

Leger

REPORT

Work-from-home and return to office

Survey of Americans

LA
Times

DATE 2023-07-26



Methodology



Method

An online survey among respondents 18 years of age or older (n= 1,999) in order to target those who are in the workforce (n=1,126) and those who work from home (n=406).

Respondents were randomly recruited using

LEO's online panel.



When

July 21 to
July 25, 2023



Margin of error

For comparison purposes, a probability sample of this size yields a margin of error no greater than $\pm 2.2\%$, (19 times out of 20).



Weighting

Results were weighted according to **age, gender, region, education, ethnicity and number of people in the household** in order to ensure a representative sample of the American population.

Methodology



Significant differences

Data in bold **red** characters indicate a significantly lower proportion than that of other respondents. Conversely, data in bold **green** characters indicate a significantly higher proportion than that of other respondents.



Rounded data

The numbers presented have been rounded up. However, the numbers before rounding were used to calculate the sums presented and might therefore not correspond to the manual addition of these numbers.



Questions

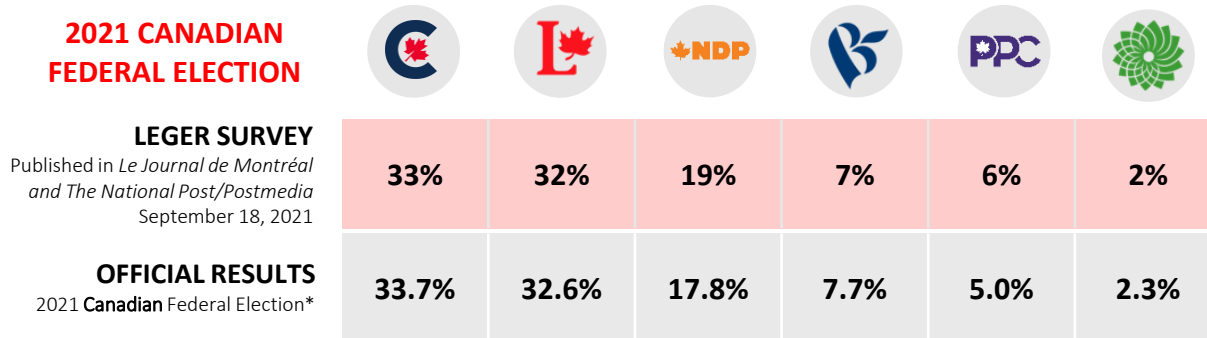
Have questions about the data presented in this report? Please contact Christian Bourque, Executive Vice-President, Eastern Canada at the following e-mail addresses: cbourque@leger360.com

A more detailed methodology is presented in the Appendix.

Methodology

Leger is the polling firm that has presented the most accurate election survey data, on average, over the last ten years in Canada. During the last federal election in 2021, Leger was once again **the most accurate firm in the country**. This accuracy is attributed to the quality of the LEO panel and rigorous application of methodological rules by Leger's 600 employees, including 200 professionals in Leger's eight offices across Canada (Montreal, Toronto, Quebec City, Winnipeg, Calgary, Edmonton and Vancouver) and in the United States (New York).

Poll aggregator 338Canada.com gave Leger the highest rating among all polling firms in Canada for the accuracy of its studies. See <https://338canada.com/pollster-ratings.htm>



Key findings

48%

One American full-time worker out of two is allowed to work remotely at least some of the time. In the West of the U.S., this proportion is 57%.

2.8

American workers who are allowed to work remotely **work from home almost 3 days a week on average.**

49%

Around half of American workers who work remotely feel more productive at home than on their work premises. One out of four consider they have the same level of productivity (26%). Around two thirds of workers state that they spend most of their time on tasks that they need to execute alone (67%), while three out of ten spend most of their time on collaborative tasks (30%).

61%

Six out of ten workers state that their direct supervisor has a say when it comes to where they work from on a particular day, whether it be by deciding where the employee will work from (35%) or by suggesting or enticing people to work in-office (26%).

35%

If their employer were to enforce a strict full-time attendance on premise, most American employees who are allowed to work from home stated they would stay at their job while looking for a new one (35%). Around the same proportion stated they would remain at their current job even if they may not like the change (38%).

83%

Among the 13% of full-time employees who have changed jobs over the past 12 months, over eight out of ten stated that schedule flexibility and work-from-home policies were important criteria, including 54% who stated they were very important.

REPORT

Detailed Results

Work-from-home

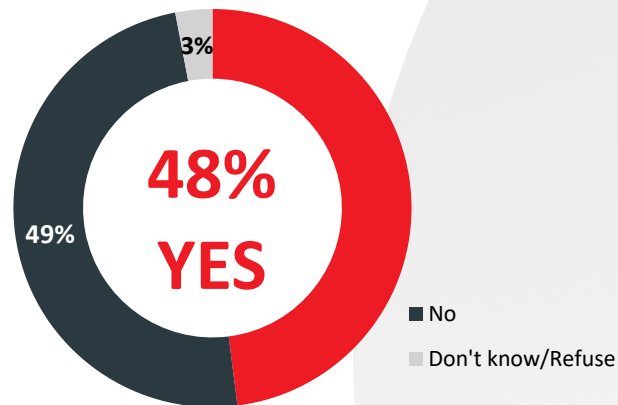


NEW QUESTION

Work-from-home

Q2. Does your current employer allow you to work remotely at least some of the time?

Base: Full-time employees (n=867)



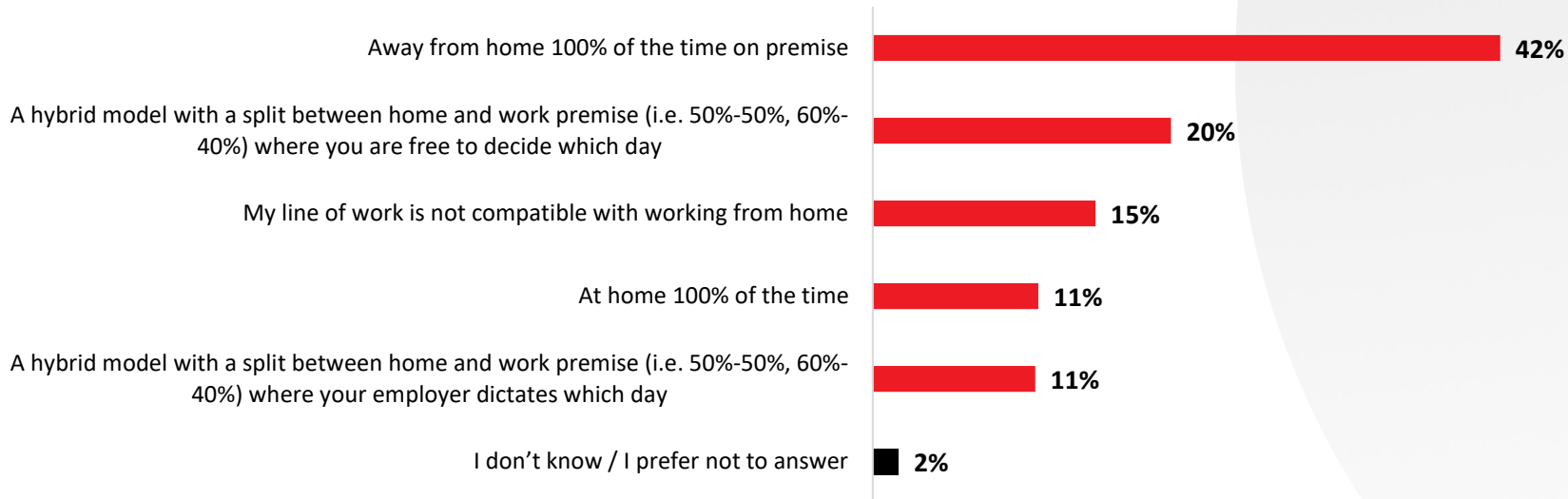
| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|-------------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 971 | 195 | 205 | 346 | 224 | 295 | 430 | 245 | 551 | 419 |
| Unweighted n= | 867 | 198 | 190 | 272 | 207 | 202 | 358 | 307 | 396 | 471 |
| Yes | 48% | 44% | 40% | 50% | 57% | 53% | 50% | 40% | 51% | 45% |
| No | 49% | 54% | 59% | 47% | 39% | 41% | 49% | 59% | 48% | 50% |
| Don't know/Refuse | 3% | 3% | 1% | 3% | 4% | 6% | 1% | 1% | 1% | 5% |

NEW QUESTION

Current work situation (1/2)

Q2A. Among the following choices, which one best corresponds to your situation at work today?

Base: Full-time employees (n=867)



NEW QUESTION

Current work situation (1/2)

Q2A. Among the following choices, which one best corresponds to your situation at work today?

Base: Full-time employees

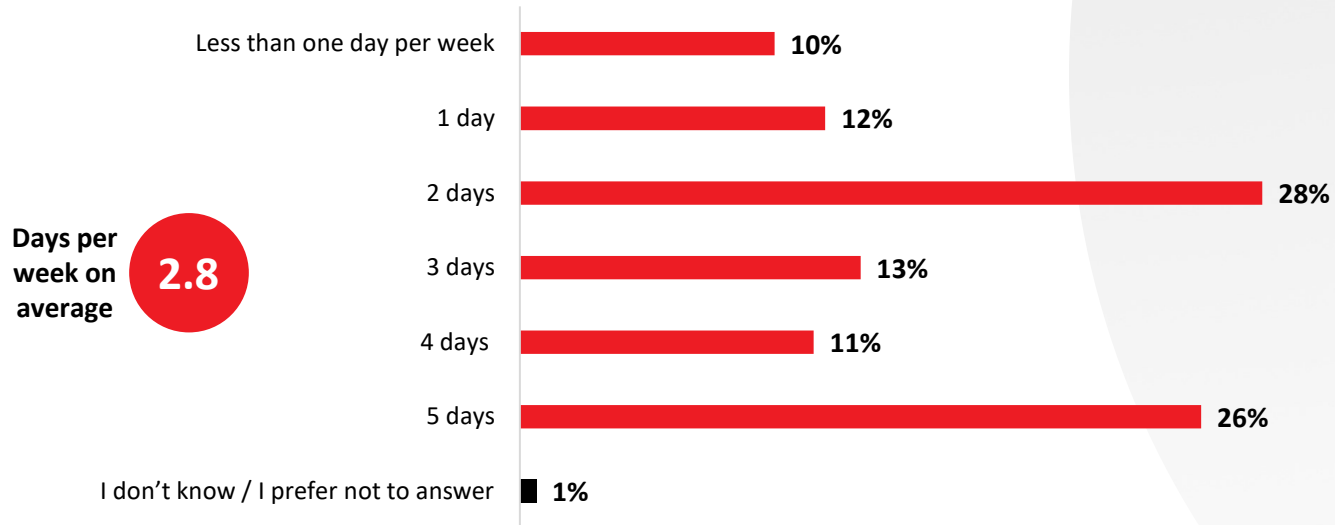
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|--|------------|------------|---------|-------|------|-------|-------|------------|-----------|-----------|
| Weighted n= | 971 | 195 | 205 | 346 | 224 | 295 | 430 | 245 | 551 | 419 |
| Unweighted n= | 867 | 198 | 190 | 272 | 207 | 202 | 358 | 307 | 396 | 471 |
| Away from home 100% of the time on premise | 42% | 36% | 48% | 45% | 36% | 39% | 41% | 46% | 44% | 38% |
| A hybrid model with a split between home and work premise (i.e. 50%-50%, 60%-40%) where you are free to decide which day | 20% | 24% | 16% | 17% | 25% | 24% | 21% | 13% | 23% | 16% |
| My line of work is not compatible with working from home | 15% | 21% | 15% | 13% | 11% | 15% | 13% | 19% | 13% | 17% |
| At home 100% of the time | 11% | 5% | 12% | 13% | 12% | 9% | 12% | 12% | 10% | 12% |
| A hybrid model with a split between home and work premise (i.e. 50%-50%, 60%-40%) where your employer dictates which day | 11% | 12% | 9% | 10% | 12% | 10% | 13% | 8% | 9% | 13% |
| I don't know / I prefer not to answer | 2% | 1% | 1% | 2% | 3% | 3% | 1% | 2% | 1% | 3% |

NEW QUESTION

Number of work-from-home days per week (1/2)

Q3. On average, how many days per week do you work from home?

Base: Employees who work from home at least some of the time (n=406)



NEW QUESTION

Number of work-from-home days per week (1/2)

Q3. On average, how many days per week do you work from home?

Base: Employees who work from home at least some of the time

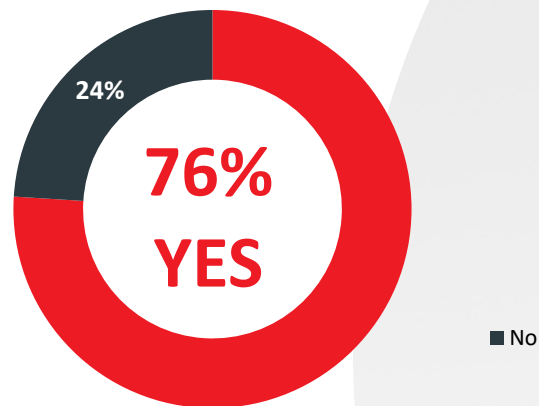
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---------------------------------------|------------|------------|------------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| Less than one day per week | 10% | 5% | 11% | 14% | 6% | 13% | 5% | 15% | 6% | 15% |
| 1 day | 12% | 7% | 14% | 13% | 12% | 12% | 10% | 14% | 13% | 9% |
| 2 days | 28% | 42% | 8% | 27% | 33% | 21% | 37% | 19% | 31% | 24% |
| 3 days | 13% | 18% | 10% | 12% | 13% | 11% | 12% | 17% | 14% | 11% |
| 4 days | 11% | 16% | 14% | 6% | 12% | 16% | 9% | 8% | 10% | 13% |
| 5 days | 26% | 10% | 43% | 27% | 24% | 26% | 25% | 27% | 25% | 27% |
| I don't know / I prefer not to answer | 1% | 2% | 1% | 0% | 0% | 1% | 1% | 0% | 0% | 2% |
| Mean | 2.8 | 2.7 | 3.3 | 2.6 | 2.9 | 2.8 | 2.9 | 2.7 | 2.8 | 2.8 |

NEW QUESTION

Working from the office

Q4. Do you ever work at an office?

Base: Employees who work from home at least some of the time (n=406)



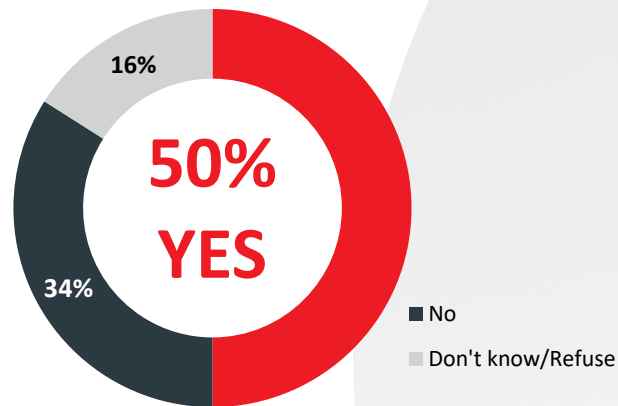
| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| Yes | 76% | 86% | 75% | 72% | 74% | 70% | 82% | 72% | 83% | 64% |
| No | 24% | 14% | 25% | 28% | 25% | 29% | 18% | 28% | 17% | 35% |

NEW QUESTION

Work-from-home policy

Q5. Does your employer have a clear and articulated policy when it comes to working from home (i.e., how many per week, mandatory days in the office, which jobs can be done remotely)?

Base: Full-time employees (n=867)



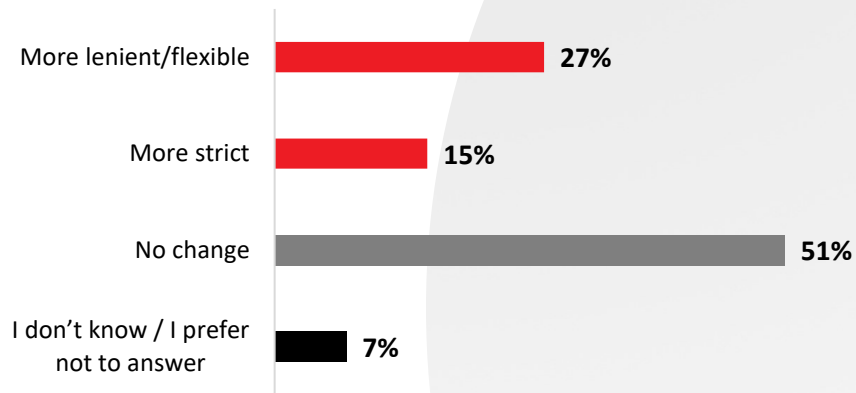
| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---------------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 971 | 195 | 205 | 346 | 224 | 295 | 430 | 245 | 551 | 419 |
| Unweighted n= | 867 | 198 | 190 | 272 | 207 | 202 | 358 | 307 | 396 | 471 |
| Yes | 50% | 51% | 43% | 50% | 55% | 53% | 53% | 41% | 59% | 38% |
| No | 34% | 37% | 35% | 36% | 28% | 33% | 33% | 38% | 28% | 42% |
| Don't know / Refuse | 16% | 13% | 21% | 14% | 16% | 13% | 14% | 21% | 13% | 20% |

NEW QUESTION

Work schedule flexibility

Q6. When it comes to work schedule flexibility (working remote vs days or times in the office), do you feel your employer has become more lenient or more strict over the past 12 months?

Base: Full-time employees (n=867)

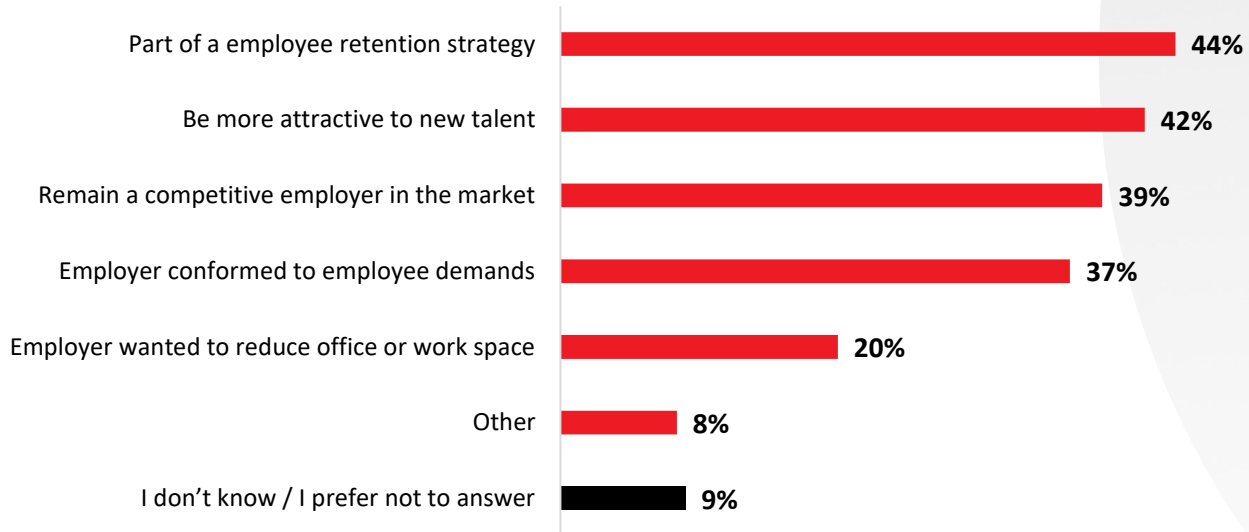


| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|-----------------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 971 | 195 | 205 | 346 | 224 | 295 | 430 | 245 | 551 | 419 |
| Unweighted n= | 867 | 198 | 190 | 272 | 207 | 202 | 358 | 307 | 396 | 471 |
| More lenient/flexible | 27% | 25% | 18% | 31% | 31% | 42% | 23% | 16% | 28% | 25% |
| More strict | 15% | 17% | 13% | 13% | 20% | 14% | 20% | 9% | 17% | 12% |
| No change | 51% | 52% | 61% | 49% | 42% | 39% | 49% | 67% | 49% | 53% |
| I don't know / Refuse | 7% | 6% | 7% | 7% | 7% | 5% | 8% | 8% | 5% | 10% |

Reasons for leniency (1/2)

Q7A. Based on what you know or was communicated by the employer, what are the main reasons why your employer has become more lenient over the last year?

Base: Respondents whose employer has become more lenient (n=200)



NEW QUESTION

Reasons for leniency (2/2)

Q7A. Based on what you know or was communicated by the employer, what are the main reasons why your employer has become more lenient over the last year?

Base: Respondents whose employer has become more lenient

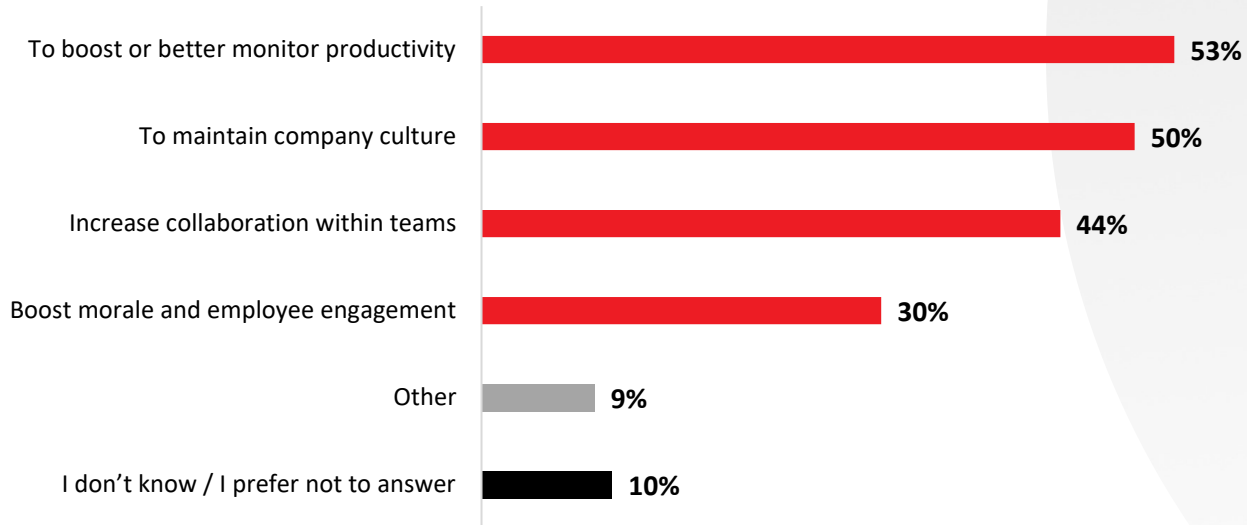
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---|------------|------------|---------|-------|------------|-------|------------|------------|------------|------------|
| Weighted n= | 260 | 48 | 37 | 107 | 69 | 123 | 99 | 38 | 154 | 106 |
| Unweighted n= | 200 | 44 | 36 | 67 | 53 | 80 | 77 | 43 | 96 | 104 |
| Part of an employee retention strategy | 44% | 26% | 40% | 50% | 50% | 43% | 45% | 48% | 51% | 35% |
| Be more attractive to new talent | 42% | 23% | 26% | 52% | 48% | 43% | 43% | 33% | 56% | 21% |
| Remain a competitive employer in the market | 39% | 32% | 43% | 30% | 55% | 33% | 49% | 29% | 43% | 32% |
| Employer conformed to employee demands | 37% | 46% | 36% | 31% | 39% | 34% | 48% | 15% | 50% | 17% |
| Employer wanted to reduce office or workspace | 20% | 32% | 31% | 13% | 16% | 18% | 27% | 9% | 22% | 17% |
| Other | 8% | 15% | 16% | 4% | 6% | 6% | 5% | 24% | 5% | 13% |
| I don't know / I prefer not to answer | 9% | 14% | 11% | 9% | 4% | 7% | 8% | 17% | 5% | 15% |

NEW QUESTION

Reasons for strictness (1/2)

Q7B. Based on what you know or was communicated by the employer, what are the main reasons why your employer has become more strict over the last year?

Base: Respondents whose employer has become more strict (n=117)



NEW QUESTION

Reasons for strictness (2/2)

Q7B. Based on what you know or was communicated by the employer, what are the main reasons why your employer has become more strict over the last year?

Base: Respondents whose employer has become more strict

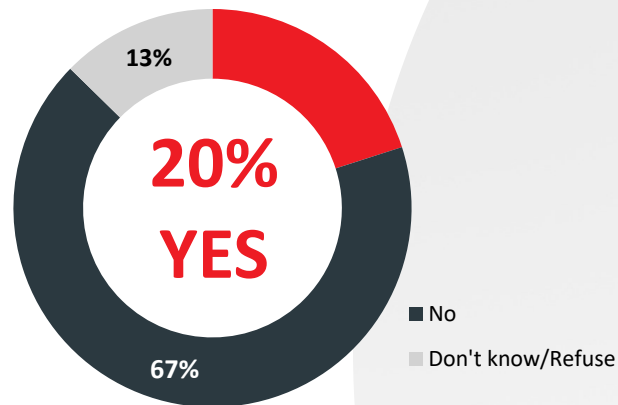
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---|-------|------------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 148 | 33 | 27 | 43 | 44 | 41 | 84 | 23 | 96 | 51 |
| Unweighted n= | 117 | 24* | 23* | 33 | 37 | 27* | 58 | 32 | 58 | 59 |
| To boost or better monitor productivity | 53% | 31% | 67% | 60% | 52% | 54% | 54% | 45% | 60% | 40% |
| To maintain company culture | 50% | 42% | 67% | 50% | 44% | 50% | 53% | 37% | 64% | 23% |
| Increase collaboration within teams | 44% | 62% | 43% | 37% | 38% | 47% | 43% | 41% | 45% | 42% |
| Boost morale and employee engagement | 30% | 47% | 21% | 25% | 29% | 36% | 31% | 16% | 32% | 26% |
| Other | 9% | 1% | 2% | 21% | 6% | 11% | 5% | 18% | 4% | 17% |
| I don't know / I prefer not to answer | 10% | 16% | 7% | 3% | 14% | 2% | 12% | 17% | 4% | 22% |

NEW QUESTION

Work-from-home policy

Q8. Has your employer implemented specific measures or penalties to enforce in-person attendance on work premises over the past 12 months (i.e., withholding pay or bonuses, threatening to fire)?

Base: Full-time employees (n=867)



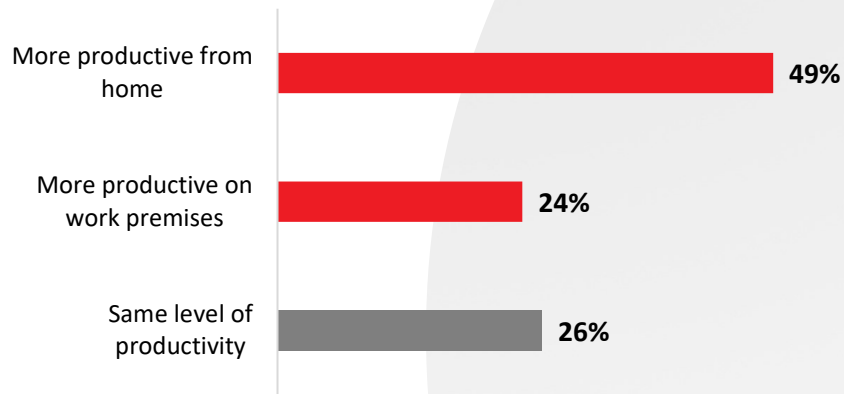
| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---------------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 971 | 195 | 205 | 346 | 224 | 295 | 430 | 245 | 551 | 419 |
| Unweighted n= | 867 | 198 | 190 | 272 | 207 | 202 | 358 | 307 | 396 | 471 |
| Yes | 20% | 21% | 13% | 25% | 18% | 24% | 24% | 9% | 25% | 13% |
| No | 67% | 69% | 75% | 62% | 66% | 65% | 64% | 76% | 65% | 71% |
| Don't know / Refuse | 13% | 10% | 11% | 13% | 16% | 11% | 12% | 15% | 10% | 16% |

NEW QUESTION

Productivity

Q9. Do you feel you are more productive working from home, more productive while working on your work premise or have the same level of productivity from both places?

Base: Employees who work from home at least some of the time (n=406)



| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|----------------------------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| More productive from home | 49% | 52% | 64% | 47% | 41% | 52% | 53% | 37% | 53% | 44% |
| More productive on work premises | 24% | 22% | 16% | 25% | 31% | 30% | 20% | 24% | 23% | 27% |
| Same level of productivity | 26% | 26% | 21% | 28% | 27% | 18% | 27% | 39% | 24% | 29% |

NEW QUESTION

Nature of work

Q10. Which of the following two options best corresponds to the nature of your work?

Base: Employees who work from home (n=406)

More of my time is spent on tasks which I need to execute alone/on my own, regardless of where I am working from on a particular day

More of my time is spent on tasks I need to execute collaboratively with my teammates at work, regardless of where I am working from on a particular day

I don't know / I prefer not to answer



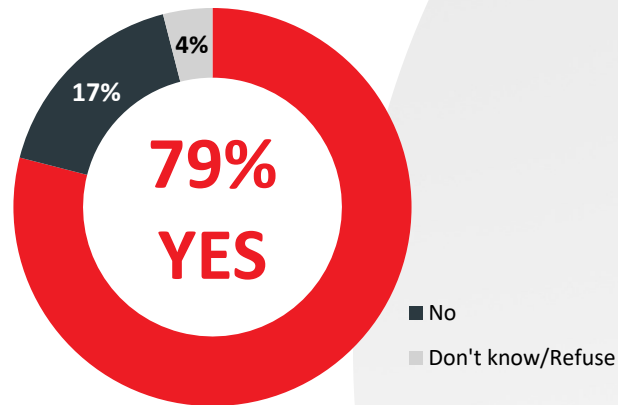
| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|--|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| More of my time is spent on tasks which I need to execute alone/on my own, regardless of where I am working from on a particular day | 67% | 63% | 79% | 65% | 66% | 62% | 69% | 72% | 68% | 66% |
| More of my time is spent on tasks I need to execute collaboratively with my teammates at work, regardless of where I am working from on a particular day | 30% | 31% | 19% | 33% | 33% | 36% | 27% | 28% | 31% | 29% |
| I don't know / I prefer not to answer | 2% | 6% | 3% | 2% | 1% | 2% | 4% | 0% | 1% | 5% |

NEW QUESTION

Manager work policy

Q11. Does your direct supervisor or manager work from home at least some or all of the time?

Base: Employees who work from home at least some of the time (n=406)



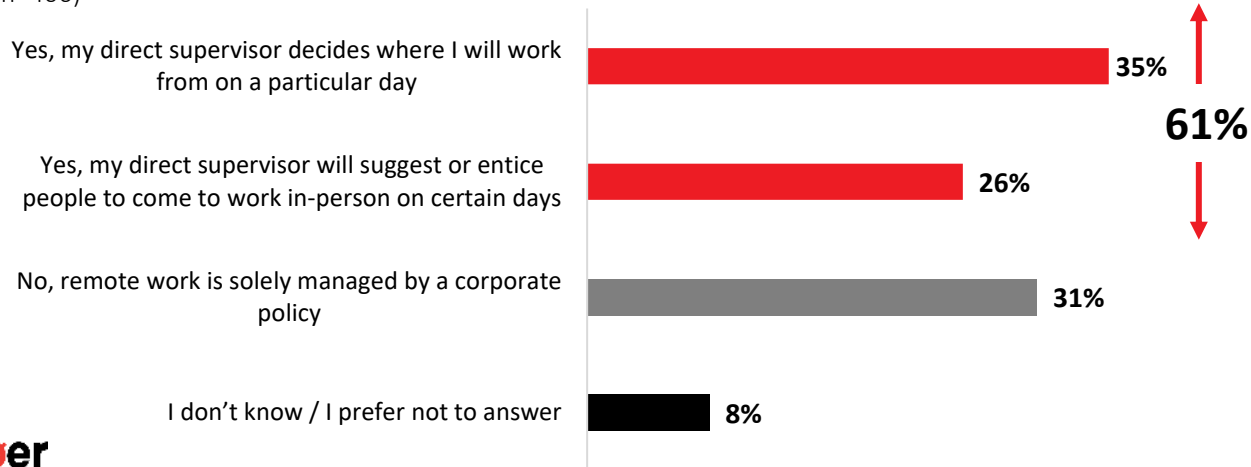
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|---------------------|------------|-----------|---------|------------|-----------|-------|------------|------------|------------|------------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| Yes | 79% | 80% | 80% | 73% | 86% | 73% | 87% | 69% | 84% | 71% |
| No | 17% | 17% | 18% | 24% | 7% | 22% | 10% | 25% | 15% | 20% |
| Don't know / Refuse | 4% | 3% | 2% | 3% | 7% | 5% | 3% | 6% | 1% | 9% |

NEW QUESTION

Schedule management (1/2)

Q12. Does your direct supervisor or manager have a say when it comes to where you work from on a particular day (home or work premises)?

Base: Employees who work from home at least some of the time (n=406)



Schedule management (2/2)

Q12. Does your direct supervisor or manager have a say when it comes to where you work from on a particular day (home or work premises)?

Base: Employees who work from home at least some of the time

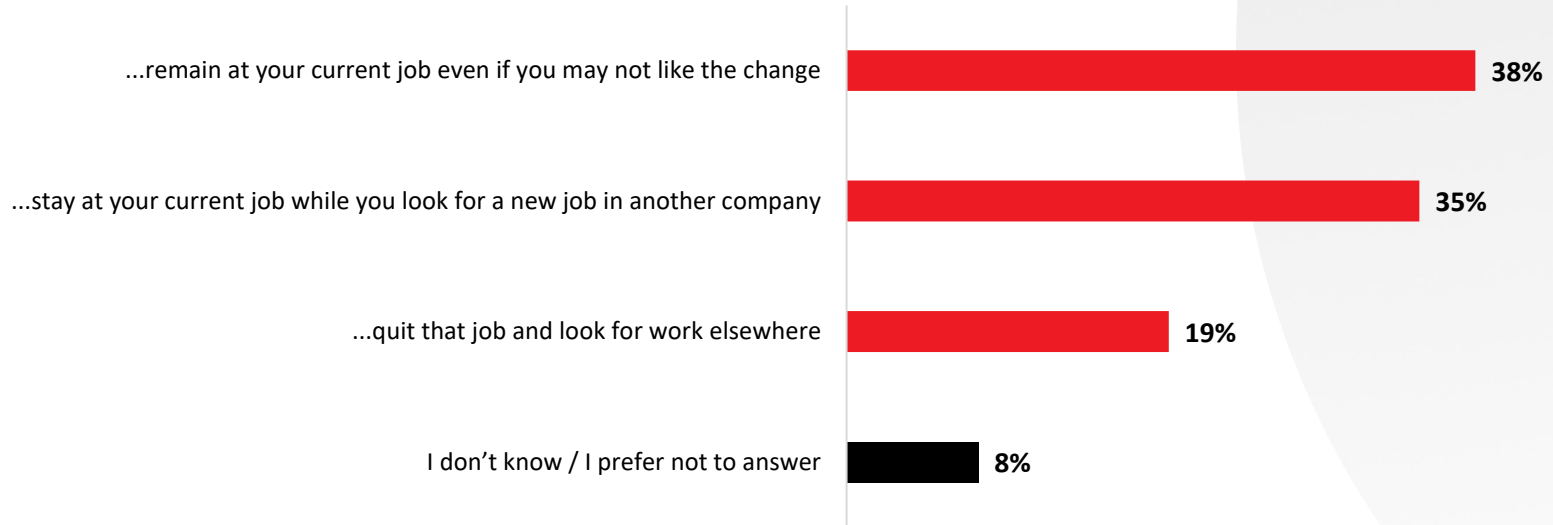
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---|------------|------------|------------|-------|------|------------|-------|------------|------|--------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| Total Yes | 61% | 72% | 38% | 62% | 68% | 74% | 61% | 40% | 64% | 56% |
| Yes, my direct supervisor decides where I will work from on a particular day | 35% | 36% | 15% | 42% | 40% | 43% | 37% | 22% | 40% | 29% |
| Yes, my direct supervisor will suggest or entice people to come to work in-person on certain days | 26% | 36% | 23% | 20% | 28% | 32% | 25% | 18% | 24% | 27% |
| No, remote work is solely managed by a corporate policy | 31% | 26% | 43% | 32% | 25% | 20% | 29% | 50% | 30% | 32% |
| I don't know / I prefer not to answer | 8% | 2% | 19% | 7% | 8% | 5% | 9% | 10% | 6% | 12% |

NEW QUESTION

Reaction to strict full-time attendance on premise

Q13. If your employer wanted to enforce a strict full-time attendance on premise, would you rather...

Base: Employees who work from home at least some of the time (n=406)



NEW QUESTION

Reaction to strict full-time attendance on premise

Q13. If your employer wanted to enforce a strict full-time attendance on premise, would you rather...

Base: Employees who work from home at least some of the time

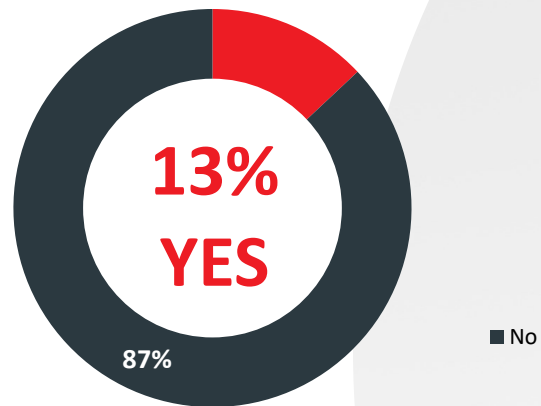
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---|------------|------------|---------|-------|------------|-------|-------|------------|------|--------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| ...remain at your current job even if you may not like the change | 38% | 39% | 26% | 33% | 51% | 32% | 33% | 58% | 37% | 40% |
| ...stay at your current job while you look for a new job in another company | 35% | 36% | 39% | 39% | 24% | 43% | 36% | 18% | 35% | 34% |
| ...quit that job and look for work elsewhere | 19% | 22% | 20% | 19% | 17% | 18% | 22% | 15% | 22% | 16% |
| I don't know / I prefer not to answer | 8% | 3% | 14% | 8% | 7% | 6% | 9% | 10% | 6% | 10% |

NEW QUESTION

Changing jobs

Q14. Have you changed jobs over the past 12 months?

Base: Full-time employees (n=867)



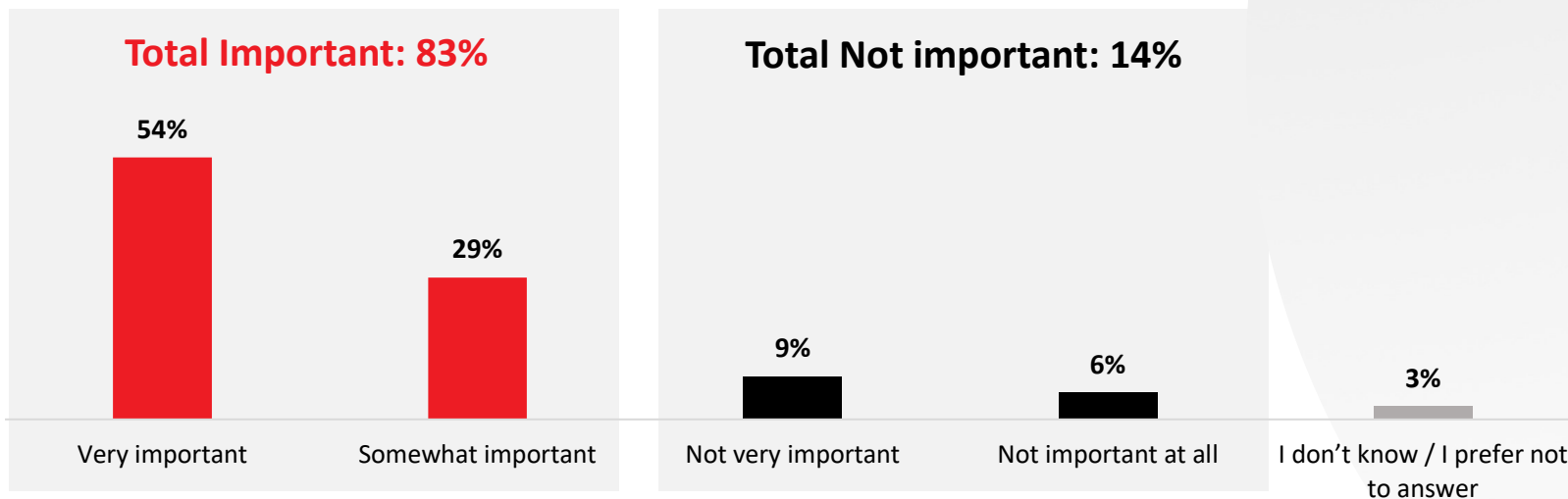
| | Total | Northeast | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---------------|-------|-----------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 971 | 195 | 205 | 346 | 224 | 295 | 430 | 245 | 551 | 419 |
| Unweighted n= | 867 | 198 | 190 | 272 | 207 | 202 | 358 | 307 | 396 | 471 |
| Yes | 13% | 12% | 9% | 15% | 15% | 19% | 14% | 4% | 13% | 13% |
| No | 87% | 88% | 91% | 85% | 84% | 81% | 86% | 96% | 87% | 86% |

NEW QUESTION

Importance of schedule flexibility (1/2)

Q15. How important was work schedule flexibility and working from home policy in your decision to change jobs/start a new job?

Base: Respondents who changed jobs within the past year (n=97)



NEW QUESTION

Importance of schedule flexibility (2/2)

Q15. How important was work schedule flexibility and working from home policy in your decision to change jobs/start a new job?

Base: Respondents who changed jobs within the past year

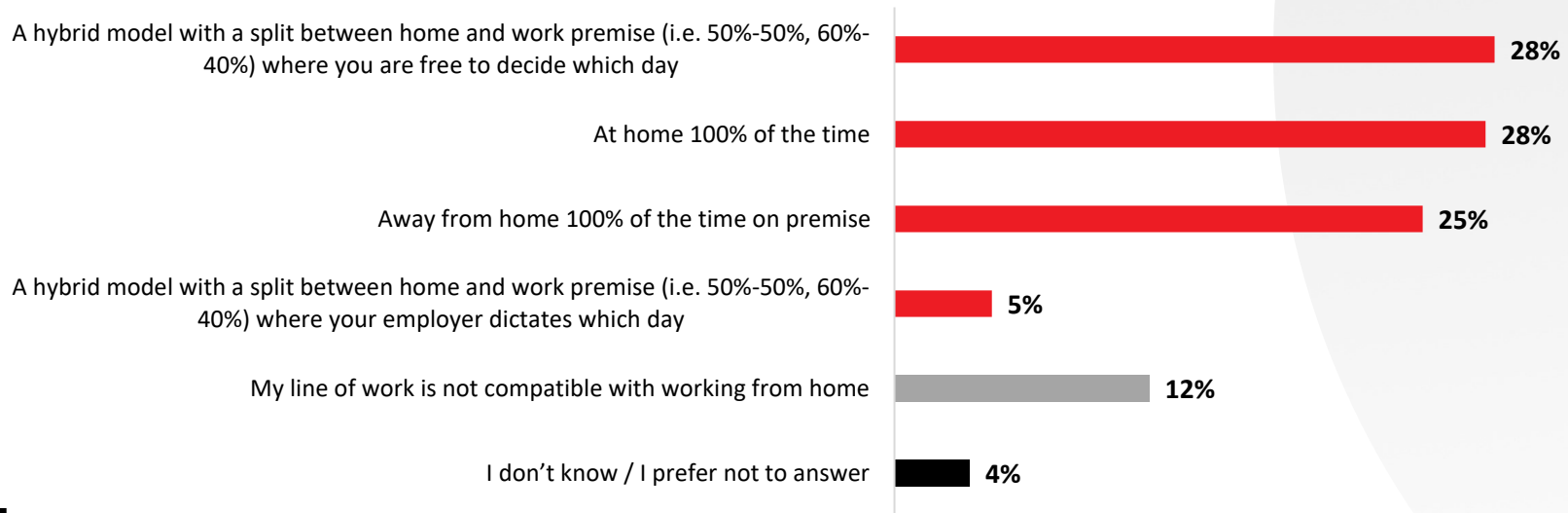
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|--|------------|------------|---------|-------|------|-------|------------|-----|------|--------|
| Weighted n= | 128 | 23 | 19 | 52 | 34 | 56 | 62 | 11 | 73 | 55 |
| Unweighted n= | 97 | 20* | 19* | 35 | 23* | 43 | 42 | 12* | 43 | 54 |
| NET IMPORTANT | 83% | 85% | 67% | 86% | 87% | 78% | 93% | 53% | 90% | 74% |
| Very important | 54% | 61% | 44% | 57% | 50% | 45% | 64% | 40% | 64% | 41% |
| Somewhat important | 29% | 24% | 23% | 29% | 37% | 33% | 29% | 13% | 26% | 33% |
| NET NOT IMPORTANT | 14% | 12% | 30% | 13% | 9% | 18% | 6% | 42% | 9% | 21% |
| Not very important | 9% | 6% | 20% | 9% | 4% | 8% | 4% | 42% | 7% | 11% |
| Not important at all | 6% | 6% | 10% | 4% | 5% | 10% | 2% | 0% | 2% | 10% |
| I don't know / I prefer not to answer | 3% | 3% | 3% | 2% | 4% | 4% | 1% | 6% | 1% | 5% |

NEW QUESTION

Preferred work environment (1/2)

Q16. If you could choose, what would be your preferred work environment among the following choices?

Base: Respondents who are part of the workforce (n=1,126)



NEW QUESTION

Preferred work environment (1/2)

Q16. If you could choose, what would be your preferred work environment among the following choices?

Base: Respondents who are part of the workforce

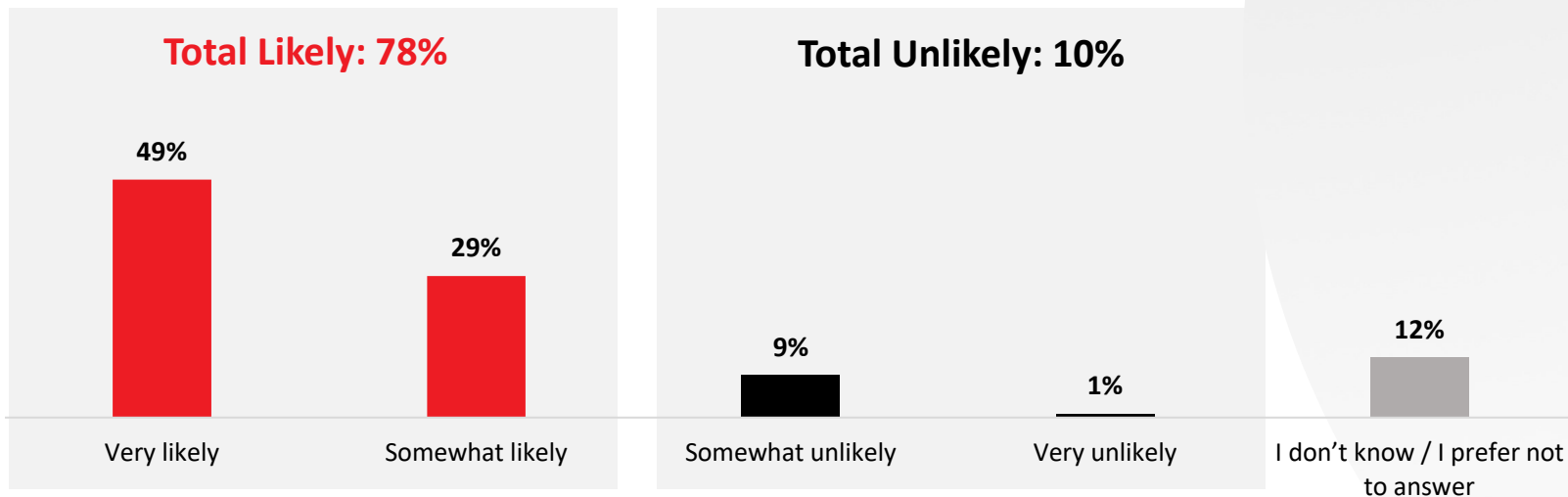
| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|--|-------|------------|---------|-------|------|-------|-------|-----|------|--------|
| Weighted n= | 1,294 | 240 | 269 | 494 | 290 | 401 | 562 | 331 | 683 | 611 |
| Unweighted n= | 1,126 | 246 | 246 | 365 | 269 | 260 | 451 | 415 | 489 | 637 |
| A hybrid model with a split between home and work premise (i.e. 50%-50%, 60%-40%) where you are free to decide which day | 28% | 28% | 24% | 27% | 32% | 34% | 28% | 21% | 27% | 29% |
| At home 100% of the time | 28% | 16% | 32% | 29% | 30% | 24% | 30% | 28% | 25% | 31% |
| Away from home 100% of the time on premise | 25% | 25% | 25% | 27% | 20% | 24% | 23% | 27% | 30% | 19% |
| A hybrid model with a split between home and work premise (i.e. 50%-50%, 60%-40%) where your employer dictates which day | 5% | 10% | 3% | 4% | 4% | 4% | 6% | 3% | 4% | 6% |
| My line of work is not compatible with working from home | 12% | 16% | 14% | 9% | 12% | 12% | 9% | 17% | 13% | 11% |
| I don't know / I prefer not to answer | 4% | 6% | 2% | 4% | 3% | 3% | 4% | 3% | 2% | 5% |

NEW QUESTION

Projected evolution of remote work policy (1/2)

Q17. How likely is it that the current rules regarding remote work at your employer will still be in place say in 2025?

Base: Respondents who work from home at least some of the time (n=406)



NEW QUESTION

Projected evolution of remote work policy (2/2)

Q17. How likely is it that the current rules regarding remote work at your employer will still be in place say in 2025?

Base: Respondents who work from home at least some of the time

| | Total | North east | Midwest | South | West | 18-34 | 35-54 | 55+ | Male | Female |
|---------------------------------------|------------|------------|---------|------------|------------|-------|-------|-----|------------|------------|
| Weighted n= | 469 | 85 | 82 | 174 | 128 | 157 | 214 | 98 | 281 | 188 |
| Unweighted n= | 406 | 86 | 75 | 133 | 112 | 105 | 179 | 122 | 196 | 210 |
| NET LIKELY | 78% | 80% | 73% | 81% | 77% | 81% | 77% | 76% | 86% | 67% |
| Very likely | 49% | 54% | 41% | 59% | 38% | 44% | 53% | 48% | 55% | 40% |
| Somewhat likely | 29% | 26% | 32% | 22% | 39% | 37% | 24% | 27% | 31% | 26% |
| NET UNLIKELY | 10% | 8% | 9% | 9% | 12% | 8% | 10% | 10% | 8% | 11% |
| Somewhat unlikely | 9% | 8% | 8% | 8% | 11% | 8% | 10% | 7% | 7% | 11% |
| Very unlikely | 1% | 0% | 1% | 1% | 1% | 0% | 0% | 3% | 1% | 1% |
| I don't know / I prefer not to answer | 12% | 12% | 18% | 10% | 12% | 10% | 13% | 15% | 6% | 22% |

REPORT

Detailed methodology



Weighted and Unweighted Sample (1/2)

The table below presents the geographic distribution of respondents who are part of the workforce before and after weighting (n=1,126).

| | Unweighted | Weighted |
|------------------|------------|----------|
| US Region | | |
| NorthEast | 246 | 240 |
| MidWest | 246 | 269 |
| South | 365 | 494 |
| West | 269 | 290 |

The table below presents the geographic distribution of respondents who work from home at least some of the time before and after weighting (n=406).

| | Unweighted | Weighted |
|------------------|------------|----------|
| US Region | | |
| NorthEast | 86 | 85 |
| MidWest | 75 | 82 |
| South | 133 | 174 |
| West | 112 | 128 |

Weighted and Unweighted Sample (2/2)

The table below presents the age and gender distribution of respondents who are part of the workforce before and after weighting (n=1,126).

| | Unweighted | Weighted |
|-------------------|------------|----------|
| Gender | | |
| Male | 489 | 683 |
| Female | 637 | 611 |
| Age | | |
| Between 18 and 29 | 178 | 236 |
| Between 30 and 39 | 198 | 383 |
| Between 40 and 49 | 218 | 245 |
| Between 50 and 64 | 369 | 329 |
| 65 or older | 163 | 100 |

The table below presents the age and gender distribution of respondents who work from home at least some of the time before and after weighting (n=406).

| | Unweighted | Weighted |
|-------------------|------------|----------|
| Gender | | |
| Male | 196 | 281 |
| Female | 210 | 188 |
| Age | | |
| Between 18 and 29 | 60 | 78 |
| Between 30 and 39 | 103 | 184 |
| Between 40 and 49 | 81 | 78 |
| Between 50 and 64 | 125 | 105 |
| 65 or older | 37 | 23 |

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