SWAA April 2026 Updates*

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5 April 2026

Latest survey wave included: March 2026

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 Data and Citation

- **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

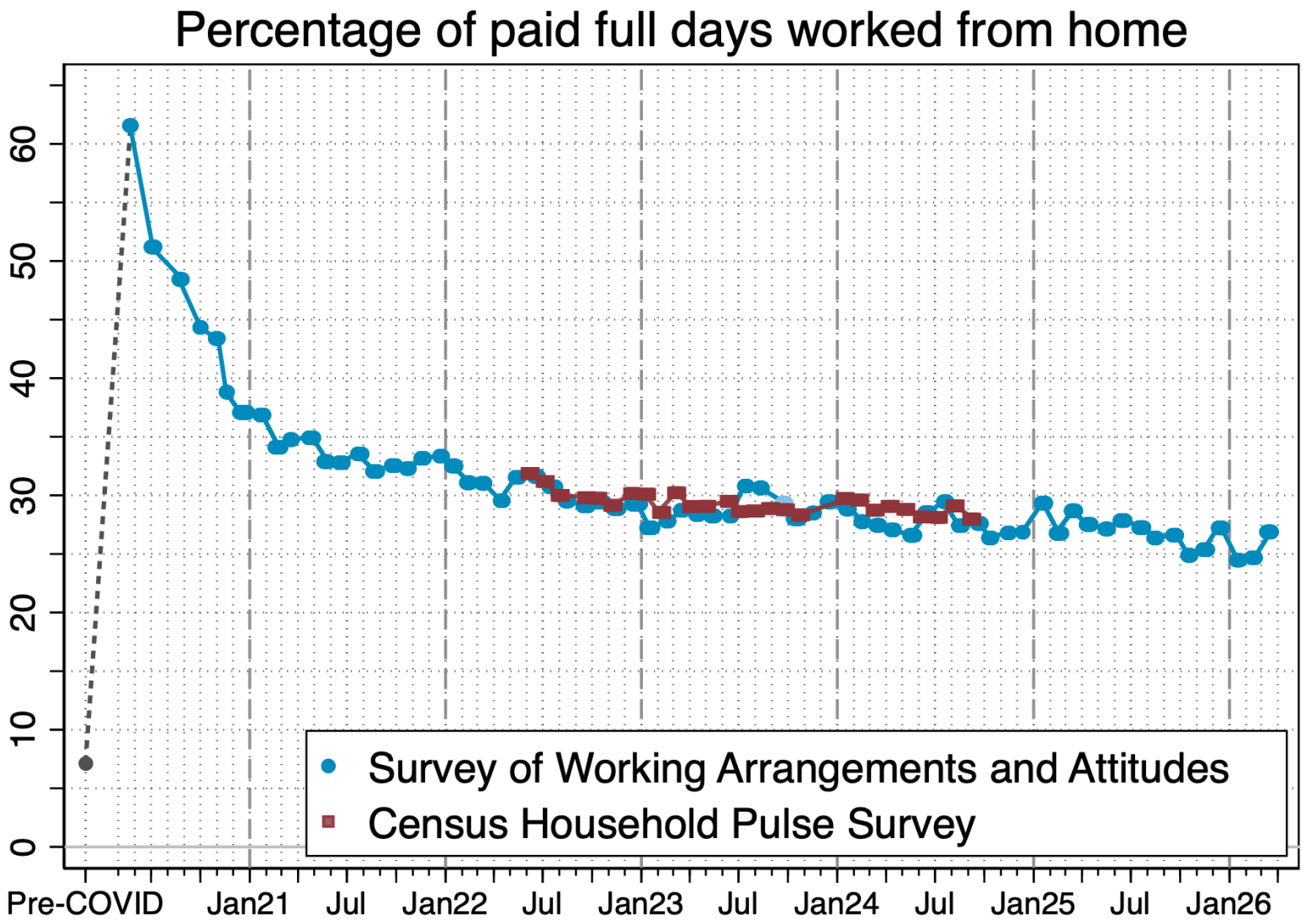
The Survey of Working Arrangements and Attitudes

- 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 at least $10K in the prior year. The earnings threshold differs somewhat before April 2021, as described in footnote 7 of our paper on "Measuring Work From Home" (Buckman et al., 2025). We also offer a dataset that imposes no earnings requirement, covering January 2022 onwards.
- 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 27% of Paid Days in the US in March 2026 Were Work-From-Home Days



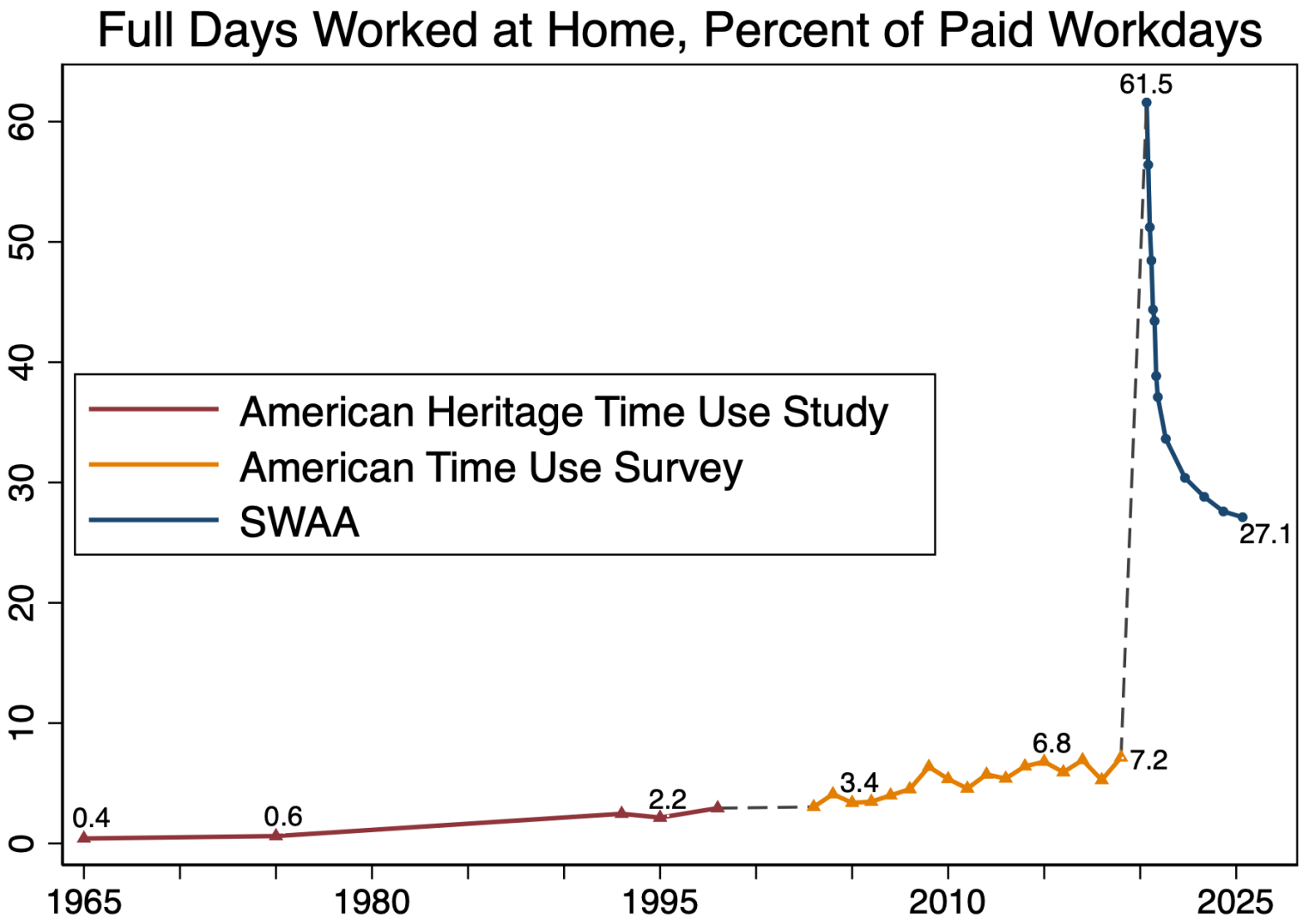
Source: Responses to the questions:

- *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 report the percent of paid full days worked from home in the SWAA and Household Pulse Survey (HHP). The horizontal-axis location shows when the survey was in the field. The pre-COVID figure comes from the 2019 American Time Use Survey and reflects the share of full work-from-home days (when the respondent spent at least 6 hours doing paid work at home on the diary day) among diary days with at least 6 hours of paid work. SWAA: Before November 2020, we asked individuals whether they are currently working from home, working on business premises, or not working, and calculate the percent working individuals who reported they were working from home. Since November 2021, we use the first question above to compute the share of days in the prior week that the respondent worked from home among all days that they worked. 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 = 284,165 (SWAA) N = 923,587 (HHP)

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

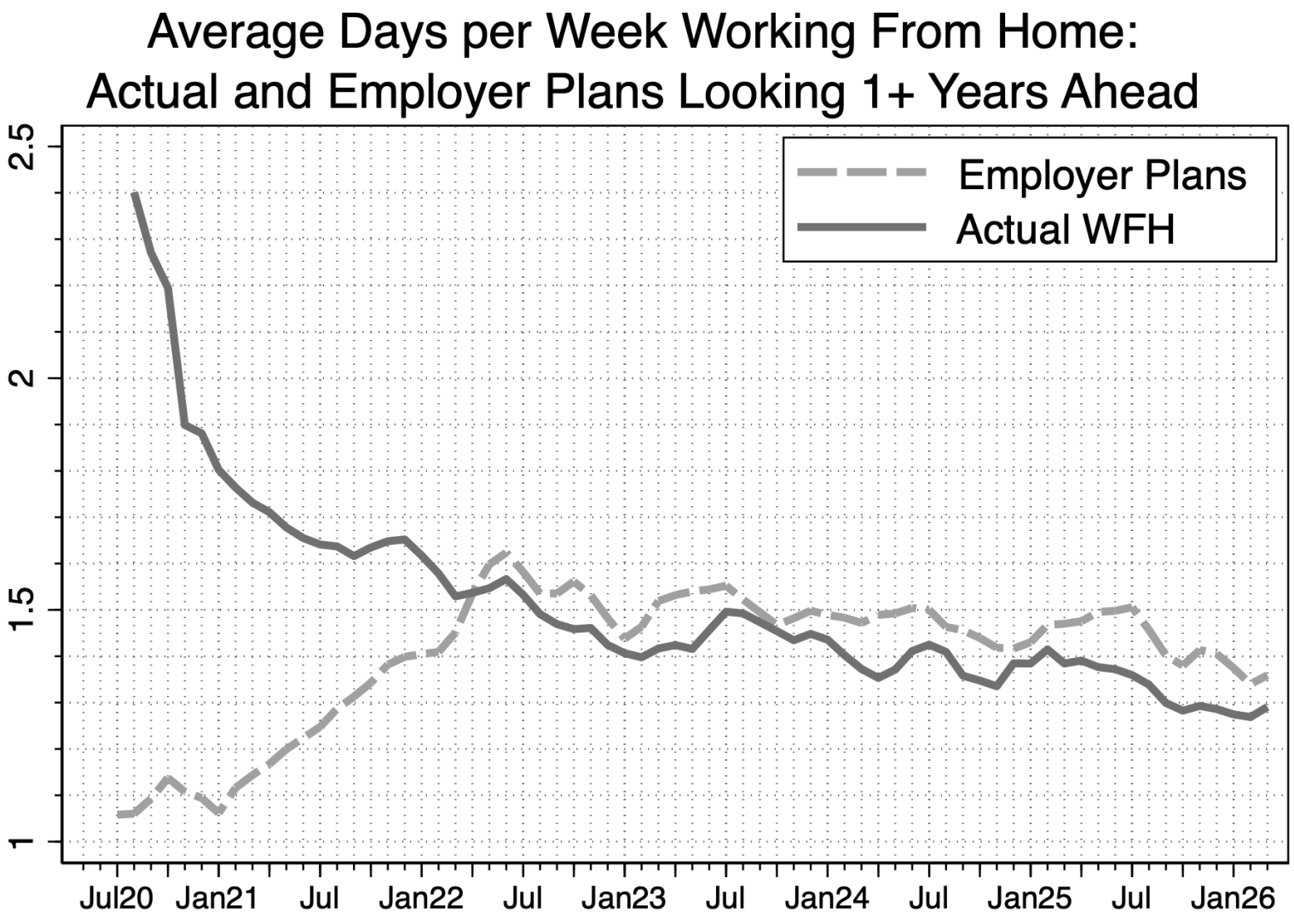


Source:

- *AHTUS and ATUS: In their time diary the respondent listed the activity "Paid work at home" for **6 or more hours,** expressed as a share of individuals who did paid work for 6 or more hours*
- *SWAA: For each day* **last week**, *did you* **work a full day (6 or more hours)**, *and, if so* **where?**

Notes: For the annual AHTUS and ATUS, we count the number of diary days in which the respondent spent 6 or more hours doing paid work and report the share of those with at least six hours of paid work at home. In the SWAA we compute the percent of full paid days that are work-from-home days in each monthly wave as detailed on the previous slide. We report those monthly values in 2020. From 2021 onwards, we report annual averages of the monthly values. In the SWAA, we re-weight the sample of US residents aged 20 to 64 earning $10,000 or more in 2019 dollars to match overall population shares in cells defined by age, sex, education and earnings. In the AHTUS and ATUS we use the survey-provided weights and focus on persons aged 20 to 64 earning at least $20,000 per year (measured in 2019 dollars). A lack of data prevents us from imposing the earnings requirement in 1965, 1993, 1995 and 1998 in the AHTUS.

Employer Plans for WFH Hover Around 1.3-1.5 Days per Week – And Resemble to Actual Work-From-Home Since Mid-2022



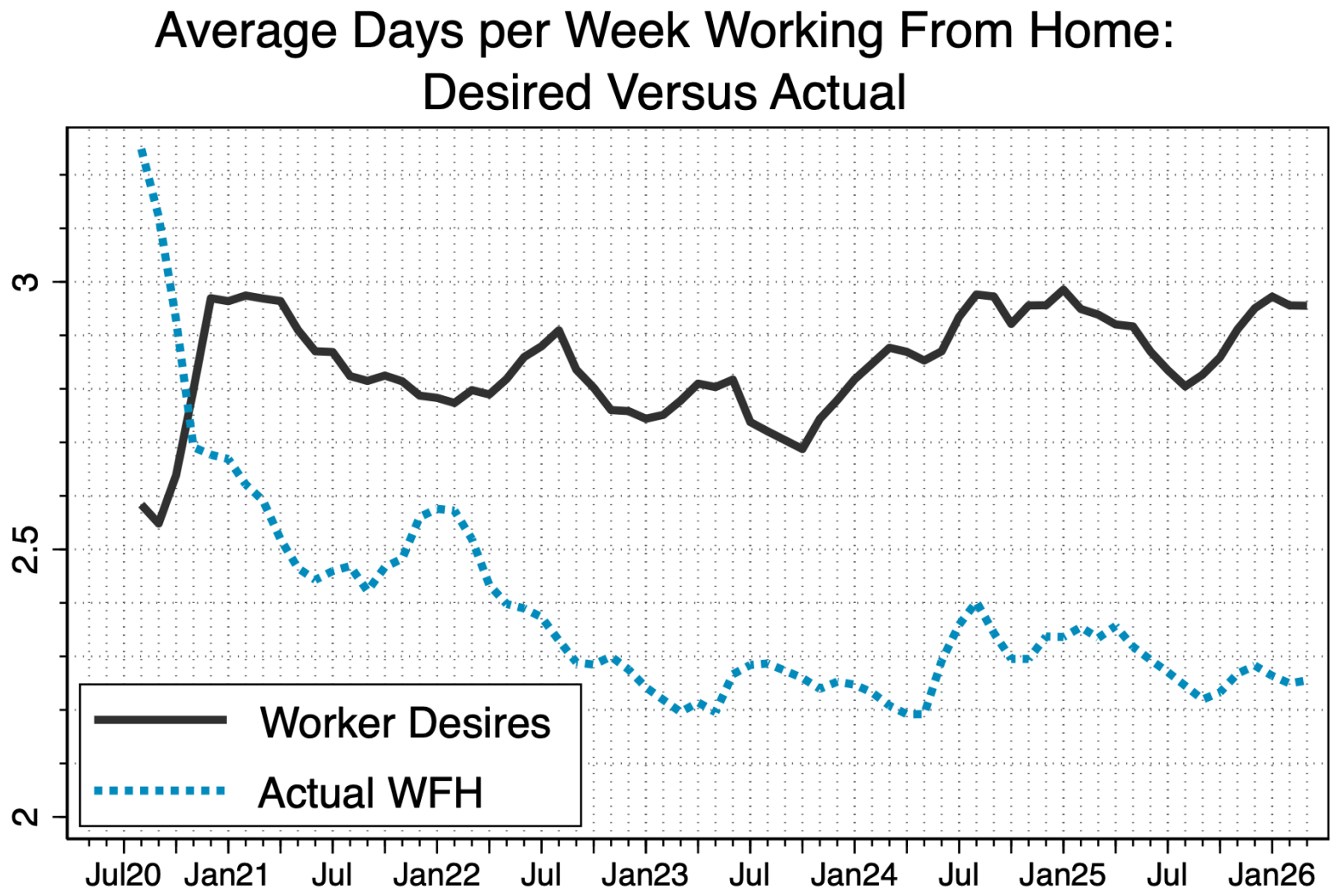
Responses to the questions:

- ***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 March 2026. 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 = 331,370 (plans) N = 289,108 (actual)

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



Sample: Workers able to work from home

Responses to the questions:

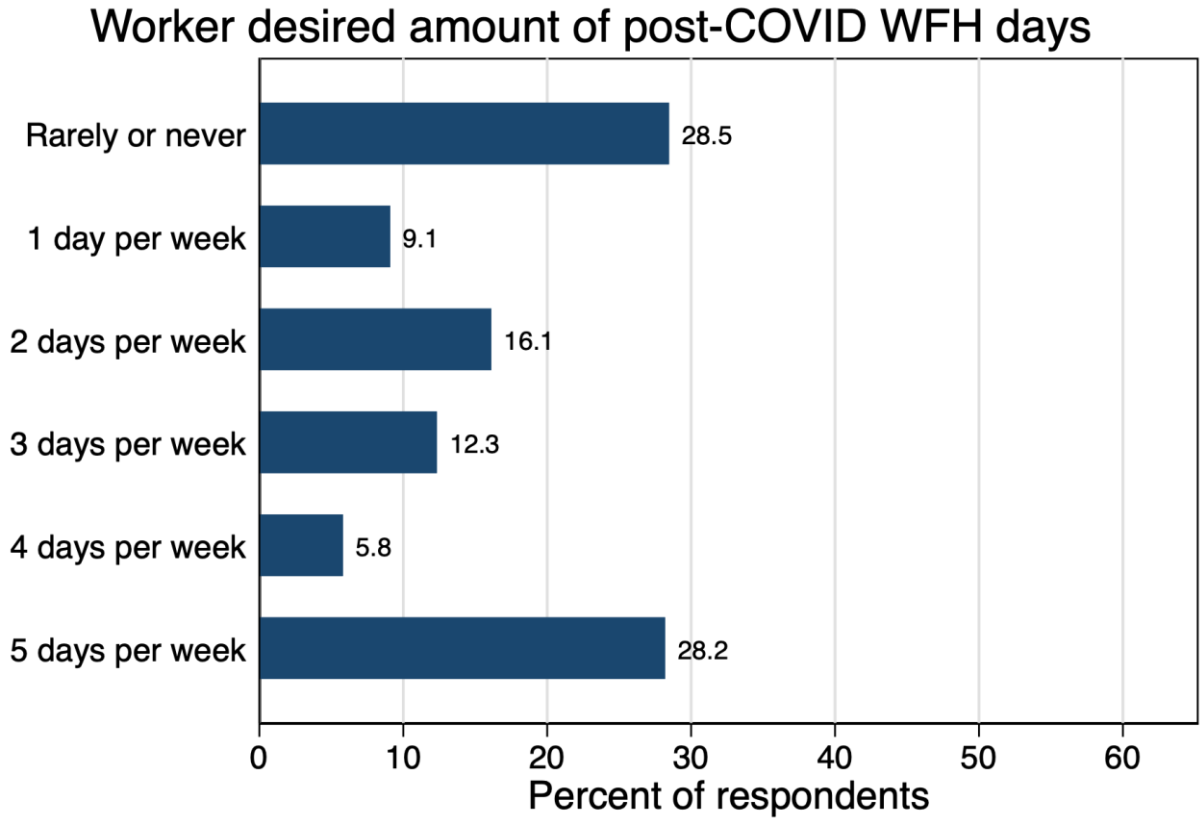
- **Looking one year ahead,** *how often would you like to have full paid days at home?*
- **Looking one year ahead,** *how often* **is your employer planning** *for you to work full days at home?*

Sample: Data are from all SWAA waves, covering August 2020 to March 2026. 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.

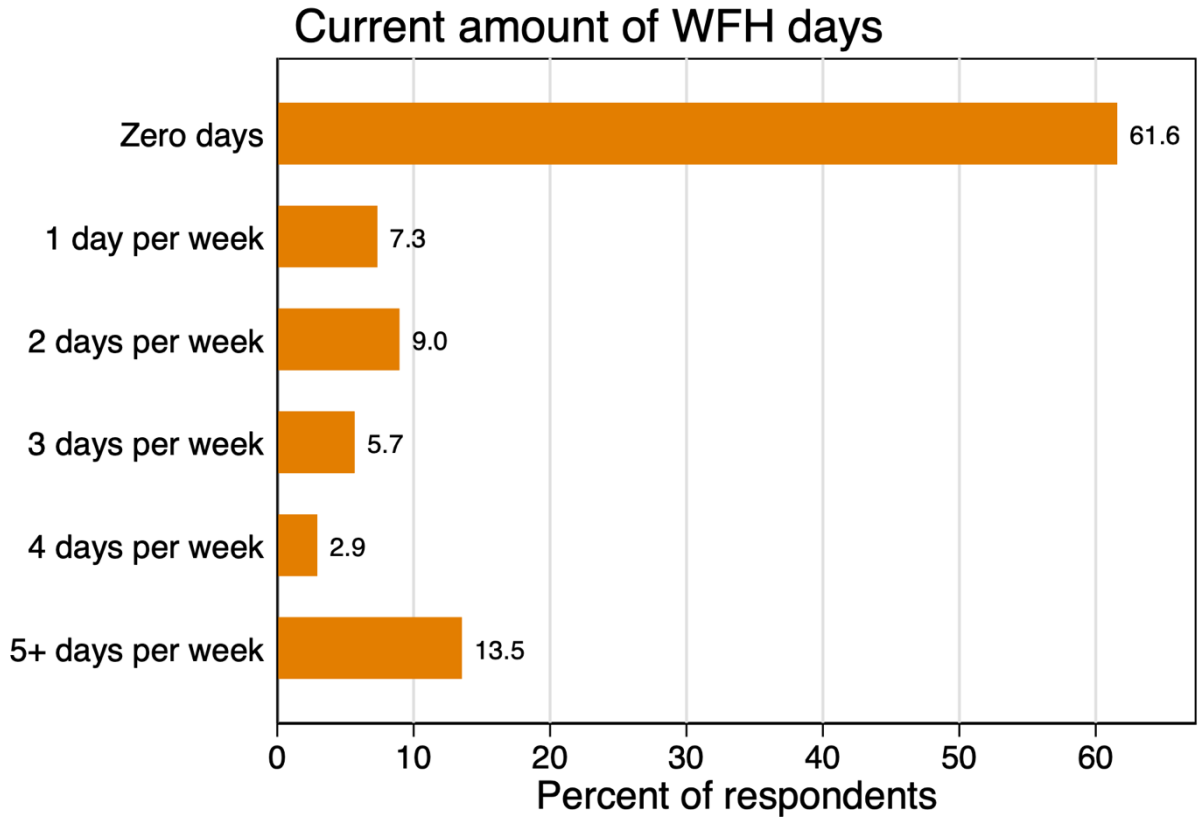
N = 249,306 (worker desires)

N = 204,074 (actual)

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



Sample: Full-time wage and salary employees who are able to WFH. N = 35310

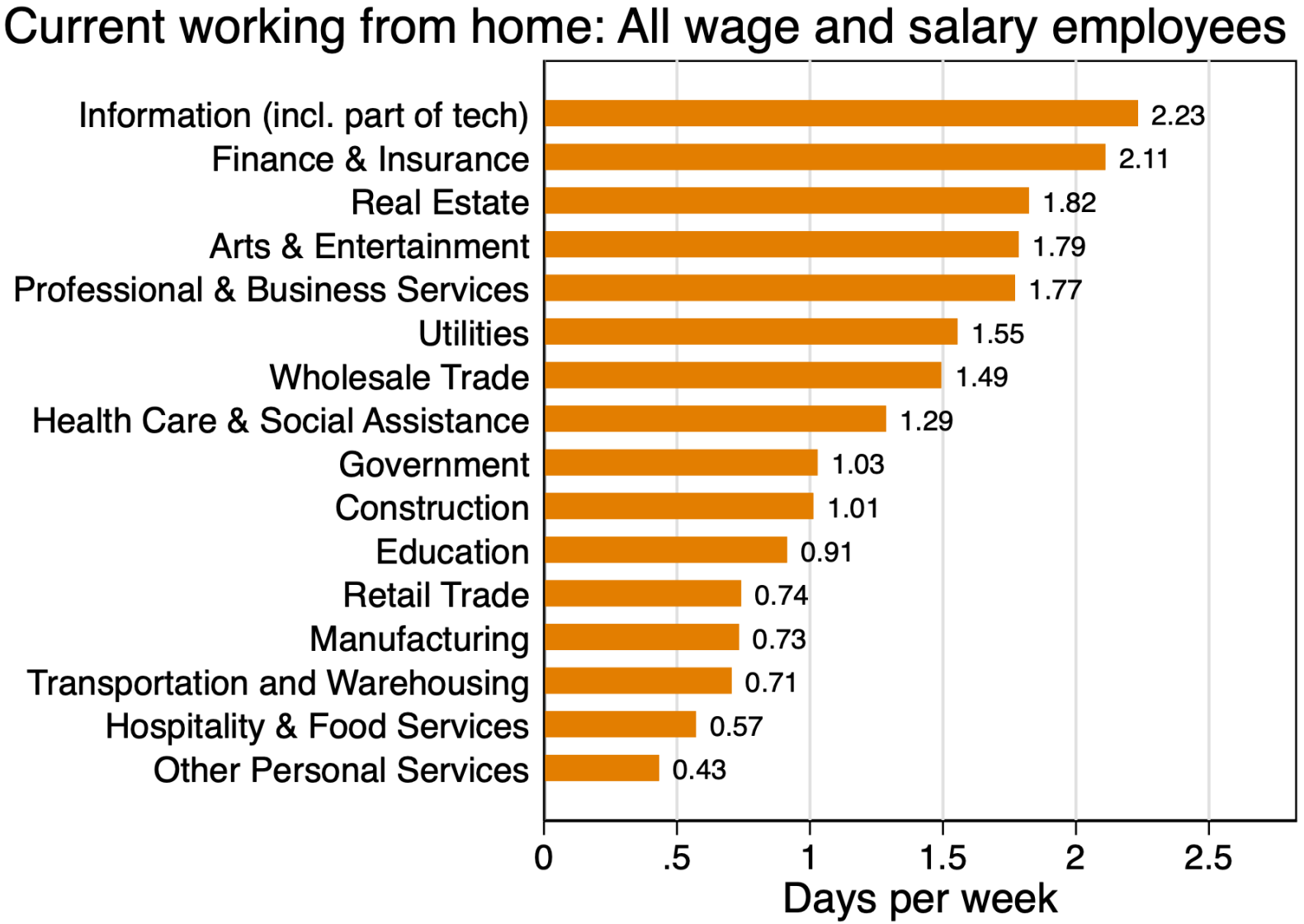


Sample: Full-time wage and salary employees who are able to WFH. N = 33755

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 April 2025 to March 2026 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



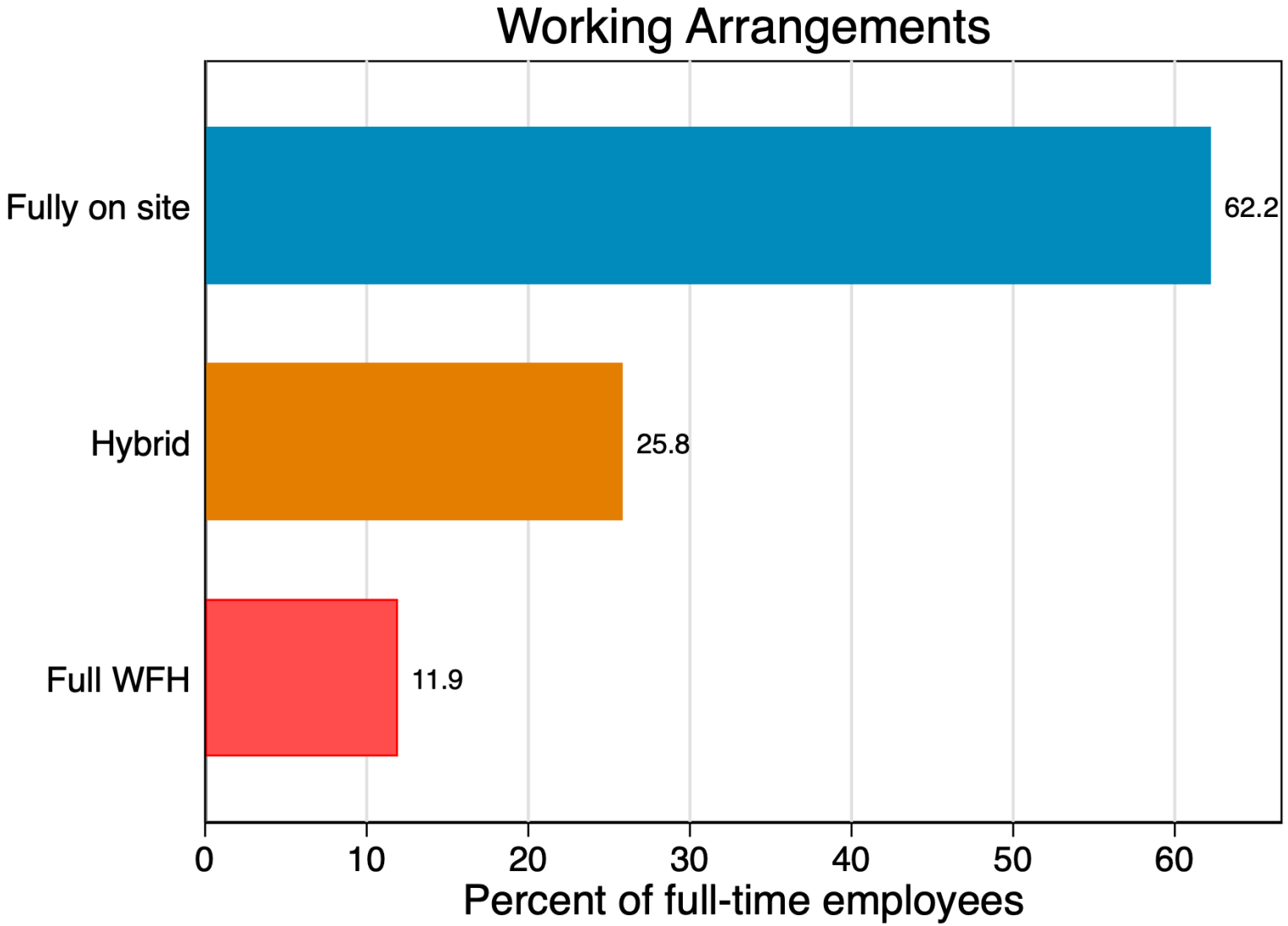
Responses to the question:

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

Sample: Data are from the April 2025 to March 2026 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 = 42,661

In the Past Year: 12% of Full-Time Employees Were Fully Remote, 62% Were Full-Time on Site, and 26% Were in a Hybrid Arrangement



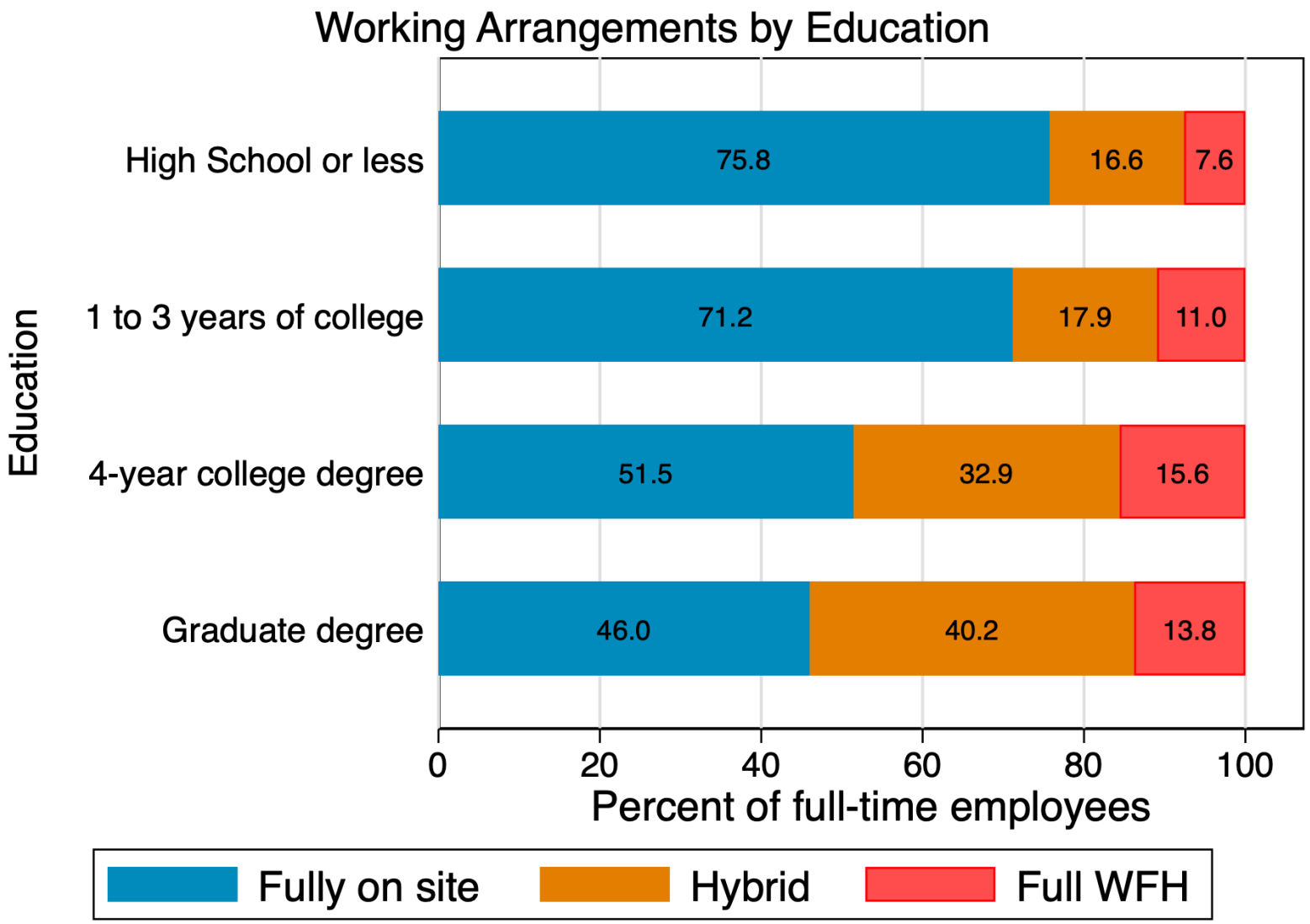
Source: Responses to the questions:

- *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 busines premises and some days at home; or iiii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. The sample covers the April 2025 to March 2026 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 = 39,534

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



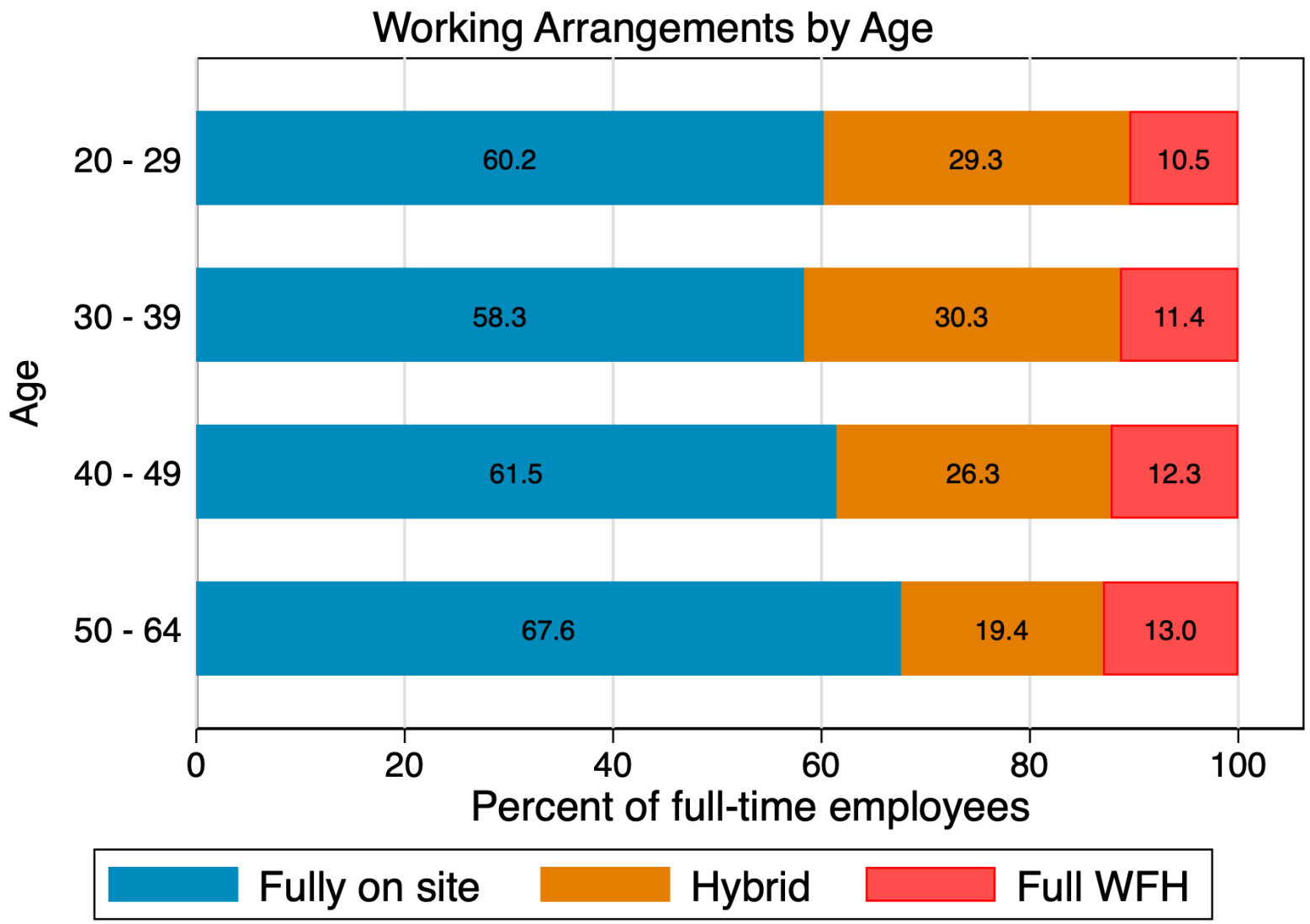
Source: Responses to the question:

- *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 busines premises and some days at home; or iiii) 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 April 2025 to March 2026 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 = 39,534

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



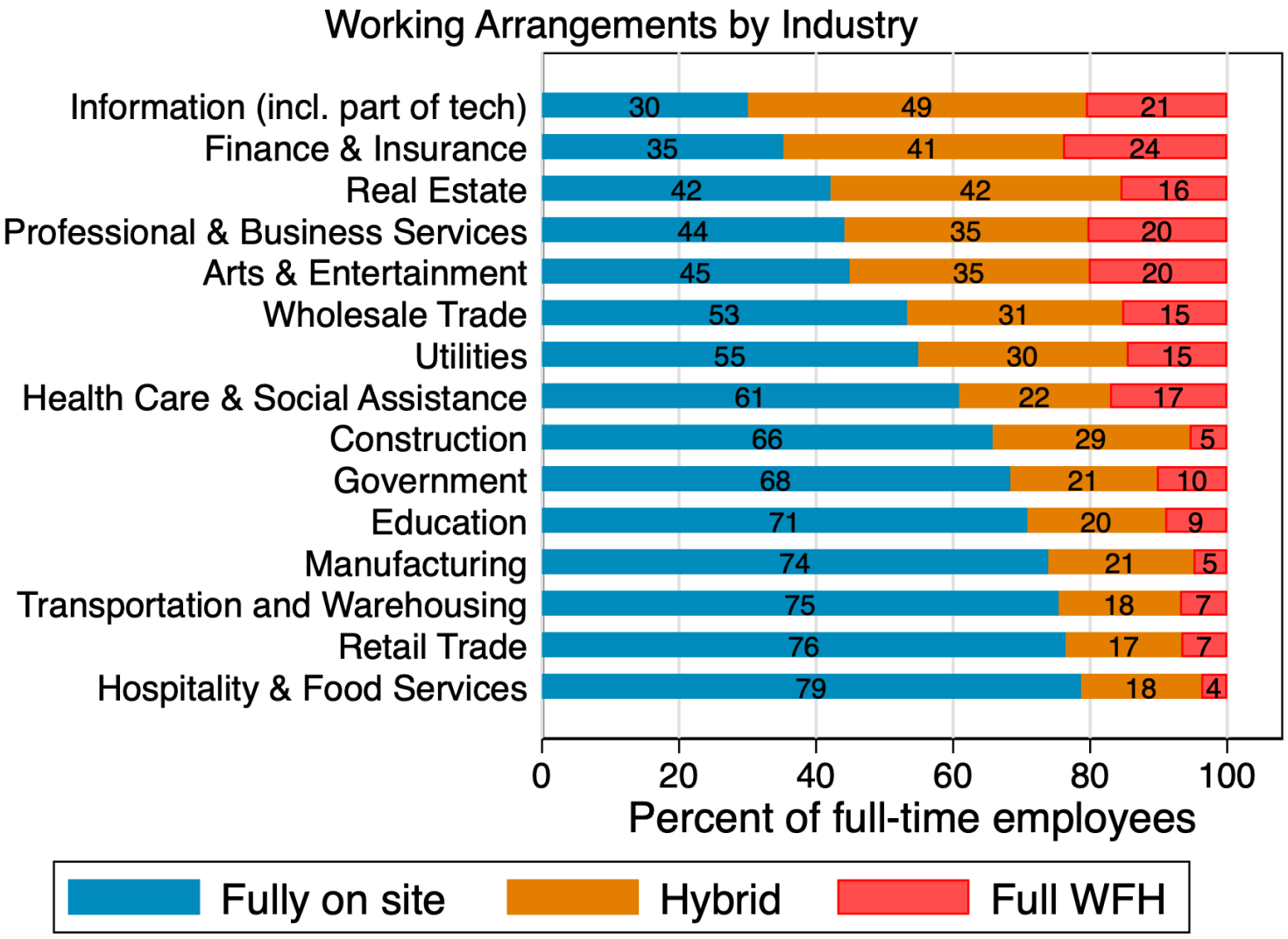
Source: Responses to the questions:

- *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 busines premises and some days at home; or iiii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. The sample covers the April 2025 to March 2026 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 = 39,534

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 busines premises and some days at home; or iiii) worked all all days at home during the survey's reference week. Then we show the percentage for each group. The sample covers the April 2025 to March 2026 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 = 38,749

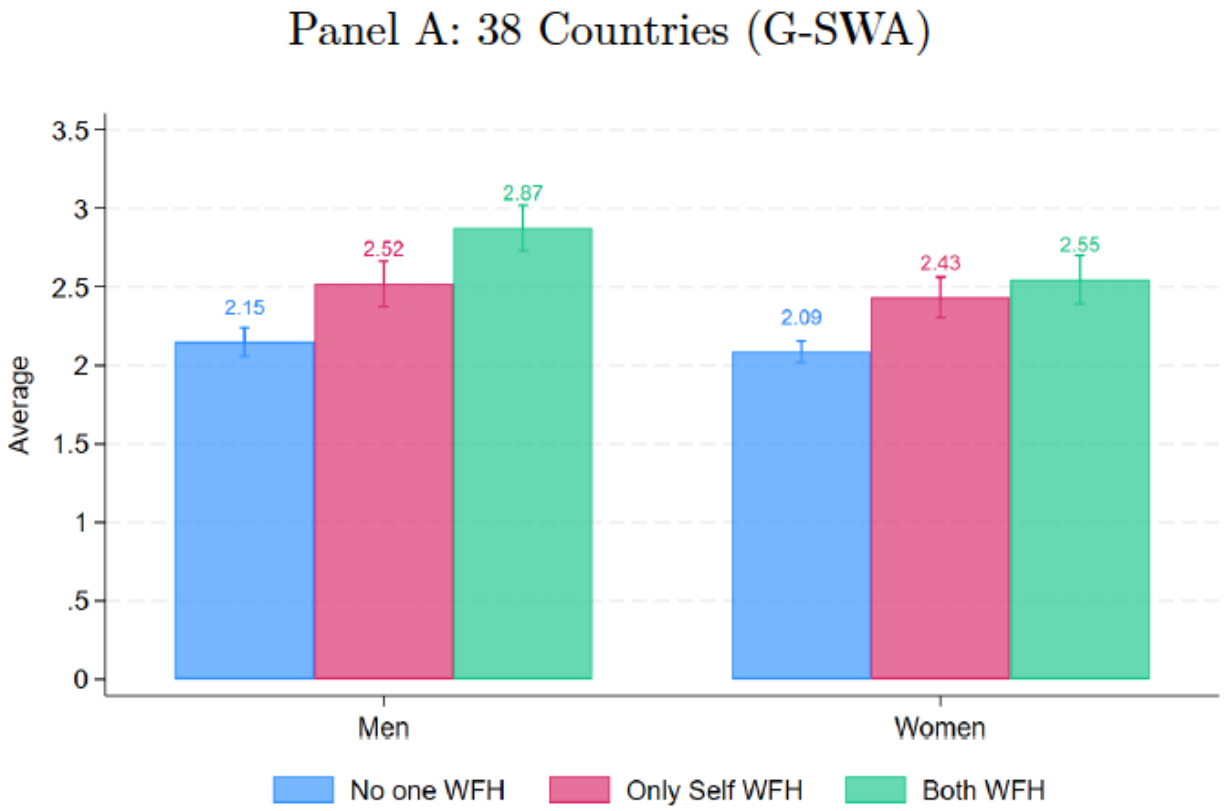
Work-From-Home Patterns by Education Group Have Been Stabilizing Since About 2023

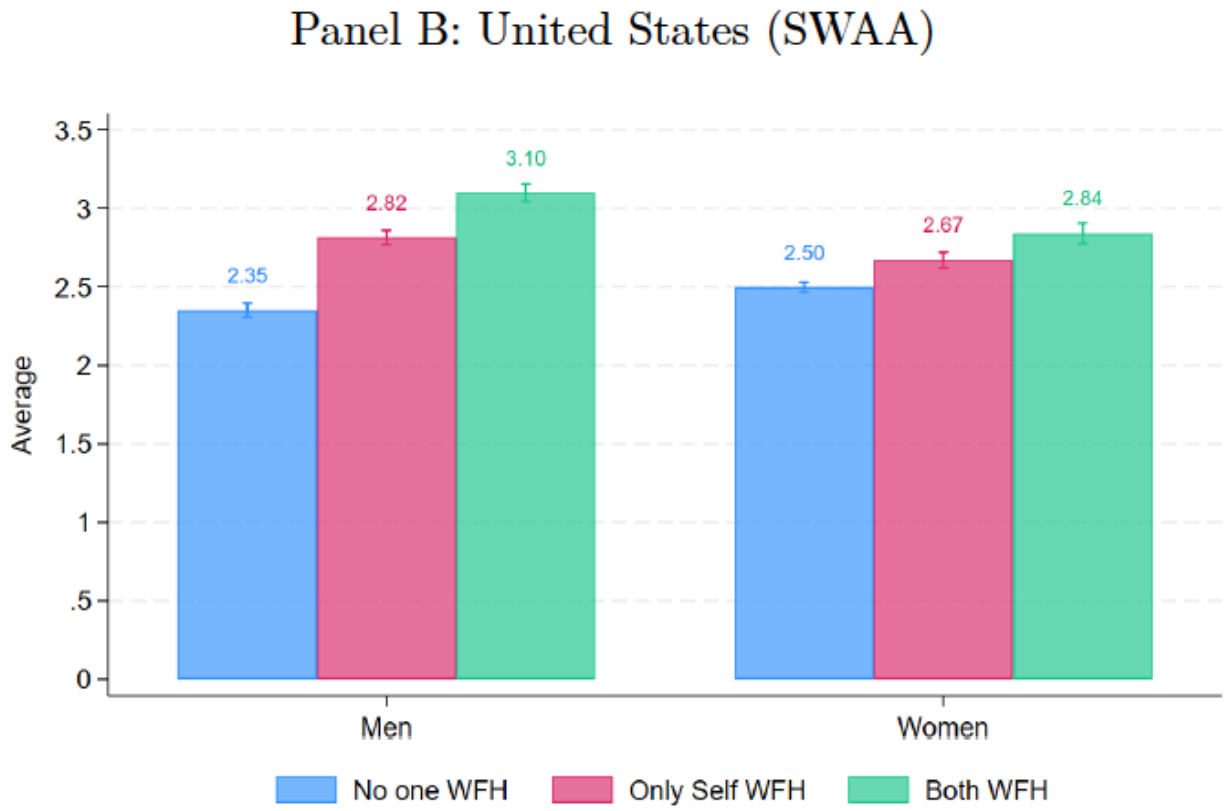
	Work From Home, Percent of Full Paid Workdays						
Year	2020	2021	2022	2023	2024	2025	2026*
High School Degree or Less Education	31.4	23.9	20.3	20.1	20.3	20.8	19.1
1 to 3 Years of College	39.0	30.1	27.6	25.9	25.1	23.9	21.8
4-Year College Degree	54.5	40.0	37.2	34.8	33.8	33.2	30.9
Graduate Degree	59.0	43.6	39.5	36.0	36.0	34.5	31.9
Observations	15,689	35,758	49,361	47,556	45,612	46,455	11,089

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 the most recent year (noted by *) average data across months available at the time of release. 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.

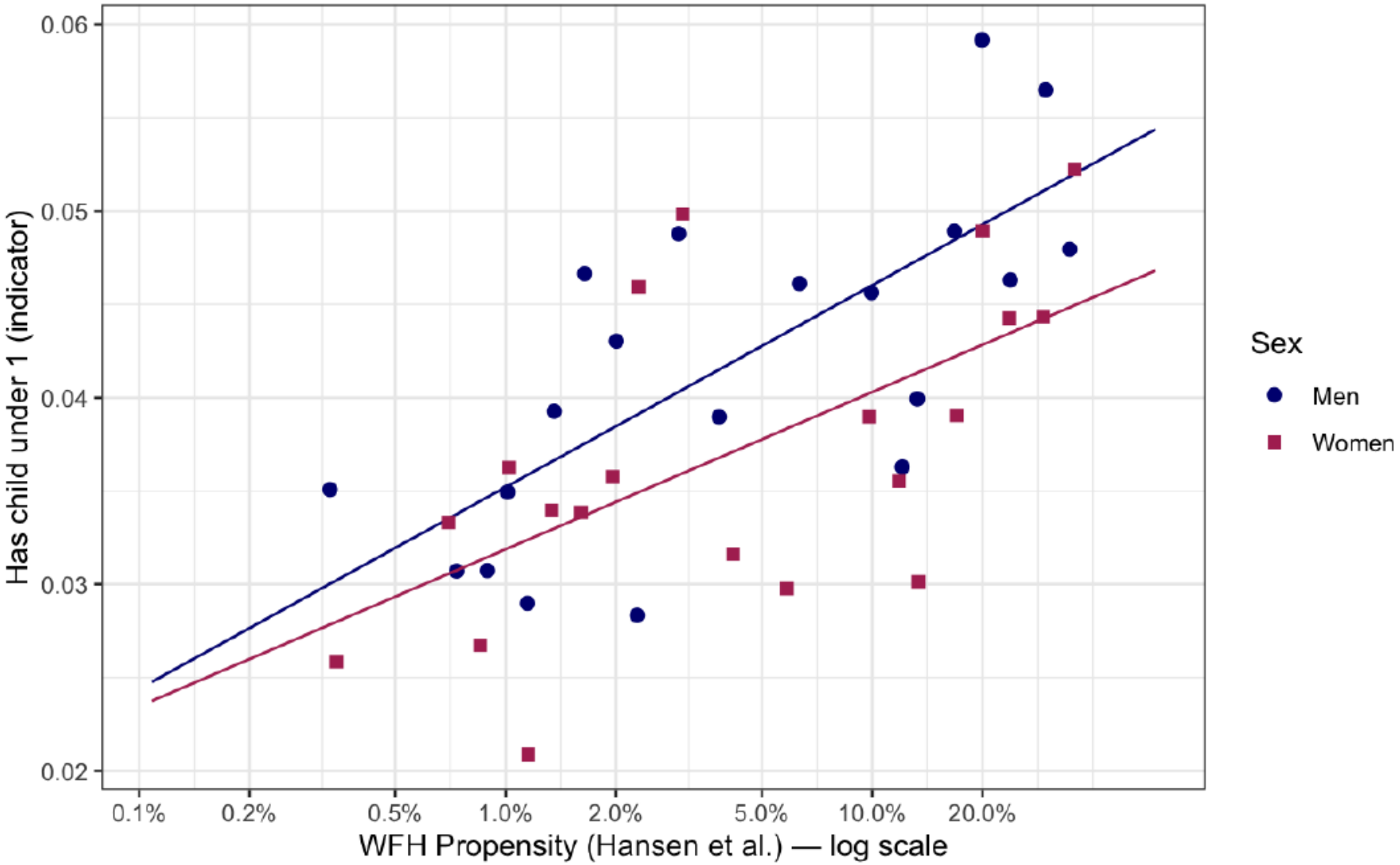
In the US, and Across 38 Countries, Respondents Report Higher Lifetime (Incl. Planned) Fertility When 1 or Both Partners WFH





Notes: *The figure reports average Total Planned Fertility by WFH status. The sample is restricted to respondents aged 20 to 45 who report living with a partner. "No one WFH" means neither the respondent nor the partner works from home; "Only self WFH" means only the respondent works from home at least one day per week; and "Both WFH" means both partners work from home at least one day per week. G-SWA: N = 2,929 (1,227 male, 1,702 female) for No one WFH, N = 1,345 (577 male, 768 female) for Only self WFH, and N = 1,336 (757 male, 579 female) for Both WFH. SWAA: N = 19,580 (7, 574 male, 12, 006 female) for No one WFH, N = 17,209 (9, 393 male, 7, 816 female) for Only self WFH, and N = 12, 246 (8, 163 male, 4, 083 female) for Both WFH.*

Between 2023 and 2025, US Residents Who Work in WFH-Amenable Occupations Were More Likely to Have a Child Aged Less Than 1



Notes: The figure shows a binscatter of an indicator for having a child under age 1 on the respondent's occupation-level WFH propensity, which we measure as the mean 2023-25 value in the occupation-level statistics produced by Hansen et al. (2026). The sample covers CPS respondents ages 30–45 who were surveyed from 2023 to 2025. We use the last available observation for each respondent, as explained in Section 2.6, and restrict the sample to observations with positive CPS final weights. The horizontal variable is the natural log of occupation-level WFH propensity, with zeros replaced by 0.001 before logging. Points are weighted bin means computed using binsreg with 20 quantile-spaced bins, using identical bin cutpoints for men and women. Solid lines show linear regression fits. X-axis tick marks are placed at log(.) of selected original WFH values.

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.

- Buckman, Shelby, Jose Maria Barrero, Nicholas Bloom, and Steven J. Davis, 2025. “Measuring work from home,” National Bureau of Economic Research Working Paper 33508.