Figure 1: No sign of a return to pre-COVID onsite work arrangements 20-Job Ads Offering Remote/Hybrid Work (%) 15-Australia Canada 10 USA New Zealand 5-0 2020-01 2020-01 2021-01 2022-01 2022-01 2023-01 2023-01

**Note:** This figure shows the percent of vacancy postings that say the job allows one or more remote workdays per week. We compute these monthly, country–level shares as the weighted mean of the own–country occupation–level shares, with weights given by the U.S. vacancy distribution in 2019. Our occupation–level granularity is roughly equivalent to six–digit SOC codes. Figures depict the 3–month moving average.