REPORT

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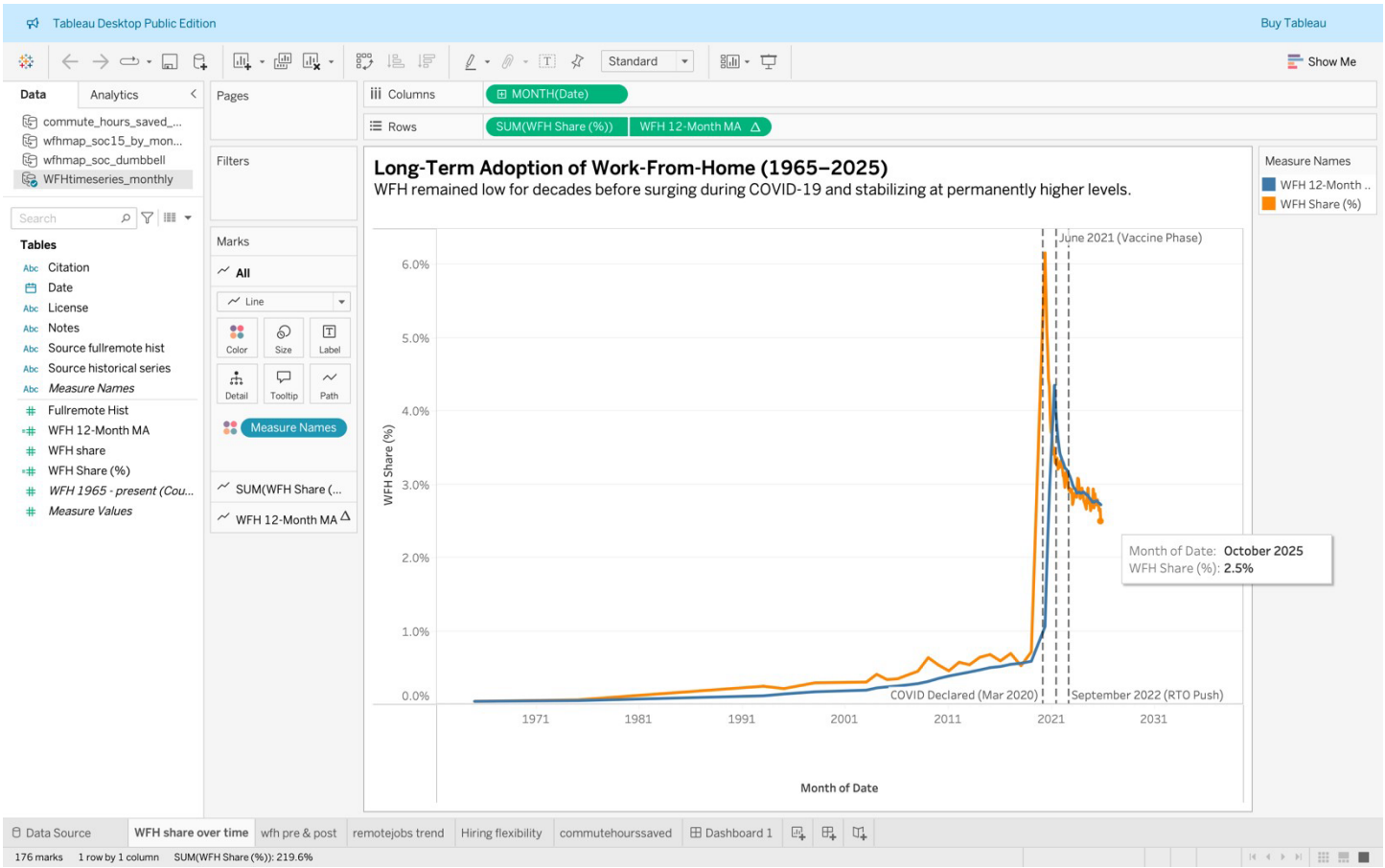
Work-From-Home Trends & Policy Impact (2019–2025)

This analysis uses multiple datasets from WFH Research to evaluate how work-from-home (WFH) and back-tooffice (RTO) policies have evolved and what they imply for future workplace strategy. The dashboard combines five visualizations that track WFH adoption, industry differences, labor-market effects, and commute impacts.

Datasets used:
WFHtimeseries_monthly.xlsx wfhmap_soc_dumbbell.csv
wfhmap_soc15_by_month.csv
commute_hours_saved_per_worker_month.csv

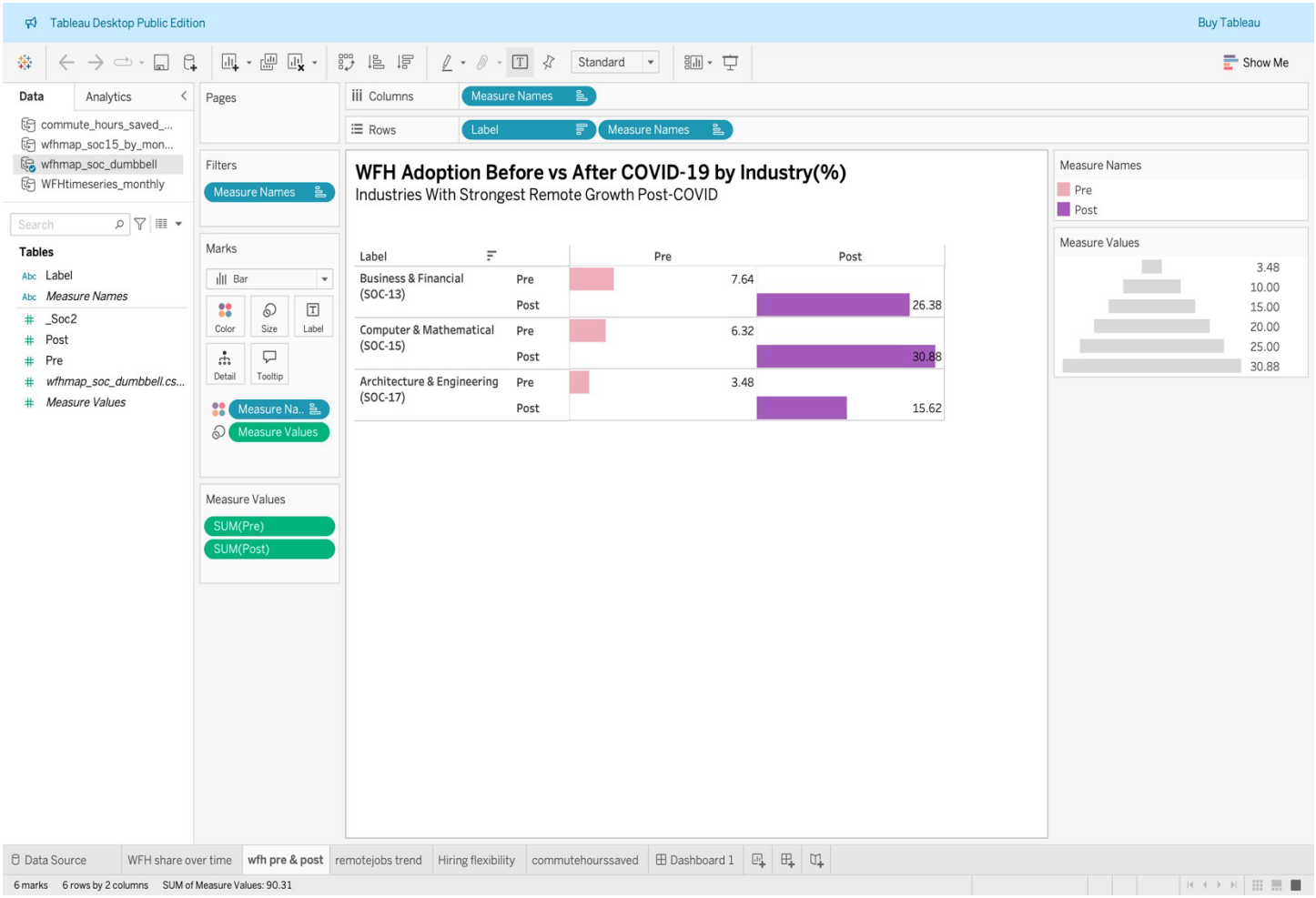
1)WFH Share Over Time

The **WFH Share Over Time** chart shows the long-run shift in remote work from the 1960s to 2025. WFH rates were close to zero for decades, rising slowly before 2020. When COVID was declared in March 2020, WFH share spiked sharply, with a peak around mid-2021. Even after RTO pushes in late 2022, the 12-month moving average stabilizes well above pre-pandemic levels. This indicates that WFH is not a temporary shock but a structural change in how knowledge work is organized.



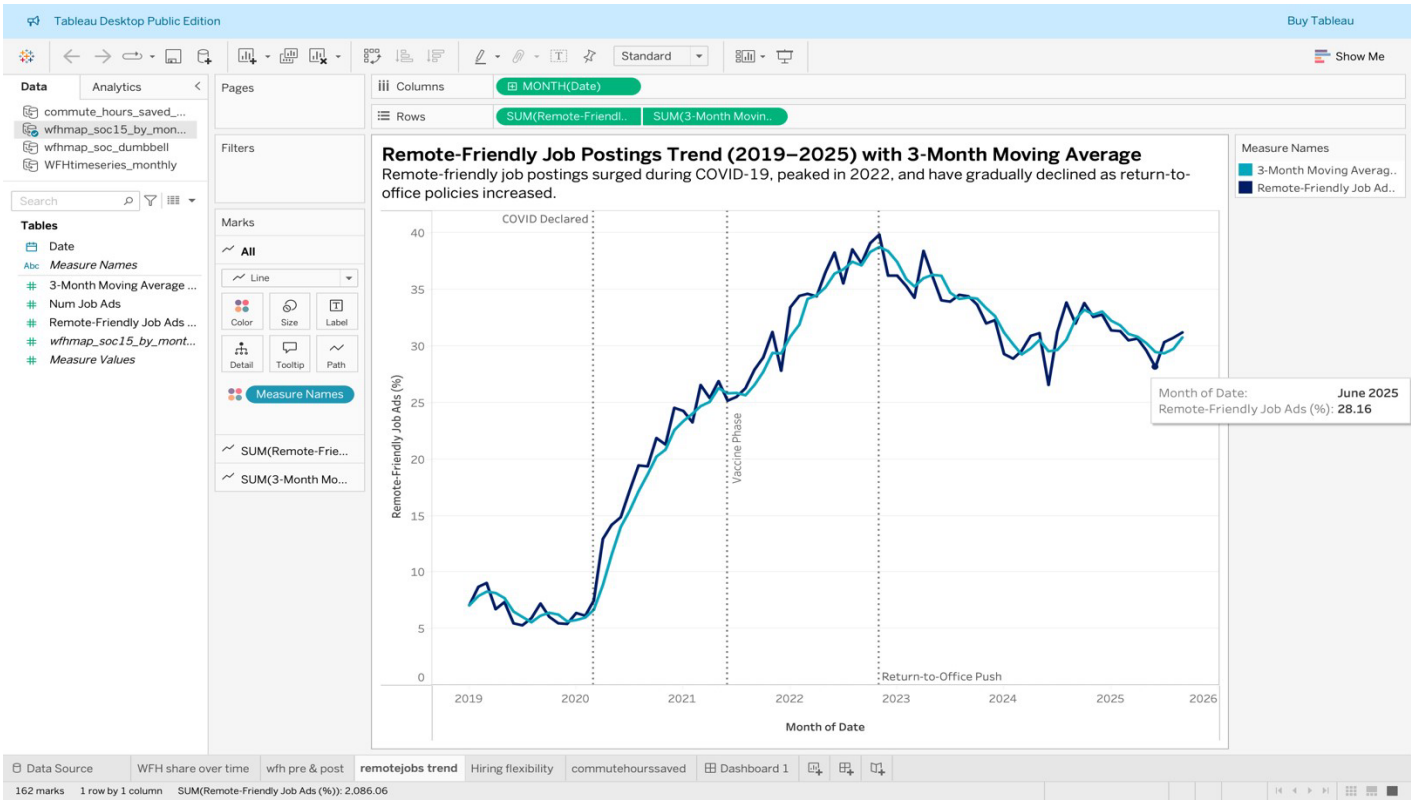
2) WFH Adoption Before vs After COVID-19 by Industry

The **WFH Adoption Before vs After COVID-19 by Industry** view highlights that this shift is uneven. Computer & Mathematical and Business & Financial occupations show the largest jumps in WFH share, while Architecture & Engineering increases more modestly. This suggests that remote work is most sustainable where tasks are digital and individually executed, and less so where collaboration with physical assets is essential. Any policy should therefore be differentiated by job family, not one-size-fits-all.



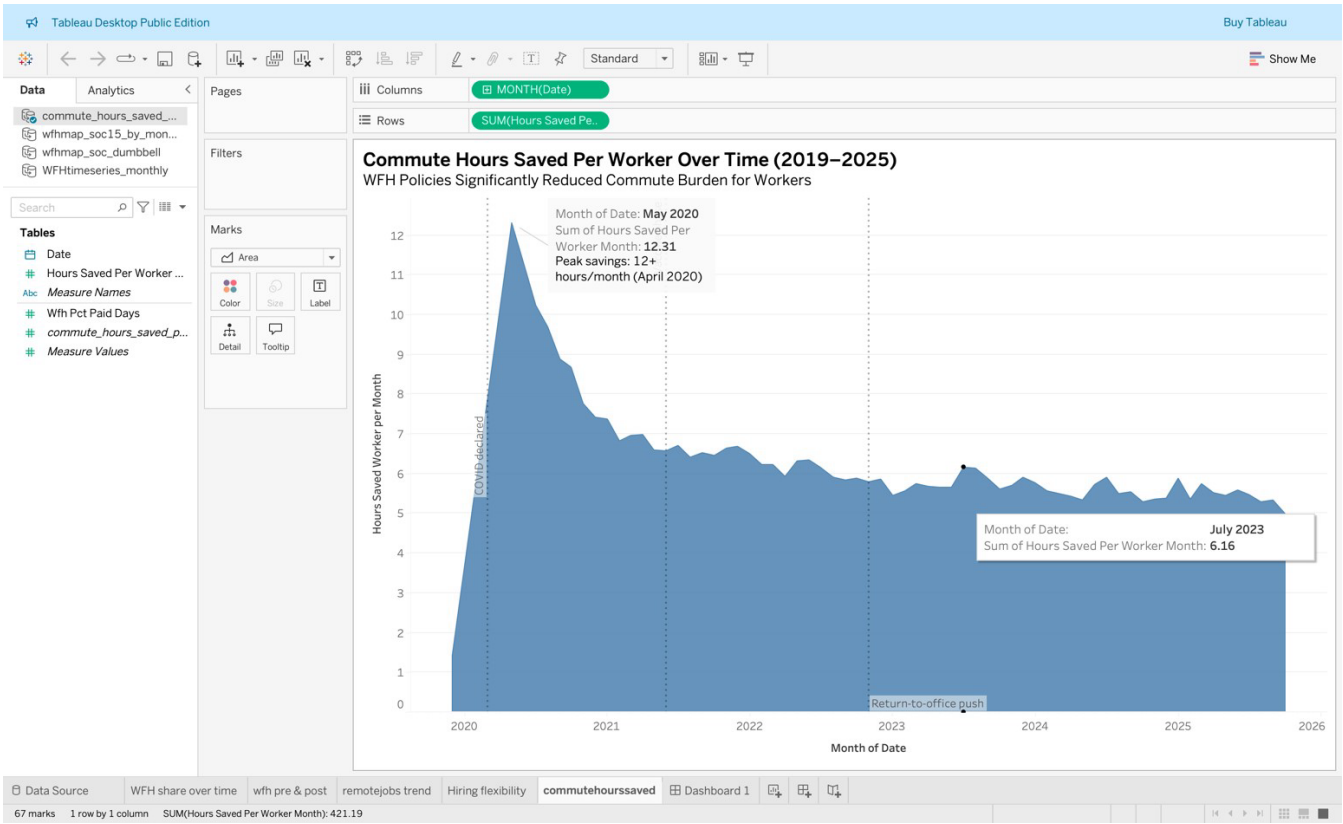
3) Remote-Friendly Job Postings Trend (2019–2025)

Labor-market dynamics are captured by the **Remote-Friendly Job Postings Trend (2019–2025) with 3-Month Moving Average** and the **Hiring Flexibility Scatterplot**. Remote-eligible job ads rose sharply from 2020 to 2022, then declined slightly during the RTO phase while remaining well above 2019 levels. The annual scatterplot of remote-friendly share vs total job ads shows that higher remote shares do **not** systematically correspond to more overall postings. In other words, offering remote options is valuable for talent attraction and flexibility, but it is not currently a strong driver of aggregate hiring demand.



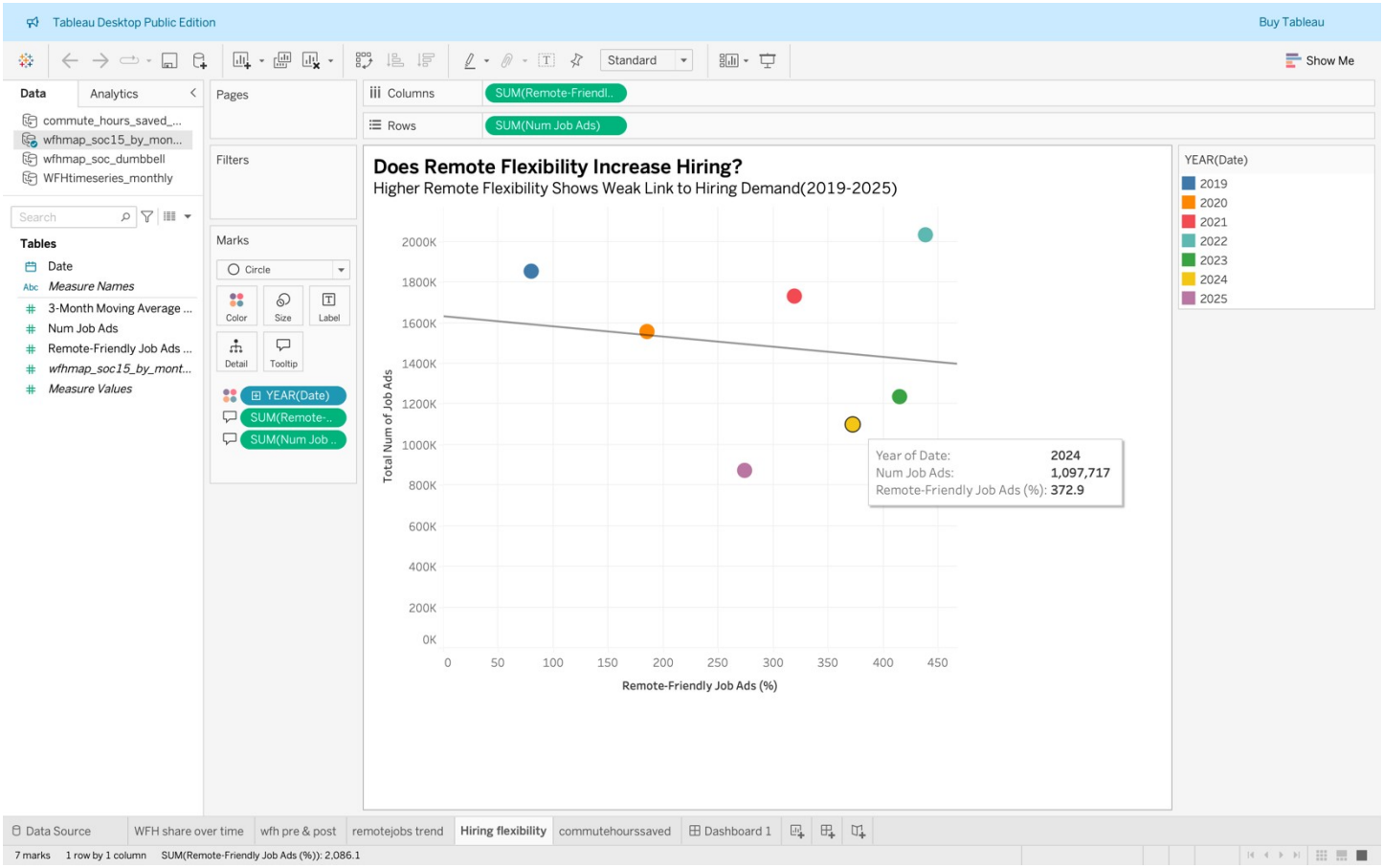
4) Commute Hours Saved Per Worker Over Time

The **Commute Hours Saved Per Worker Over Time** area chart quantifies one of the clearest benefits of WFH. Commute hours saved per worker spike in 2020 and then settle into a new, higher baseline. Even as RTO policies emerge, workers continue to save multiple hours per month relative to the pre-COVID world. These time savings translate into higher well-being, potential productivity gains, and reduced congestion and emissions.



5) WFH-friendly hybrid policies

Taken together, the evidence supports **WFH-friendly hybrid policies** rather than a strict return to the office. WFH has permanently increased, is especially effective in digital industries, and delivers large commute savings, while aggressive RTO pushes have not clearly boosted hiring. A data-driven recommendation is to maintain at least two to three remote days per week for suitable roles, prioritize in-person time for collaboration and onboarding, and avoid blanket mandates that ignore occupation-level constraints.



Based on the combined visual evidence, the strongest policy supported by the data is:
Adopt a hybrid WFH model (2–3 remote days/week) for suitable occupations, while avoiding universal RTO mandates.
This approach balances worker well-being, hiring competitiveness, and operational needs. **Conclusion**

WFH has reshaped the U.S. labor market. The datasets consistently show that remote work:

- Permanently increased after COVID
- Varies strongly by industry
- Offers major commute-time savings
- Is highly valued by workers
- Does not harm hiring demand

In conclusion, WFH is now an integral part of the labor market. Organizations that embrace targeted, flexible WFH policies are likely to gain in employee satisfaction and retention without sacrificing labor-market competitiveness.

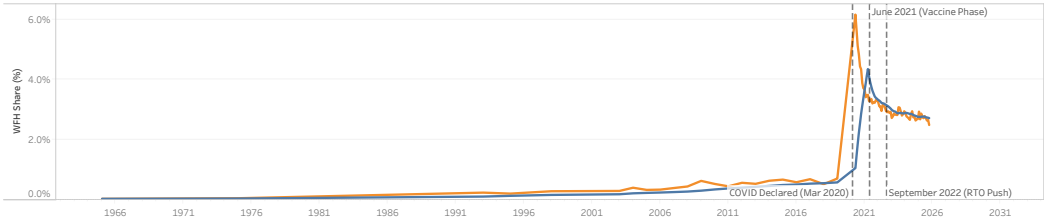
Work-From-Home Trends & Policy Impact (2019–2025)

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 (%)

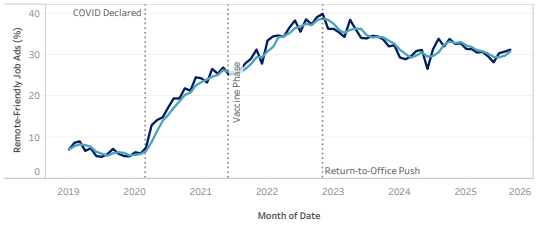
WFH Adoption Before vs After COVID-19 by Industry(%)

Industries With Strongest Remote Growth Post-COVID

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

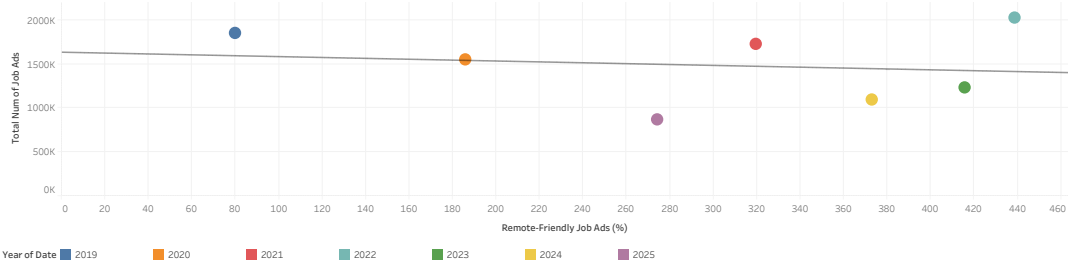
Remote-Friendly Job Postings Trend (2019–2025) with 3-Month Moving Average

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?

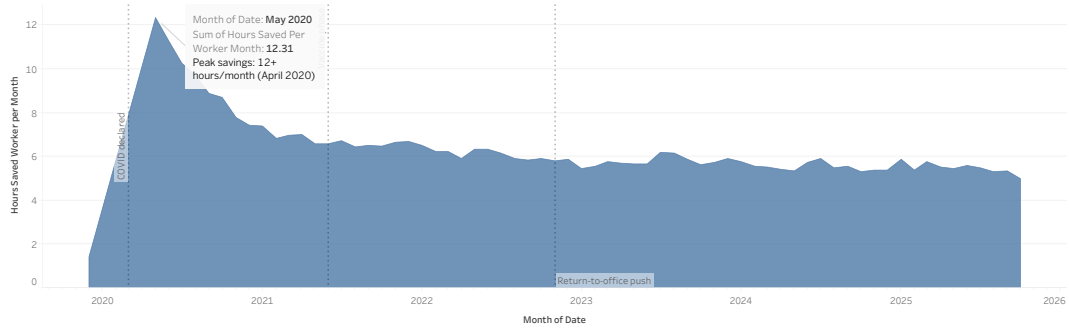
Higher Remote Flexibility Shows Weak Link to Hiring Demand(2019-2025)



Year of Date 2019 2020 2021 2022 2023 2024 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...