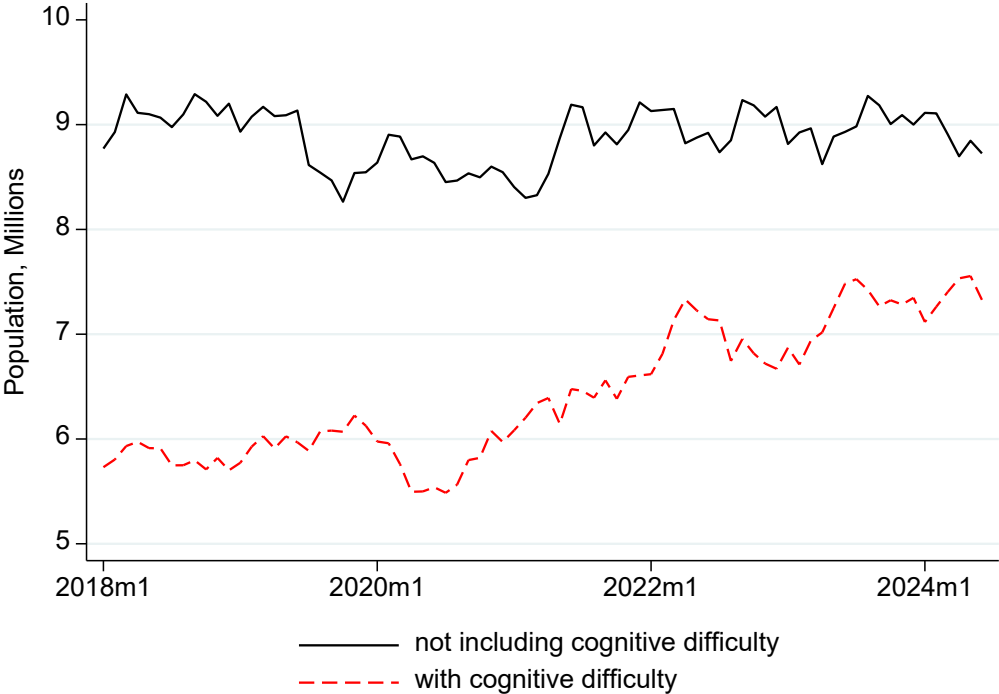


Online Appendix

“Work from Home and Disability Employment”

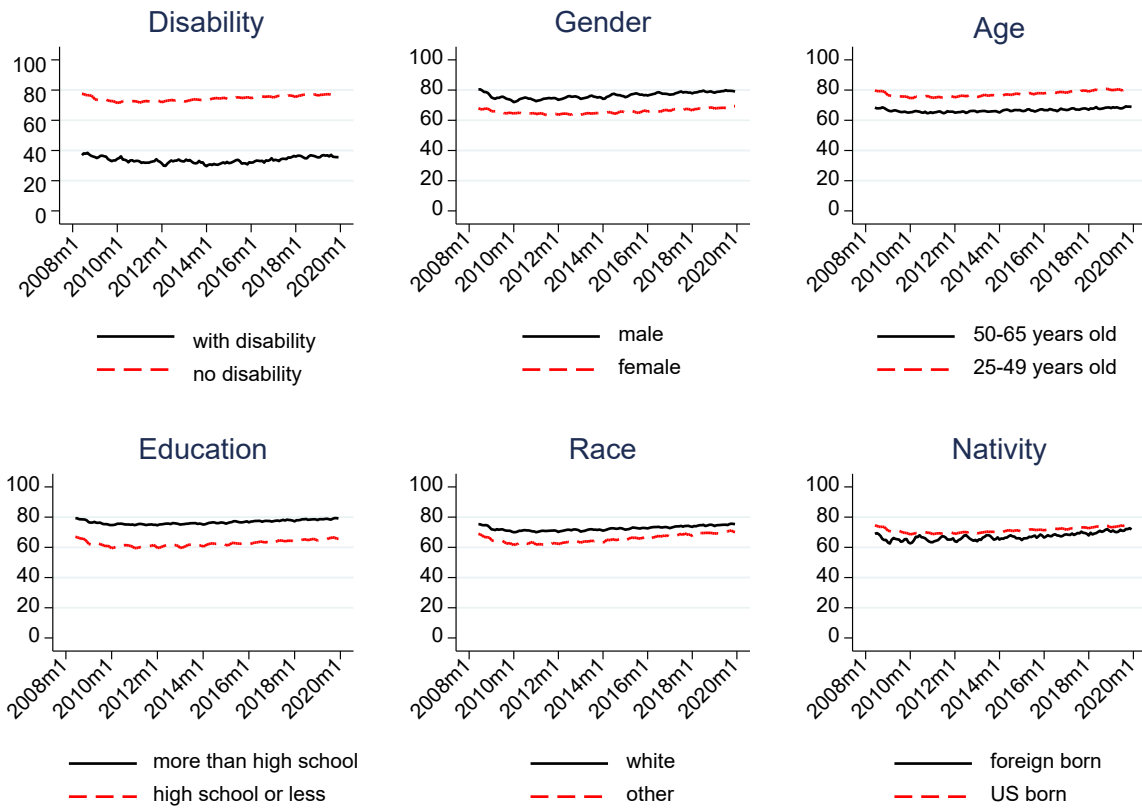
Nicholas Bloom, Gordon B. Dahl, and Dan-Olof Rooth

Appendix Figure A1. Number of people with physical and cognitive disabilities over time



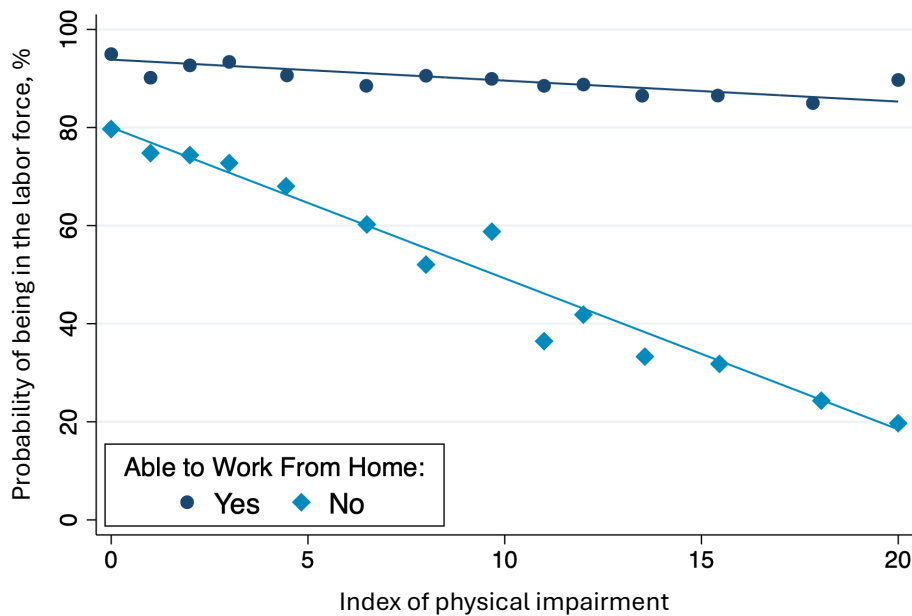
Notes: CPS counts of the number of people (18-64 years old) with physical difficulties (i.e., not including a cognitive difficulty) and cognitive difficulties. Physical difficulties include hearing, vision, ambulatory, self-care and independent living.

Appendix Figure A2. The disability employment gap is larger than for other demographic splits



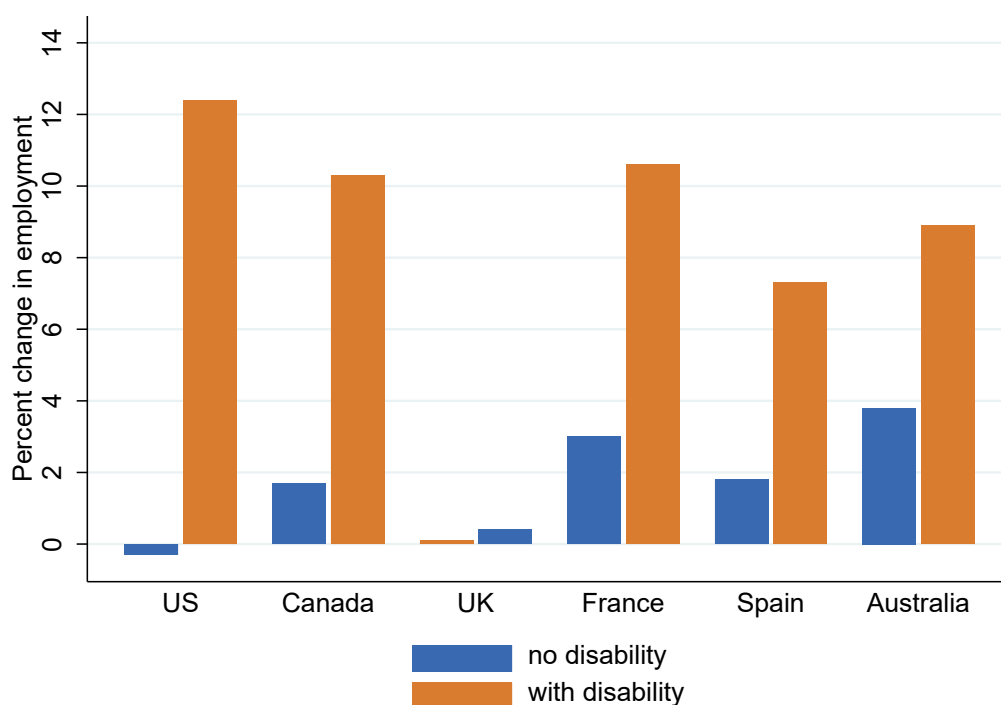
Notes: Employment gaps by disability status, gender, age, education, race and nativity using CPS data. Foreign born is defined as born abroad and immigrated after the year 2000.

Appendix Figure A3. The ability to work from home increases disability labor force participation



Notes: The figure plots data from Barrero et al. (2024) on labor force participation (LFP) and physical impairment, separately by whether an individual’s current (or most recent) job allows them to work from home. Index of physical impairment is constructed using the question: “The following items are about activities you might do during a typical day. Does your health currently limit you in these activities?” The index sums up answers of 0 (“No, not limited at all”), 1 (“Yes, limited a little”), and 2 (“Yes, limited a lot”) for 10 activities such as the ability to carry groceries, climb stairs, or walk one block. Labor force participation is constructed using the question: “Last week what was your work status?” There is a strong negative relationship between physical impairment and working status for individuals who cannot work from home, going from 80% LFP for those with no physical impairment to only 20% for those with the highest level of physical impairment. In contrast, for employees who can work from home, the decline in LFP is modest, going from 95% to 90%. The data comes from the March to July 2023 waves of the Survey of Workplace Arrangements and Attitudes, which polls US residents each month with questions on demographics, working status, and attitudes (Barrero et al. 2021). The sample includes persons aged 40 or more who pass all attention check questions, reweighted for those earning \$10,000 or more in a prior year to match the Current Population Survey by age, sex, education and earnings. N = 14,314.

Appendix Figure A4. Changes in disability employment across countries, 2022 versus 2019



Notes: Percent changes in the employment rate between 2019 and 2022 for those with and without a disability.

Sources:

US: Authors calculations using CPS data.

Canada: Statistics Canada. 2017-2022. *Employment rates of persons with and without disabilities, Canada, 2017-2022*. <https://www150.statcan.gc.ca/n1/daily-quotidien/230830/g-a001-eng.htm> (accessed April 20, 2025).

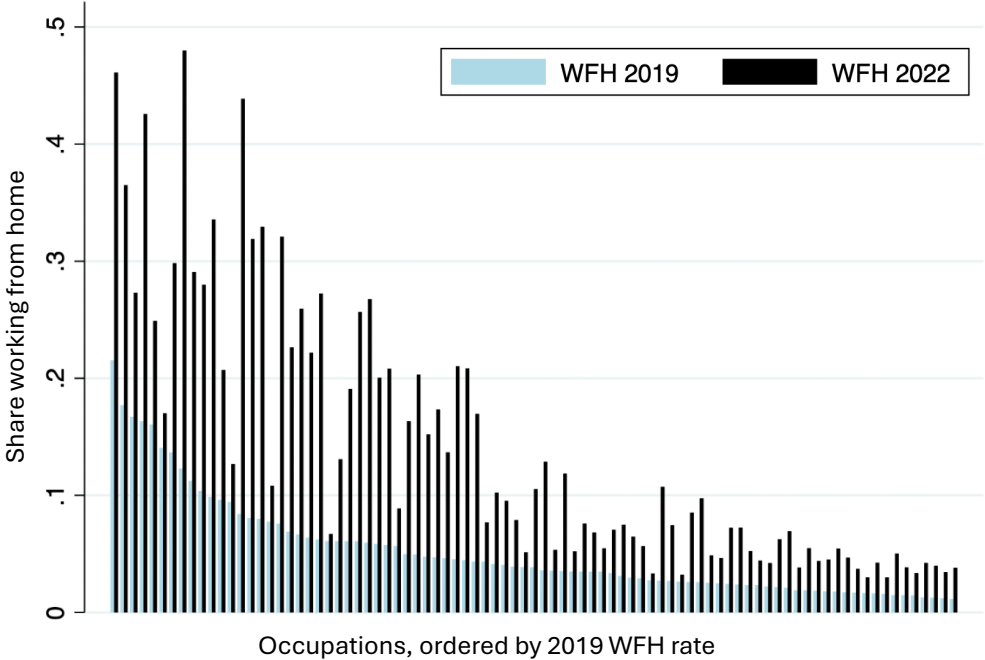
UK: Official National Statistics (ONS). 2019-2022. *Labour market status of disabled people*. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusofdisabledpeoplea08> (accessed April 20, 2025).

France: The National Institute of Statistics and Economic Studies (INSEE). 2019-2022. *Travail, santé et handicap*. <https://www.insee.fr/fr/statistiques/4501621?sommaire=4504425&q=travail%2C%20sante+et+h+andicap> and <https://www.insee.fr/fr/statistiques/7456905?sommaire=7456956> (accessed April 20, 2025).

Spain: Instituto Nacional de Estadística. 2017-2022. *Resultados nacionales Tasas de actividad, empleo y paro*. <https://ine.es/jaxi/Tabla.htm?tpx=29814&L=0> (accessed April 20, 2025).

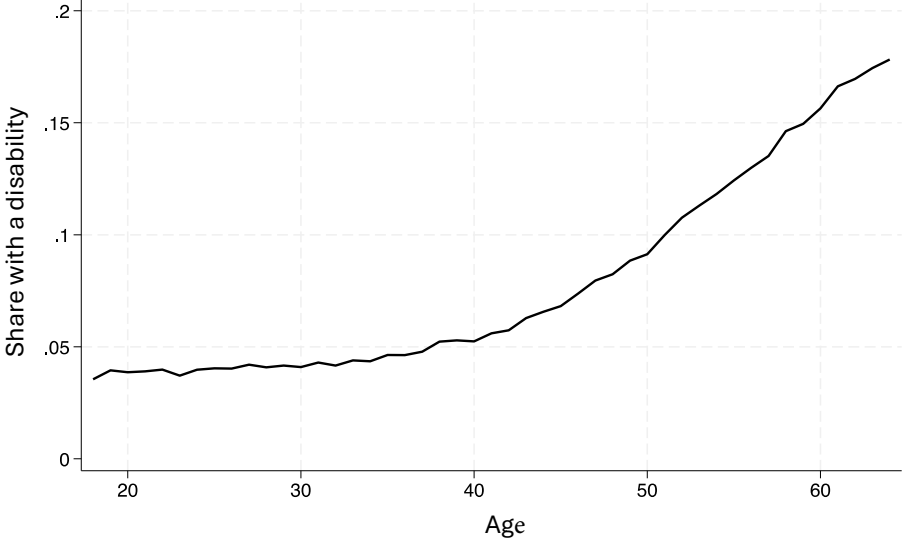
Australia: Melbourne Institute: Applied Economic and Social Research. 2017-2022. *Household, Income and Labour Dynamics in Australia (HILDA) Survey Final Release 22.0. from ADA Dataverse*. <https://melbourneinstitute.unimelb.edu.au/hilda> (accessed April 20, 2025). This figure uses unit record data from Household, Income and Labour Dynamics in Australia Survey [HILDA] conducted by the Australian Government Department of Social Services (DSS). The findings and views reported in this paper, however, are those of the author[s] and should not be attributed to the Australian Government, DSS, or any of DSS' contractors or partners. DOI 10.26193/R4IN30.

Appendix Figure A5. WFH rates in 2019 and 2022 across occupations



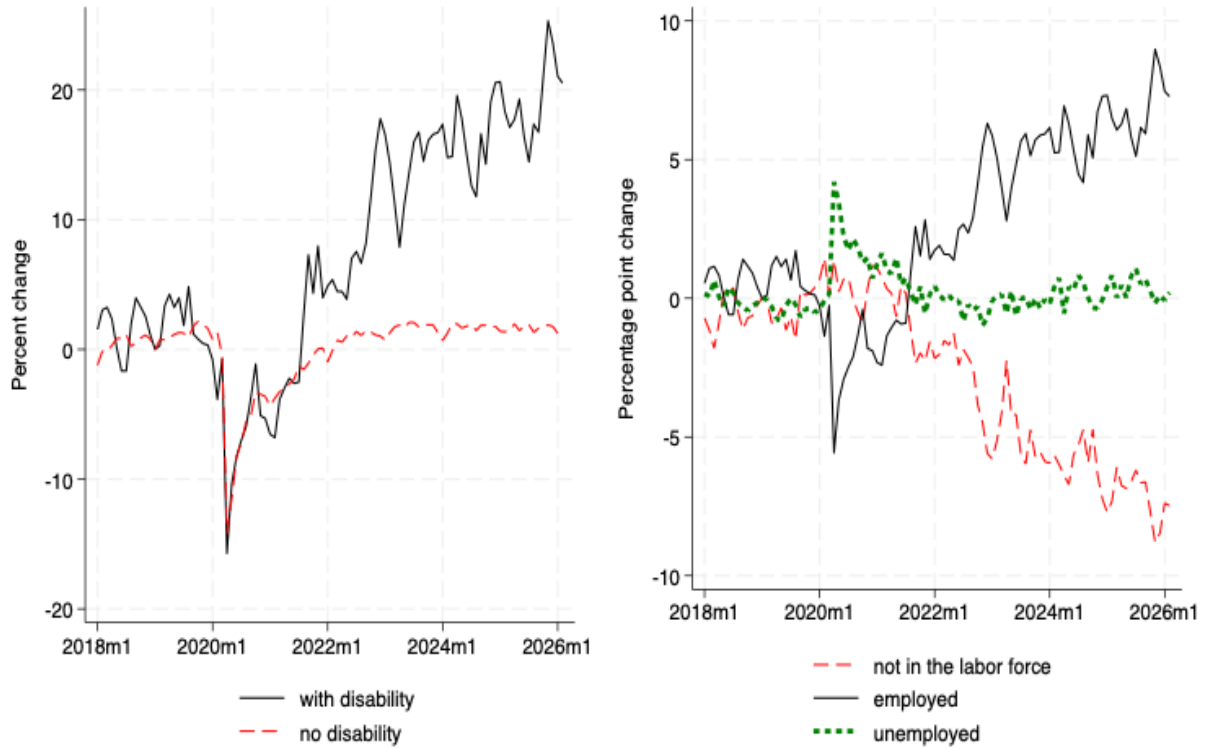
Notes: Work from home rates (WFH) for workers without a disability in 2019 and 2022 using the transportation-to-work question from the ACS. There are 86 occupations.

Appendix Figure A6. Fraction of individuals with a disability, by age



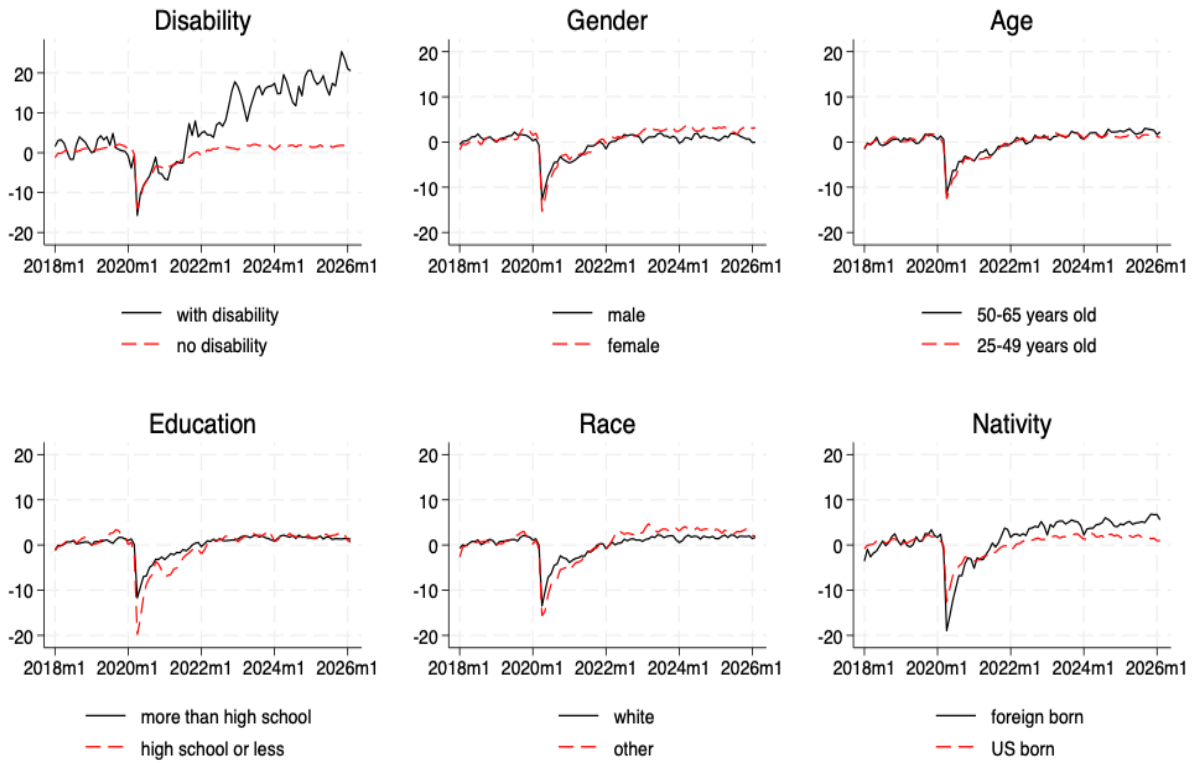
Notes: Fraction of individuals in the US with a disability by age based on CPS data between May 2008-December 2019.

Appendix Figure A7. Update to Figure 1 using the latest available data



Notes: This figure updates Figure 1 using data up through February 2026. It was added after the paper was accepted for publication.

Appendix Figure A8. Update to Appendix Figure A2 using the latest available data



Notes: This figure updates Appendix Figure A2 using data up through February 2026. It was added after the paper was accepted for publication.

Appendix Table A1: Employment after acquiring a disability before versus after covid by initial employment status

	January 2018- December 2019 (1)	July 2022- June 2024 (2)	Difference, % (2)-(1) / (1)	Difference in Difference row (b) – row (a)
Panel A: Employed with no disability in wave 1				
a. Share employed if no disability one year later	92.9	93.1	0.2 (0.3)	-
b. Share employed if disability one year later	70.9	78.9	11.3 (3.9)	-
				11.1 (3.9)
Panel B: Not employed and no disability in wave 1				
a. Share employed if no disability one year later	26.9	26.8	-0.4 (2.6)	-
b. Share employed if disability one year later	6.7	10.2	51.9 (36.9)	-
				52.3 (37.1)

Notes: This table examines how employment changes after the onset of a disability, and how this differs pre versus post pandemic. The structure of the CPS data is that individuals are asked their disability and employment status in the first month they are surveyed (wave 1), and then again twelve months later (wave 5). Panel A takes the set of individuals who were employed and had no disability in wave 1 and then calculates the fraction still employed 12 months later, separately by whether they acquired a disability. We do this exercise first for the pre-pandemic period (January 2018-December 2019) and then for the post-pandemic period (July 2022-June 2024). Panel B conducts a similar analysis, but for individuals who were not employed and had no disability in wave 1. The third column reports the percent change in employment rates post versus pre covid, i.e., $11.3\% = (78.9 - 70.9) / 70.9$. The final column reports the difference in difference estimator. Standard errors calculated using the bootstrap with 500 iterations. *** $p < .01$, ** $p < .05$, * $p < .10$

Appendix Table A2: First stage regressions

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Panel A: First stage estimates for Table 1									
	Total disability employment			Full-time disability employment			Part-time disability employment		
Predetermined probability an occupation can be done remotely	.133*** (.021)	.132*** (.021)	.126*** (.026)	.145*** (.022)	.145*** (.022)	.133*** (.025)	.100*** (.019)	.100*** (.020)	.103*** (.024)
First stage F-test	38.9	38.2	23.5	42.9	42.4	28.4	26.5	25.9	19.0
Panel B: First stage estimates for Table 2									
	Job postings			CPS Measure					
Predetermined probability an occupation can be done remotely	.109*** (.021)	.109*** (.021)	.107*** (.026)	.332*** (.042)	.331*** (.043)	.314*** (.052)			
First stage F-test	27.9	27.4	17.2	60.9	60.3	36.1			
Controls for labor market tightness			X			X			X
Composition reweighted		X	X		X	X		X	X

Notes: First stage regressions corresponding to Table 1. See notes to Table 1.

***p<.01, **p<.05, * p<.10

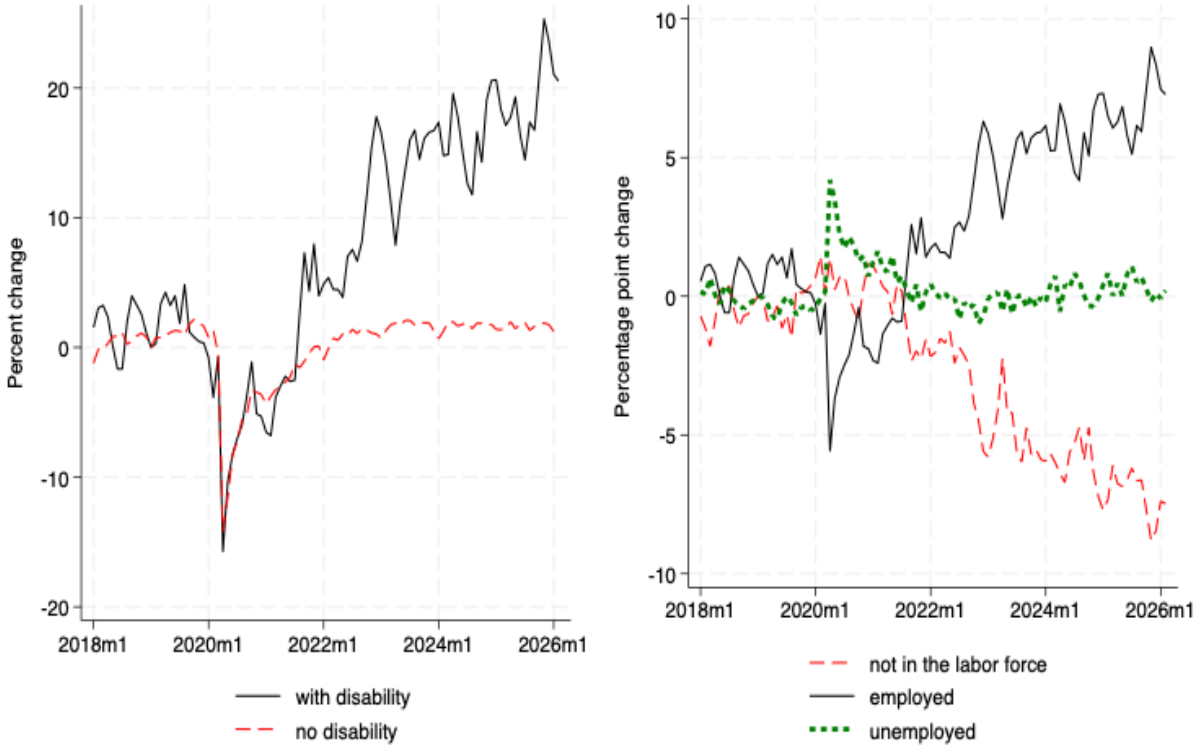
Appendix Table A3: The effect of WFH on full-time employment of workers with a disability; heterogeneity

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
OLS	1.022*** (.336)	1.017** (.420)	1.191*** (.453)	1.238*** (.341)	.897* (.498)	1.250*** (.419)	.887 (.579)	.841*** (.315)	.422 (.530)	-.852 (1.158)
IV	1.268** (.565)	1.326** (.638)	1.272** (.579)	1.398*** (.541)	.660 (.804)	1.758*** (.633)	1.152 (.763)	.975*** (.468)	.241 (.809)	-1.723 (1.550)
	Baseline	Age 40+	Unweighted	Including cognitive disabilities	Only functional limitations	Only sensory impairments	Disabled in both waves	Disabled in one wave	Male	Female

Notes: See notes to Table 1. Column 1 repeats the baseline estimates from Table 1. Column 2 limits the sample to those age 40 or older. Column 3 does not weight by the estimated variance of the left-hand side variable. Column 4 includes individuals reporting a cognitive difficulty. Columns 5 and 6 split the sample into two disability groups: those that only include only ambulatory, self-care, or independent living difficulties (functional limitations) and only hearing or vision difficulties (sensory impairments). Column 7 includes individuals who report a physical disability in both survey waves, while column 8 uses individuals who report in only one wave. Columns 9 and 10 split by gender. The estimates are based on the same specifications used in columns 4 and 7 of Table 1. Robust standard errors in parentheses.

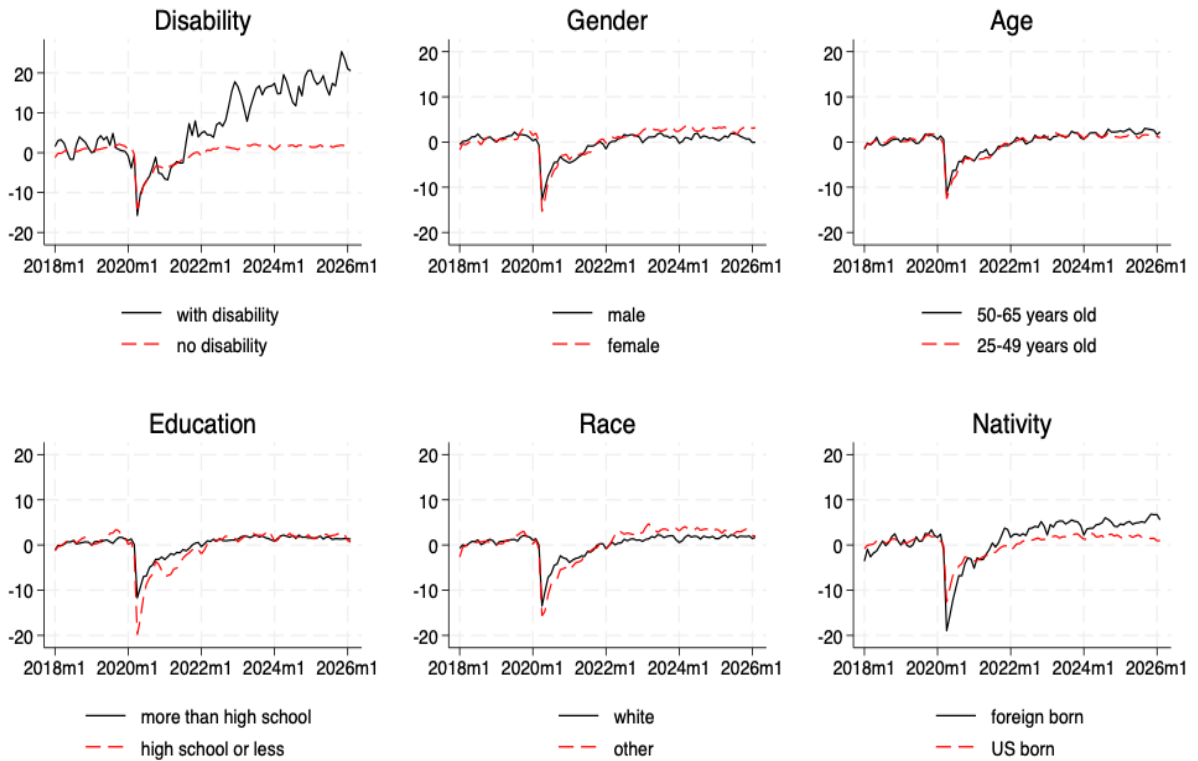
***p<.01, **p<.05, * p<.10

Appendix Figure A7. Update to Figure 1 using the latest available data



Notes: This figure updates Figure 1 using data up through February 2026. It was added after the paper was accepted for publication.

Appendix Figure A8. Update to Figure 2 using the latest available data



Notes: This figure updates Figure 2 using data up through February 2026. It was added after the paper was accepted for publication.