

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

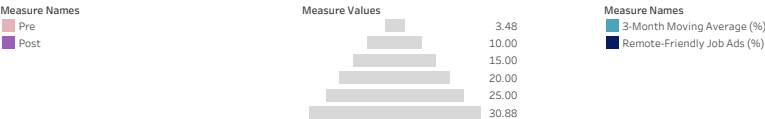
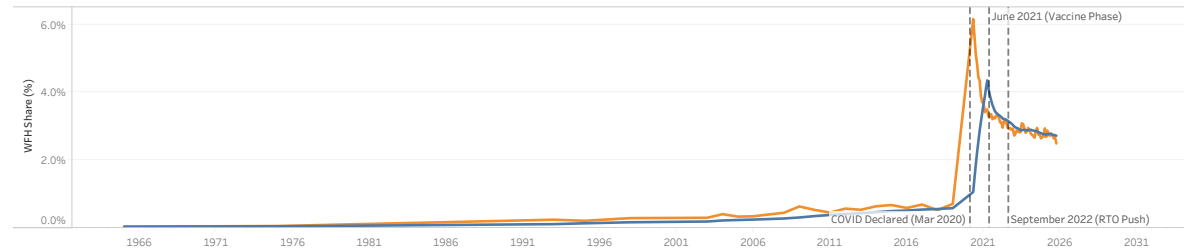
Insights on WFH Adoption, Labor Market Effects, and Commute Savings

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.



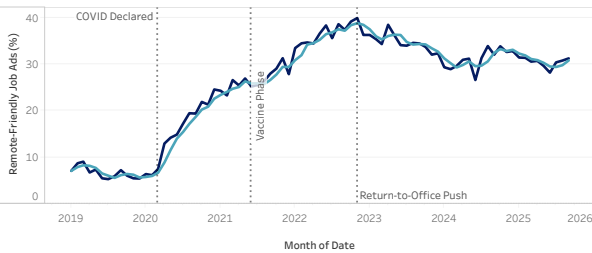
WFH Adoption Before vs After COVID-19 by Industry(%)

Industries With Strongest Remote Growth Post-COVID

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

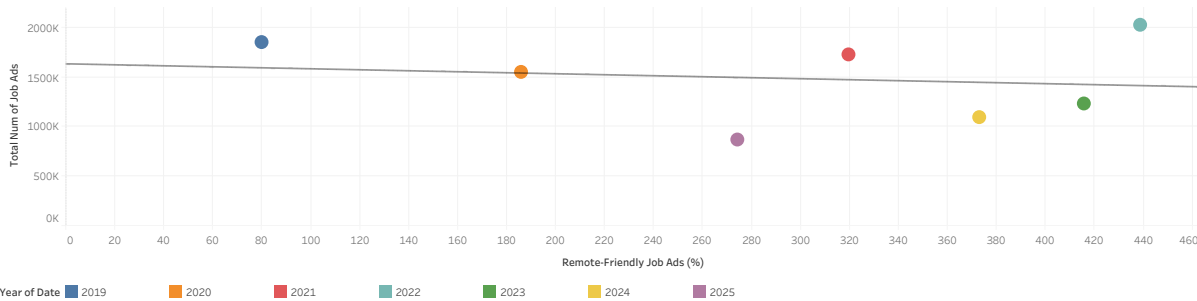
Remote-Friendly Job Postings Trend (2019–2025) with 3-Month Moving Average

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



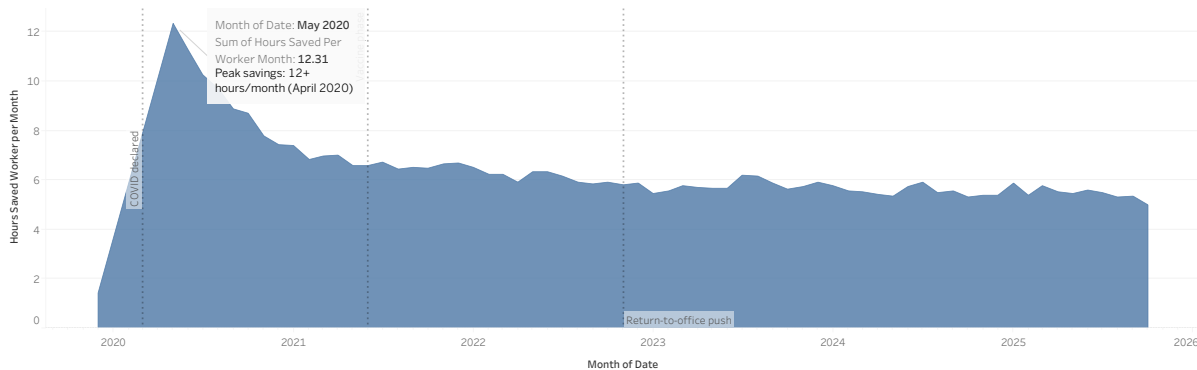
Does Remote Flexibility Increase Hiring?

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



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...