

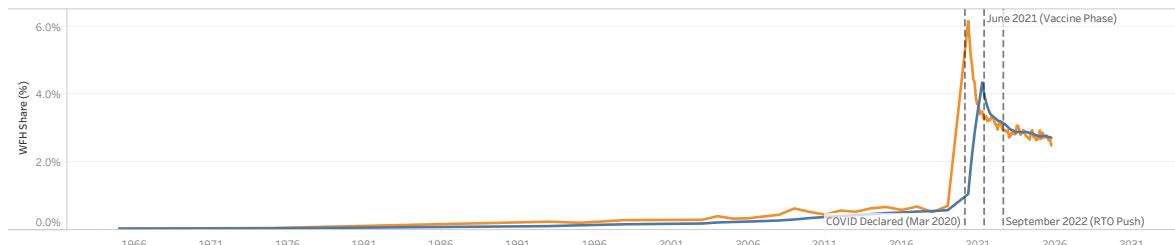
Work-From-Home Trends & Policy Impact (2019–2025)

Insights on WFH Adoption, Labor Market Effects, and Commute Savings

Measure Names
 WFH 12-Month MA
 WFH Share (%)

Long-Term Adoption of Work-From-Home (1965–2025)

WFH remained low for decades before surging during COVID-19 and stabilizing at permanently higher levels.



Measure Names
 Pre
 Post

Measure Values
3.48
10.00
15.00
20.00
25.00
30.88

Measure Names
 3-Month Moving Average (%)
 Remote-Friendly Job Ads (%)

WFH Adoption Before vs After COVID-19 by Industry(%)

Industries With Strongest Remote Growth Post-COVID

Label		Pre		Post			
		Business & Financial (SOC-13)	Computer & Mathematical (SOC-15)	Architecture & Engineering (SOC-17)	Business & Financial (SOC-13)	Computer & Mathematical (SOC-15)	Architecture & Engineering (SOC-17)
Business & Financial (SOC-13)	Pre	7.64	6.32	3.48	26.38	30.88	15.62
Business & Financial (SOC-13)	Post						
Computer & Mathematical (SOC-15)	Pre						
Computer & Mathematical (SOC-15)	Post						
Architecture & Engineering (SOC-17)	Pre						
Architecture & Engineering (SOC-17)	Post						

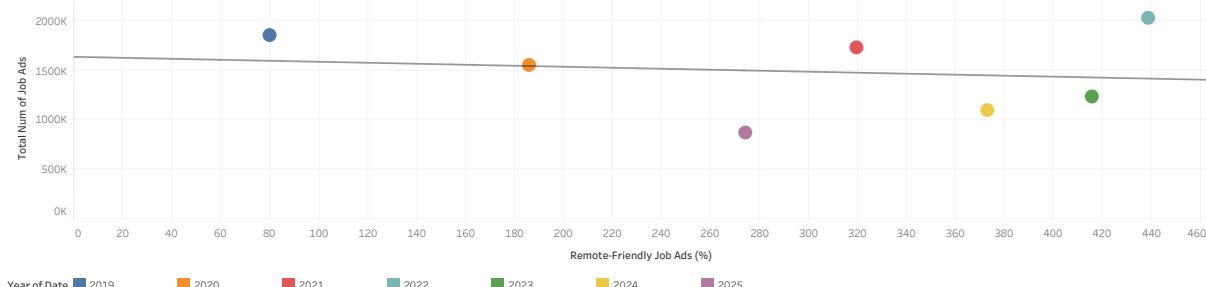
Remote-Friendly Job Postings Trend (2019–2025) with 3-Month Moving Average

Remote-friendly job postings surged during COVID-19, peaked in 2022, and have gradually declined as return-to-office policies increased.



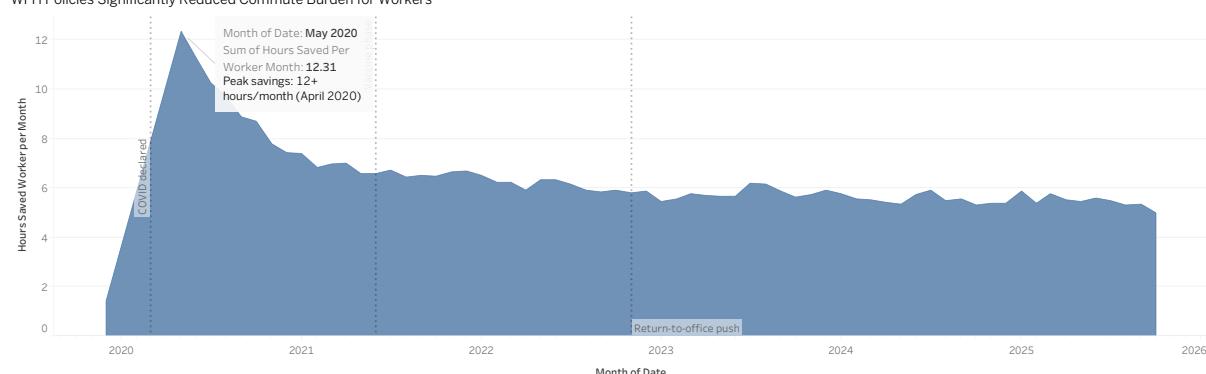
Does Remote Flexibility Increase Hiring?

Higher Remote Flexibility Shows Weak Link to Hiring Demand (2019-2025)



Commute Hours Saved Per Worker Over Time (2019–2025)

WFH Policies Significantly Reduced Commute Burden for Workers



Key Takeaways

- WFH adoption surged dramatically in 2020 and remains above pre-COVID levels.
- Remote-friendly job postings peaked in 2022 before RTO efforts.
- Industries like Computer/Mathematical and Business/Financial saw the biggest remote adoption increases.
- Hiring demand is not strongly dependent on remote flexibility...