

# SWAA June 2025 Updates\*

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Latest survey wave included: May 2025

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\* Many thanks to Mert Akan and Diego Álvarez for excellent research assistance.

# Source of Data and Citation

- **Source of all data (unless noted):** Survey of Working Arrangements and Attitudes (SWAA), see [www.wfhresearch.com](http://www.wfhresearch.com)

- **When referring to these results please cite:**

Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021.  
“Why working from home will stick,” National Bureau of Economic  
Research Working Paper 28731.

[www.wfhresearch.com](http://www.wfhresearch.com)

# The Survey of Working Arrangements and Attitudes

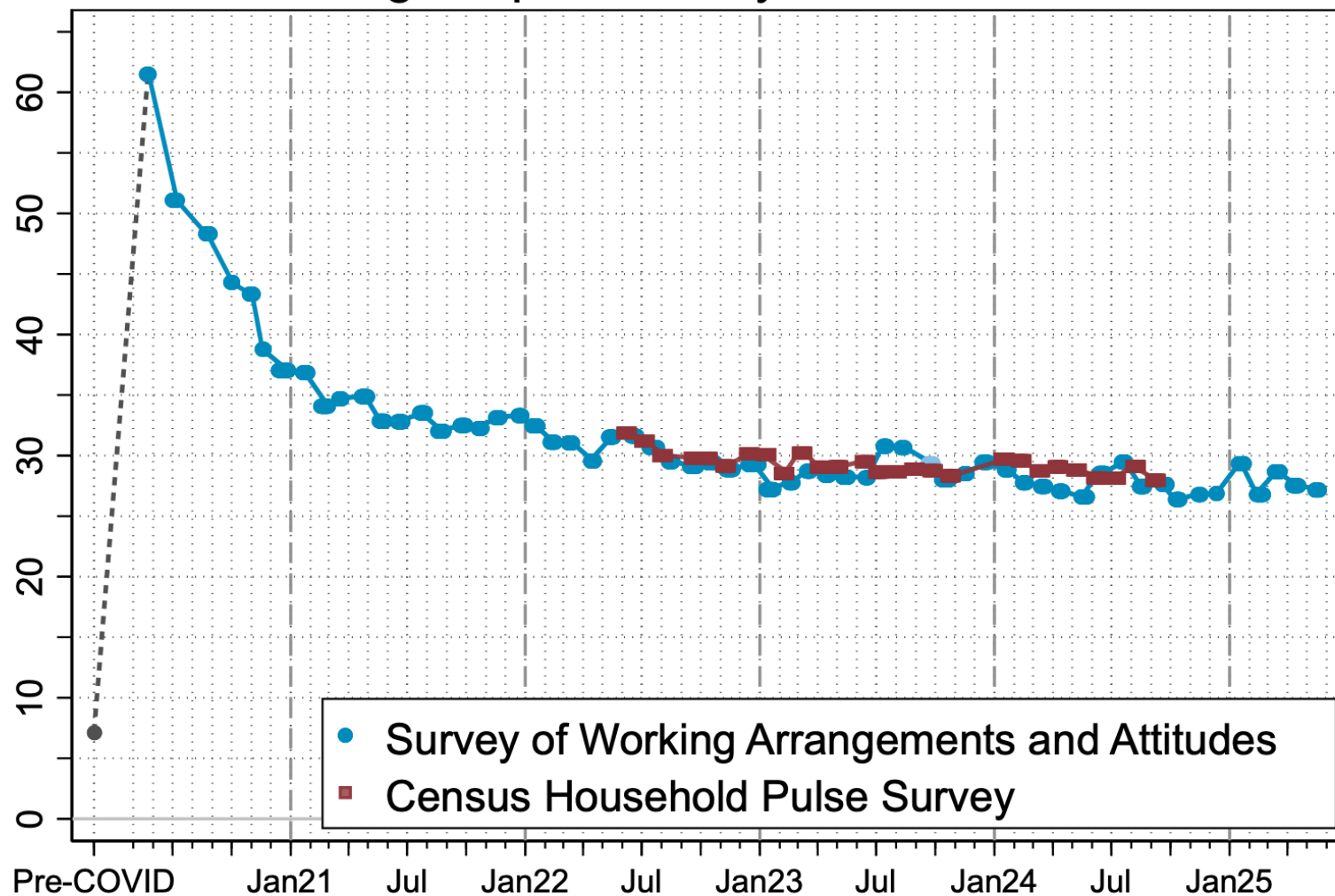
- Monthly online survey since May 2020, >200,000 observations to date.
- We design the survey instrument.
- Target population: U.S. residents, 20-64, who earned  $\geq$  \$10K in 2019 ( $\geq$ \$20K in early survey waves). From January to March 2022, we transitioned to earned  $\geq$  \$10K in the prior year. As of July 2023, we also now developed a dataset for 2022 and later that does not impose an earnings requirement.
- The SWAA is fielded by market research firms that rely on wholesale aggregators (e.g., [Lucid](#)) for lists of potential survey participants.
- After dropping “speeders” (~16% of sample), we re-weight to match 2010-2019 CPS worker shares in age-sex-education-earnings cells. Dropping those who fail attention checks (roughly another 12%) sharpens some results.
- Median response time: 7 to 12 minutes, after dropping speeders
- Results, micro data, survey instruments, and more are freely available at [www.WFHresearch.com](http://www.WFHresearch.com).

# Representativeness

- By design, we focus on persons who exhibit some attachment to the workforce, as evidenced by prior earnings. When noted, some results using 2022 and later data do not impose an earnings requirement.
- No respondents are recruited based on an interest in our topics.
- Since respondents take the survey using a computer, smartphone, iPad or like device, we miss people who never use such devices.
- Before re-weighting, the SWAA under samples the less educated, particularly those who did not finish high school.
- Even after re-weighting, we may over sample those who are more tech and internet savvy, especially among the least educated.

# About 27% of Paid Days in the US in May 2025 Were Work-From-Home Days

Percentage of paid full days worked from home



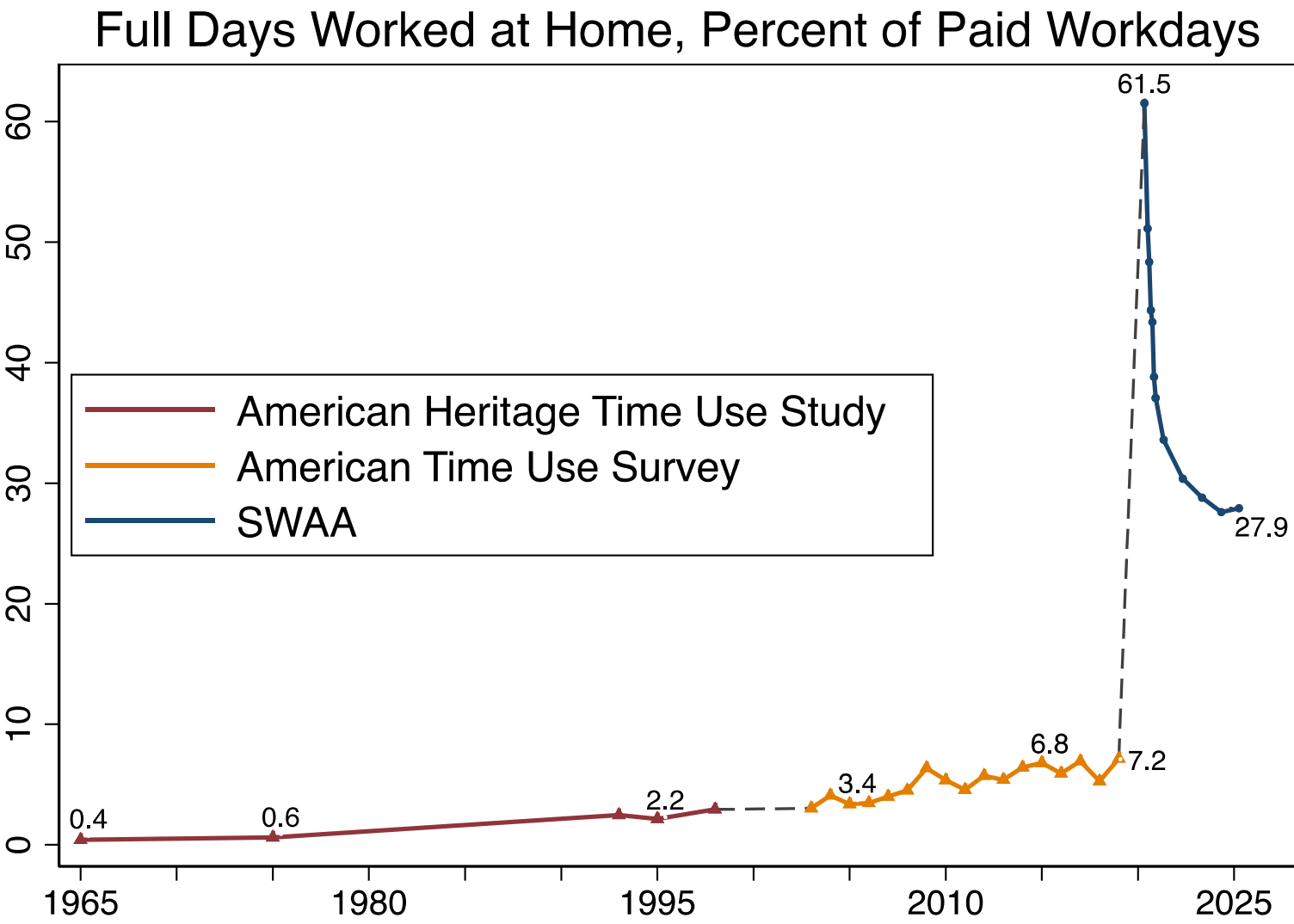
**Source:** Responses to the questions:

- **Currently (this week)** *what is your work status?* (SWAA)
- **For each day last week, did you work a full day (6 or more hours), and if so where?** (SWAA)
- **In the last 7 days, have you...teleworked or worked from home?** (HHP)

**Notes:** For each wave, we compute the percent of paid full days worked from home in the SWAA and Household Pulse Survey (HHP) and plot it on the vertical axis. The horizontal-axis location shows when the survey was in the field. The pre-COVID figure is from the 2017-2018 American Time Use Survey. SWAA: Before November 2020, we asked the first question above. Since November 2021, we have asked the second question. From November 2020 to October 2021, we back-cast responses to the current question using a regression model based on current-question responses and another question (not shown). We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match CPS shares by age-sex-education-earnings cells. HHP: We focus on individuals aged 20 to 64 with household incomes above \$25,000 per year. We assign 30% of days WFH if the respondent did so for “for 1-2 days;” 70% if they did so “for 3-4 days;” 100% if “5 or more days;” and 0 for “No.”

**N = 240,206 (SWAA) N = 923,587 (HHP)**

# The Pandemic Permanently Increased WFH, Equivalent to Almost 40 Years of Pre-Pandemic Growth



**Source:** Responses to the questions:

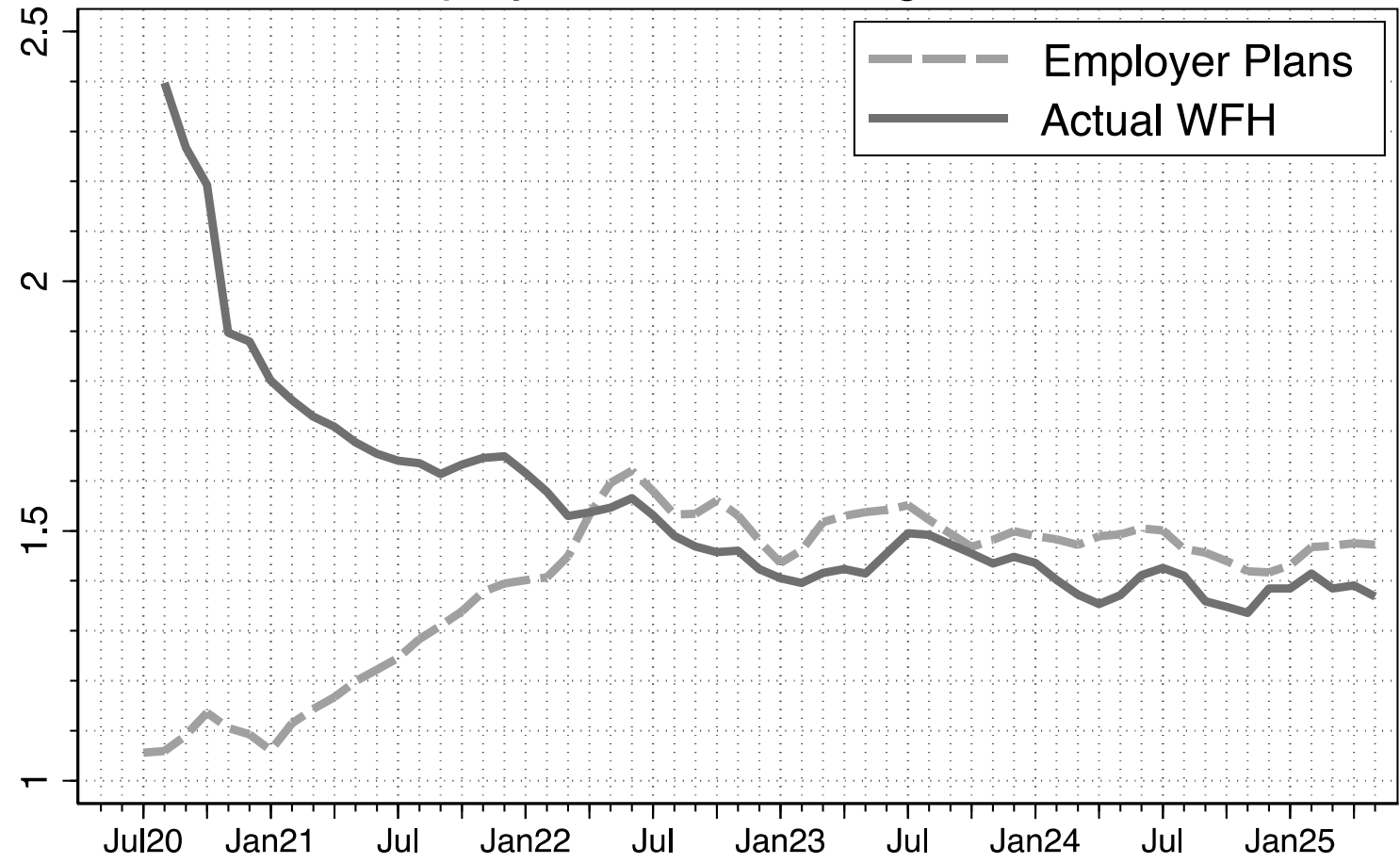
- *In their time diary the respondent listed the activity “Paid work at home” for **6 or more hours**.* (AHTUS)
- *How did this person **usually** get to work last week?* (ACS)
- *For each day **last week**, did you work a full day (6 or more hours), and, if so, where?* (SWAA)

**Notes:** For each dataset, we compute the percent of working individuals who worked full days at home during the survey’s reference period. For the AHTUS and ACS, if an individual reports usually working from home, we mark them as working from home 100% of the time. In SWAA we compute the percent of full paid days at home to account for a hybrid work schedule, and calculate monthly averages. We report those monthly values in 2020 and combine them into yearly averages from 2021 onwards. Then we plot each percentage on the vertical axis. We re-weight the sample of US residents aged 20 to 64 earning \$20,000 or more in 2019 dollars to overall population shares. We impute the September 2023 data value as the average of August and October due to data quality issues.

# Employer Plans for WFH Trend Near 1.5 Days per Week for Persons Able to Work From Home



Average Days per Week Working From Home:  
Actual and Employer Plans Looking 1+ Years Ahead



- Responses to the questions:
- *Looking one year ahead, how often is your employer planning for you to work full days at home?*
  - *For each day last week, did you work a full day (6 or more hours), and if so where? (November 2021 and later) **Currently (this week)** what is your work status? (Before November 2021)*

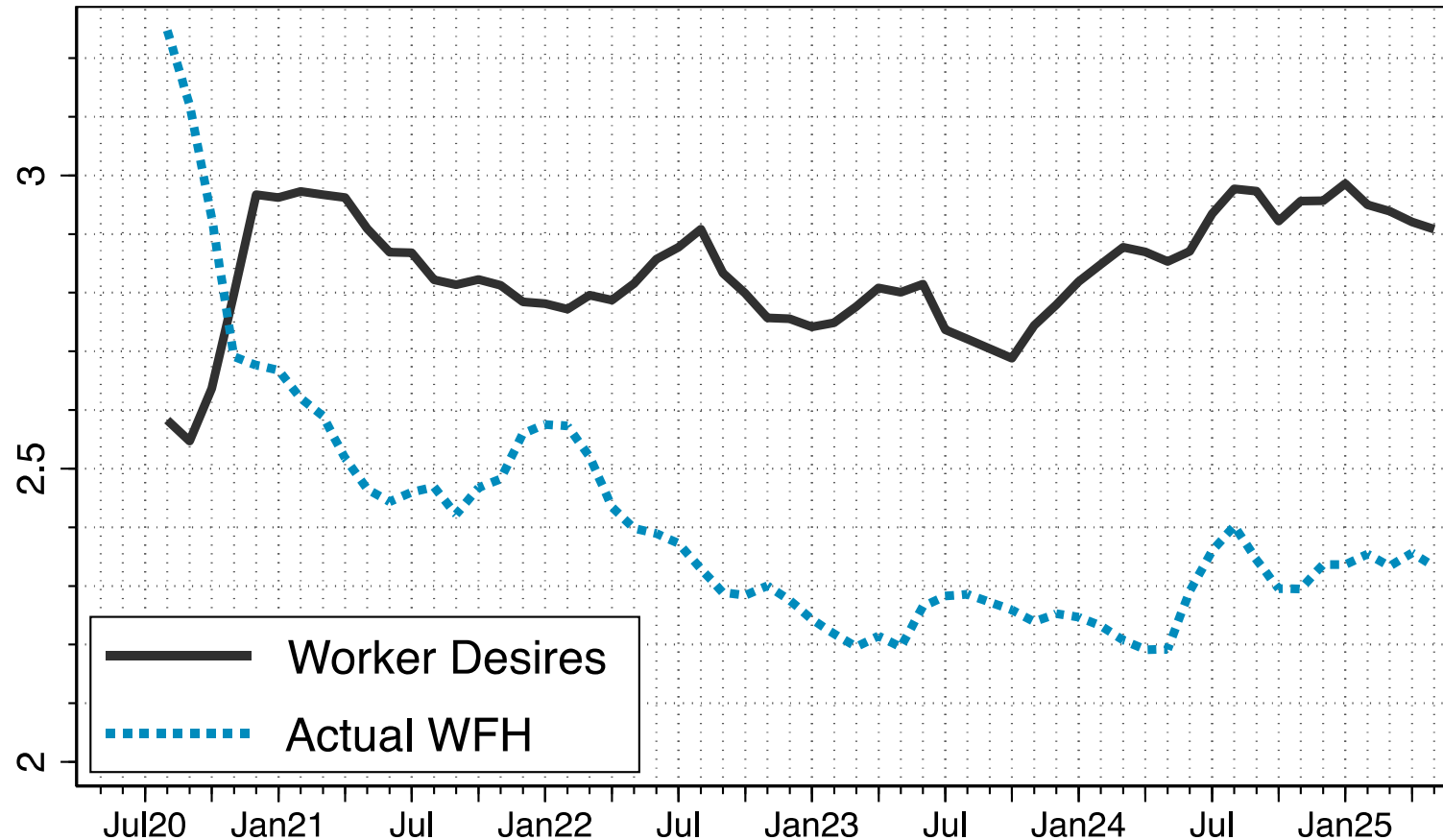
**Sample:** Data are from all SWAA waves, covering July 2020 to May 2025. The sample includes all respondents who reported their employer’s plans for WFH as the pandemic ends, or who worked the prior week (“All workers” series), but the blue-colored series labeled “Able to WFH” restrict attention to workers who have work-from-home experience in 2020 or later. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match Current Population Survey on age, sex, education, and earnings. We impute September 2023 data as the average between August and October due to data quality issues.

**N = 281,329 (plans) N = 240,567 (actual)**



# The Gap Between How Much Employees Want to Work from Home and Employer Plans Fluctuates Near Half a Day

## Average Days per Week Working From Home: Desired Versus Actual



Sample: Workers able to work from home

### Responses to the questions:

- Looking one year ahead, how often would you like to have full paid days at home?
- Looking one year ahead, how often is your employer planning for you to work full days at home?

**Sample:** Data are from all SWAA waves, covering August 2020 to May 2025. The sample includes all respondents who responded to the relevant survey and have work-from-home experience in 2020 or later. For the employer plans series, we exclude respondents who report having no employer. We impute September 2023 data as the average between August and October due to data quality issues.

**N = 213,737 (worker desires)**

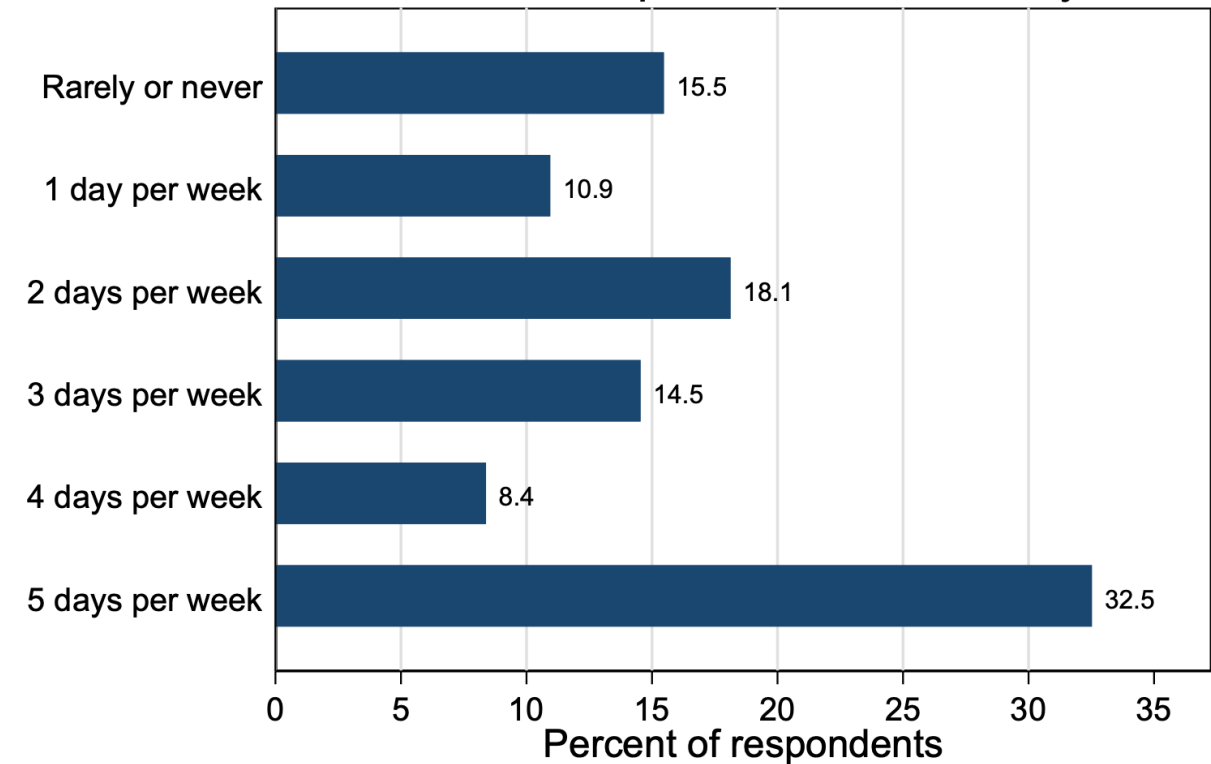
**N = 174,852 (actual)**



# Employers Offer Fewer Fully Remote Jobs and More Fully Onsite Jobs Than Employees Want

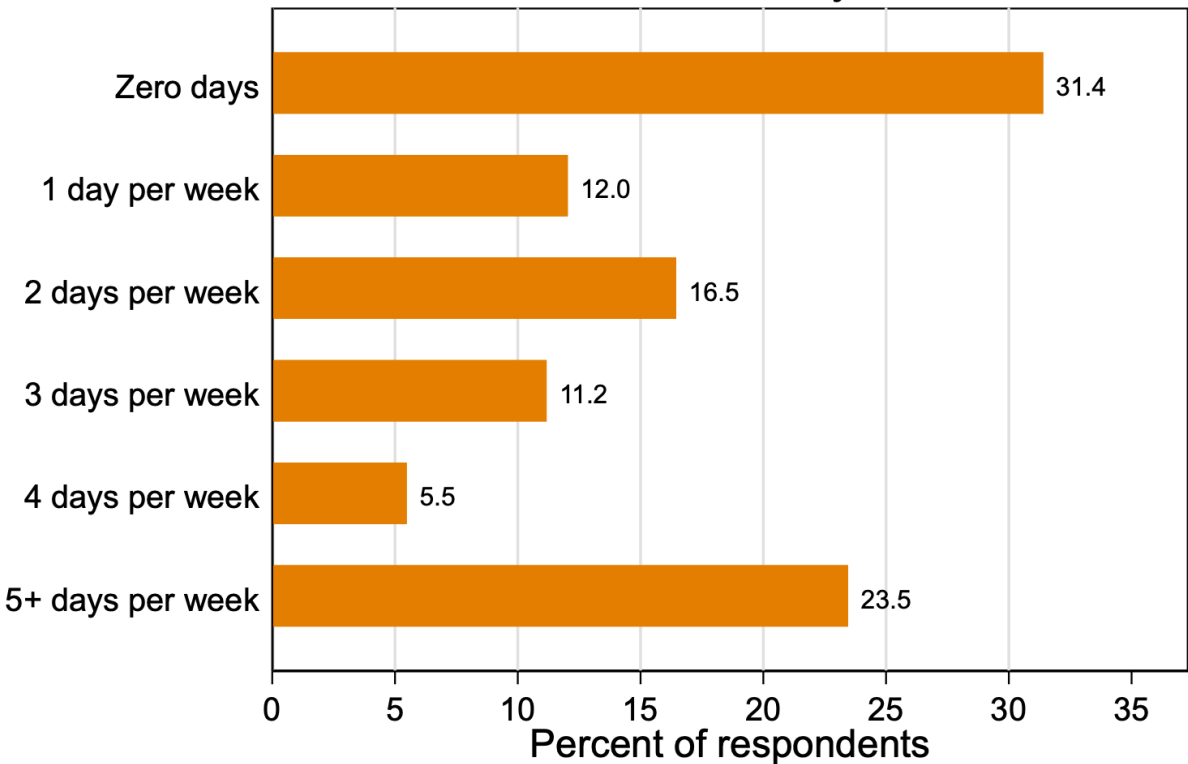


Worker desired amount of post-COVID WFH days



Sample: Full-time wage and salary employees who are able to WFH. N = 8711

Current amount of WFH days



Sample: Full-time wage and salary employees who are able to WFH. N = 8326

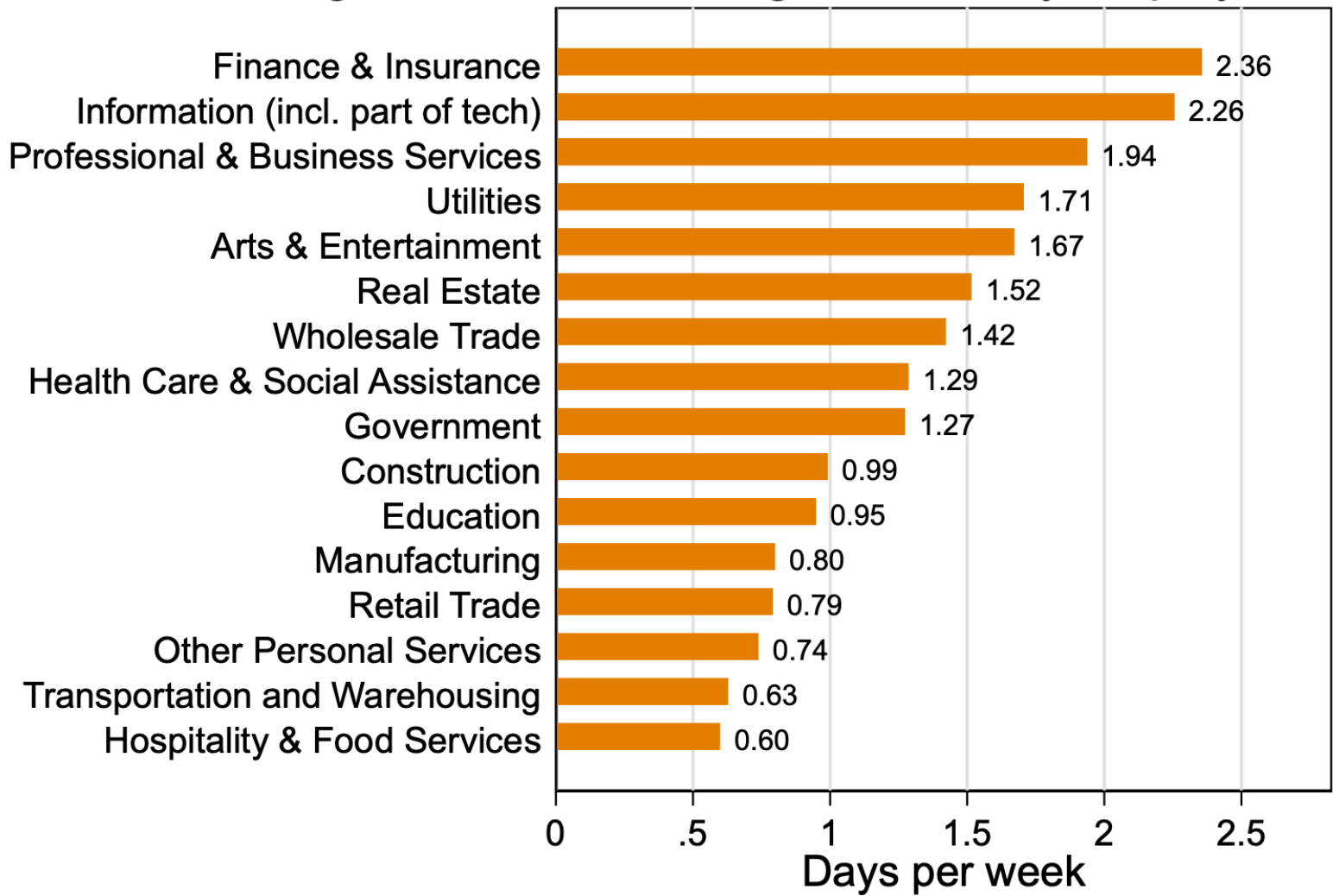
**Responses to the questions:** *Looking one year ahead*, how often would you **like to** have paid workdays at home? *For each day last week*, did you **work a full day (6 or more hours)**, and if so **where**?

**Sample:** Data are from the February 2024 to May 2025 SWAA waves. The sample includes full-time wage and salary employees (i.e. who worked 5 or more days during the survey reference week) who have work-from-home experience during the pandemic and pass the attention-check questions. Numbers for “5 days per week” in the right chart include responses for 6 or 7 full days worked from home. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match Current Population Survey on age, sex, education, and earnings.

# Working from Home is Most Prevalent in Finance, Tech, and Professional and Business Services Sectors



## Current working from home: All wage and salary employees



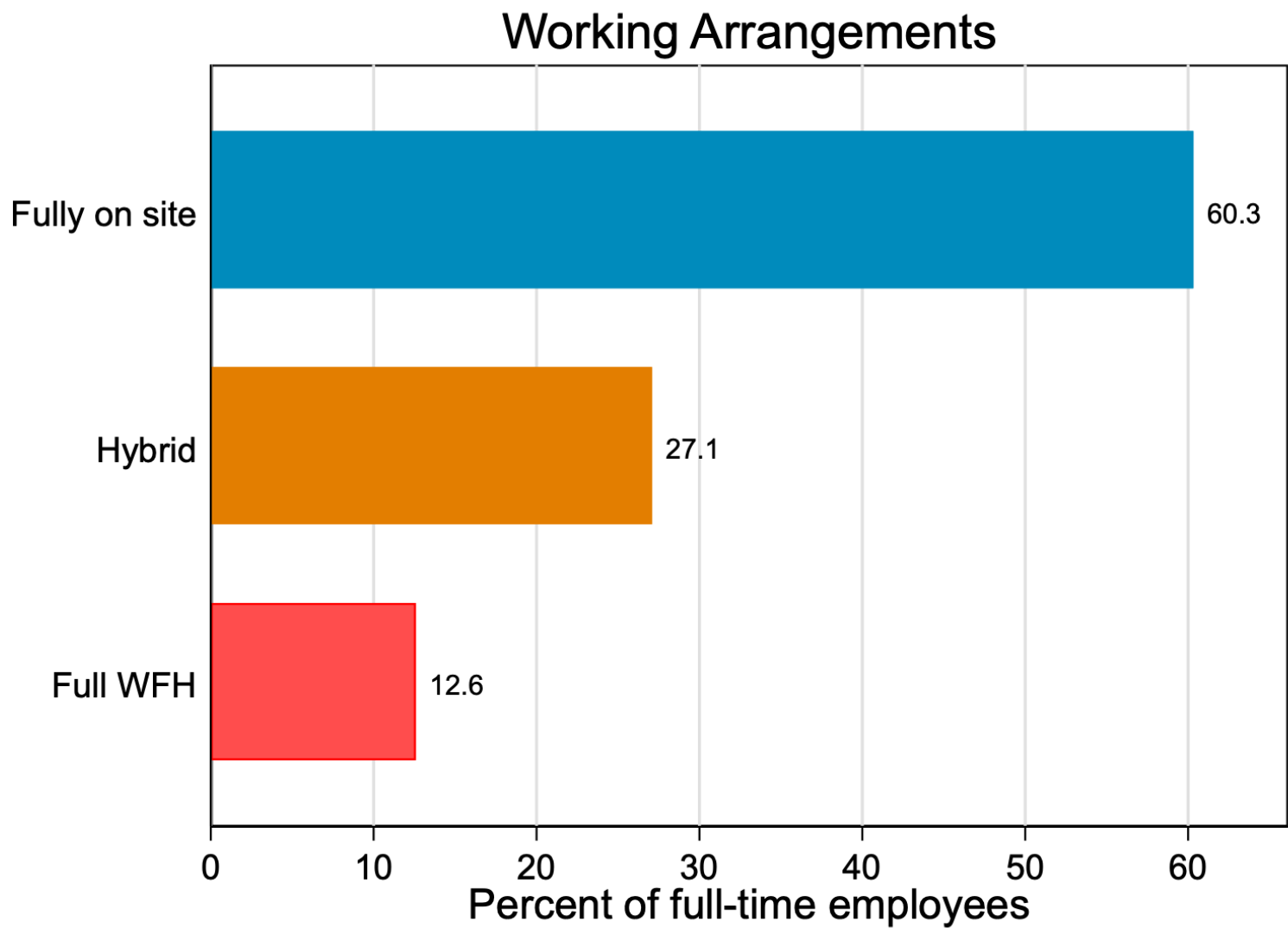
**Responses to the question:**

- For each day last week, did you work a full day (6 or more hours), and if so where?

**Sample:** Data are from the December 2024 to May 2025 SWAA waves. The sample includes all wage and salary employees who pass the attention-check questions. We exclude mining due to insufficient observations and agriculture to focus on non-farm jobs. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match Current Population Survey on age, sex, education, and earnings.

**N = 21,822**

# By Spring 2025: 13% of Full-Time Employees Were Fully Remote, 60% Were Full-Time on Site, and 27% Were in a Hybrid Arrangement

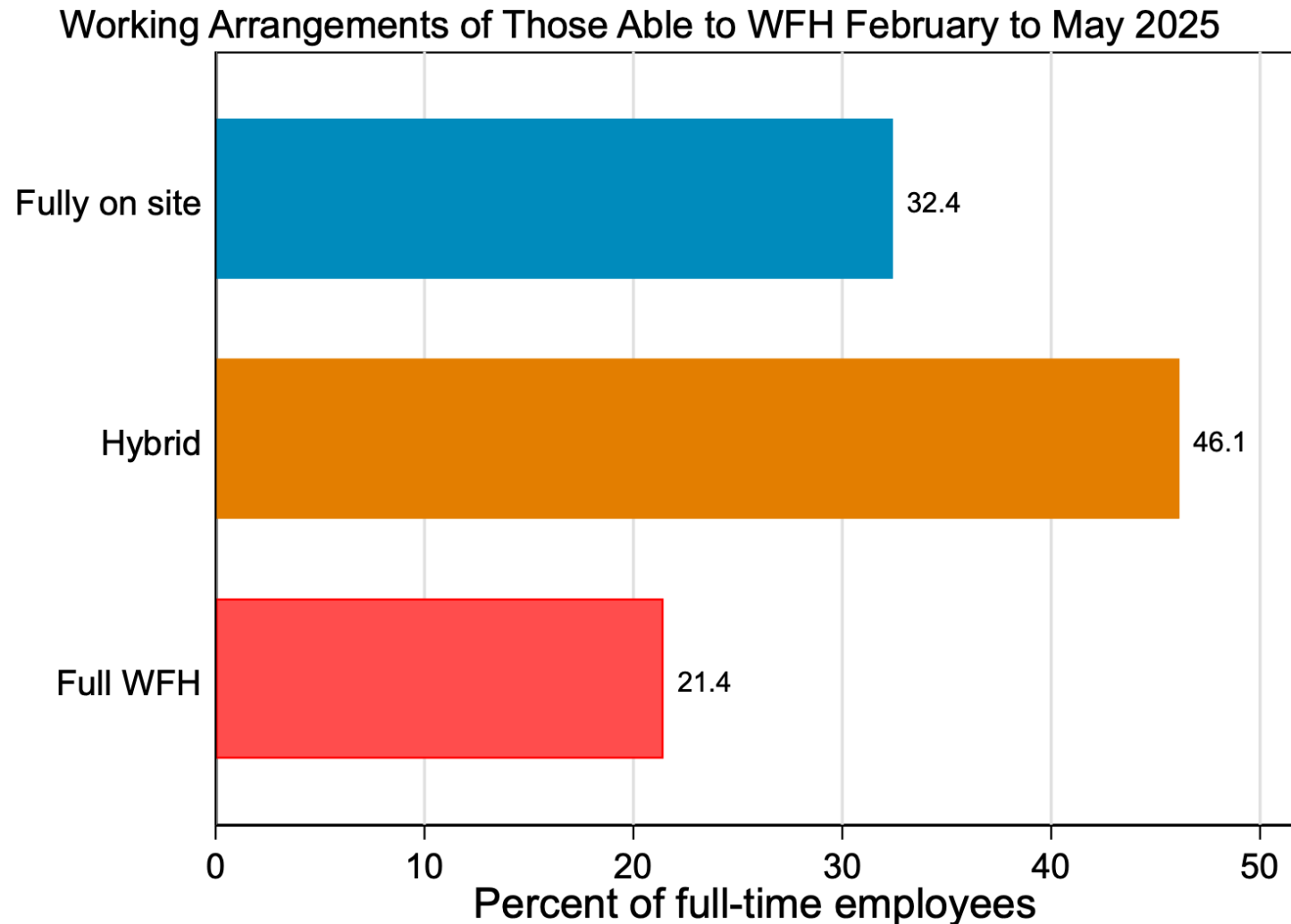


**Source:** Responses to the questions:  
- *For each day last week, did you work a full day (6 or more hours), and if so where?*

**Notes:** We compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey’s reference week. Then we show the percentage for each group. The sample covers the February to May 2025 waves of the SWAA. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match CPS shares by age-sex-education-earnings cells.

**N = 14,093**

# For Employees that Can Work from Home, the Most Common Practice is Hybrid, with Fully On Site Close Behind



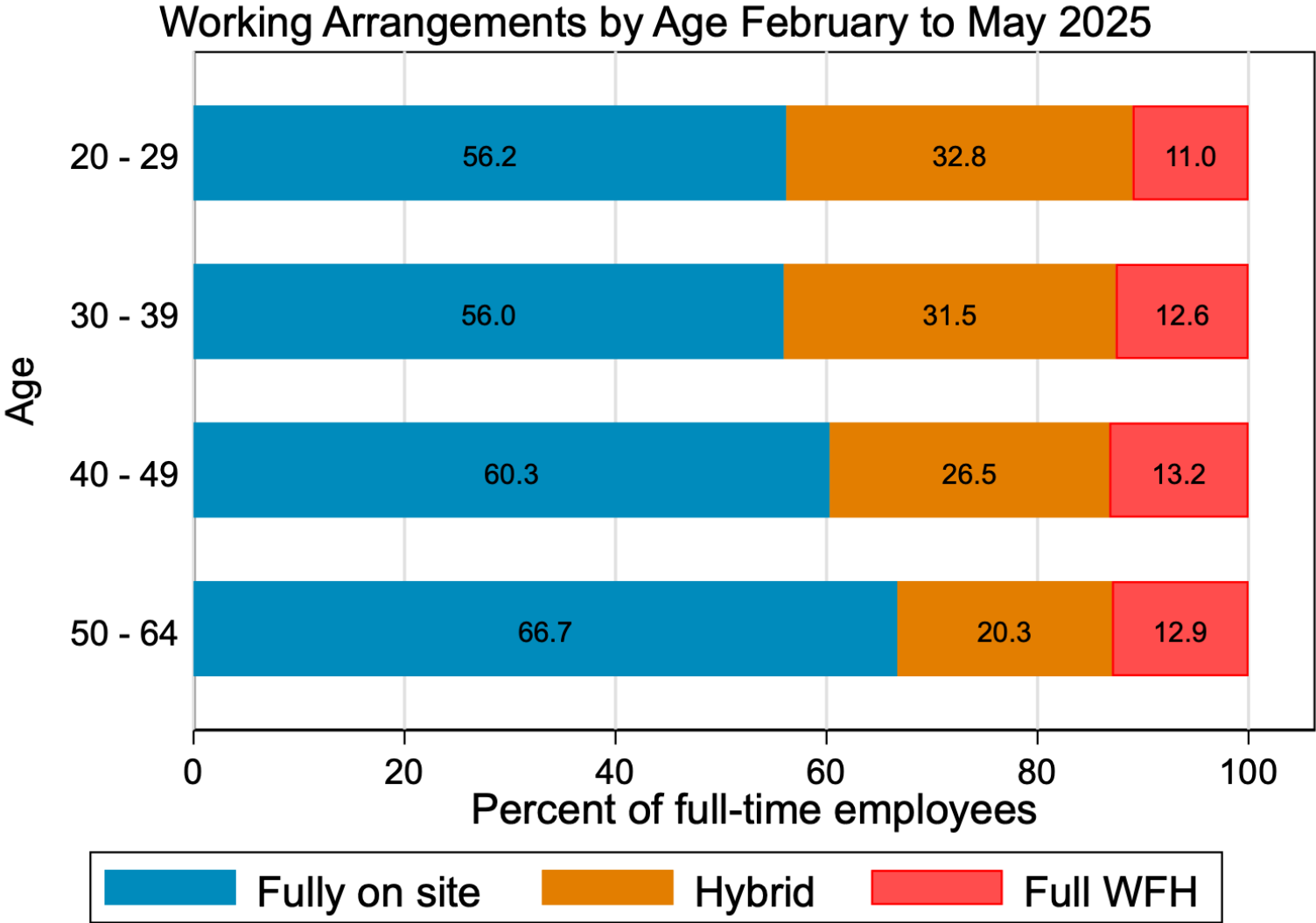
**Source:** Responses to the questions:

- *For each day last week, did you work a full day (6 or more hours), and if so where?*

**Notes:** We compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who are able to work from home and either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. We infer that somebody is able to work from home if they currently do so 1+ days per week, or did so at some point since the start of COVID. The sample covers the February to May 2025 waves of the SWAA. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in 2019 or 2021 to match CPS shares by age-sex-education-earnings cells.

**N = 9,605**

# Workers In Their 50s and 60s Are Fully On Site and Fully Remote More Often Than Younger Workers



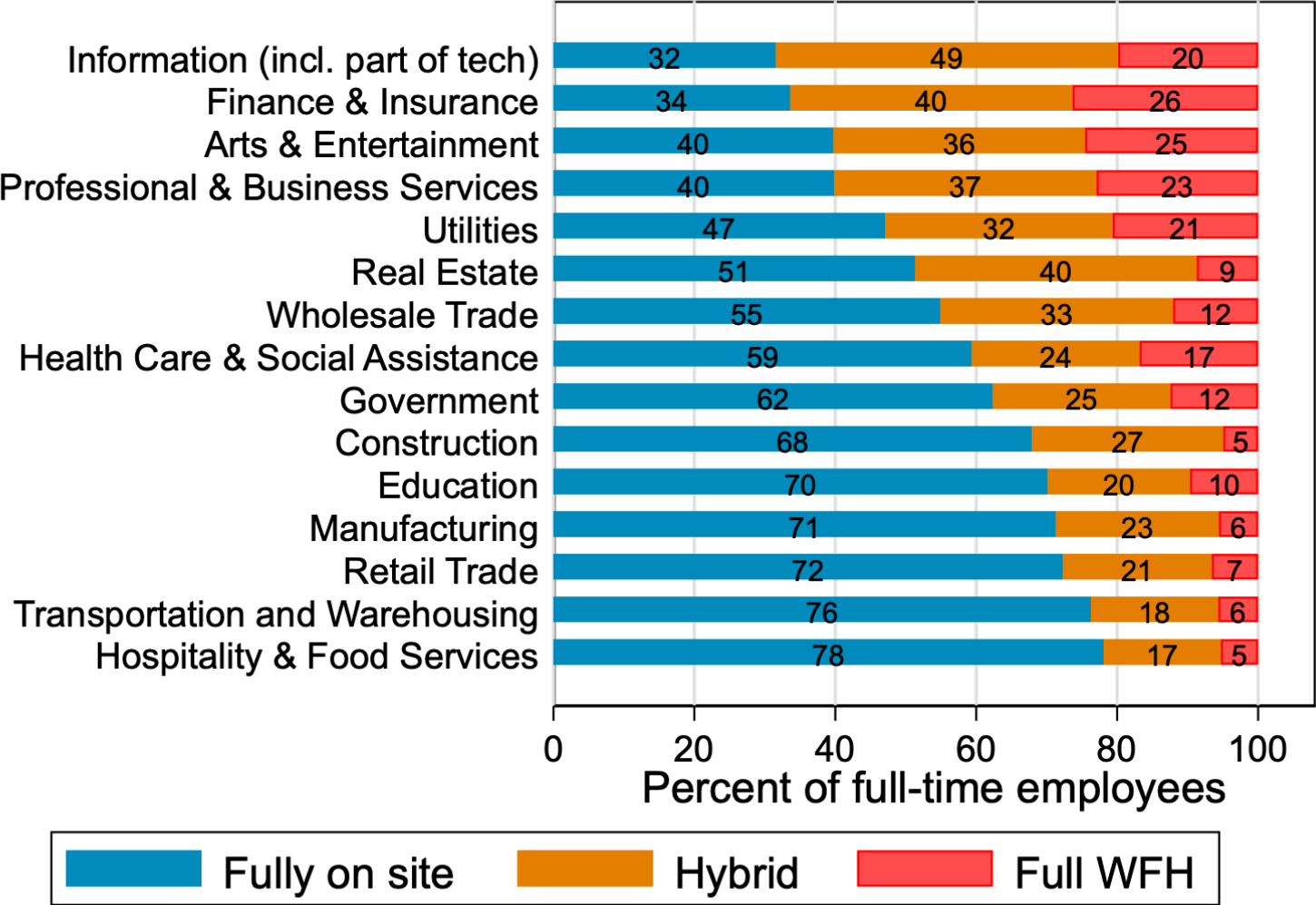
**Source:** Responses to the questions:  
- For each day last week, did you work a full day (6 or more hours), and if so where?

**Notes:** For each age group, we compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey’s reference week. Then we show the percentage for each group. The sample covers the February to May 2025 waves of the SWAA. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match CPS shares by age-sex-education-earnings cells.  
**N = 14,093**

# Information, Finance & Insurance, and Prof. & Business Services Have The Largest Share of Hybrid and Fully Remote Workers



Working Arrangements by Industry February to May 2025



**Source:** Responses to the questions:  
- For each day last week, did you work a full day (6 or more hours), and if so where?

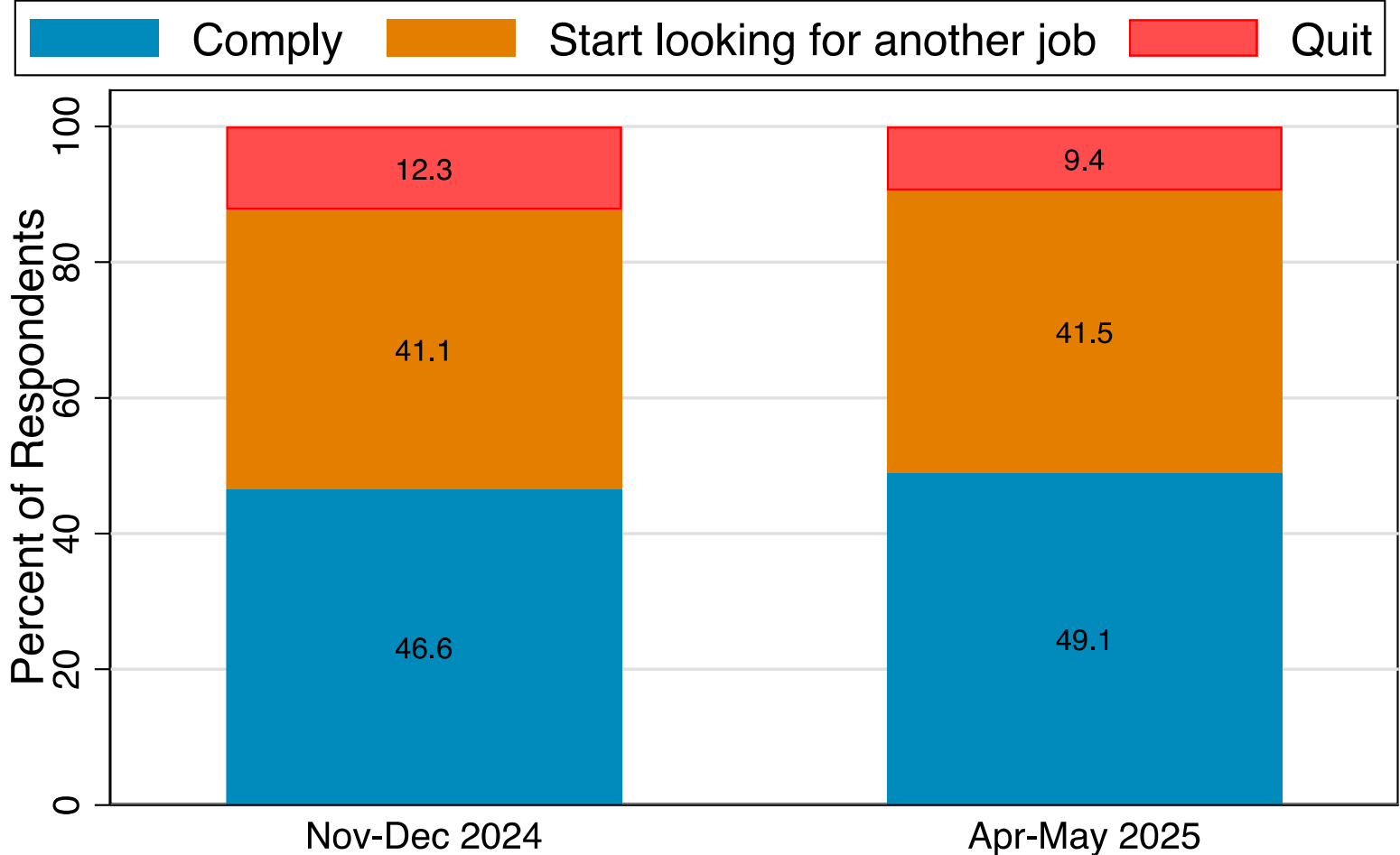
**Notes:** For each industry group, we compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey’s reference week. Then we show the percentage for each group. The sample covers the February to May 2025 waves of the SWAA. We re-weight the sample of US residents aged 20 to 64 earning \$10,000 or more in a prior year to match CPS shares by age-sex-education-earnings cells. We exclude agriculture, construction, mining, and other personal services, the latter two due to insufficient observations.

N = 13,779

# In Spring 2025, Respondents Say They Are Marginally More Likely to Comply if Asked to Work On-site Full Time



If your employer announced an RTO policy requiring 5+ days/week at the workplace starting [next month], would you:



**Responses to the Question:**

- *How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in June 2025?***

**Notes:** Data are from the November-December 2024, and April-May 2025 SWAA waves, focusing on employed respondents who reported working from home 1 or more days the prior week. We reweight the raw responses from US residents earning \$10,000 or more in the prior year to match the CPS by age x sex x education x earnings cells.

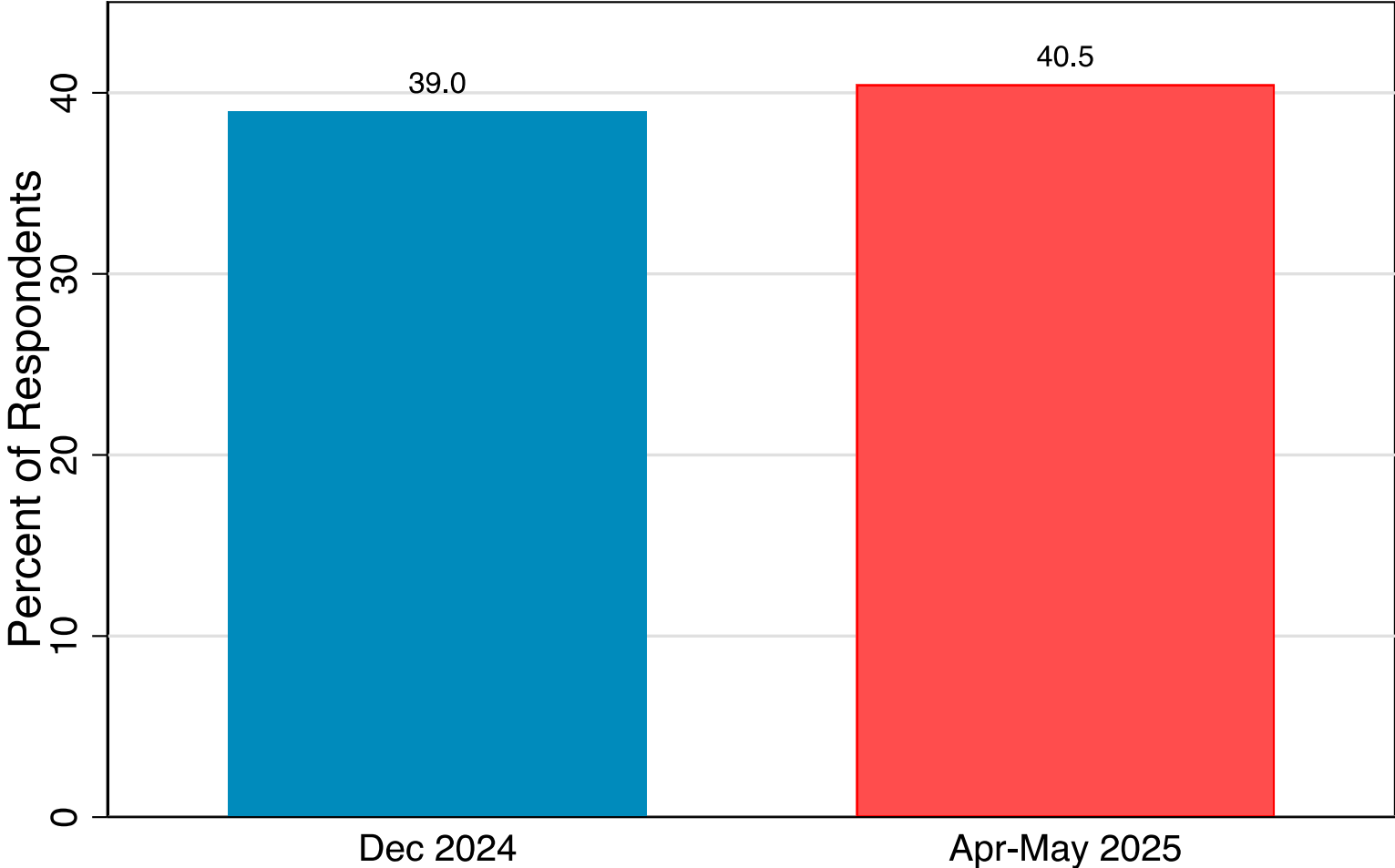
**N = 3,884**



# Respondents Who Are Still WFH Have Not Changed Their Expectations About a Full-Time RTO For 2025



How likely is your employer is to announce an RTO requiring 5+ days/week at the workplace at some point in 2025?



**Responses to the Question:**

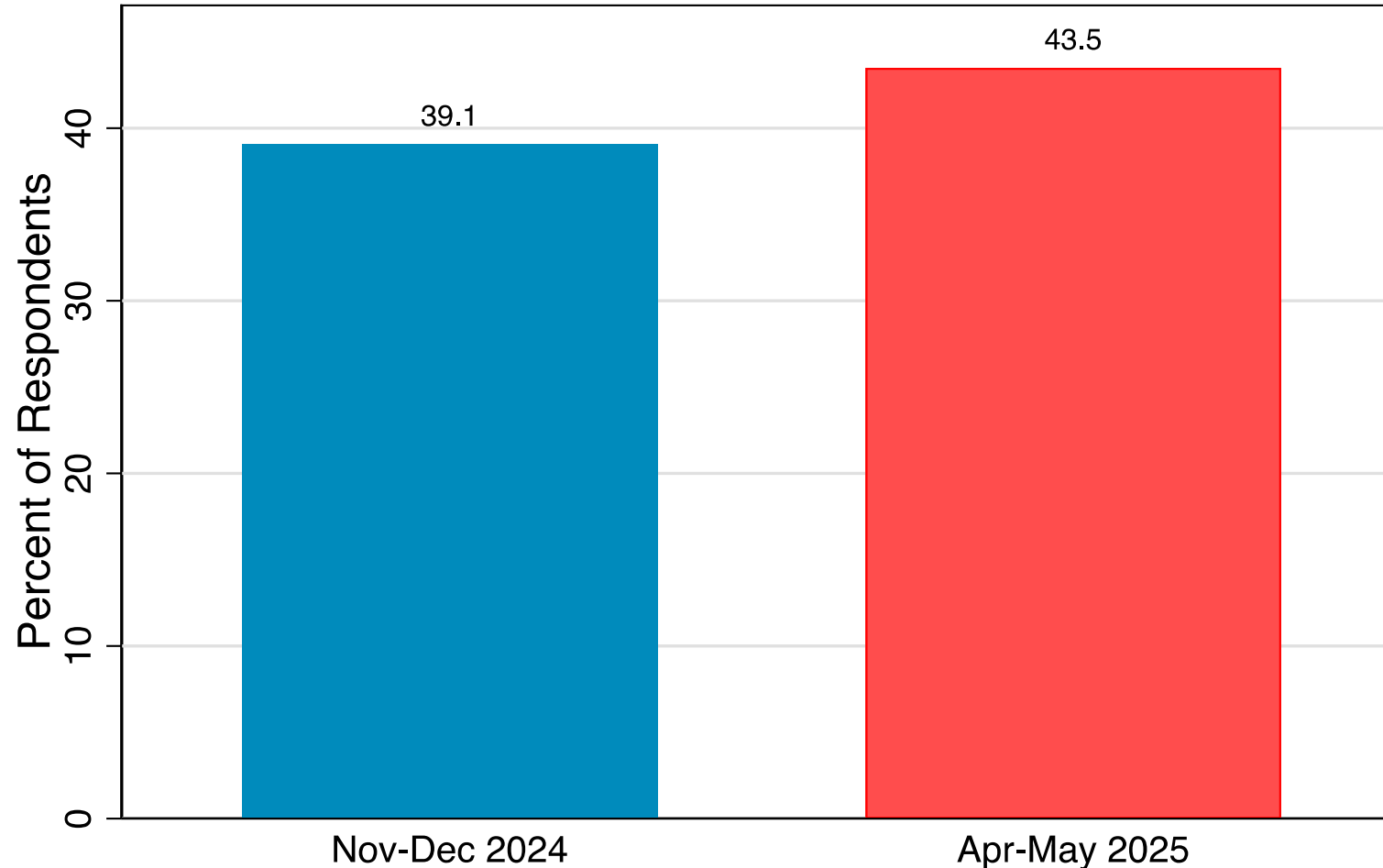
- *How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week** at some point in 2025?*

**Notes:** Data are from the December 2024, and April-May 2025 SWAA waves, focusing on employed respondents who reported working from home 1 or more days the prior week. We reweight the raw responses from US residents earning \$10,000 or more in the prior year to match the CPS by age x sex x education x earnings cells.

**N = 2,979**

# Reports of Recent RTOs Have Risen Slightly by Spring '25

Has your main employer announced a new push for in-person work (RTO mandate) in the past 6 months?



## Responses to the Question:

- *Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate in the past 6 months?*

**Notes:** Data are from the November-December 2024, and April-May 2025 SWAA waves, focusing on employed respondents who reported working from home 1 or more days the prior week. We reweight the raw responses from US residents earning \$10,000 or more in the prior year to match the CPS by age x sex x education x earnings cells.

**N = 6,182**

# References

- Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. “Why working from home will stick,” National Bureau of Economic Research Working Paper 28731.