.0706)	(0.0760)	(0.0821)	(0.0851)
Has some disability	0.0333	0.111	0.0758	0.136	0.0696
	(0.0425)	(0.0593)	(0.0659)	(0.0710)	(0.0733)
Employed	-0.0407	0.0841	-0.00217	0.00892	0.0817
	(0.0392)	(0.0525)	(0.0548)	(0.0600)	(0.0618)
Spouse employed	-0.0881	-0.00286	-0.0559	0.0580	-0.0194
	(0.0352)	(0.0467)	(0.0503)	(0.0556)	(0.0566)
Has less than high-school	-0.0589	0.0780	0.178	0.230	0.169
	(0.0399)	(0.0543)	(0.0559)	(0.0596)	(0.0622)
Mother worked when child	0.00184	0.0742	0.0449	0.117	0.00611
	(0.0332)	(0.0498)	(0.0547)	(0.0592)	(0.0615)
Man*mother worked	0.0197	-0.0825	-0.0540	-0.109	0.00259
	(0.0513)	(0.0707)	(0.0761)	(0.0837)	(0.0885)
Observations	*3,681*	*3,68*	*3,68*	*3,68*	*3,676*
R-squared	*0.007*	*0.051*	*0.056*	*0.040*	*0.047*

The models estimated in this table are the same as in Table 1 in the main text of the paper, but all the estimates of the explanatory variables are presented here, except for the constant. Models estimated are OLS. Robust standard errors (clustered by household) are reported in parentheses.

Table G. Results of estimation of ordered probit models of the vignette responses

	How often should s/he prepare dinner	Should s/he prepare dinner on days s/he works home	On days s/he works home s/he collects child from school Should s/he also prepare dinner	School called child sick when s/he worked home Should s/he have collected child	Garage called car ready swhen s/he worked home Should s/he have collected car
a. Main model Specification 1 of Table 1					
Vignette character is male	0.0324	0.433	0.496	0.398	0.456
st.error	(0.0276)	(0.0366)	(0.0395)	(0.0427)	(0.0445)
Observations	*3,681*	*3,680*	*3,680*	*3,680*	*3,676*
R-squared	0.000	0.042	0.047	0.026	0.031
b. Ordered probits estimates					
Vignette character is male	.0180038	.4566283	.4598448	.3379334	.3647924
st.error	(.0411642)	(.0385914)	(.0375335)	(.0366522)	(.0364416)
Likert scale value2	-1.788762	-2.034328	-1.749077	-1.830911	-1.575099
st.error	(.0480264)	(.0577604)	(.046189)	(.0477412)	(.0401154)
Likert scale value 3	-1.512251	-1.464952	-.8294826	-.9754304	-.4826434
st.error	(.0411857)	(.0395647)	(.0312212)	(.031235)	(.0283832)
Likert scale value 4	-.2869318	-1.102692	.0039512	-.4629926	.1619092
st.error	(.0307018)	(.0332377)	(.0287003)	(.0284133)	(.0272605)
Likert scale value 5	2.113265	.2638022	1.047371	.5480007	.9907583
st.error	(.0617845)	(.0287127)	(.0325072)	(.0290314)	(.0301199)
Likert scale value 6	2.38671	1.078178	1.773115	1.266122	1.614703
st.error	(.0711041)	(.032988)	(.0418179)	(.0333701)	(.0380992)
Observations	*3,681*	3,680	3,680	3,680	3,676
Pseudo R-squared	0.000	0.0164	0.0155	0.0083	0.0094
b. Ordered probits marginal effects of 'vignette character is male' at each Likert cutoff					
Likert scale value 1	-.0014271	-.0155552	-.0278022	-.0189945	-.0320788
st.error	(.0032736)	(.0022505)	(.0032346)	(.0026546)	(.0037703)
Likert scale value2	-.000831	-.0298772	-.0770369	-.0512762	-.0834244
st.error	(.0018953)	(.0035358)	(.0067277)	(.0057485)	(.0082489)
Likert scale value 3	-.0046163	-.0310419	-.069509	-.0391348	-.0275951
st.error	(.0105525)	(.0031849)	(.0057585)	(.0044337)	(.0032075)
Likert scale value 4	.0060894	-.1009093	.0440304	-.0145843	.0386537
st.error	(.0139355)	(.0086359)	(.004468)	(.0027676)	(.004017)
Likert scale value 5	.0003596	.0512323	.072441	.0498581	.0512937
st.error	(.0008098)	(.0046788)	.0062683	(.005461)	(.0054328)
Likert scale value 6	.0004254	.1261513	.0578767	.0741316	.053151
st.error	(.0009776)	(.0105527)	(.0053632)	(.0082196)	(.0058376)

Figure A. Ordered probits



Marginal effects of the vignette character being a man from ordered probit models.
The figure presents average marginal effects for the treatment across five outcome variables, with 95% confidence intervals (when they cross the zero lines it indicates non-statistical significance). Estimates are derived from ordered probit regressions with standard errors clustered at the household level.

Table H. Robustness checks. Results of estimation of specification 1 Table 1 for the sample of respondents with only one household member participating in the LISS

	How often should s/he prepare dinner	Should s/he prepare dinner on days s/he works home	On days s/he works home s/he collects child from school Should s/he also prepare dinner	School called child sick when s/he worked home Should s/he have collected child	Garage called car ready when s/he worked home Should s/he have collected car
Specification 1 main model Table 1					
Means	*3.52*	*4.31*	*3.44*	*3.87*	*3.27*
St. Deviation	*.82*	*1.05*	*1.12*	*1.25*	*1.21*
Vignette character is male	0.0324	0.433	0.496	0.398	0.456
st.error	(0.0276)	(0.0366)	(0.0395)	(0.0427)	(0.0445)
Observations	*3,681*	*3,680*	*3,680*	*3,680*	*3,676*
Selecting only respondents who are the only one in their household taking the survey					
Vignette character is male	0.138	0.516	0.561	0.496	0.555
	(0.0320)	(0.0435)	(0.0477)	(0.0528)	(0.0550)
Observations	2,136	2,135	2,135	2,135	2,133

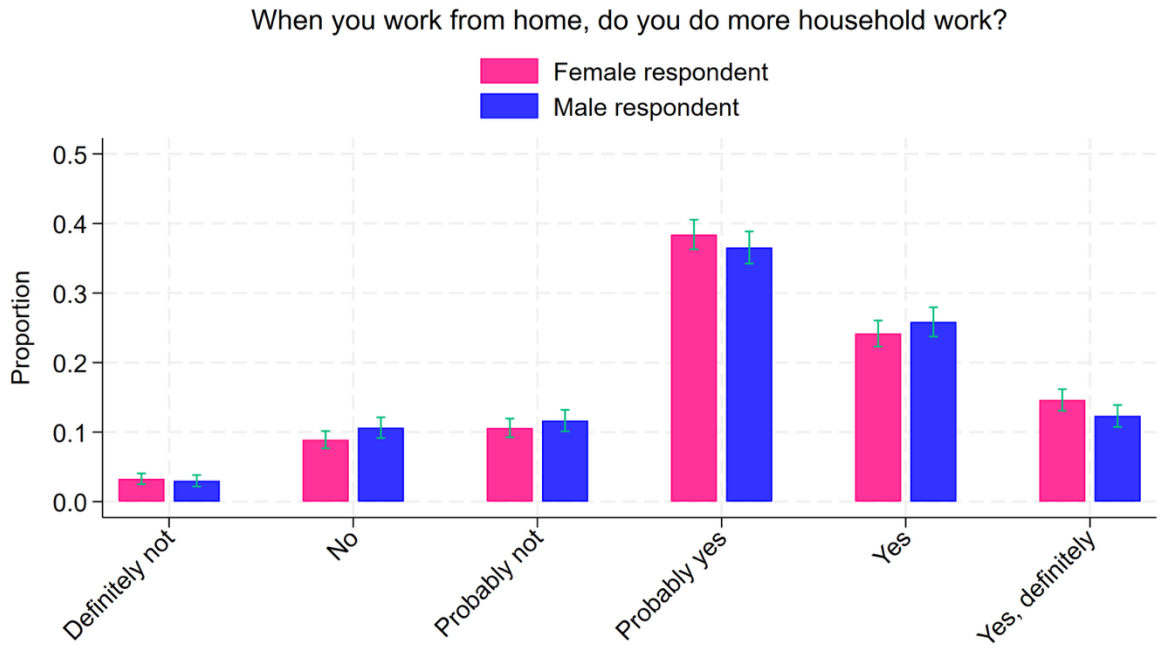
Models estimated are OLS with standard errors robust and clustered at household level. Controls are not included.

Table I. Results of estimation of panel data model, pooling the vignettes together.

	All the vignettes pooled together	How often should s/he prepare dinner	Should s/he prepare dinner on days s/he works home	On days s/he works home s/he collects child from school Should s/he also prepare dinner	School called child sick when s/he worked home Should s/he have collected child	Garage called car ready swhen s/he worked home Should s/he have collected car
Specification A. Our main model (specification 1 of Table 1)						
Vignette character is male		0.0324	0.433	0.496	0.398	0.456
st.error		(0.0276)	(0.0366)	(0.0395)	(0.0427)	(0.0445)
Specification B. Panel data model						
Vignette character is male	0.363					
st.error	(0.0269)					
Specification C. Panel data model						
Vignette character is male	0.119					
st.error	(0.0362)					
Vignette char.male * vignette no.	0.0814					
st.error	(0.0117)					
Vignette number	-0.0945					
st.error	(0.00791)					
Specification C. Panel data model						
Vignette character is male	0.0324					
st.error	(0.0276)					
Vignette char.male*vignette number dummy			0.401	0.464	0.366	0.424
st.error			(0.0369)	(0.0421)	(0.0457)	(0.0498)
vignette number dummy			0.787	-0.0858	0.348	-0.253
st.error			(0.0261)	(0.0295)	(0.0318)	(0.0340)

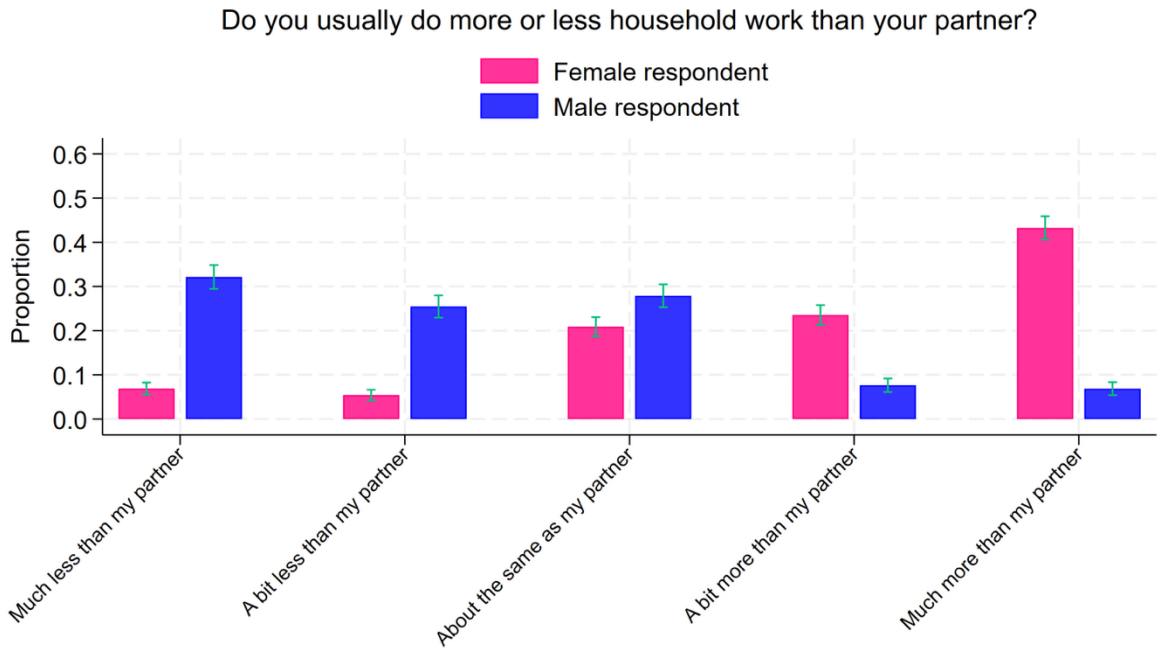
The panel data models are estimated using random effects models, with robust standard errors clusterd at household level. The total number of observations is 18, 397 and the individuals are 3,681.

Figure B. Own experiences of work from home and household work.



Note. This figure summarizes responses to the question "When you work from home, do you do more household work?" by respondent gender. This question was asked to respondents after presenting them the vignettes. Bars show proportions with 95% confidence intervals. Female and male respondents report similar experiences: the mean difference between groups (Female = 2.85, Male = 2.91) is not statistically significant ($t = -1.60$, $p = 0.11$).

Figure C. Own experiences of household work within the household.



Note. This figure summarizes responses to the question "Do you usually do more or less household work than your partner?", by respondent gender. This question was asked to respondents after presenting them the vignettes. Bars show proportions with 95% confidence intervals. Female respondents report doing substantially more household work than male respondents. The difference in mean responses (Female = 3.91, Male = 2.32) is statistically significant ($t = 33.03$, $p < 0.001$). "When you work from home, do you do more household work?" by respondent gender.