

Working from Home Around the Globe: 2023 Report

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Full-time employees worked from home 0.9 days per week, on average, looking across 34 countries in April-May 2023. This finding and other results in this report are based on data from Wave 3 of the Global Survey of Working Arrangements (G-SWA).¹

As shown in Figure 1a, work from home (WFH) levels are higher in English-speaking countries. Full-time employees worked an average of 1.4 full paid days per week from home across Australia, Canada, New Zealand, the UK and the US. By way of comparison, WFH levels average only 0.7 days per week in the seven Asian countries covered by the G-SWA, 0.8 in the European countries, and 0.9 for four Latin American countries and South Africa. As shown in Figure 1b levels are higher for graduates, which are typically

These averages hide some notable variation in WFH levels within the four country groups. Among the English-speaking countries, average WFH days per week range from 1.0 in New Zealand to 1.7 in Canada. In Europe, we find the lowest WFH incidence for Greece (0.5 WFH days per week) and the highest values for Finland, Germany and the Netherlands (1.0 WFH days per week). In Asia, WFH days range from 0.4 in South Korea to 0.9 in Singapore. In Latin America, WFH days per week range from 0.8 in Mexico to 1.0 in Chile.

Figure 2 shows that 67 percent of full-time employees work five days per week on business premises. 26 percent have hybrid arrangements, in which they split the workweek between home and the employer's premises. 8 percent of full-time employees work entirely from home.

We also asked our G-SWA respondents how often they would like to have paid workdays at home (Figure 3), and how often their employer is planning for them to work full days at home (Figure 4). There is a gap between the number of WFH days per week desired by employees and planned by employers. While employees would like to work from on average 2.0 days per week around the globe, employers only plan 1.1 WFH days per week. This gap is present in all 34 countries. It is largest in Latin America and South Africa, where employees would like to work on average 1.3 days more from home than their employers plan for them. The gap is smallest in the English-speaking countries, where it amounts to 0.7 days on average. The largest gaps are in Argentina (1.6 days), Brazil (1.2) and Mexico (1.2), while the smallest ones are in Japan (0.2), the Netherlands (0.3), and Denmark (0.4).

There is a gap between the desired and the actual number of WFH days among employees with WFH experience (Figures 5 and 6). Figure 5 shows that 26 percent of respondents with WFH experience during the COVID-19 pandemic would like to work from home 5 days per week. 56

¹ Aksoy et al. (2023ab) report results for Waves 1 and 2.

percent would like to work in hybrid mode, that is, either 1 day per week from home (10 percent), 2 days (19 percent), 3 days (17 percent), or 4 days (9 percent). 19 percent prefer to work fully on site. These numbers differ strongly from the actual number of WFH days among employees with WFH experience. 46 percent currently work fully on site, 41 percent in hybrid mode, and 13 percent fully WFH.

We also asked our G-SWA respondents about the top benefits of working on their employer's business premises and of working from home, respectively (Figures 7 and 8). Socializing with co-workers (named by 62 percent of respondents), face-to-face collaboration (54 percent) and clearer boundaries between work and personal time (43 percent) are perceived as the top three benefits of working on the employer's business premises. 60 percent of our G-SWA respondents say that no commute is the top benefit of working from home. 44 percent of the respondents view their savings on gas and lunch costs and 42 percent the flexibility over when they work as top benefits of WFH.

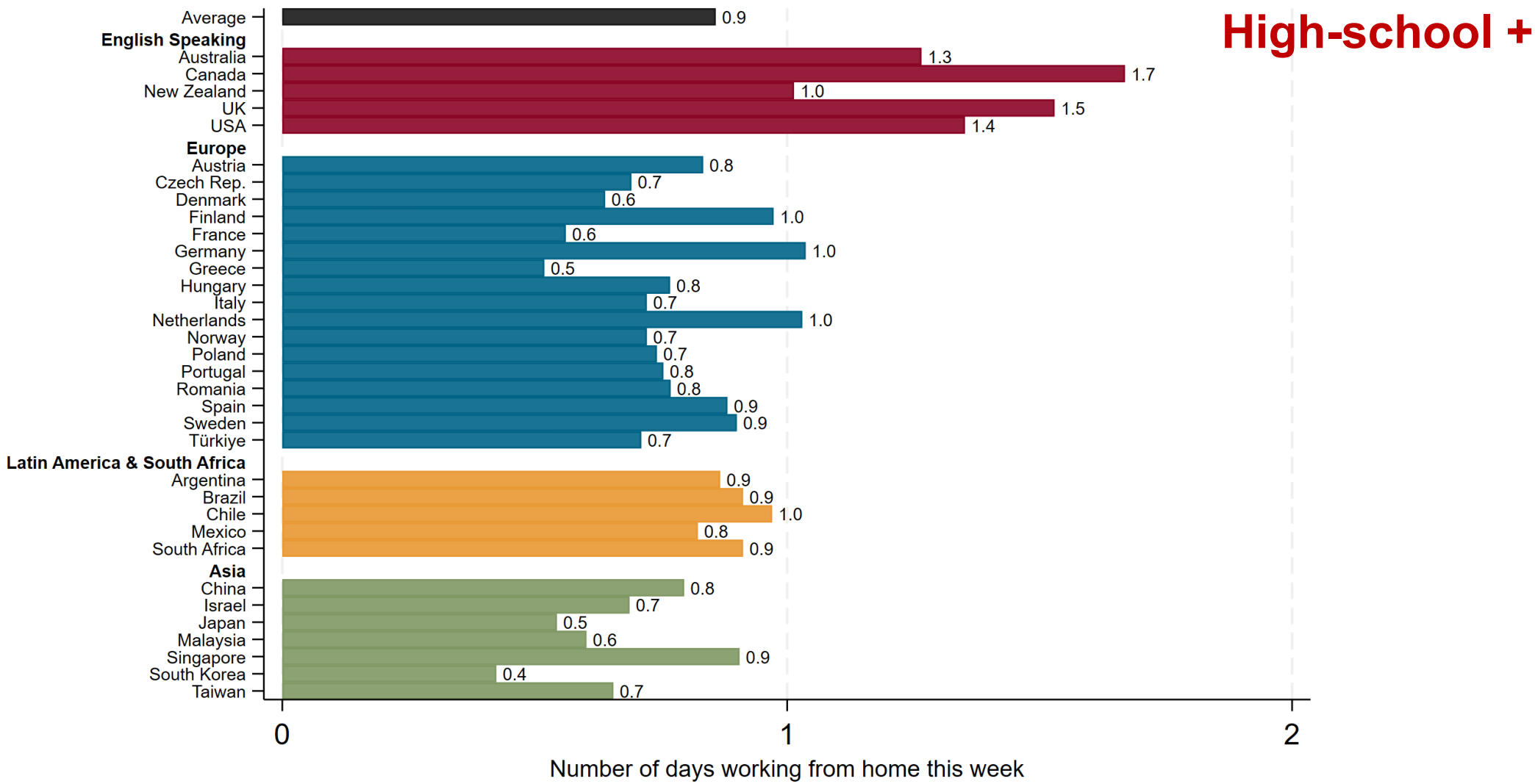
The G-SWA is an online survey of full-time employees aged 20-64 who have completed secondary or tertiary education. Sample sizes range from slightly more than 700 respondents in New Zealand to more than 2,500 respondents in France, Germany, Italy, the UK and the US. Conditional on the exclusion of persons who did not complete secondary school, our samples are broadly representative of full-time employees in each country with respect to age, gender and education. More information on the G-SWA including some summary statistics can be found in the Appendix.

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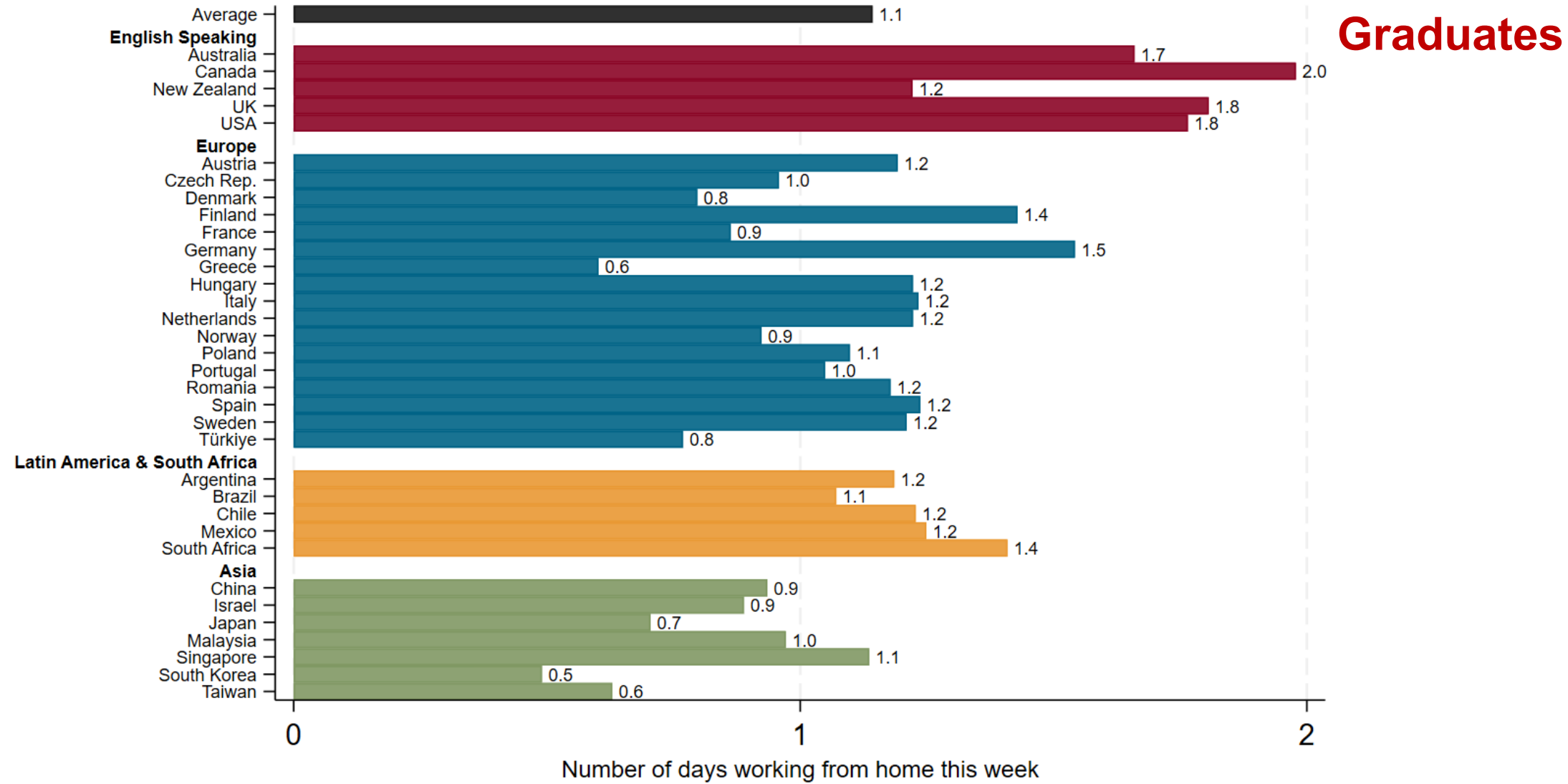
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Figure 1a: Paid Full Days Worked from Home per week (April-May 2023)



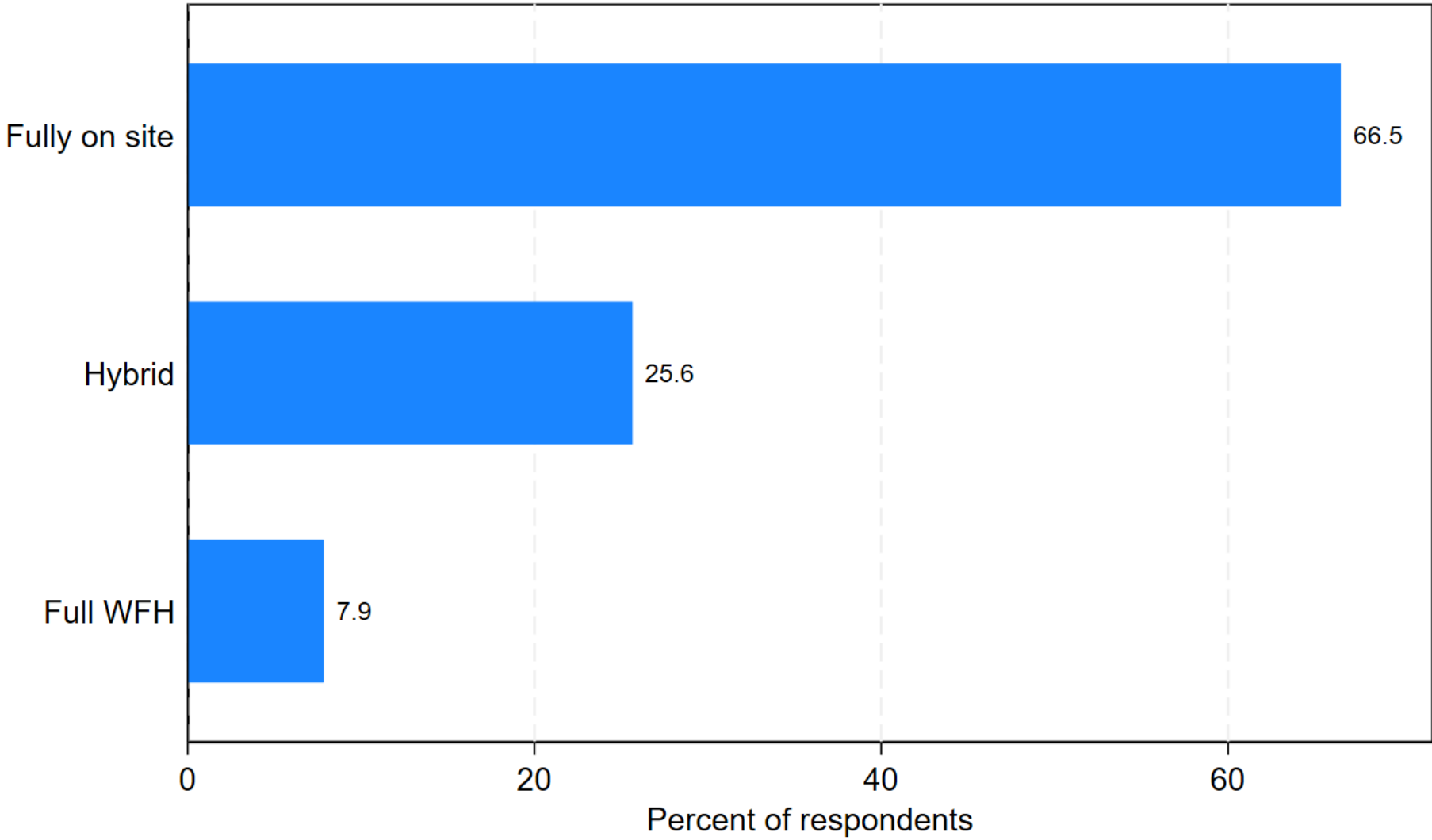
Note: Responses to the question “For each day **last week**, did you work 6 or more hours, and if so **where?**”. Sample of N=42,426 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 1b: Paid Full Days Worked from Home per week (April-May 2023)



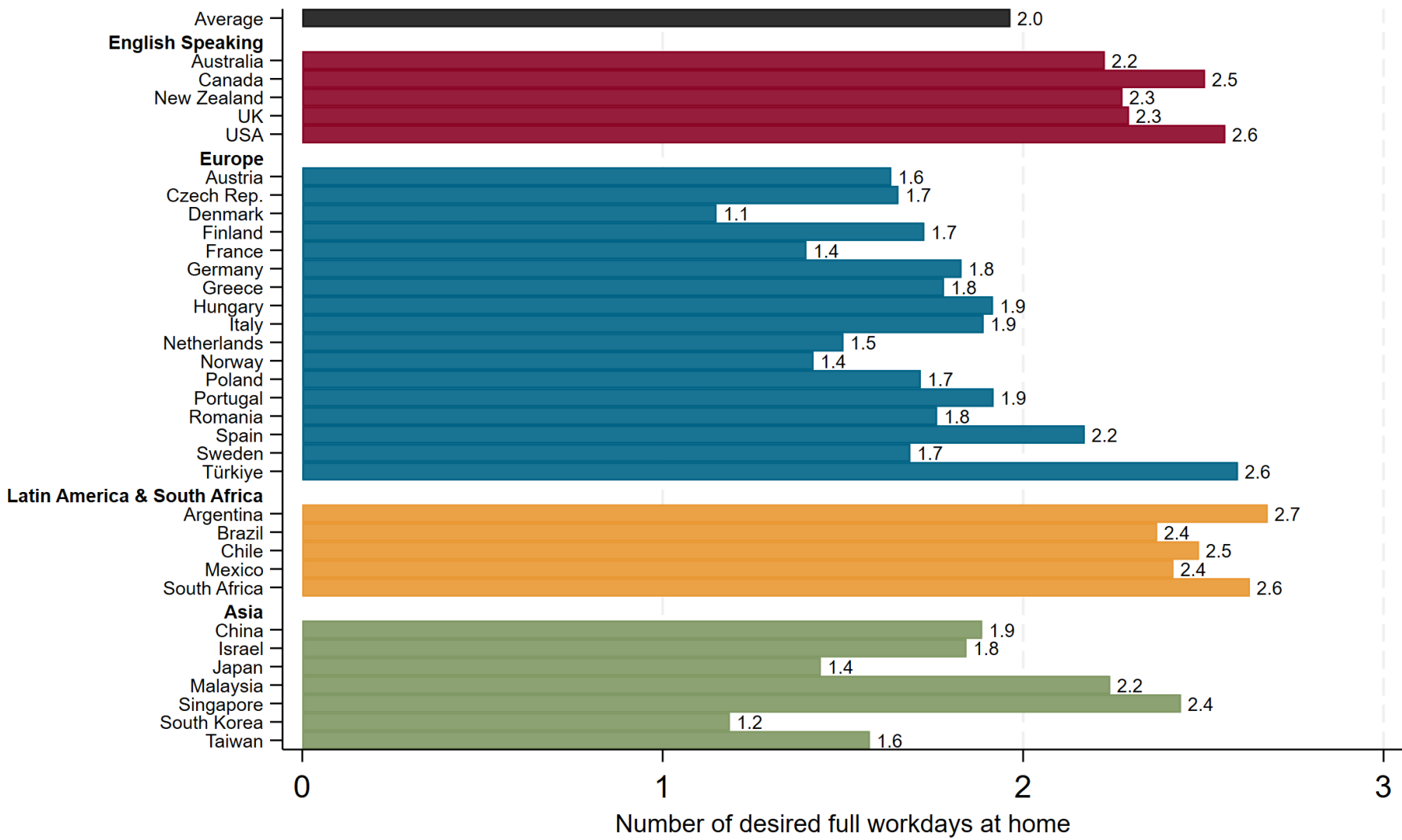
Note: Responses to the question “For each day last week, did you work 6 or more hours, and if so **where?**”. Graduates N=17,019 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 2: Current Working Arrangement (April-May 2023)



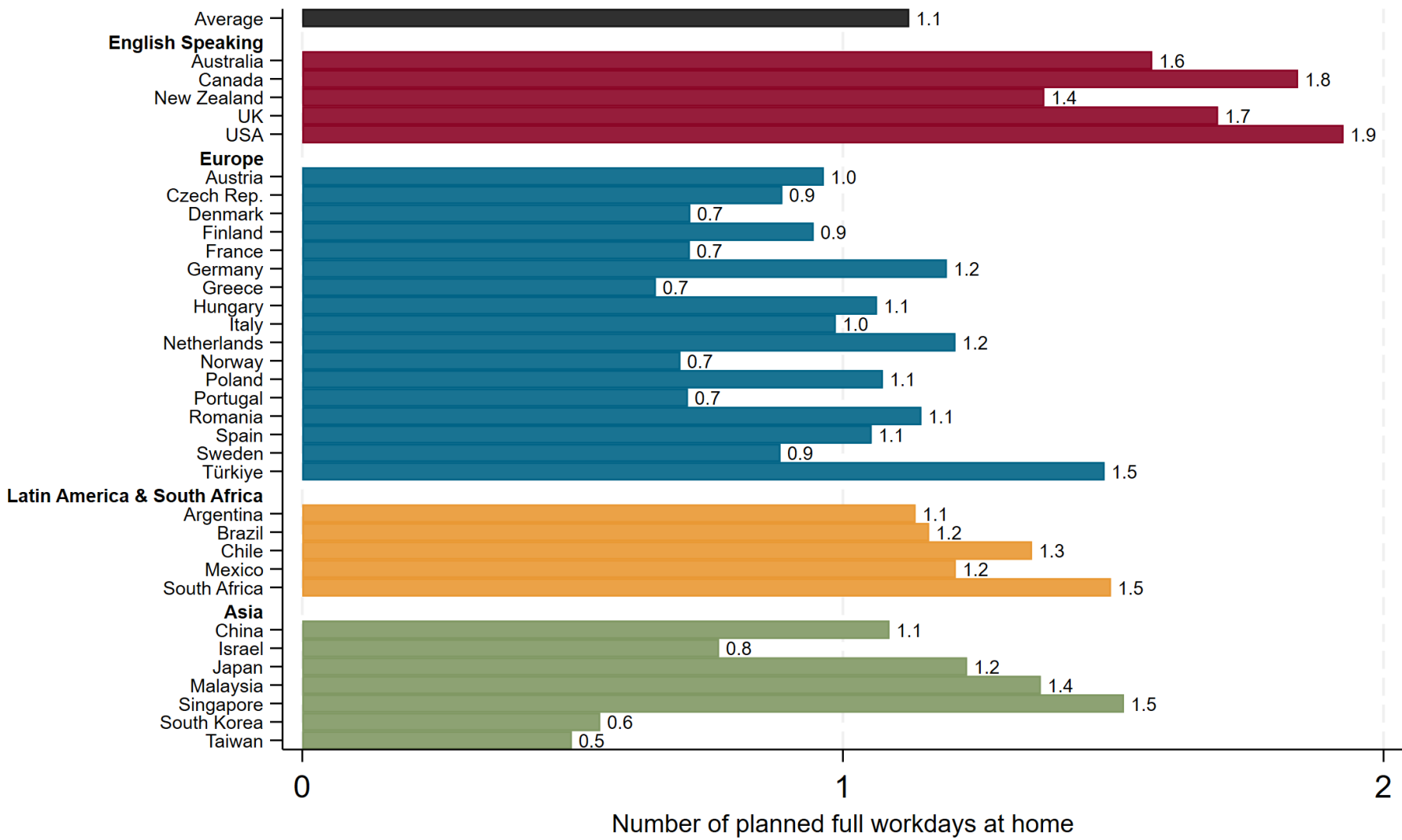
Note: Among workers that worked 4 or more days during the survey reference week. Responses to the question “For each day **last week**, did you work 6 or more hours, and if so **where?**”. Sample of N=39,021 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 3: Average number of WFH days per week that employees desire



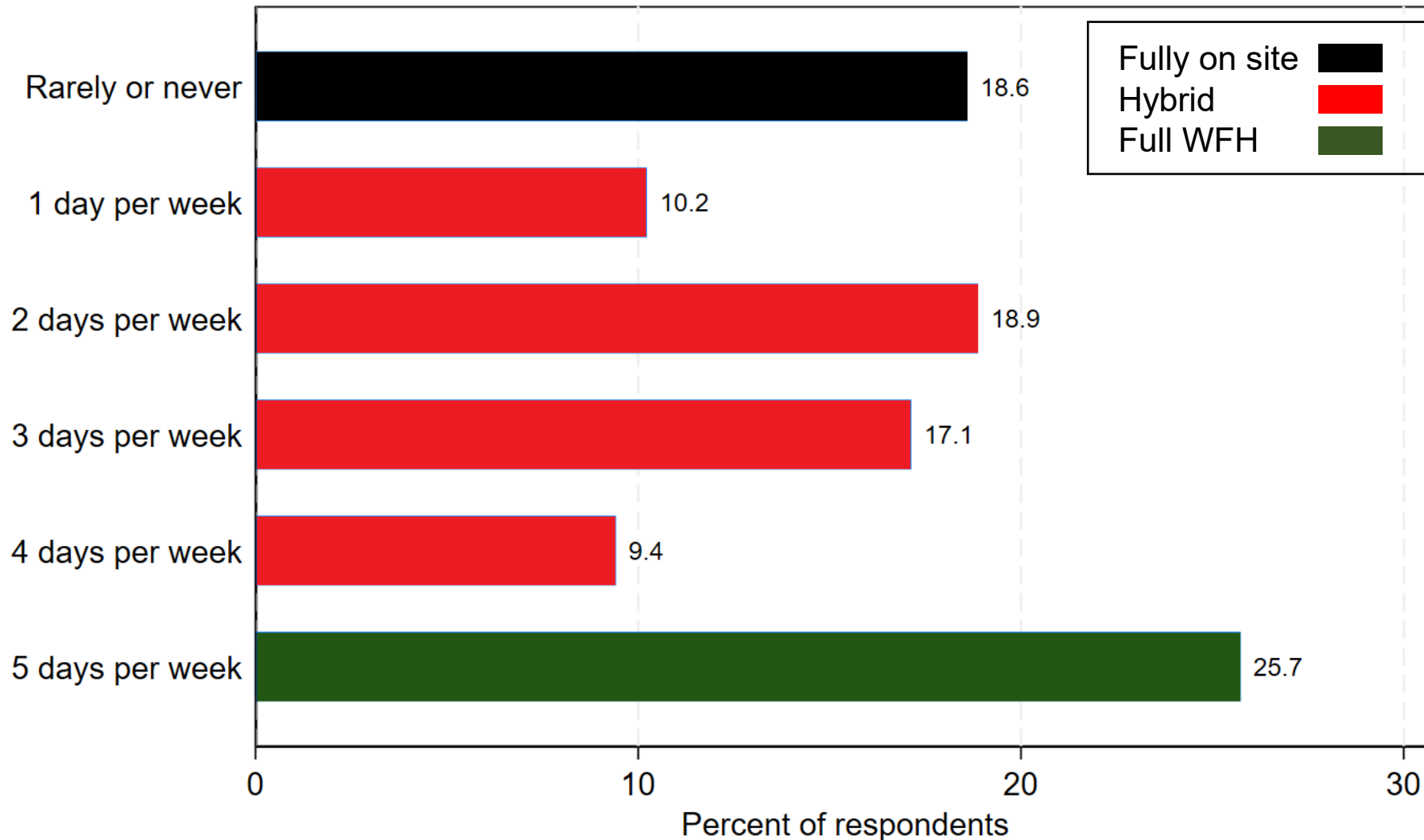
Note: Responses to the question “As the pandemic ends, how often would you like to have paid workdays at home?”. Sample of N=42,426 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 4: Average number of WFH days per week that employers plan



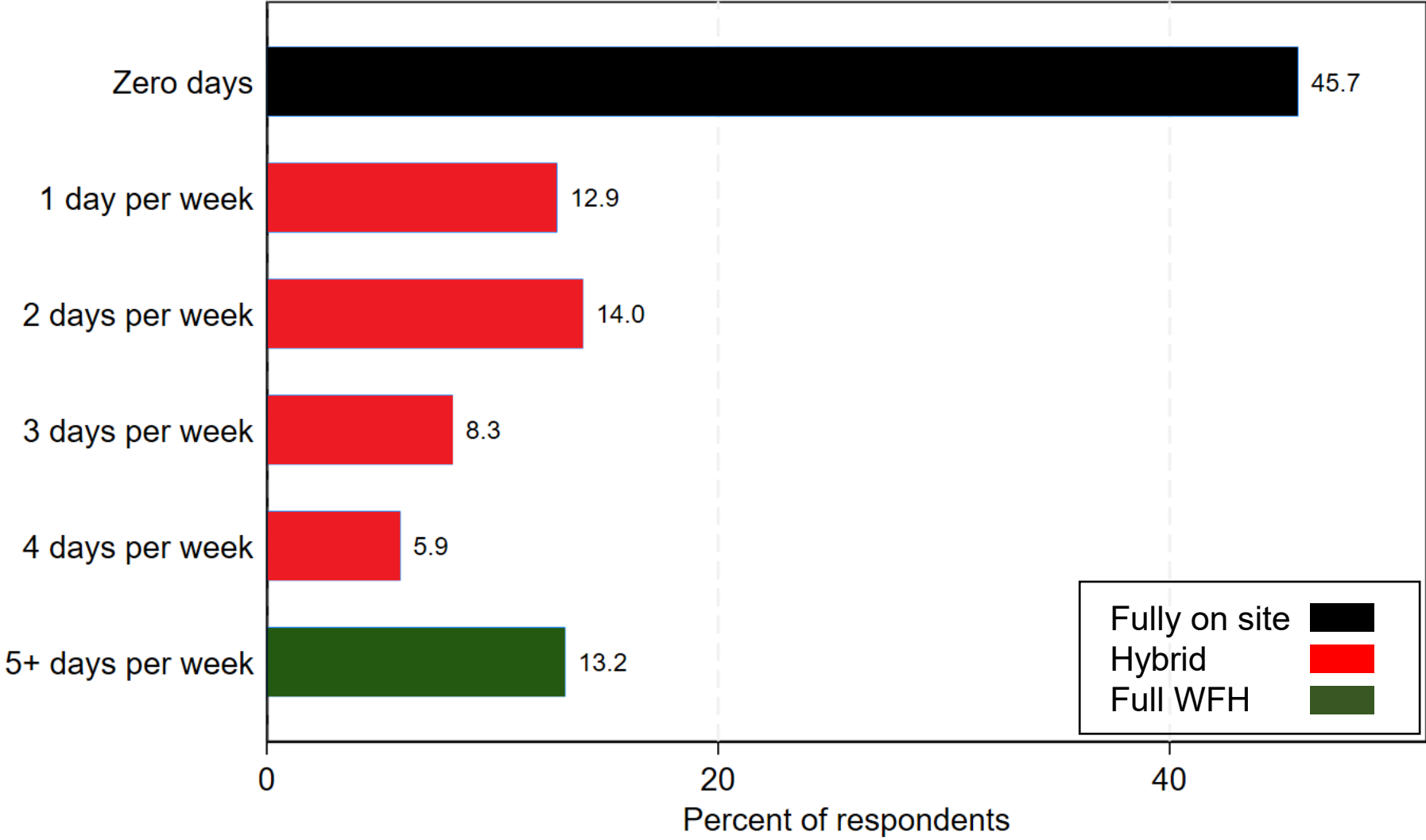
Note: Responses to the question “As the pandemic ends, how often is your employer planning for you to work full days at home?”. Sample of N=34,657 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 5: Workers desired number of post-COVID WFH days among workers with WFH experience



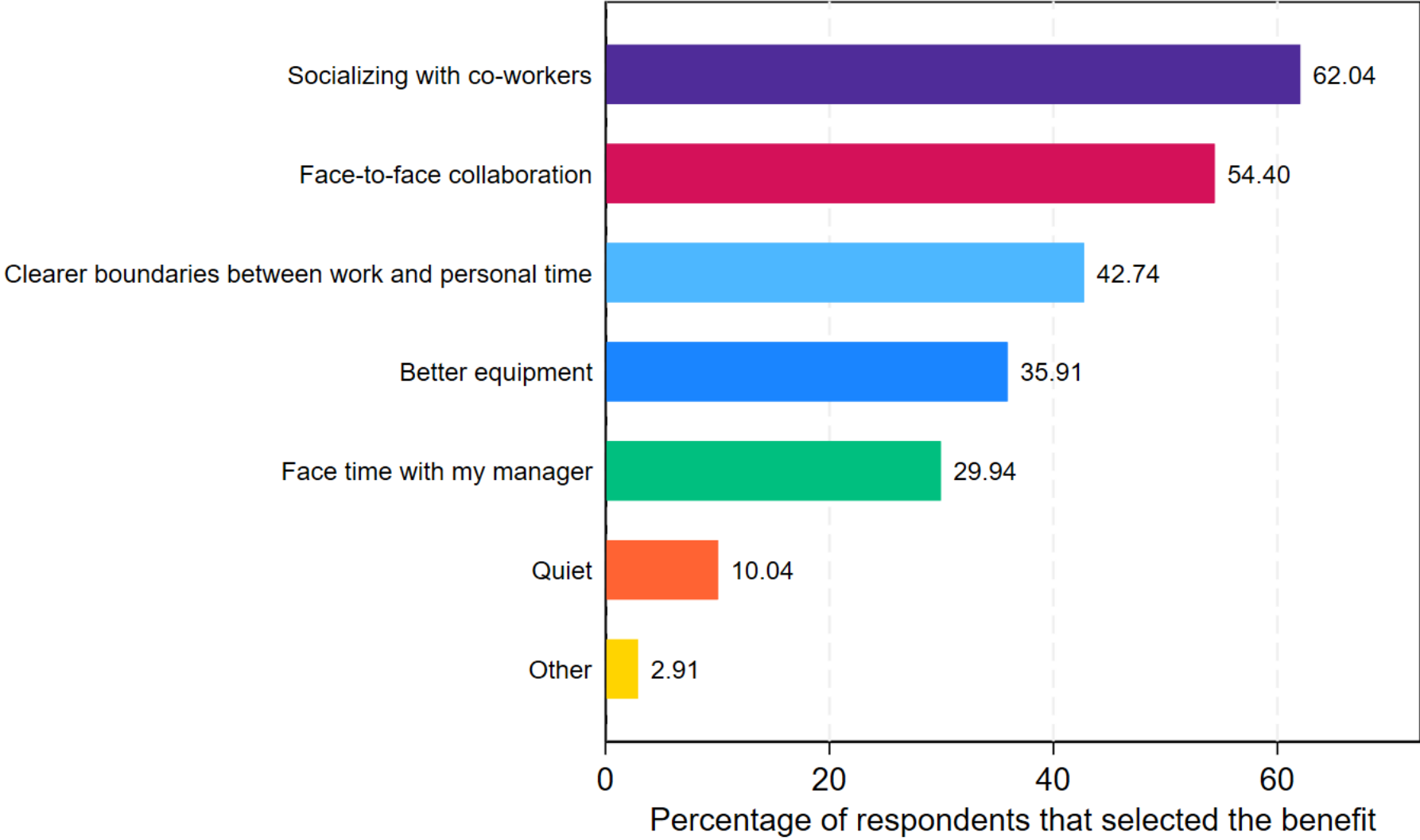
Note: Among workers that have work-from home experience during the pandemic and worked 4 or more days during the survey reference week. Responses to the question “As the pandemic ends, how often would you like to have paid workdays at home?”. Sample of N=19,248 workers in 34 countries surveyed in April-May 2023.

Figure 6: Current number of WFH days among workers with WFH experience (April-May 2023)



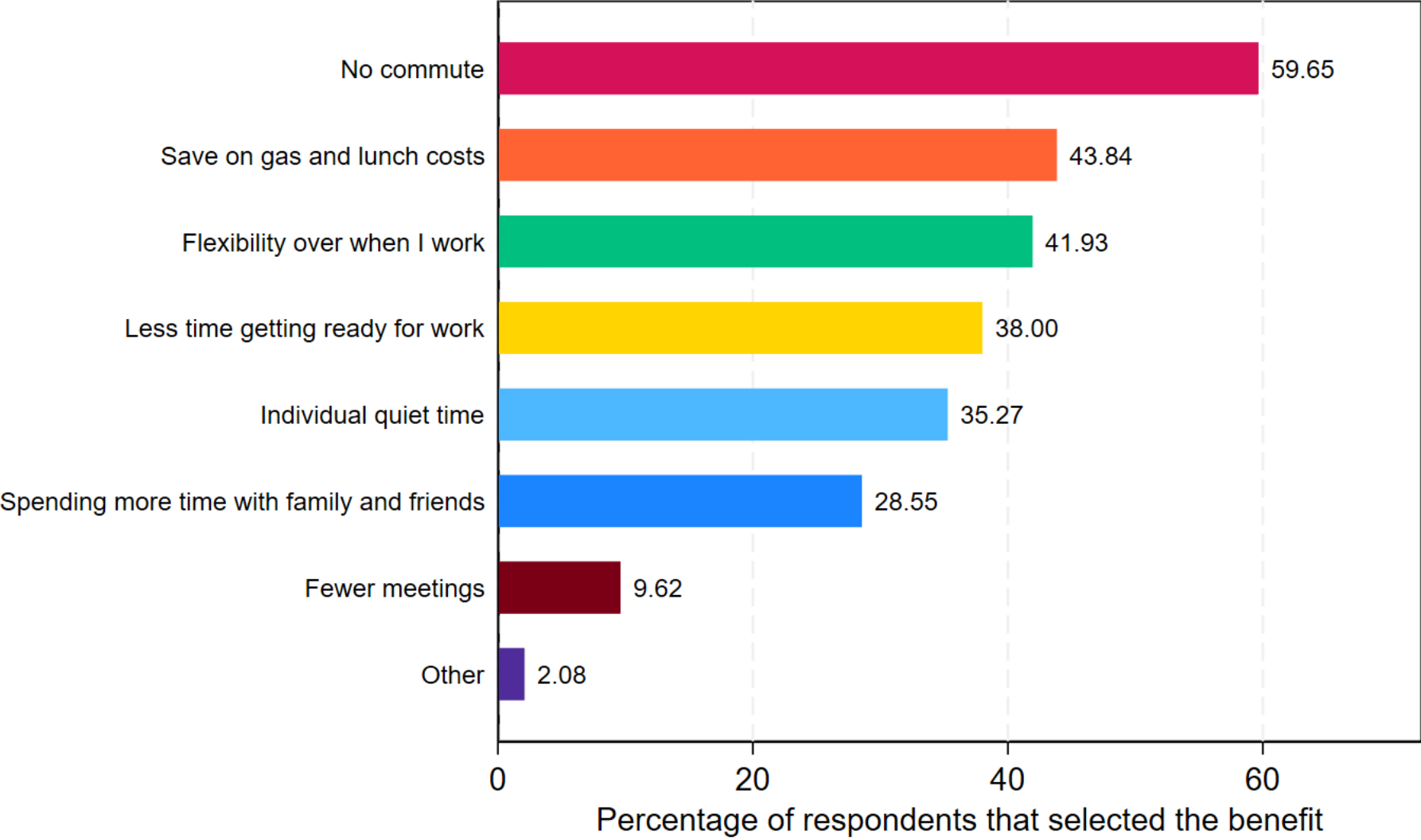
Note: Among workers that have work-from home experience during the COVID-19 pandemic and worked 4 or more days during the survey reference week. Responses to the question “For each day **last week**, did you work 6 or more hours, and if so **where?**”. Sample of N=19,248 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 7: Top benefits of working on employer’s business premises



Note: Among workers that have work-from home experience during the COVID-19 pandemic. Responses to the question “What are the top benefits of working on your employer’s business premises? Please choose up to three”. Sample of N=20,732 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>

Figure 8: Top benefits of working from home



Note: Among workers that have work-from home experience during the COVID-19 pandemic. Responses to the question “What are the top benefits of working from home? Please choose up to three”. Sample of N=20,732 workers in 34 countries surveyed in April-May 2023. All values are available at <https://bit.ly/Figures-GSWA-2023>