

# Global State of Remote and Hybrid Work

## Adjusting to the New Normal

- As workers emerged from the pandemic, demand for remote work continued to grow. At its peak, in April 2022, the share of U.S. remote job postings on LinkedIn was 20.3%, more than double its respective share in January 2021, at 8.8%.
- In more recent years, the growth in demand for remote work has meaningfully outstripped growth in its supply. The share of U.S. remote job postings on LinkedIn dropped over 9 percentage points from January 2022 to December 2023, making up 10% of posts despite receiving 46% of all applications in December 2023. We see similar drops in remote job postings in the U.K., France, Germany, and India.
- Companies are switching to offering hybrid jobs, with the highest share of hybrid job postings in December offered in the U.K. (43%).
- The Technology, Information and Media industry hired the most workers in remote positions in 2023 in all countries analyzed, with almost 1 in 2 positions in the U.S. being remote in 2023.

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## The Covid-19 pandemic accelerated the adoption of remote work

As companies adapted to the coronavirus (Covid-19) pandemic, remote work became intrinsic for many industries as a solution to lockdowns and displaced workers. Emerging from the pandemic, we saw worker demand for remote jobs continue due to cost savings, such as reduced commuting time, migration out of cities and flexible schedules for parents and caregivers. In the U.S., for instance, the share of migrations from urban areas to the suburbs grew 7% and migrations from urban areas to rural areas grew 22% between 2019 and 2022.

Only about 5% of all jobs in the U.S. were considered remote between 2017 and 2018<sup>1</sup> – a combination of remote work offered by companies with an onsite presence and all-remote companies, like GitLab. Today, remote work is a significant for U.S. LinkedIn members as it makes up 24% of positions added to LinkedIn profiles in 2023. At its

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<sup>1</sup> [Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis. "Why Working From Home Will Stick." Working Paper No. 2020-174 \(April 2021\): 1-68.](#)

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peak in April 2022, the percentage of U.S. job postings on LinkedIn that were offered as remote was 20%, more than double the share of job postings offered as remote in January 2021, at around 10%. Similarly, in other countries we saw the rise of remote work post-pandemic. Over the same period (January 2021 to April 2022) in India, the share of remote job postings grew from 6.4% to 17.8%, a 2.8x increase. In Europe, the increase was more muted - the share of remote postings in France jumped from 3.7% to 9.8% (2.6x increase), in Germany from 8.7% to 12.3% (1.4x increase), and in the U.K. from 12.2% to 15.0% (1.2x increase).

## As employers dial back from remote, hybrid is the new normal for now

With remote work having a lasting effect amongst workers, companies around the world are looking for a compromise between flexibility desired by employees to work from home when needed and promoting a return to the office.

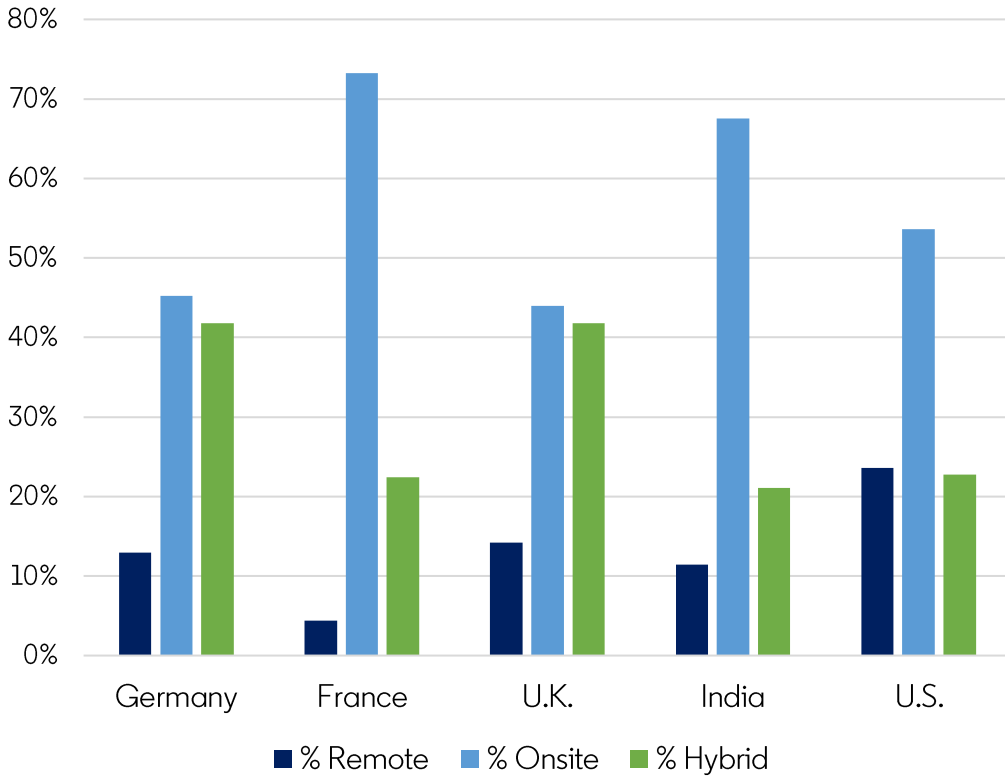
Globally, the return-to-office trend has been met with consternation from many employees who greatly benefited from the convenience of remote work. In LinkedIn's Workforce Confidence Survey, conducted between September and November 2023, most countries analyzed saw more than 50% of employees express a preference for a hybrid or remote roles compared to an onsite role. By contrast, only 38% of Indian employees said they preferred to work remotely or in a hybrid role.

Despite employee's fairly uniform preference for more flexibility, employers scaled back their offering of remote jobs in 2023 compared to 2022. Instead, hybrid job postings have become more common than remote job posts in all countries analyzed, except for the U.S. where remote (10%) remains as nearly as common as hybrid (13%) in December 2023. The U.K. offered the highest share of hybrid job postings in December 2023 (43%), followed by France (31%), and Germany (31%). Companies are moving to hybrid options as a solution to balancing employees' demand for increased flexibility with employer's desire for office attendance.

The share of remote U.S. job postings on LinkedIn's platform dropped over 9 percentage points from January 2022 to December 2023. Remote U.S. job postings currently make up about 10% of all jobs despite receiving 46% of all applications in December 2023. That translates to remote roles receiving nearly 5x the share of applications compared to jobs available. Similar trends are found in other countries with the share of remote job postings decreasing 6 percentage points in the U.K., 6 percentage points in Germany, 5 percentage points in France, and 3 percentage point in India in the same period.

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### Member Positions Added in 2023 by Workplace Type



Source: LinkedIn Economic Graph

Note: This graph looks at all positions added to LinkedIn profiles with start dates from Jan. to Dec. 2023

When analyzing trends in terms of hires rather than job postings and applications, we still see similar trends. France, which had earlier office mandates, had the highest share of hires for onsite positions compared to the other countries analyzed with 73% of positions added on LinkedIn profiles in 2023 being onsite. Similarly, India also has a higher share of onsite hires, with 68% of positions added in 2023 being onsite.

## Globally, the Tech industry hired the most workers in remote positions

The Technology, Information and Media industry hired the most employees in remote positions in all countries analyzed, with the U.S. leading the way as almost 1 in 2 tech positions added to LinkedIn profiles 2023 were exclusively remote (46.7%), and 73.2% of positions as remote or hybrid.

The Professional Services, and Administrative and Support Services were also among the top industries with the highest prevalence of remote positions added in 2023. Together with Tech, these industries have shown the most openness in having a remote workforce and are most likely to continue investing in them in the long term.

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Education also ranked in the top industries offering remote positions in Germany, France, and India, due to the prevalence of EdTech companies and online schools.

Industries with the highest share of hybrid positions have some overlap with remote industries, in particular the Technology, Information and Media industry having the highest share of hybrid positions in France (37.9%) and India (28.9%). However, positions in the Utilities and Financial Services sectors are more distinctly hybrid than remote. The Utilities industry had the highest share of hybrid positions in the U.S. (34.1%) and Germany (53.4%), and Financial Services ranked highest in the U.K. (58.3%). While an onsite aspect may be required for these positions, some industry leaders have been outspoken in their preference to call employees back to the office five days a week but allow hybrid work for now. Hybrid work remains a middle ground between employers and employees for these industries.

# Global State of Remote and Hybrid Work

## Top 5 Industries with the Most Member Positions Added in 2023 that are Hybrid

Rank	Industry	% Hybrid
<b>U.S.</b>		
1	Utilities	34.1%
2	Financial Services	33.6%
3	Professional Services	27.7%
4	Consumer Services	26.6%
5	Technology, Information and Media	26.5%
<b>U.K.</b>		
1	Financial Services	58.2%
2	Government Administration	54.1%
3	Utilities	50.7%
4	Professional Services	50.5%
5	Technology, Information and Media	49.2%
<b>Germany</b>		
1	Utilities	53.4%
2	Financial Services	53.3%
3	Professional Services	48.4%
4	Technology, Information and Media	46.7%
5	Transportation, Logistics, and Storage	42.5%
<b>France</b>		
1	Technology, Information and Media	37.8%
2	Professional Services	36.8%
3	Financial Services	31.4%
4	Utilities	29.9%
5	Wholesale	21.7%
<b>India</b>		
1	Technology, Information and Media	28.9%
2	Professional Services	28.3%
3	Financial Services	23.0%
4	Wholesale	17.2%
5	Consumer Services	16.4%

## Top 5 Industries with the Most Member Positions Added in 2023 that are Remote

Rank	Industry	% Remote
<b>U.S.</b>		
1	Technology, Information and Media	46.7%
2	Professional Services	35.0%
3	Financial Services	30.9%
4	Administrative and Support Services	30.5%
5	Consumer Services	21.7%
<b>U.K.</b>		
1	Technology, Information and Media	26.8%
2	Professional Services	19.1%
3	Consumer Services	19.0%
4	Utilities	14.7%
5	Administrative and Support Services	14.2%
<b>Germany</b>		
1	Technology, Information and Media	24.2%
2	Education	20.0%
3	Professional Services	18.5%
4	Administrative and Support Services	13.1%
5	Entertainment Providers	12.1%
<b>France</b>		
1	Technology, Information and Media	12.7%
2	Professional Services	6.0%
3	Wholesale	5.6%
4	Education	5.2%
5	Consumer Services	4.5%
<b>India</b>		
1	Technology, Information and Media	18.4%
2	Administrative and Support Services	15.7%
3	Professional Services	15.2%
4	Entertainment Providers	15.1%
5	Education	11.3%

Source: LinkedIn Economic Graph

## Global State of Remote and Hybrid Work

### Remote Work – December 2023

Country	% of Job Postings that are Remote	% of Job Applications that are Remote	% of Member Positions added that are Remote
United States	9.5%	45.9%	24.4%
United Kingdom	9.5%	18.4%	13.9%
France	3.2%	7.7%	4.5%
Germany	7.9%	22.4%	13.0%
India	11.2%	20.0%	10.2%
United Arab Emirates	4.0%	5.1%	3.8%
Netherlands	3.0%	13.5%	3.8%
Ireland	8.6%	19.8%	9.3%
Sweden	4.8%	13.2%	3.7%
Israel	3.9%	9.6%	6.0%
Australia	6.0%	13.4%	7.4%
Singapore	3.3%	6.2%	5.7%

Source: LinkedIn Economic Graph

### Hybrid Work – December 2023

Country	% of Job Postings that are Hybrid	% of Job Applications that are Hybrid	% of Member Positions added that are Hybrid
United States	13.1%	19.8%	24.4%
United Kingdom	43.0%	47.7%	43.8%
France	31.1%	37.1%	22.8%
Germany	31.1%	36.6%	43.3%
India	18.1%	18.5%	22.1%
United Arab Emirates	9.5%	8.9%	10.1%
Netherlands	35.8%	42.3%	39.4%
Ireland	42.4%	44.0%	42.9%
Sweden	36.8%	36.8%	29.1%
Israel	44.1%	46.9%	41.7%
Australia	33.1%	42.6%	35.8%
Singapore	28.2%	33.1%	29.3%

Source: LinkedIn Economic Graph

# Appendix

## Methodology

**Remote Job.** A “remote job” refers to jobs that can be done completely out of the office and is defined as either the job poster explicitly labeled it as “remote” or if the job contained keywords like “work from home” in the listing.

**Hybrid Job.** A “hybrid job” refers to jobs that are done both in the office and out of the office and is defined as being explicitly labeled as “hybrid” by job poster.

**Share of Remote/Hybrid Jobs.** The share of hybrid and remote jobs is calculated in proportion to all paid job postings.

**Remote and hybrid positions.** A “remote position” or “hybrid position” refers to a job position that has been added to a LinkedIn member’s profile. A position’s workplace type is determined by the workplace type that has been directly input by the LinkedIn member.

**Migration.** A migration instance is defined as a member changing their location on their LinkedIn profile. Student migrations – right before enrollment, during enrollment, and right after graduation – are removed so that analysis focuses more accurately on workforce migration trends. Migration distances are estimated using ZIP Codes / Postal Codes members add to their profiles.

**Scope of Analyses.** These analyses are based on millions of job postings and LinkedIn profile positions added each year. From January to December 2023, more than 30 million job postings were added to LinkedIn across the 12 countries analyzed (Australia, France, Germany, India, Ireland, Israel, Netherlands, Singapore, Sweden, United Arab Emirates, the United Kingdom, and the United States). Similarly, more than 20 million positions were added to LinkedIn profiles from members in these countries in the same year.

**LinkedIn’s Workforce Confidence Index (WCI) Online Survey** is distributed to members via email every two weeks. Roughly 10,000 members in the U.S., Canada, Brazil, the U.K., France, Germany, Spain, Italy, Netherlands, India, Australia, and Japan respond to each wave. Members are randomly sampled and must be opted into research to participate. Students, stay-at-home partners, and retirees are excluded from the analysis to get an accurate representation of those currently active in the workforce. We analyze data in aggregate and will always respect member privacy. Data is weighed by engagement level to ensure fair representation of various activity levels on the platform. The results represent the world as seen through the lens of LinkedIn’s members; variances between LinkedIn’s membership and the overall market population are not accounted for.