

SWAA November 2025 Updates*

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5 November 2025



Latest survey wave included: October 2025

To sign up for regular results updates, please sign up [here](#).

* Many thanks to Mert Akan, Diego Álvarez, and Santiago Cordero for excellent research assistance.

- **Source of all data (unless noted):** Survey of Working Arrangements and Attitudes (SWAA), see 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

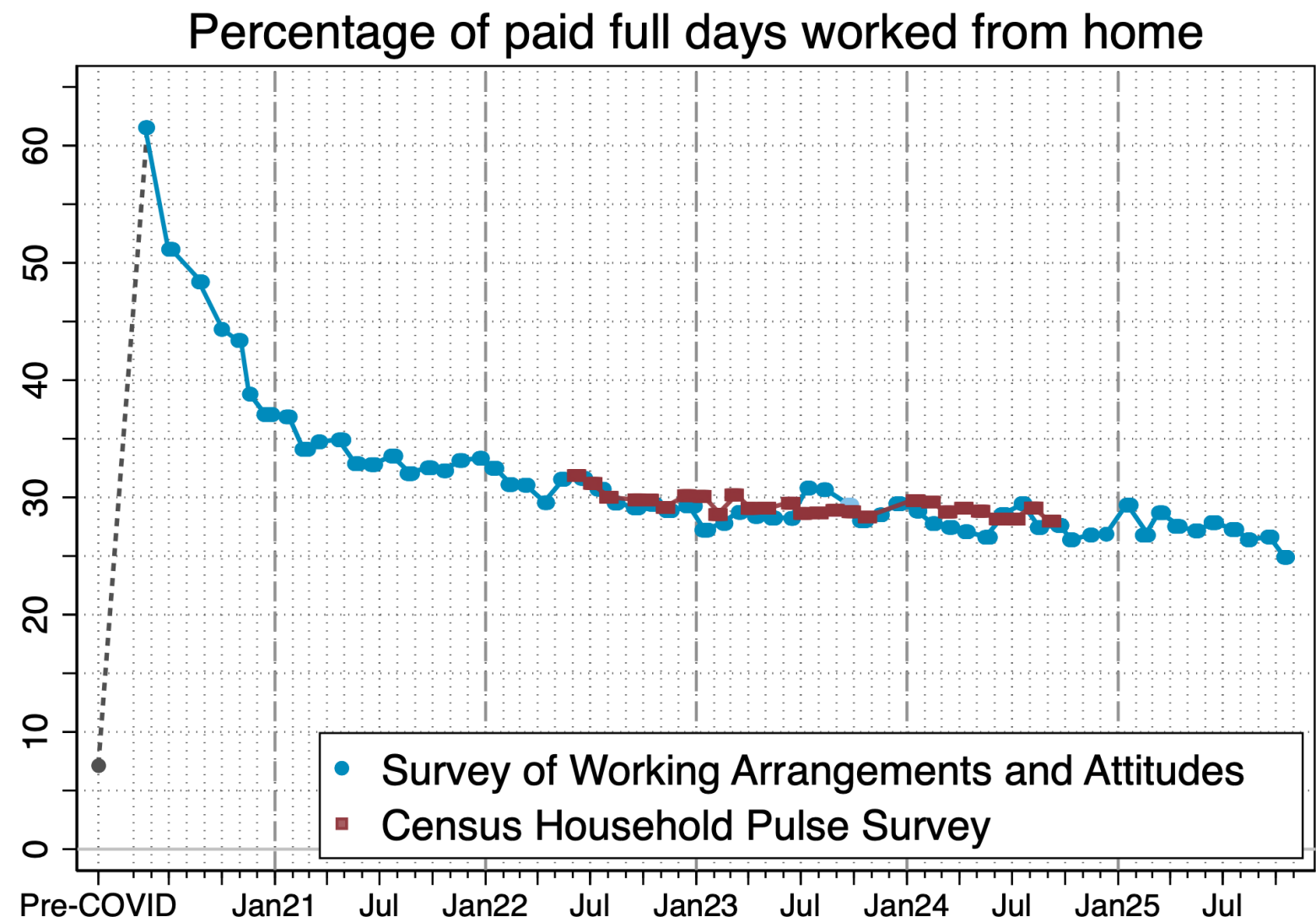
The Survey of Working Arrangements and Attitudes

- 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.

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 25% of Paid Days in the US in October 2025 Were Work-From-Home Days



Source: Responses to the questions:

- 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)

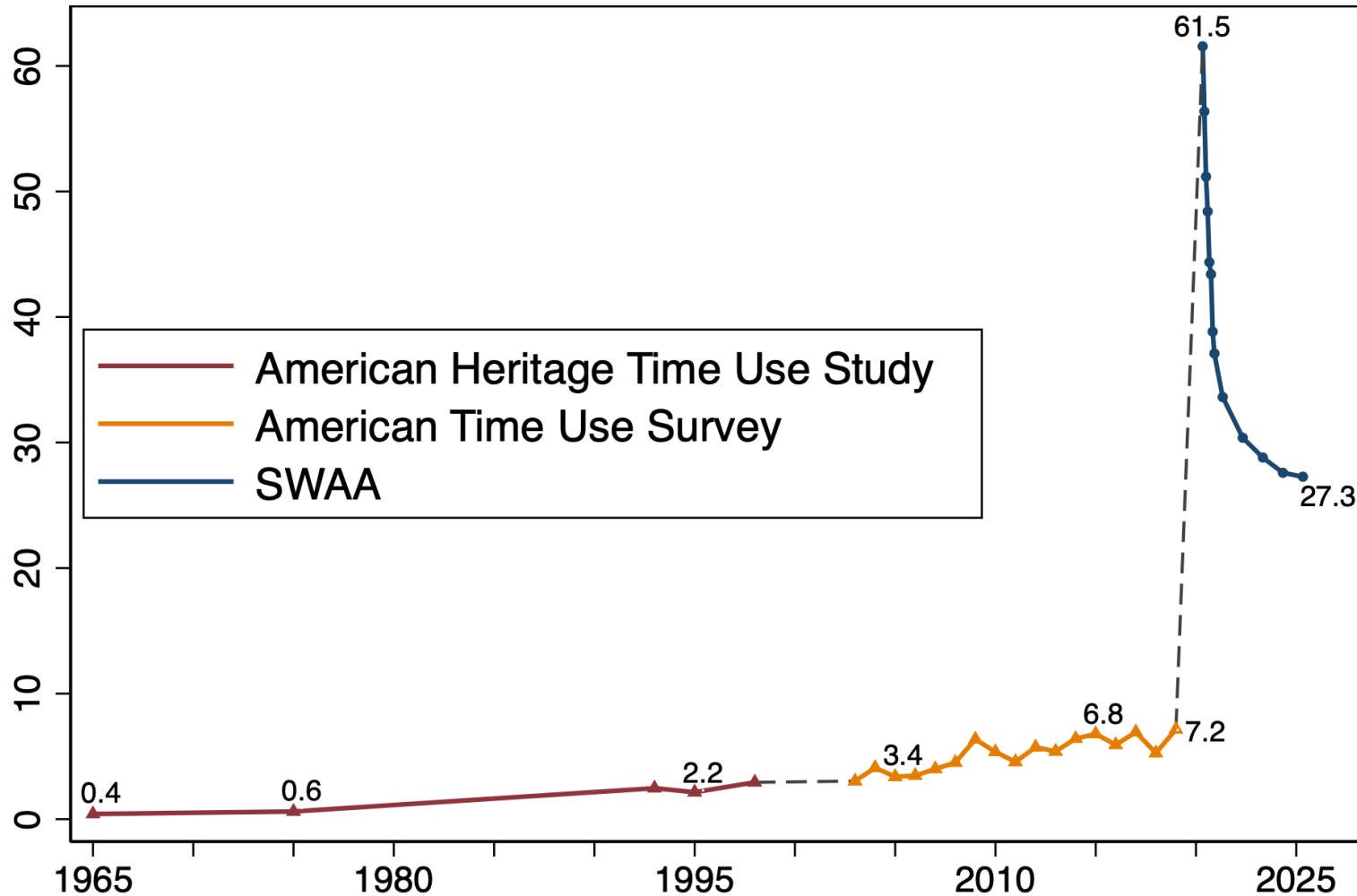
Notes: For each wave, we compute the percent of paid full days worked from home in the SWAA and Household Pulse Survey (HHP) and plot it on the vertical axis. The horizontal-axis location shows when the survey was in the field. The pre-COVID figure is from the 2017-2018 American Time Use Survey. SWAA: 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 = 262,751 (SWAA) N = 923,587 (HHP)

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



Full Days Worked at Home, Percent of Paid Workdays



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.

The chart displays the percentage of employees working from home (WFH) over time, comparing actual data with employer plans. The y-axis represents the percentage, ranging from 1 to 2.5. The x-axis shows time in 6-month intervals from July 2020 to July 2025. The solid line represents 'Actual WFH', which starts at approximately 2.4 in July 2020, drops sharply to about 1.9 by January 2021, and then fluctuates between 1.3 and 1.6 through 2025. The dashed line represents 'Employer Plans', which starts at approximately 1.05 in July 2020, rises steadily to about 1.4 by January 2022, and then fluctuates between 1.4 and 1.5 through 2025.

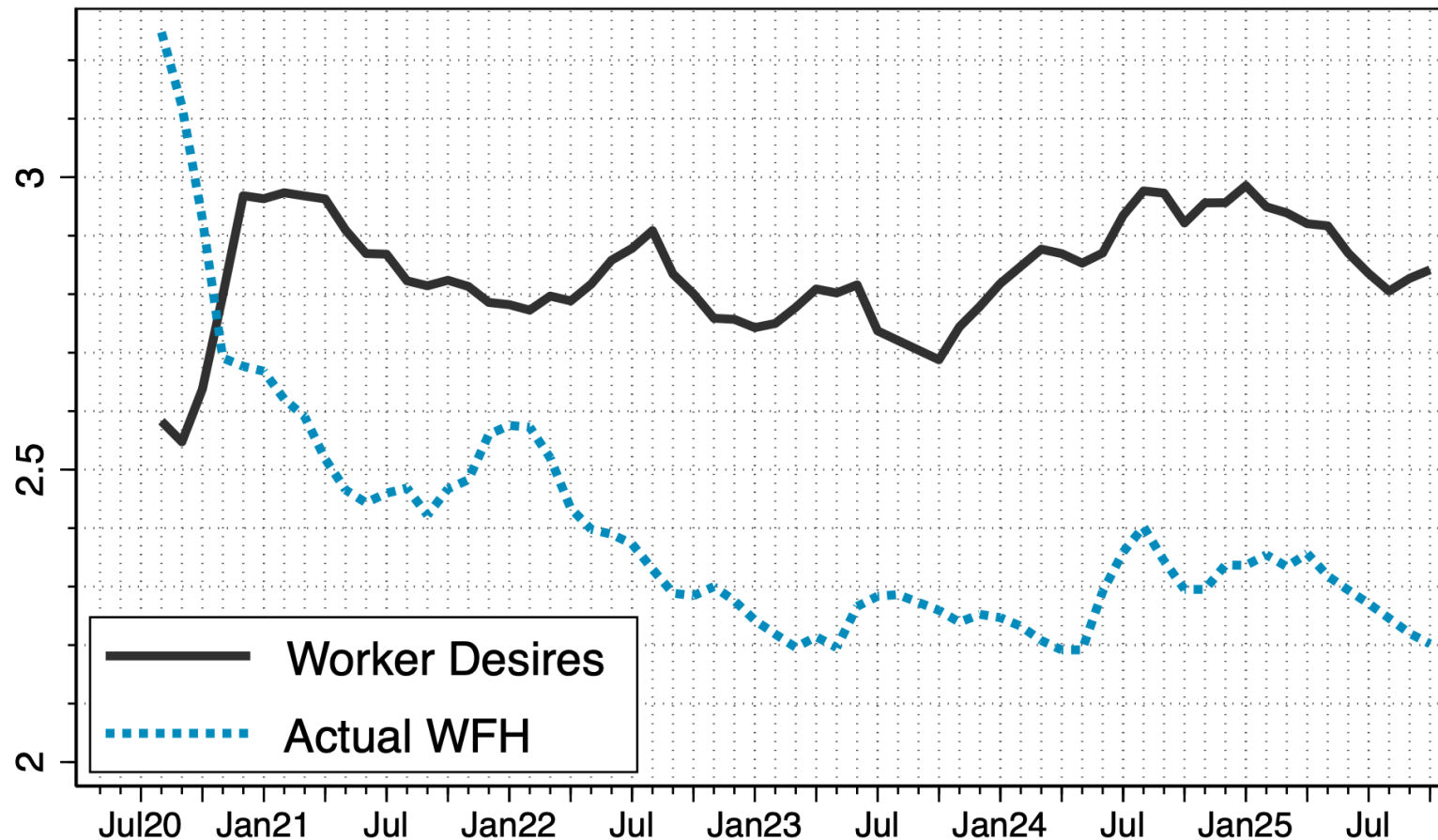
Time	Actual WFH (%)	Employer Plans (%)
Jul20	2.4	1.05
Jan21	1.9	1.1
Jul	1.6	1.2
Jan22	1.5	1.4
Jul	1.4	1.45
Jan23	1.4	1.45
Jul	1.5	1.5
Jan24	1.4	1.45
Jul	1.4	1.45
Jan25	1.4	1.45
Jul	1.3	1.45

- **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)

N = 307,153 (plans) N = 267,694 (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 October 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.

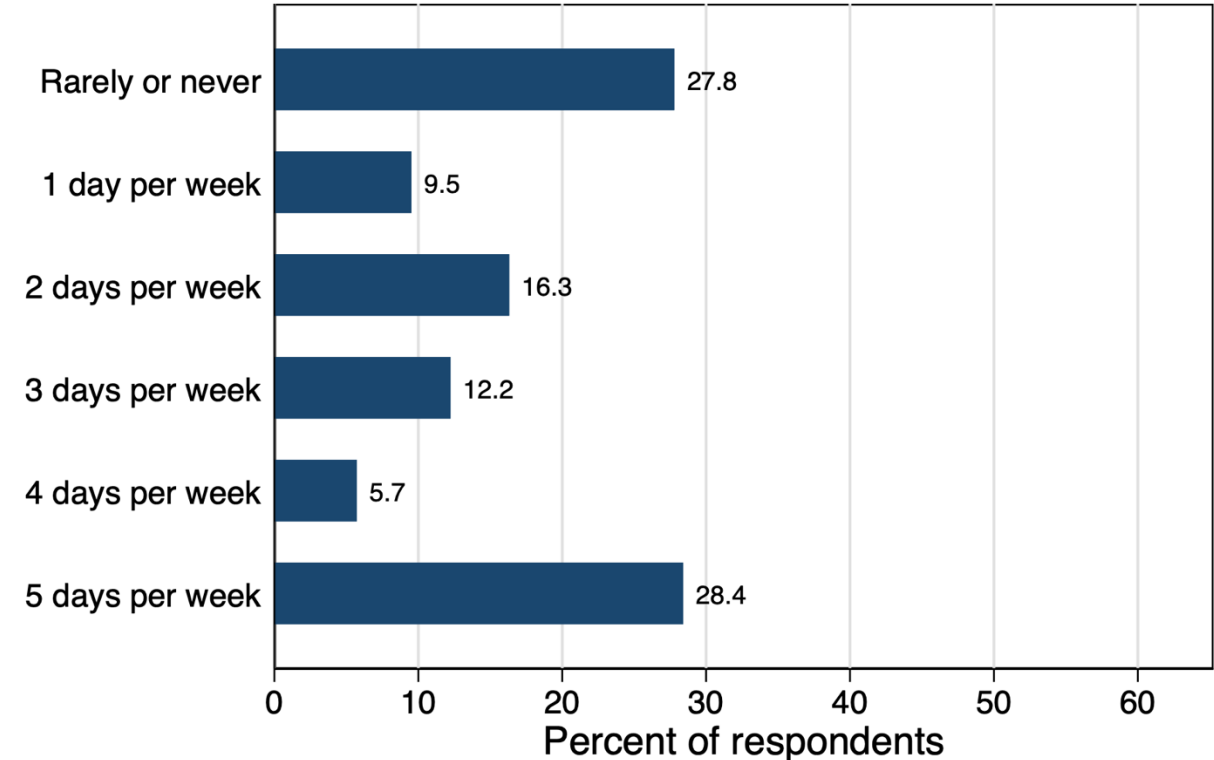
N = 232,815 (worker desires)

N = 190,547 (actual)

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

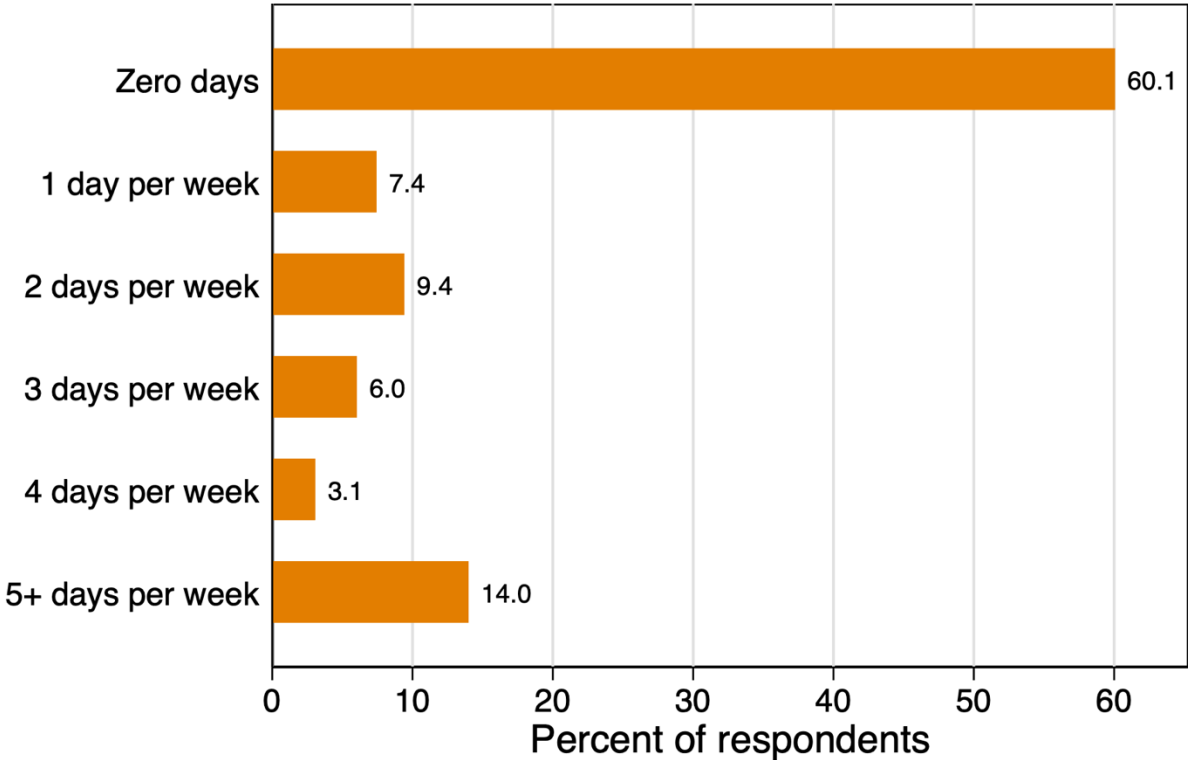


Worker desired amount of post-COVID WFH days



Sample: Full-time wage and salary employees who are able to WFH. N = 36325

Current amount of WFH days



Sample: Full-time wage and salary employees who are able to WFH. N = 34765

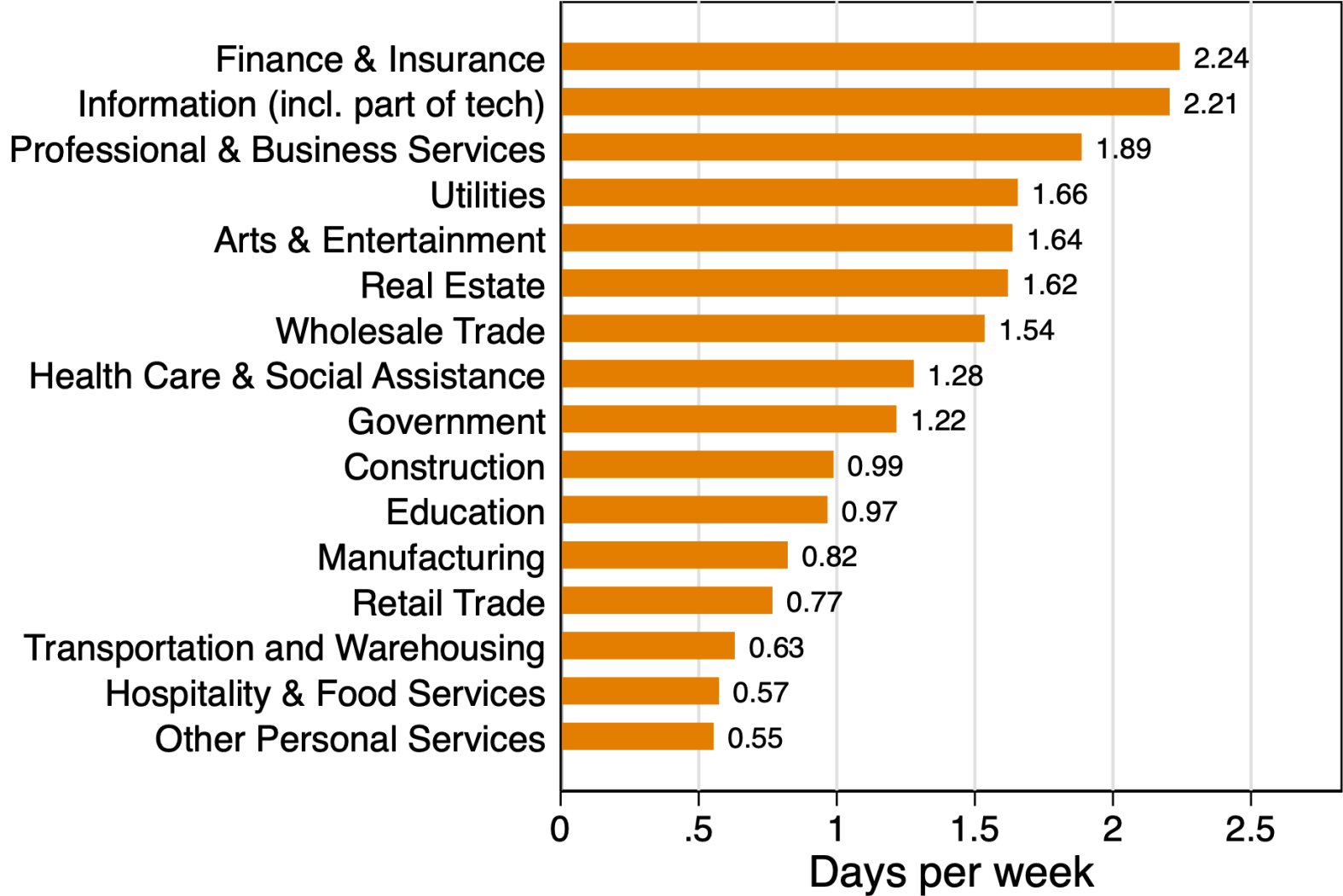
Responses to the questions: *Looking one year ahead*, how often would you **like to** have paid workdays at home? *For each day last week*, did you **work a full day (6 or more hours)**, and if so **where?**

Sample: Data are from the November 2024 to October 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) 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



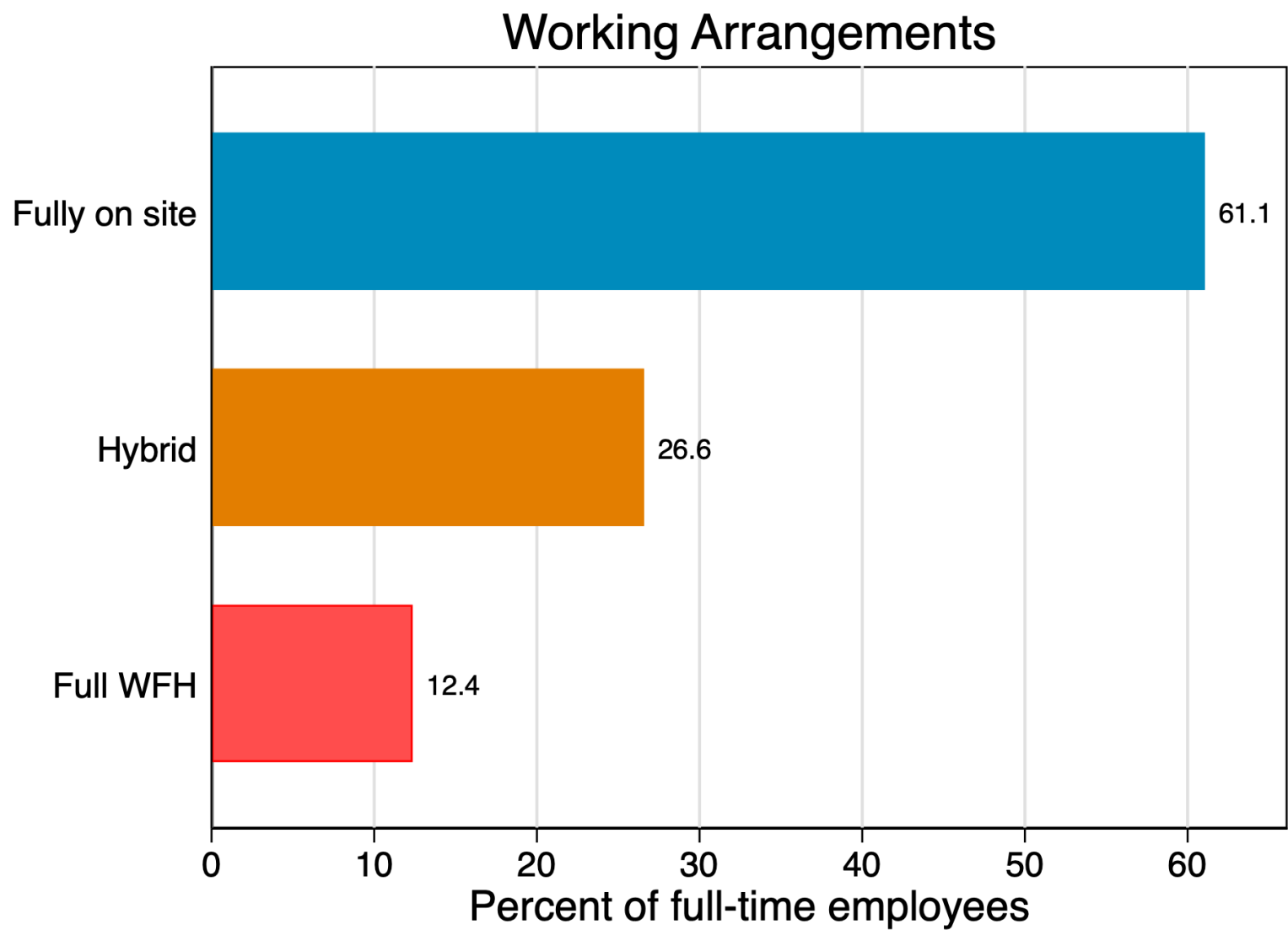
Responses to the question:

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

Sample: Data are from the November 2024 to October 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 = 43,762

By 2025: 12% of Full-Time Employees Were Fully Remote, 61% 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?*

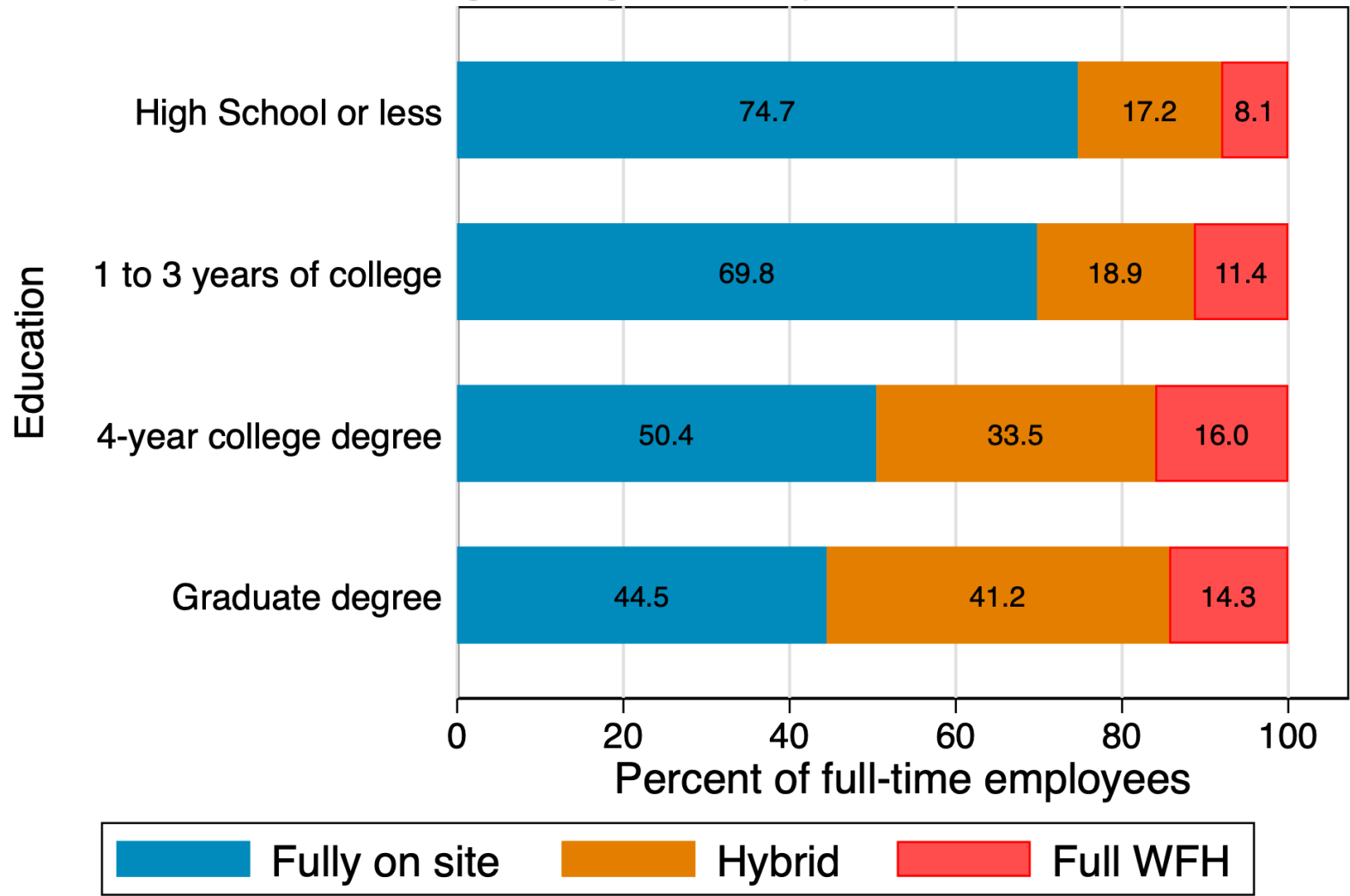
Notes: We compute the percent of full-time (i.e. work 5+ days/week) wage and salary employees who either i) worked all their days on business premises; ii) worked some days on business premises and some days at home; or iii) worked all all days at home during the survey’s reference week. Then we show the percentage for each group. The sample covers the November 2024 to October 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 = 40,810

About Half of Full-Time Wage & Salary Employees with 4-Year College or Graduate Degrees WFH 1+ Days Per Week



Working Arrangements by Education

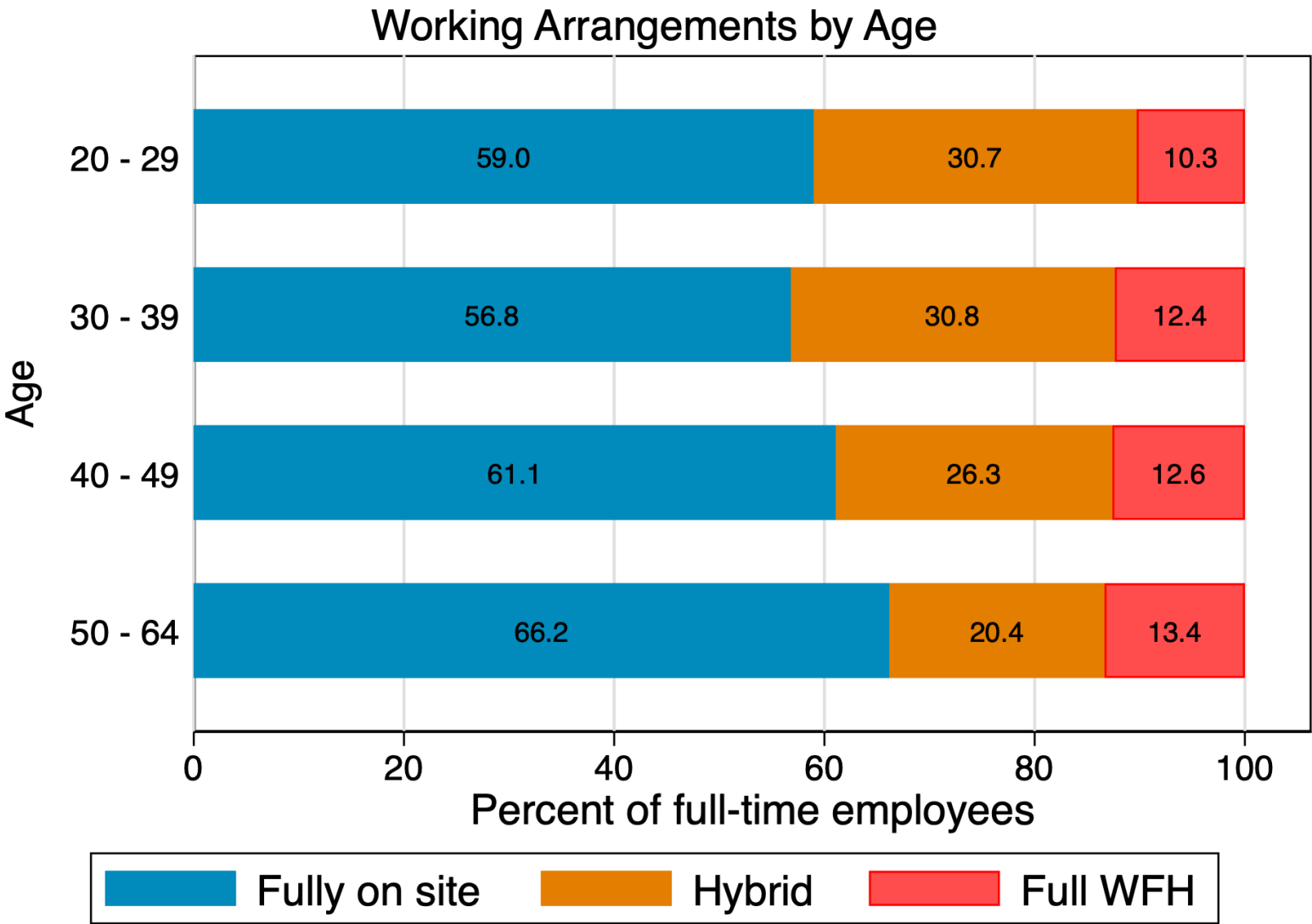


Source: Responses to the question:
- For each day last week, did you work a full day (6 or more hours), and if so where?

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 numbers to the right of the chart report the average work-from-home rate (as percent of paid workdays) for each group. The sample covers the November 2024 to October 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 = 40,810

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

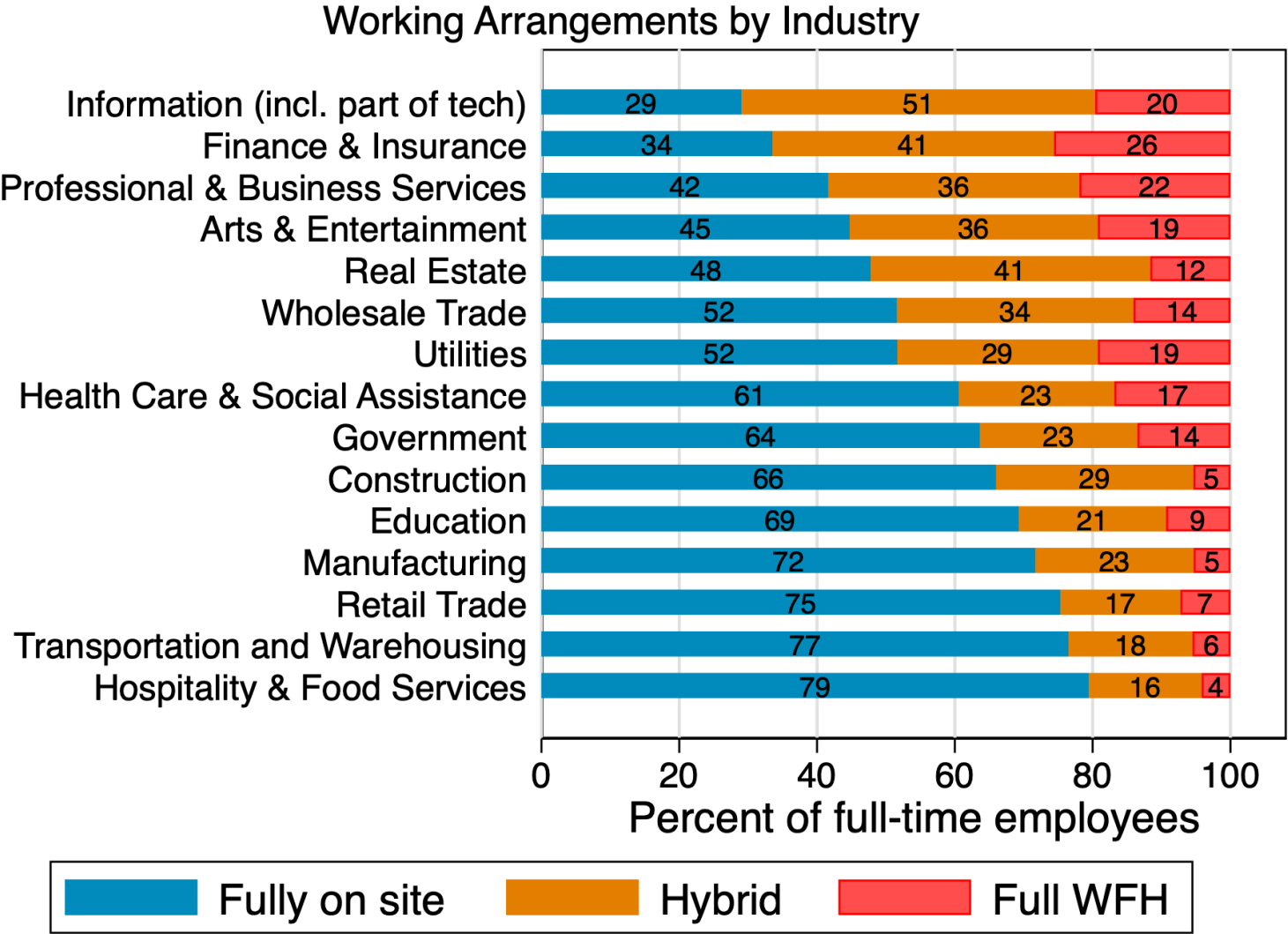


Source: Responses to the questions:
- *For each day last week, did you work a full day (6 or more hours), and if so where?*

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 November 2024 to October 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 = 40,810

Information, Finance & Insurance, and Prof. & Business Services Have The Largest Share of Hybrid and Fully Remote 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 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 November 2024 to October 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 = 39,943

Work-From-Home Patterns by Education Group Have Been Stabilizing Since About 2023



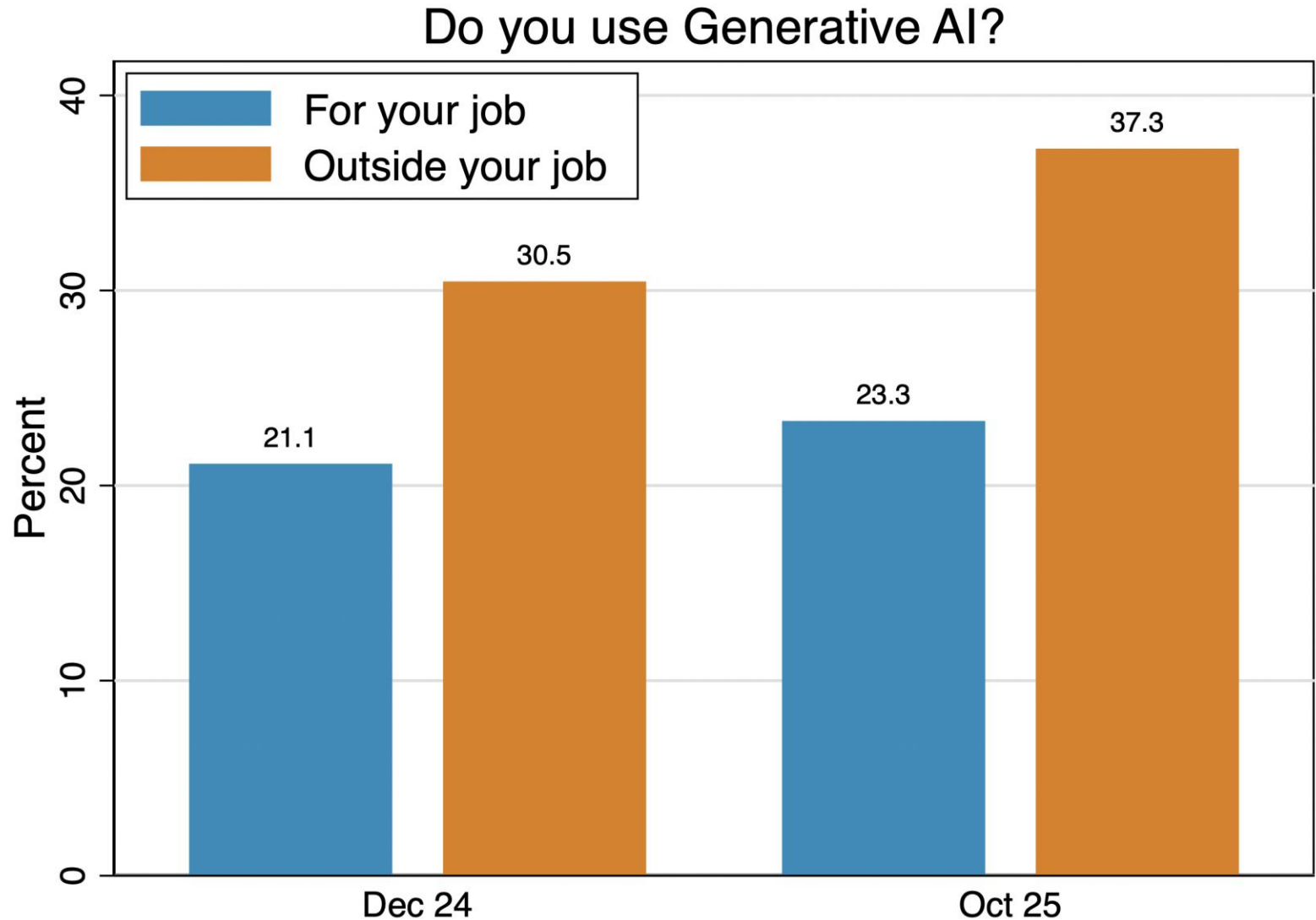
Work From Home, Percent of Full Paid Workdays

Year	2020	2021	2022	2023	2024	2025*
High School Degree or Less Education	31.4	23.9	20.3	20.1	20.3	21.0
1 to 3 Years of College	39.0	30.1	27.6	25.9	25.1	23.7
4-Year College Degree	54.5	40.0	37.2	34.8	33.8	33.3
Graduate Degree	59.0	43.6	39.5	36.0	36.0	35.4
Observations	15,689	35,758	49,361	47,556	45,612	39,252

Responses to the questions: *Currently (this week) what is your work status? For each day last week, did you work a full day (6 or more hours), and if so where?* (SWAA)

Notes: We compute the average work from home rate as a percent of full paid workdays fo each education group by year and report it in the table above. Results for 2020 cover May, and July through December. Results for 2025 cover up to the most recent month with data. The sample includes all persons who worked at least one full day (6 or more hours) during the reference week, including self-employed, contract workers, and wage/salary employees.

SWAA Respondents Report Increasing Use of Generative AI Tools Outside Work (30% Last December vs. 37% In October '25)



Responses to the Questions:

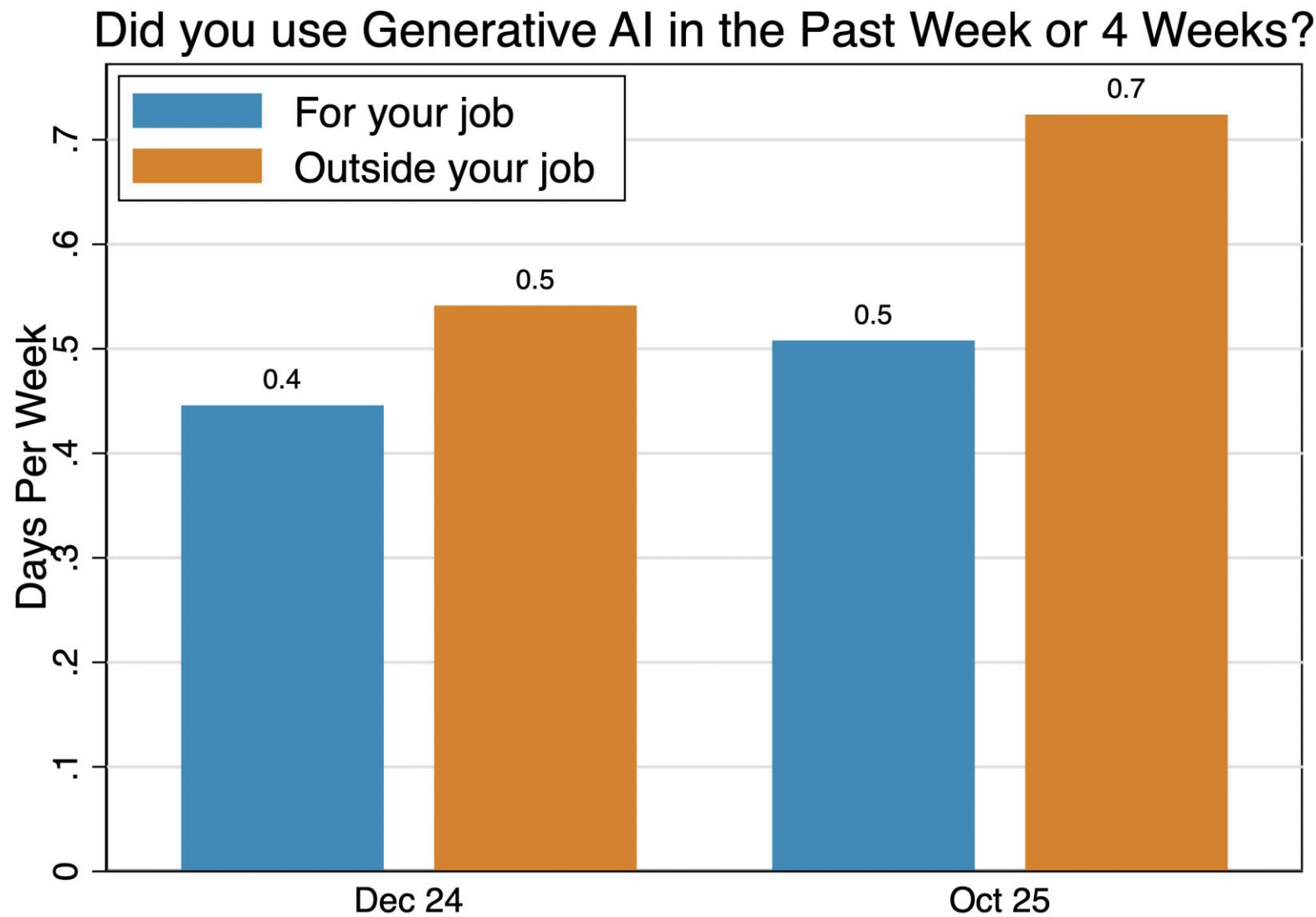
- Had you heard about Generative AI before this survey?
- Do you use Generative AI for your job?
- Do you use Generative AI [outside your job]?

Notes: The sample includes all respondents aged 20 to 64 who answered the December 2024 or October 2025 SWAA waves, including individuals who did not earn at least \$10,000 the prior year. We record a respondent as not using generative AI if they report not having heard of it prior to the survey. We reweight the raw survey responses to match the 2010-2019 Current Population Survey by age, sex, education, and earnings cells.

N = 9,776 (for your job)

N = 12,269 (outside your job)

But the Average Respondent Says They Use Generative AI Tools About 0.5 Days Per Week



Responses to the Questions:

- Had you heard about Generative AI before this survey?
- Do you use Generative AI for your job?
- Do you use Generative AI [outside your job]?

Notes: The sample includes all respondents aged 20 to 64 who answered the December 2024 or October 2025 SWAA waves, including individuals who did not earn at least \$10,000 the prior year. We record a respondent as not using generative AI if they report not having heard of it prior to the survey. We reweight the raw survey responses to match the 2010-2019 Current Population Survey by age, sex, education, and earnings cells.

N = 9,776 (for your job)
N = 12,269 (outside your job)

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.