

# ***Teleworking and the Hours Mismatch***

Ludgero Glorias, Federico Pilla, and Francesca Verga

## ABSTRACT:

*This paper examines whether the rapid expansion of working from home (WFH) following the Covid-19 pandemic has affected the hours mismatch – namely, desired minus actual working hours – among workers in Germany, with a focus on gender and household context.*

*Standard labor supply models treat hours as freely chosen (Blundell and MaCurdy 1999), yet growing evidence shows that working time is constrained by job design and firm-level coordination (Kahn and Lang 1991; Labanca and Pozzoli 2022). Using German data, Jarosch et al. (2025) document that many full-time workers are overemployed, generating sizable welfare losses. Mismatches are particularly pronounced among married workers, women, and white-collar employees, suggesting structural rather than transitory constraints.*

*Using SOEP data, we construct an individual-level hours gap. To address non-random selection into WFH, we implement a two-stage least squares strategy that instruments individual WFH status in 2023 with a pre-pandemic occupation-level measure of telework feasibility (Alipour et al. 2023). Our analysis focuses especially on women in couples, for whom household production and childcare responsibilities may tighten constraints on market work. The sharp rise in WFH after 2020 may have relaxed these constraints by reducing commuting and increasing temporal flexibility. At the same time, WFH can blur work–home boundaries and raise implicit availability expectations, rendering its net effect on hours mismatch theoretically ambiguous.*

*Preliminary results indicate that increased WFH raises both actual and desired hours among women, with a larger increase in actual hours, thereby increasing the hours mismatch. We find no significant effects for men. Our findings contribute to the literatures on hours constraints, gender and job flexibility, and the labor market consequences of WFH.*