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**Research Report**

## Working from Home in 2025: Five key facts

EconPol Policy Brief, No. 73

**Provided in Cooperation with:**

Ifo Institute – Leibniz Institute for Economic Research at the University of Munich

*Suggested Citation:* Aksoy, Cevat Giray et al. (2025) : Working from Home in 2025: Five key facts, EconPol Policy Brief, No. 73, CESifo GmbH, Munich

This Version is available at:

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## Working from Home in 2025: Five Key Facts

*Cevat Giray Aksoy, Jose Maria Barrero, Nicholas Bloom, Steven J. Davis,  
Mathias Dolls and Pablo Zarate*

### Key Messages

- Working from Home (WFH) is highest in North America, UK and Australia, and lowest in Asia
- WFH levels fell from 2022 to 2023 but have since stabilized
- Employees with children are more likely to split their work-weeks between home and employer's location, while those without children are more likely to work in a fully remote or fully onsite capacity
- WFH levels are similar for men and women in every major region of the world
- The desire to WFH is highest among women with children



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EconPol POLICY BRIEF

A publication of the CESifo Research Network

Publisher and distributor: CESifo GmbH

Poschingerstr. 5, 81679 Munich, Germany

Telephone +49 89 9224-0, Email [office@cesifo.de](mailto:office@cesifo.de)

Shipping not included

Editor of this issue: Clemens Fuest, Cornelia Geißler

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# Working from Home in 2025: Five Key Facts\*

*Cevat Giray Aksoy, Jose Maria Barrero, Nicholas Bloom, Steven J. Davis, Mathias Dolls and Pablo Zarate \*\**

The COVID-19 pandemic led to large and lasting changes in the world of work, particularly to a sharp increase in work from home (WFH). Since then, many employers have offered WFH to their employees as an amenity worth about 5% of current pay, but more among women and parents (see Aksoy et al, 2022). Key benefits of WFH include flexibility and large savings of time spent commuting (Aksoy et al., 2023a).

In recent months, though, much attention has been raised by return-to-office mandates that seek a return to (mostly) fully onsite work. This report examines how the global WFH landscape looks five years after the pandemic.

Our latest Global Survey of Working Arrangements (G-SWA) collected data from over 16,000 college and university graduates across 40 countries from November 2024 through February 2025.<sup>1</sup> We targeted graduates as they are more likely to work in positions that have the potential for some WFH. Analyzing our data yields five key results.

## WFH is Highest in North America and Europe and Lowest in Asia

Figure 1 plots the level of working from home across countries. English-speaking countries have on average the highest levels of WFH at about 1.5 to 2 days a week, European

\* We gratefully acknowledge financial support from the Asian Development Bank and the Japan Funds for Prosperity and Resilience Asia and the Pacific, German Federal Ministry of Education and Research through the project “Development of poverty and inequality in Germany and France over the past 25 years” (grant number 01UI2208A), EBRD, King’s College London, Smith Richardson Foundation, and World Bank. The opinions and conclusions expressed herein are solely those of the authors and do not reflect the opinions of any sponsoring agency.

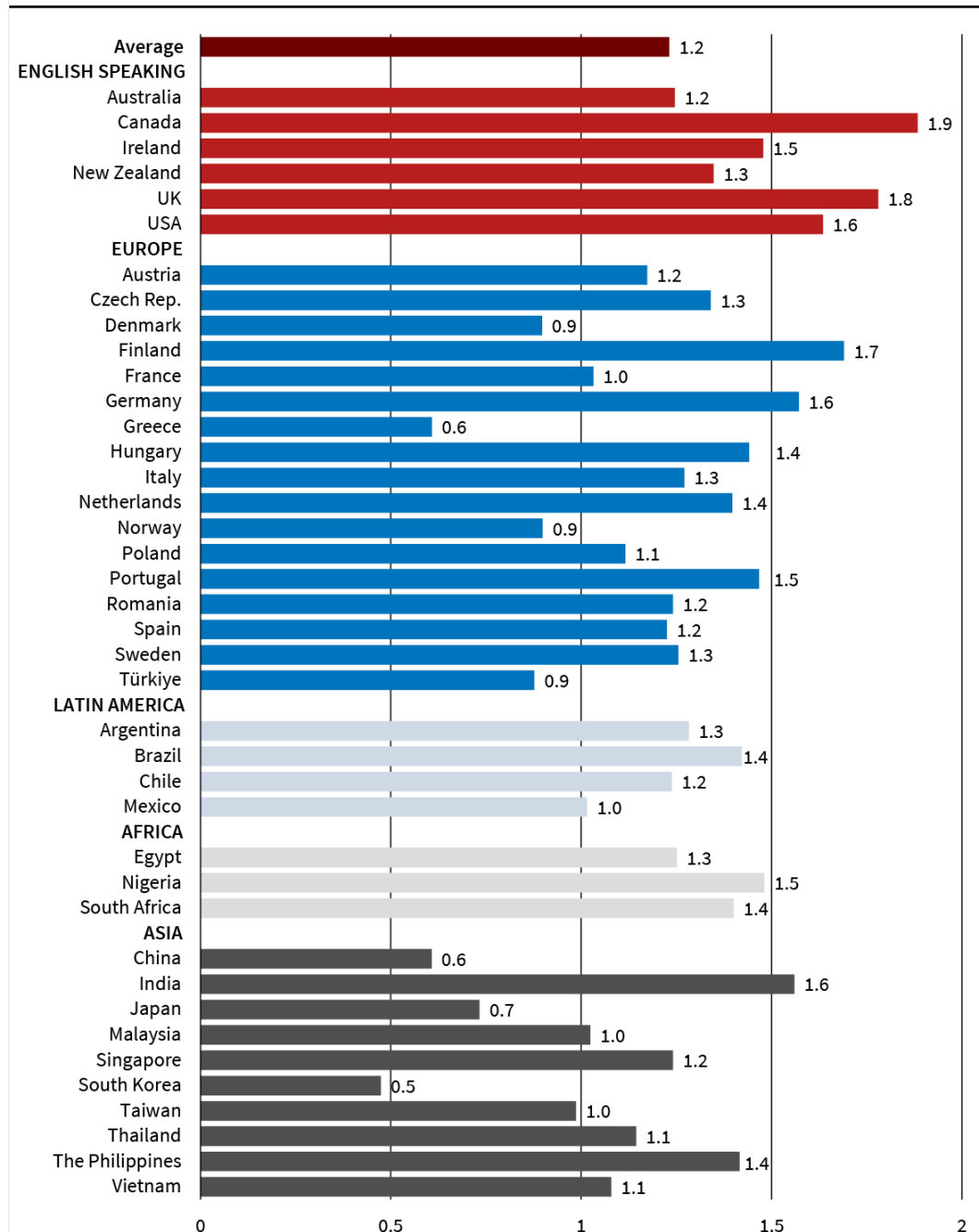
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<sup>1</sup> Aksoy et al. (2022, 2023 a, b) report results from the previous three G-SWA waves, conducted in July-August 2021 (1st wave), January-February 2022 (2nd wave) and April-May 2023 (3rd wave).

countries are a little below at around 1 to 1.5 days a week, Latin American and African countries are lower still at around 1 day per week, and Asian countries are the lowest at 0.5 to 1 day per week. This global working from home ranking is very similar to the results for our 2023 survey wave (see Aksoy et al., 2023b).

**Figure 1**

**Working from Home is more Common in North America and Europe, and less Common in Asia, College-Educated Workers**



Note: Responses to the question “For each day last week, did you work 6 or more hours, and if so where?”  
N=16,422 college-educated workers in 40 countries surveyed in November 2024 – February 2025.

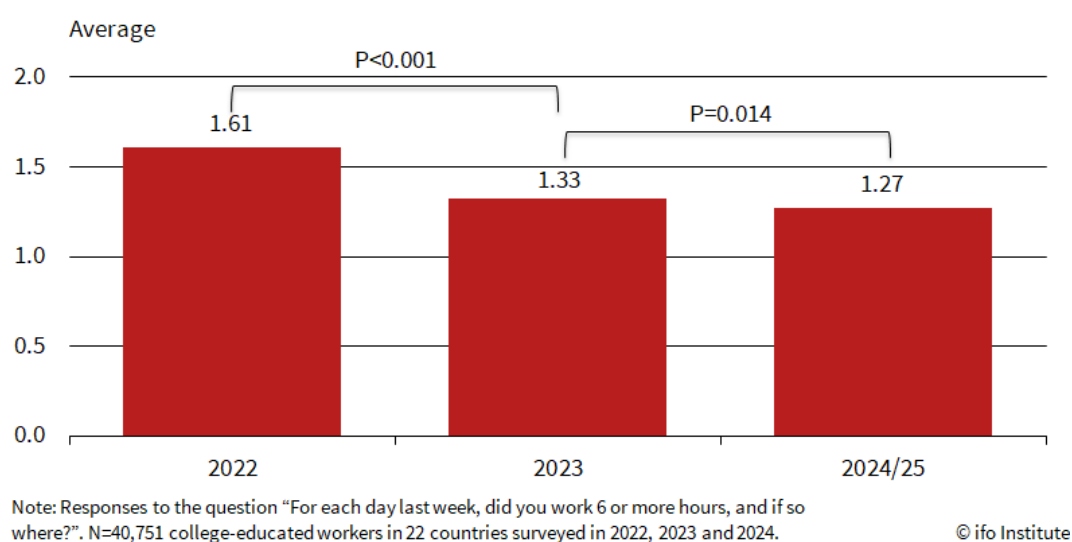
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## WFH Levels Have Stabilized Since 2023

Figure 2 plots the average levels of WFH for our last three survey waves. Overall levels of working from home in our global survey declined from an average of 1.6 days in 2022 to 1.33 days in 2023 to 1.27 days in 2024/2025. This is calculated for a balanced panel of 22 countries which we surveyed in each of the three waves. These results highlight how working from home levels dropped from 2022 to 2023, but after 2023 appear to have stabilized. This mimics the pattern in US data, as highlighted in Buckman et al. (2025).

**Figure 2**

### Work from Home Levels Have Stabilized Since 2023

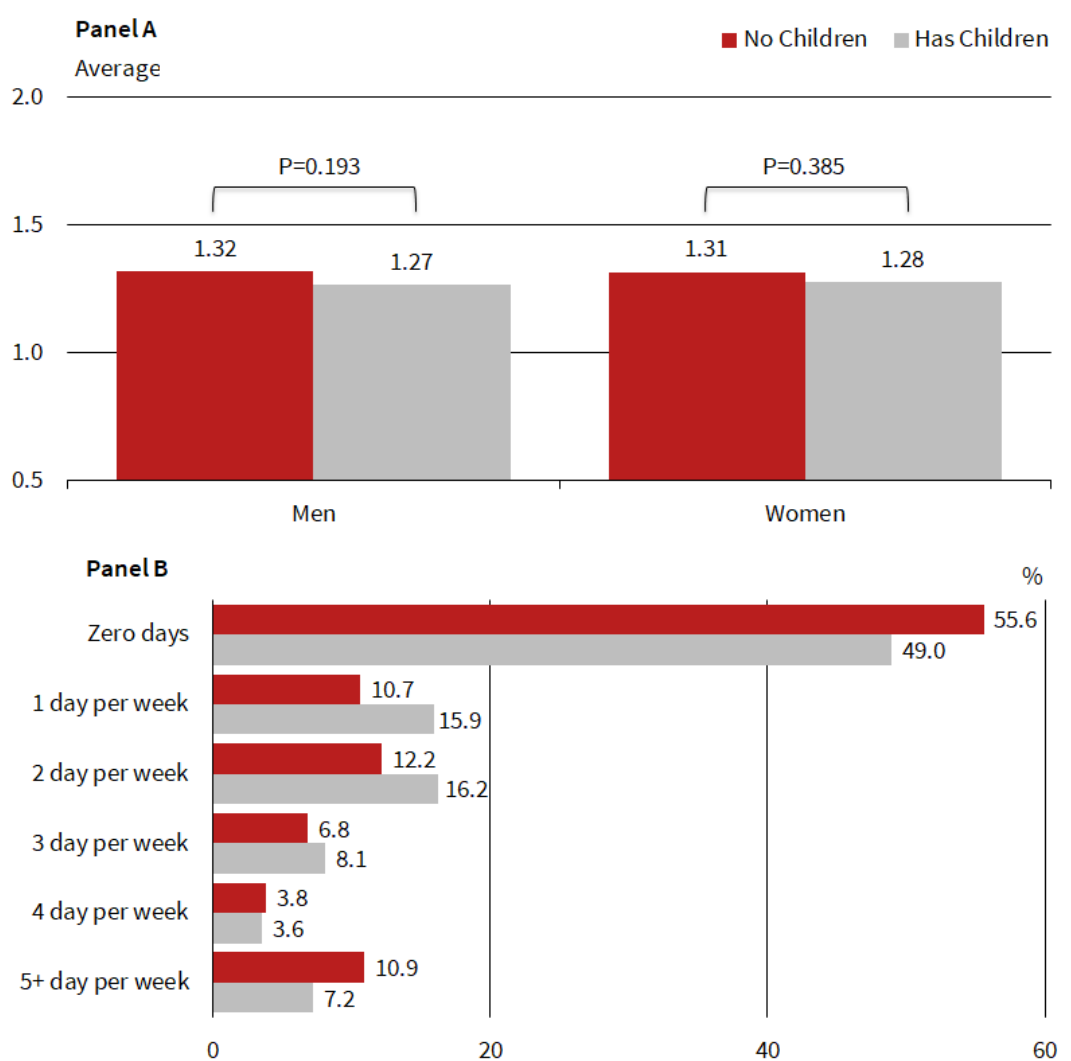


## Hybrid Working Arrangements Are More Common for Parents

Figure 3 plots WFH rates for men and women with and without children. Panel A reveals little difference in overall WFH rates between persons with children and those without children. This pattern holds for men and women.

Panel B reveals a different story when we distinguish fully remote work from hybrid arrangements, whereby someone works some days at home and other days at the employer's (or client's) worksite. In particular, employees with children are much more likely to have a hybrid arrangement that involves 1, 2 or 3 days a week of working from home. Employees without children are more likely to be fully in person with 0 days a week at home, or to be fully remote with 5+ day a week at home.

**Figure 3**  
**Hybrid Work Schedules are more Common for Parents**



Note: Responses to the question "For each day last week, did you work 6 or more hours, and if so where?"  
 N= 16,422 college-educated workers in 40 countries surveyed in November 2024 – February 2025.

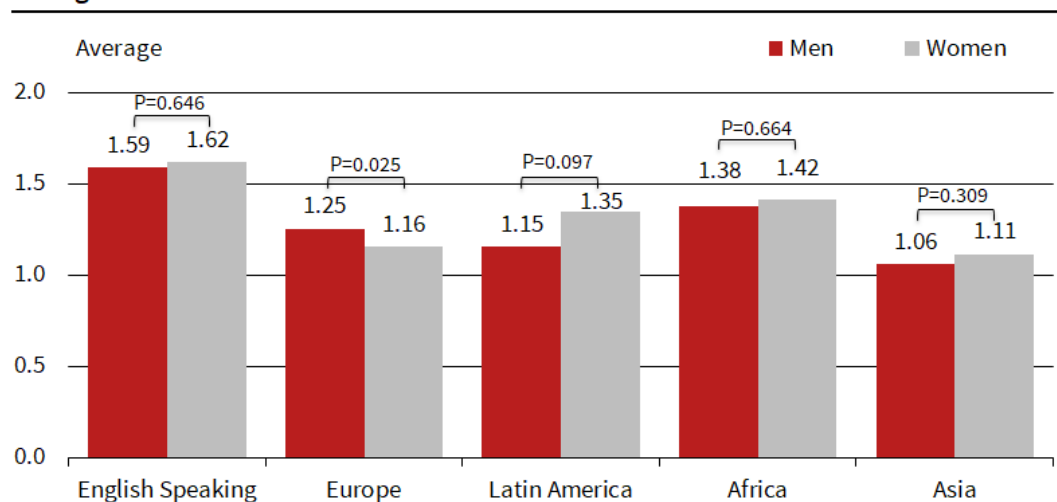
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## WFH Rates are Similar for Men and Women

Figure 4 shows WFH rates are similar for men and women across all major regions covered by our survey. We see some limited differences across regions, but the overall pattern is that men and women have similar WFH rates within countries.

**Figure 4**

**College-Educated Men and Women have Similar WFH Levels**



Note: Responses to the question "For each day last week, did you work 6 or more hours, and if so where?".  
N= 16,422 college-educated workers in 40 countries surveyed in November 2024 – February 2025.

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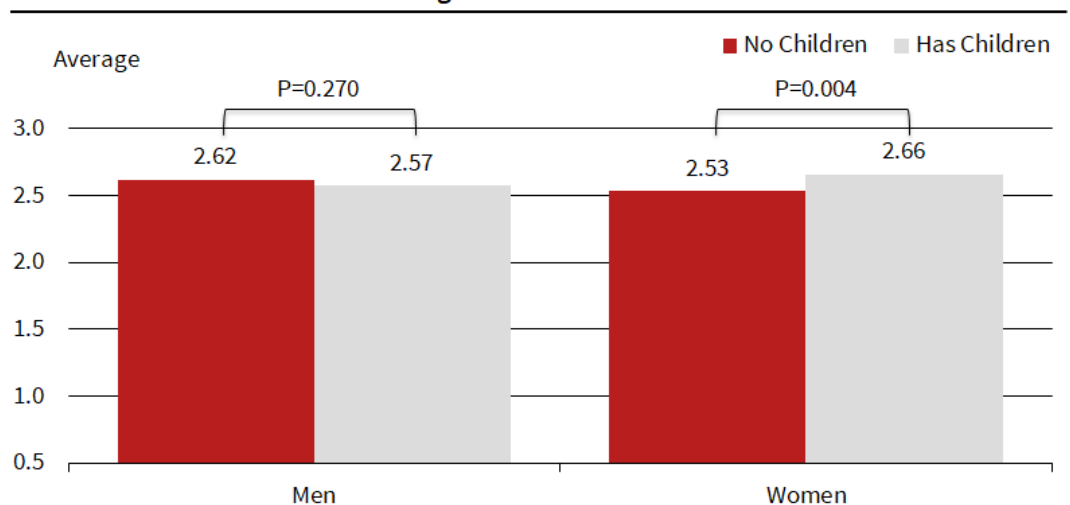
## Desires to WFH are Highest for Women with Children

While men and women have similar WFH rates, women with children have slightly stronger desires to work from than women without children. Women with children desire to WFH an average of 2.66 days a week, 0.13 days more than women without children. In contrast for men, those with and without children have very similar desires, and indeed men without children have a slightly higher WFH preference.



**Figure 5**

**Women with Children have a Stronger Desire to Work from Home**



Note: Responses to the question “Looking one year ahead, how often would you like to have paid workdays at home?” N= 16,422 college-educated workers in 40 countries surveyed in November 2024 – February 2025.

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## Conclusion

We examine the global WFH landscape five years after the outbreak of the COVID-19 pandemic. Our findings do not suggest that WFH is becoming less common. Despite much coverage of RTO mandates put out by large firms, WFH levels seem stable since 2023. Cross-country differences in WFH levels, which we documented in Aksoy et al. (2023b), also persisted into 2024 and 2025. Thus, working arrangements seem to have settled into a post-pandemic WFH equilibrium with long-term implications, such as greater labor-market participation by women or people with disabilities. It might even change fertility choices if the flexibility offered by WFH makes it easier to raise children. Our ongoing research focuses on this last channel, estimating the link between WFH and fertility.

## Appendix

The fourth wave of the G-SWA has been fielded in 40 countries from November 2024 to February 2025 (see Appendix Table 1). The survey includes two equally sized subsamples in each country. The first subsample consists of adults aged 20 to 64, while the second is restricted to full-time working adults aged 20 to 64 who have completed at least secondary education. In France, Germany, Italy, the UK and the US, total sample sizes amount to more than 2,500 respondents, respectively. In all other countries, total samples consist of roughly 1,000 responses.<sup>2</sup> In this report, we restrict attention to full-time workers, aged 20-64, with completed tertiary education, coming from both subsamples.

In addition to basic questions on demographics, employment status, earnings, industry, occupation, marital status and living arrangements, the survey asks about current, planned and desired WFH levels, and more. We screen out respondents who fail to answer an attention check at the beginning of the survey.<sup>3</sup> We design the G-SWA instrument, adapting questions from the U.S. SWAA developed by Barrero et al. (2021). We enlist professionals to translate our original English-language questionnaire into the major languages of each country. To ensure high-quality translations, we also enlist an independent third party with knowledge of the survey to review the translations and revise as needed.

To field the G-SWA, we contract with [Bilendi](#) (a professional survey firm), which implements the survey directly and in cooperation with its external partners. The survey effort taps pre-recruited panels of people who previously expressed a willingness to take part in research.<sup>4</sup> Recruitment into these panels happens via partner affiliate networks, multiple advertising channels (including Facebook, Google Adwords, and other websites), address databases, and referrals. New recruits are added to the panel on a regular basis. When it is time to field a survey, Bilendi or its partner issues email messages that invite panel members to participate. The message contains information about compensation and estimated completion time but not about the survey topic. Clicking on the link in the invitation message takes the recipient to the online questionnaire. Respondents who complete the survey receive cash, vouchers or award points, which they can also donate.<sup>5</sup>

<sup>2</sup> The sample size in India and Nigeria is somewhat smaller and amounts to 875 respondents.

<sup>3</sup> The attention check reads: “What is 3+4?”

<sup>4</sup> Bilendi and its external partners do not engage in “river sampling,” whereby people are invited to take a survey while engaging in another online activity. Relative to river sampling, the use of pre-recruited panels affords greater control over sample composition and selection.

<sup>5</sup> We do not contact respondents ourselves, do not collect personally identifiable information, and have no way to re-contact them.

Before our analysis of the G-SWA data, we drop “speeders,” defined as respondents in the bottom 5% of the completion-time distribution for each country. Additionally, we remove those who fail a second attention check question.<sup>6</sup> After these drops, our analysis sample contains 16,422 observations across the 40 countries in Wave 4. Appendix Table A.1 reports statistics on response time, observation counts and dates in the field for each country. Our samples are broadly representative by age, gender, and education for the group of full-time workers in each country.<sup>7</sup>

<sup>6</sup> The attention check reads: “In how many big cities with more than 500,000 inhabitants have you lived? Irrespective of the truth, please insert the number 33 in order to continue with the survey”.

<sup>7</sup> Respondents take the survey on a computer, smart-phone, iPad or like device, so we miss persons who don’t use such devices.

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**Table A.1: Statistics on Response Time (in minutes), Sample Size, and Dates in the Field**

Country	Mean	5%	Median	95%	N	Start date	End date
Argentina	12.78	5.22	8.74	24.64	269	Nov. 12, 2024	Feb. 3, 2025
Australia	12.51	3.53	6.80	22.37	456	Nov. 12, 2024	Feb. 4, 2025
Austria	11.56	4.23	7.09	36.37	255	Nov. 8, 2024	Feb. 3, 2025
Brazil	16.47	5.02	8.86	53.28	228	Nov. 12, 2024	Feb. 3, 2025
Canada	12.74	3.47	6.69	40.57	450	Nov. 12, 2024	Feb. 3, 2025
Chile	13.28	5.19	9.12	29.79	210	Nov. 12, 2024	Feb. 3, 2025
China	8.80	3.76	7.05	18.80	234	Nov. 13, 2024	Feb. 3, 2025
Czech Rep.	8.58	4.15	6.53	18.46	200	Nov. 8, 2024	Feb. 3, 2025
Denmark	10.27	4.59	7.07	23.84	348	Nov. 8, 2024	Feb. 3, 2025
Egypt	11.79	4.96	9.43	21.77	458	Nov. 13, 2024	Feb. 3, 2025
Finland	9.80	4.25	6.55	25.08	355	Nov. 8, 2024	Feb. 3, 2025
France	15.30	4.06	6.97	36.64	729	Nov. 7, 2024	Feb. 3, 2025
Germany	13.80	3.97	7.12	42.99	622	Oct. 29, 2024	Feb. 3, 2025
Greece	8.75	4.23	6.85	19.50	288	Nov. 8, 2024	Feb. 4, 2025
Hungary	13.18	4.02	6.96	33.45	254	Nov. 13, 2024	Feb. 3, 2025
India	13.19	5.18	9.69	27.68	793	Nov. 12, 2024	Feb. 3, 2025
Ireland	22.30	3.83	6.68	25.04	554	Nov. 13, 2024	Feb. 4, 2025
Italy	13.17	3.69	6.94	30.37	399	Nov. 7, 2024	Feb. 3, 2025
Japan	10.26	3.09	6.05	16.19	405	Nov. 12, 2024	Feb. 4, 2025
Malaysia	19.95	4.72	8.45	30.44	253	Nov. 12, 2024	Feb. 4, 2025
Mexico	13.67	5.14	8.73	37.04	263	Nov. 12, 2024	Feb. 3, 2025
Netherlands	11.45	3.51	5.89	27.78	355	Nov. 8, 2024	Feb. 3, 2025
New Zealand	13.05	4.07	7.48	26.34	428	Nov. 12, 2024	Feb. 5, 2025
Nigeria	18.47	8.28	14.42	39.60	744	Nov. 15, 2024	Feb. 3, 2025
Norway	10.28	4.21	7.13	26.05	368	Nov. 8, 2024	Feb. 3, 2025
Poland	12.55	4.02	6.83	29.80	301	Nov. 13, 2024	Feb. 3, 2025
Portugal	12.15	4.49	7.72	24.92	274	Nov. 13, 2024	Feb. 4, 2025
Romania	13.36	4.20	7.19	22.41	170	Nov. 13, 2024	Feb. 4, 2025
Singapore	11.81	3.68	7.29	28.32	419	Nov. 14, 2024	Feb. 4, 2025
South Africa	15.00	6.11	10.51	29.18	190	Nov. 11, 2024	Feb. 3, 2025
South Korea	8.20	3.40	6.18	17.60	521	Nov. 12, 2024	Feb. 4, 2025
Spain	12.53	3.67	6.30	24.39	338	Nov. 8, 2024	Feb. 5, 2025
Sweden	12.28	4.14	6.36	22.90	361	Nov. 8, 2024	Feb. 4, 2025
Taiwan	9.31	3.65	6.25	20.49	505	Nov. 14, 2024	Feb. 4, 2025
Thailand	12.32	4.23	7.77	19.38	306	Nov. 12, 2024	Feb. 3, 2025
The Philippines	16.87	5.83	9.94	23.62	502	Nov. 8, 2024	Feb. 5, 2025
Türkiye	10.83	4.01	6.83	21.82	316	Nov. 13, 2024	Feb. 3, 2025
UK	21.56	3.68	8.03	39.87	1,025	Nov. 7, 2024	Feb. 3, 2025
USA	11.82	3.51	6.77	26.98	946	Oct. 28, 2024	Feb. 5, 2025
Vietnam	10.40	3.93	7.59	30.18	330	Nov. 12, 2024	Feb. 3, 2025
<b>Full sample</b>	<b>13.48</b>	<b>3.95</b>	<b>7.57</b>	<b>28.06</b>	<b>16,422</b>		