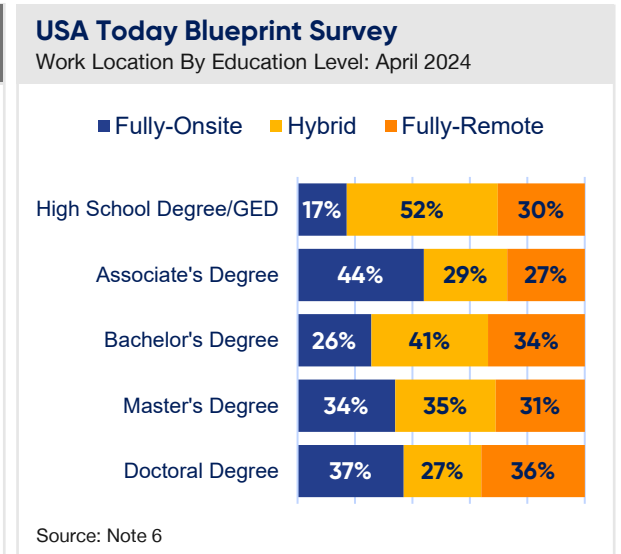
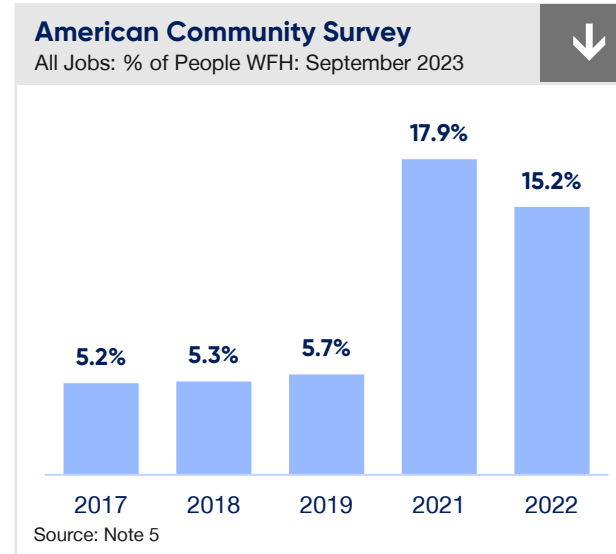
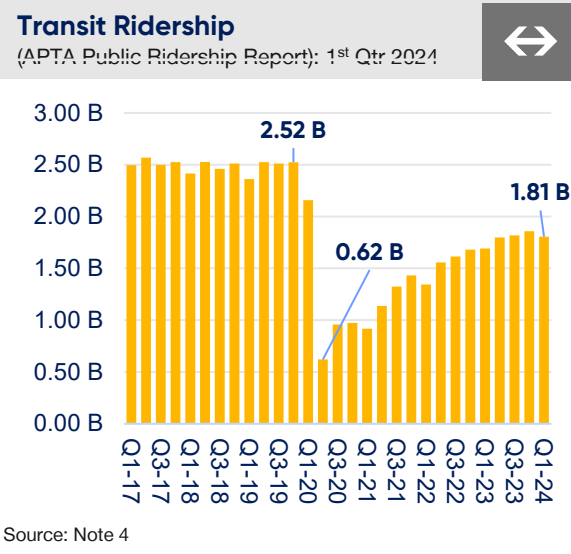
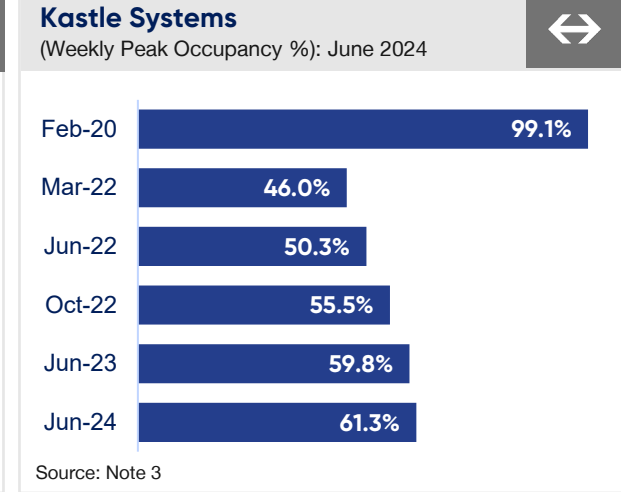
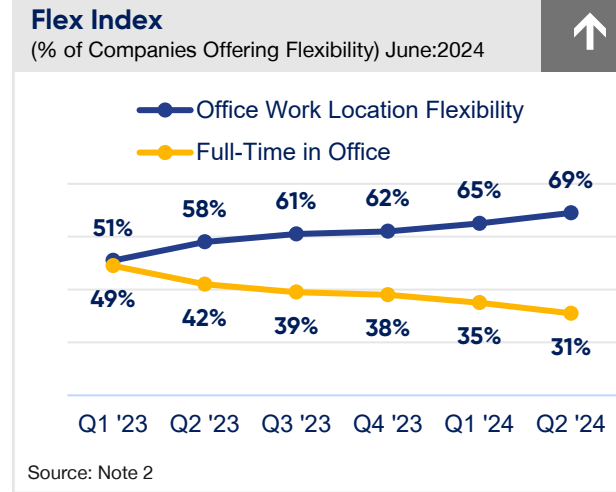
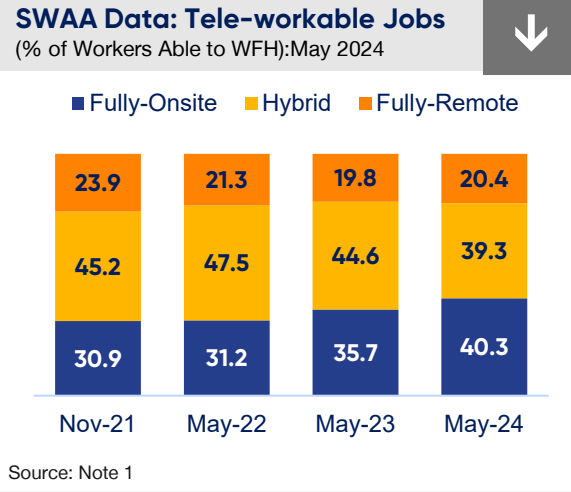


Trends







Since the last iteration of the *Remote Work Index* in the Winter of 2023, there has been a nominal amount of movement in remote work characteristics. Despite continuing pushes from leadership at many companies for workers to spend a larger amount of their time onsite, workers have stood firm on their preferences for flexibility.

The change that has taken place is within the margins. For example, the *SWAA* data shows fully-remote work levels have remained consistent for the past three years, but more people are shifting from hybrid to fully-onsite. Meanwhile, the Flex Index indicates that companies are offering more flexibility on work options. Transit ridership, a proxy for people commuting to work, has stalled the last four quarters after rebounding from covid-era lows. The *USA Today Blueprint* survey shows there are not substantial differences for remote work based on education-level, job-title, or experience. Overall, it appears a general baseline for the “new normal” has arrived given the amount of time since covid concerns alleviated.



Remote Work Index

In the News

-  [Walmart asks workers to return to office in company memo](#)
-  [Amazon is seeing some employees quit instead of moving to new state](#)
-  [CEO return to office mandates are not working](#)
-  [IBM's return-to-office ultimatum to employees: Move near office or leave company](#)
-  [Some companies plan to increase return-to-office requirements, despite risk of losing talent](#)
-  [UPS to cut 12,000 jobs and mandate return-to-office five days a week](#)

About: The *Cresa Remote Work Index* examines several reported figures relating to companies' policies relating to return to the office and hybrid work scenarios. The data is updated on a regular basis.

Sources

Note 1: Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. "Why working from home will stick," [National Bureau of Economic Research Working Paper 28731](#)

Note 2: [Flex Index, Q3 2023](#). ([flex.scoopforwork.com](#)) employee surveys and publicly available data on company office requirements for companies with headquarters in the US. N = 4,762 companies. Flex Index has been re-weighted using the Current Population Survey Industry data to better approximate the US working population.

Note 3: Kastle. <https://www.kastle.com/safety-wellness/getting-america-back-to-work/>. The data reflects swipes of Kastle access controls from the top 10 cities, averaged weekly. It summarizes recent weekday building access activity among our business partners, not a national statistical sample.

Note 4: American Public Transportation Association Quarterly Ridership Report. [Ridership Report - American Public Transportation Association \(apta.com\)](#)

Note 5: U.S. Census Bureau. (2022). *2022 American Community Survey 1-year*. Retrieved from: https://data.census.gov/table/ACSDP1Y2022_DP03 (October 2023): Note data from 2020 was not released. The percentage of people working from is calculated by dividing the estimated people working-at-home by the number of workers over the age of 16. There were a total of 382 Metros in the United States in 2022 based on US Census Bureau. The next data is slated for release in the Fall of 2024.

Note 6: Source: [USA TODAY Blueprint via survey of 1000 white collar workers](#)

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