

TRENDS

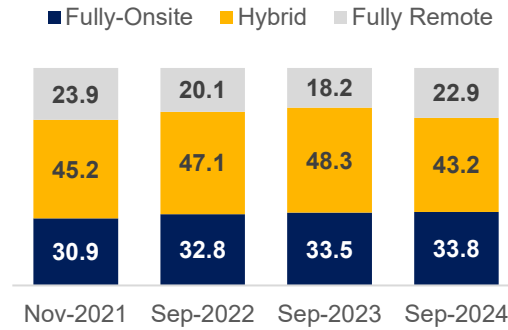
Since the last iteration of the Remote Work Index in the Summer of 2024, there has been a nominal amount of movement in remote work characteristics. With the announcement from Amazon that employees will be required to return to the office for a full five-day work week, there is anticipation that this may be the announcement that will finally move the needle in return-to-work trends.

Generally, there has only been moderate change in data included within the sources tracked for the Cresa Remote Work Index. The Flex Index reversed trends of companies offering flexibility, with more companies requiring full-time in the office. The American Community Survey, which is released in September of every year, reported that the number of employees (all job types) working from home decreased from the prior year. However, the percentage is still nearly three times higher than it was pre-Covid. Trends over the next 12-months will be followed closely to see if companies will follow Amazon's lead and place a firmer policy on working from the office a greater percentage of time.

Remote Work Index

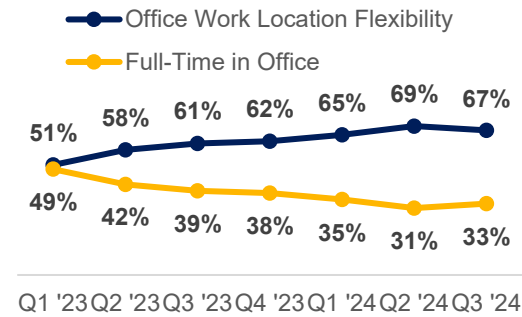
Remote Work Trend:
Increasing ↑; Decreasing ↓; Unchanged ↔

SWAA Data: Tele-workable Jobs ↔
(% of Workers Able to WFH): September 2024



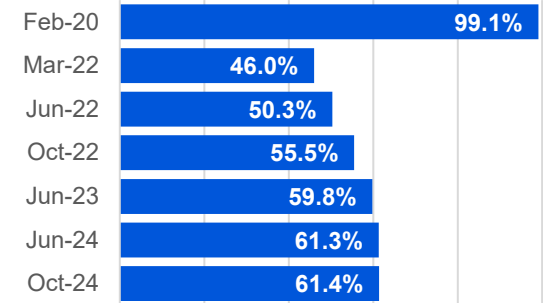
Source: See Note 1

Flex Index ↓
(% of Companies Offering Flexibility) October:2024



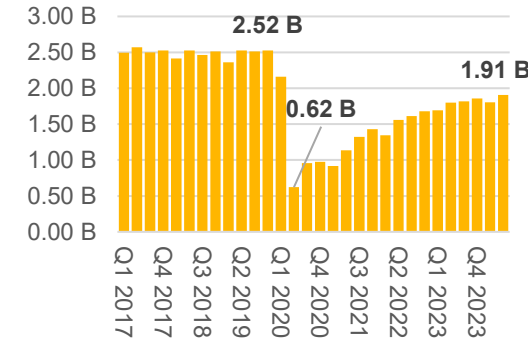
Source: See Note 2

Kastle Systems ↔
(Weekly Peak Occupancy %): October 2024



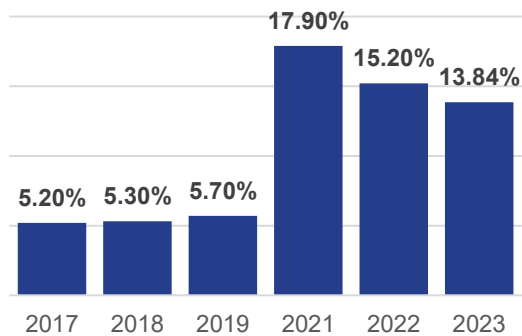
Source: See Note 3

Transit Ridership ↔
(APTA Public Ridership Report): 2nd Qtr. 2024



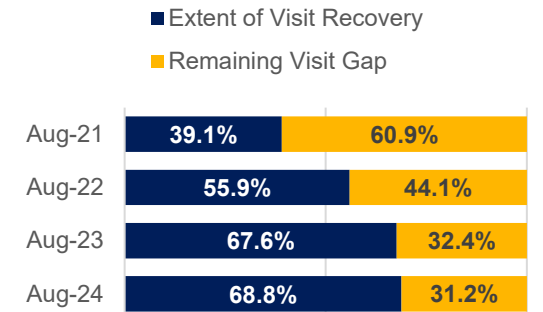
Source: See Note 4

American Community Survey ↓
All Jobs: % of People WFH: September 2024



Source: See Note 5

Placer.ai Office Building Index ↔
Office Visits Nationwide, Compared to Aug 2019



Source: See Note 6

Remote Work Index

In the News

- [Amazon Tells Employees to Return to Office Five Days a Week](#)
- [Why Amazon's Return to Office Mandate is a Warning for the Future of Work](#)
- [These Major Employers Are Making Workers Return to the Office](#)
- [The List of Companies' Office Strategies](#)
- [Some Companies Plan to Increase Return-to-office Requirements, Despite Risk of Losing Talent](#)
- [The CEO 'Return to Office or Else' is Having Limited Success in 2024](#)

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 2024](#). 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](#). 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 (October 2024): 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 2023 based on US Census Bureau. The next data is slated for release in the Fall of 2025.

Note 6: Source: [Placer.ai](#). [The Return-To-Office Report](#). Data pulled in October 2024

