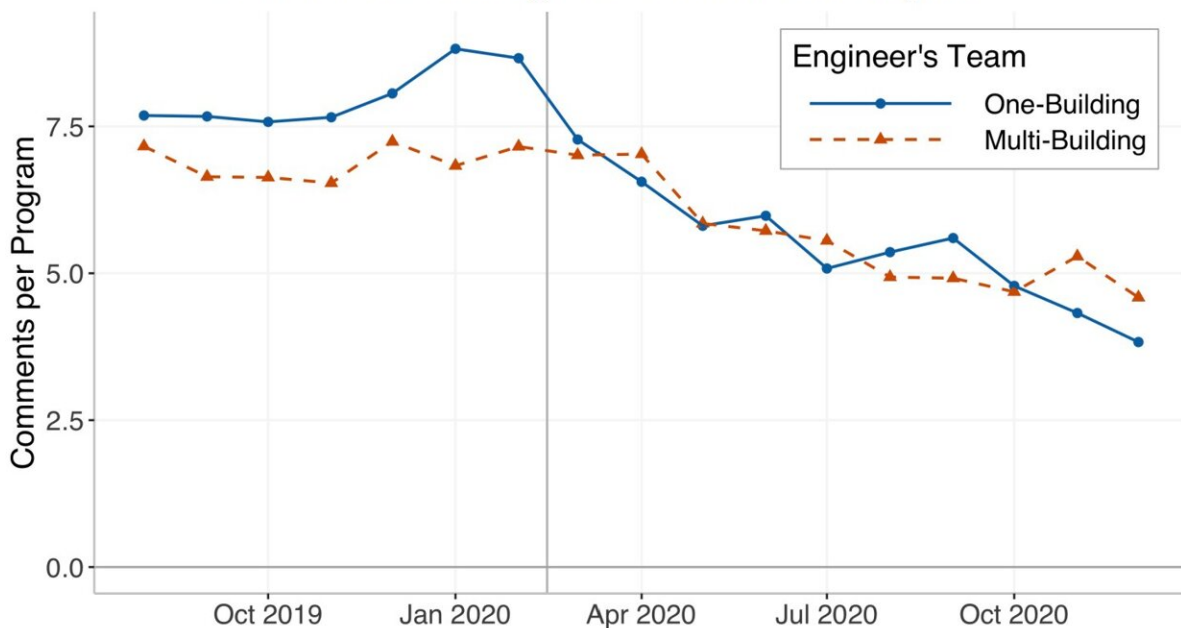


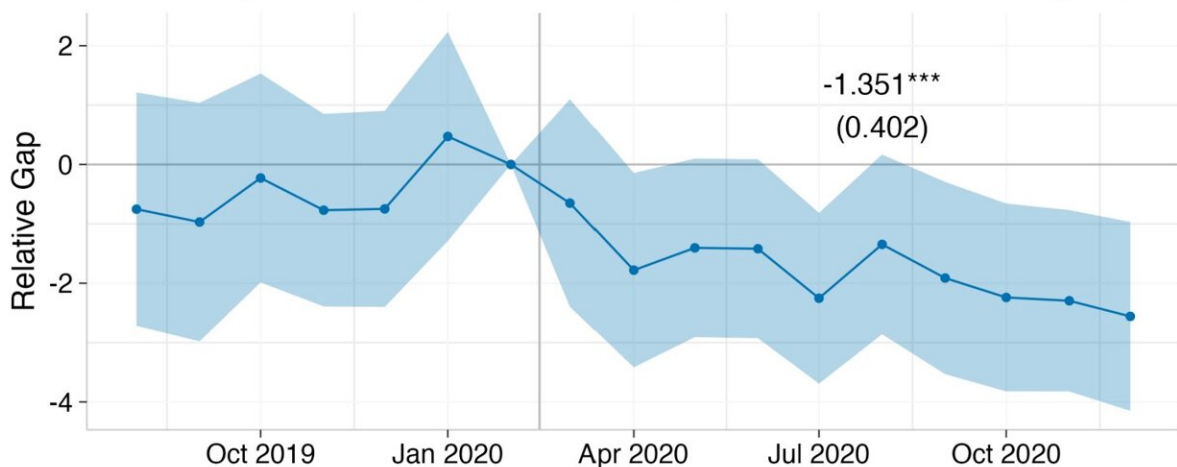
Work from home creates particular challenges for young employees, especially women, study suggests

June 19 2023, by Anna Lamb

Panel (a): Raw Averages of Comments Per Program



Panel (b): Dynamic, Conditional Differences in Comments Per Program



Proximity to Teammates and Online Feedback. Notes: This figure illustrates the online feedback received by engineers in one-building teams (N=637) and engineers on multi-building teams (N=418) before and after the offices closed for COVID-19 (the gray vertical lines). Panel (a) plots the raw averages, while Panel (b) plots the differences from Equation 2, conditional on our preferred controls for program scope, team size, and team average tenure as in column two of Table 2. The ribbon is a 95% confidence interval with clustering by engineering team. The annotated coefficient is the difference-in-differences estimate from Equation 1. The sample is limited to engineers whose teammates all worked in the main campus. *p

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