

Global State of Remote and Hybrid Work

Key Insights

- In this report, we analyze remote and hybrid work trends in five countries: France, Germany, India, US, and UK. We find that hybrid work continues to be dominant, but growth in remote roles can still be found in small companies in the Germany, UK, and US. Over the past year, there has been a 5.7% average increase in the percent of US remote hires in company sizes of less than 250 employees when comparing the 12-month period ending in July 2023 to the same period ending in July 2024.
- In France and India, on the other hand, onsite work is the predominant workplace type for all company sizes, but hybrid work is also still going strong. The percentage of hires who are in hybrid roles continue to grow between the 12-month periods up to July 2023 and July 2024. Large companies had the greatest share of hybrid hires compared to other company sizes: 31.8% in France and 38.6% in India.
- Across most countries analyzed, remote hiring is more prominent among international companies (companies whose headquarters is outside the country where the hiring takes place) compared to domestic ones. For example, in the US, remote hires in international companies are 30% higher than hires in domestic companies.

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Overall, demand for hybrid work is still more prevalent compared to remote work worldwide

In our first global state of remote and hybrid work [report](#), we reported that hybrid work is the new normal way of working worldwide with more hybrid job postings compared to remote ones, as companies look to find a balance between on-site collaboration and employee flexibility. At the country-level, this continues to be true: in July 2024, 13.4% of US job postings were hybrid while 8.5% were remote; 38.3% of UK job postings were hybrid while 10.3% were remote; 29.7% of France's job postings were hybrid

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while 2.7% were remote; 28.8% of Germany’s job postings were hybrid while 5.9% were remote; and 20.3% of India’s job postings were hybrid while 10.0% were remote.

However, we find that hybrid work’s prevalence is more nuanced. When viewed at the company-level, different trends emerge among the countries analyzed.

Small companies lead growth in remote hiring in the US, UK, and Germany

In the US, we saw that large and medium sized companies slowed their hiring of remote employees when comparing the 12-month period ending in July 2024 to the same period in 2023. We saw a 3.0% decline in the percent of hires in remote roles for large company sizes of 5,000 or more employees and 1.2% decline for medium-sized companies of 250-4,999 employees. In contrast, small businesses continued to see growth in hiring remote employees, with a 5.7% increase in the share of remote hires in the same period.

% of Hires in US who are Remote by Company Size

Company Sizes	July 2024	July 2023	YoY % Change
Large (5,000+)	21.2%	21.9%	-3.0%
Medium (250 – 4,999)	23.6%	23.9%	-1.2%
Small (< 250)	21.1%	20.0%	+5.7%

Source: LinkedIn Economic Graph

Notes: Company size is based on the number of employees globally. July 2024 and July 2023 refer to the 12-month period ending in those months.

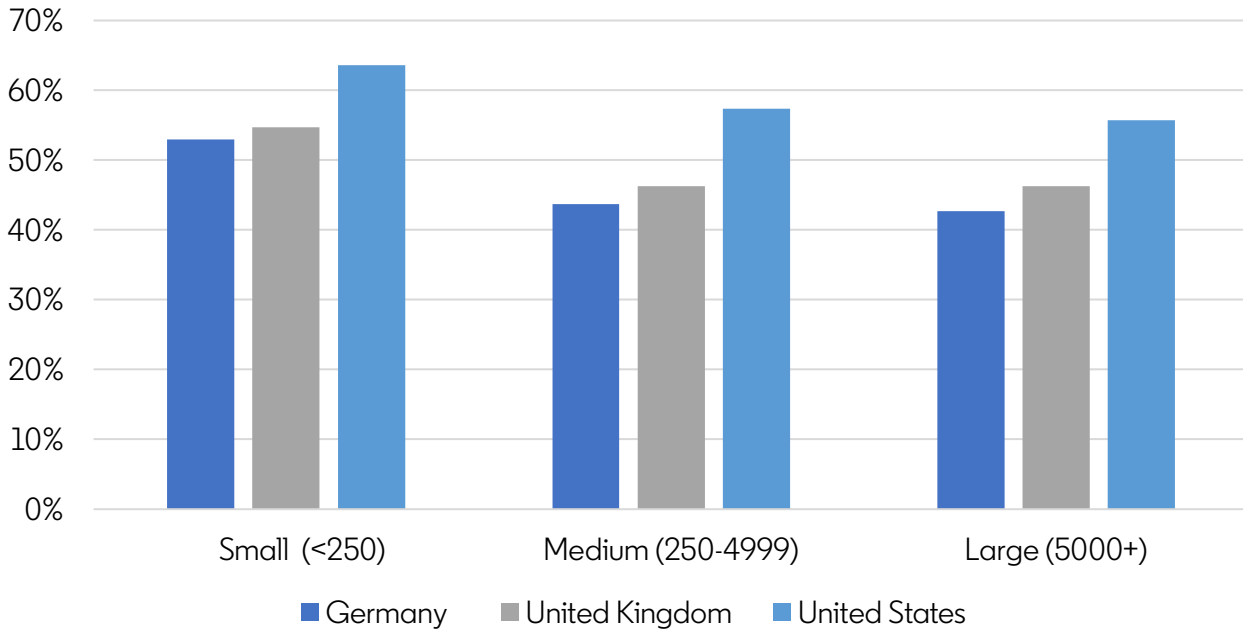
The United Kingdom experienced a similar trend with the proportion of remote hires decreasing by 6.2% at large companies and by 2% at medium-sized companies. In contrast, small businesses continued to see year-over-year growth in remote hires, with a 2.3% increase.

In contrast to the US and UK, Germany saw growth in the percent of remote roles for both small and medium-sized companies, with increases of 1.4% and 6.8% respectively in the past year. Only large companies experienced a decline in remote hires with a decrease of 5.0%.

While this growth in remote hiring in small companies in these three countries looked promising for those who are looking for remote opportunities, we also find that small companies still have the highest share of onsite hires compared to their larger counterparts as seen below.

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% of Hires who are Onsite by Company Size



Source: LinkedIn Economic Graph

One reason for this seemingly contradicting trend is that there is a very wide range in resourcing for smaller companies in different industries. Depending on a company’s industry, smaller companies can either be more heavily remote vs onsite. For example, 49.7% of US hires in small companies in the Technology, Information and Media industry were remote in the past year. In contrast, 17.0% of US hires in small companies in the Transportation, Logistics, Supply Chain and Storage were remote (see the end of this section for a full list).

On the other hand, larger companies are seeing significant growth in hybrid work models. Large companies saw a 9.9% YoY increase in hybrid hires in the U.S., now making up 24.9% of all hires, while medium-sized companies saw a 5.6% YoY increase, reaching 21.5% of all hires. In contrast, small companies recorded a 6.7% increase, reaching 18.5% of all hires. These trends reflect a broader shift, as larger companies move back to in-person work models and medium companies follow suit, aligning their practices to what they perceive as industry standards. Similar patterns are observed in the United Kingdom and Germany.

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% of Hires in Small Companies that are Remote by Industry

Company Industry	Germany	United Kingdom	United States
Accommodation and Food Services	5.4%	4.9%	7.3%
Administrative and Support Services	13.6%	14.7%	18.0%
Consumer Services	11.2%	18.8%	25.2%
Education	21.2%	15.9%	13.5%
Entertainment Providers	11.9%	12.5%	13.7%
Financial Services	10.8%	18.8%	24.2%
Government Administration	6.3%	12.3%	15.4%
Hospitals and Health Care	7.2%	13.0%	14.9%
Manufacturing	7.9%	11.0%	16.1%
Oil, Gas, and Mining	6.1%	11.2%	15.8%
Professional Services	19.2%	23.9%	23.9%
Retail	9.1%	9.5%	13.4%
Technology, Information and Media	26.8%	34.9%	21.6%
Transportation, Logistics, Supply Chain and Storage	8.0%	11.8%	15.1%
Utilities	6.3%	15.0%	24.0%
Wholesale	8.3%	13.2%	17.3%

Source: LinkedIn Economic Graph

Onsite work is dominant, but hybrid work remains popular in France and India

Unlike the US, UK, and Germany, both France and India saw a high prevalence of onsite hiring, which increases as the company size decreases. In France, 74.2% of small company hires over the past 12 months were onsite, followed by 70% at medium-sized companies, and 66.2% at large companies. In India, 75.8% of small company hires were onsite, followed by 71.0% at medium-sized company hires, and 51.4% at large companies.

In France, remote hiring has decreased YoY across all company sizes: by 5.3% at large companies, 9.9% at medium sized companies, and 2.6% at small companies, leading remote hires to make up 3.2%, 3.9%, and 5.7% of total hires within these respective company sizes. India has seen similar trends, with remote hiring also declining across all company sizes over the past 12 months: down 17.9% at large companies, 11.5% at medium-sized companies, and 3.4% at small companies. Consequently, remote

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hires now account for 12.4% of large company hires, 12.2% of medium-sized company hires, and 13.7% of small company hires.

The prevalence of onsite work in France and India has been noted in our previous two global state of remote and hybrid work reports ([1,2](#)) so such results on the company level are not surprising. However, we do note that while there has not been significant growth in the likelihood of companies hiring for hybrid roles in the past year, the overall share of hybrid hires in both France and India are relatively high as seen below. Despite France and India’s prevalence of onsite work, hybrid roles look set to stay.

% of Hires in France who are Hybrid by Company Size

Company Sizes	July 2024	July 2023	YoY % Change
Large (5,000+)	31.8%	31.7%	+0.3%
Medium (250 – 4,999)	27.4%	27.9%	-1.9%
Small (< 250)	22.1%	21.8%	+1.6%

% of Hires in India who are Hybrid by Company Size

Company Sizes	July 2024	July 2023	YoY % Change
Large (5,000+)	38.6%	36.9%	+4.6%
Medium (250 – 4,999)	18.6%	17.9%	+4.2%
Small (< 250)	13.4%	13.4%	+0.3%

Source: LinkedIn Economic Graph

Note: Company size is based on the number of employees globally. July 2024 and July 2023 refer to the 12-month period ending in those months.

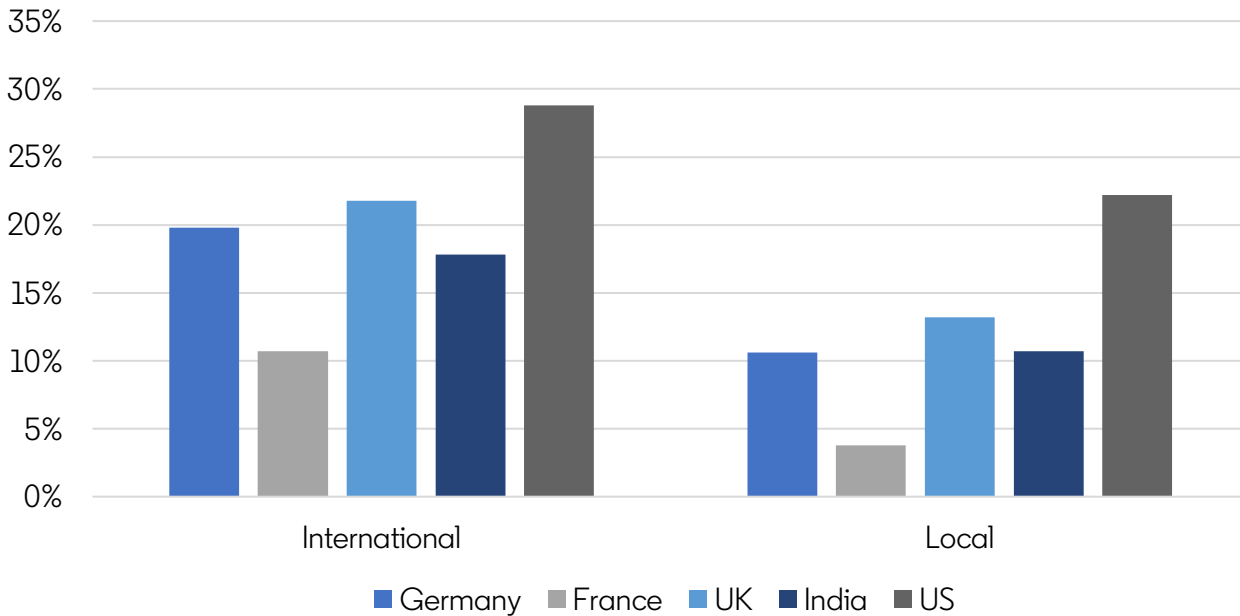
International companies hire remote more than domestic companies

Companies may not only exhibit different flexible work patterns based on their size and country but also according to whether they operate domestically or internationally. International companies that typically have experience in creating goods and services drawing on workers in different locations, are often more inclined toward remote work. We analyzed trends between international and domestic firms for each country, defining a company as international when it hires employees in a country where its headquarters is not located, and domestic otherwise. Across all five countries examined, remote hiring is

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significantly higher in international companies compared to domestic ones during the 12-month period ending in July 2024. In France, for example, the share of remote hires in international firms was double that of domestic firms.

% of Hires in International vs Domestic Firms that are Remote



Source: LinkedIn Economic Graph

International companies typically hire more remote workers because their global structure often requires the use of technology such as video conferencing tools for employees to communicate across different locations around the world. Such technology enables remote employees to integrate more seamlessly into teams as they would use these tools regardless of their location. In contrast, domestic firms, which hire employees within the same country and are often more geographically consolidated, tend to have a higher proportion of onsite or hybrid employees.

Final Thoughts

As more time passes since the COVID-19 pandemic, we observe diverging trends in how countries are adapting their workplaces after several years of remote work. On one hand, countries like France and India skew more heavily towards the onsite work model that dominated prior to the pandemic. On the other hand, Germany, the United Kingdom, and the United States continue to see growth in remote work among smaller companies, which leverage remote work to attract talent. For those eager to find remote work opportunities, international firms can be a promising starting point. Overall, hybrid work

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remains a prevalent workplace model, reflecting a compromise between employers and employees over flexible work – a trend that is likely to persist in the future.

Appendix

% of Hires who are Remote or Hybrid by Company Size

Comparing the 12-month period up to July 2023 and the 12-month period up to July 2024

Australia						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	7.0%	6.6%	-5.8%	38.1%	40.1%	5.1%
Medium (250 – 4999)	7.2%	6.7%	-7.5%	36.0%	37.8%	-1.8%
Small (< 250)	11.8%	11.7%	-0.1%	25.6%	27.2%	6.2%

France						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	3.4%	3.2%	-5.3%	31.7%	31.8%	0.3%
Medium (250 – 4999)	4.3%	3.9%	-9.9%	27.9%	27.4%	-1.9%
Small (< 250)	5.8%	5.7%	-2.6%	21.8%	22.1%	1.6%

Germany						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	10.4%	9.9%	-5.0%	47.5%	48.9%	3.1%
Medium (250 – 4999)	11.4%	11.6%	1.4%	45.6%	46.6%	2.1%
Small (< 250)	12.6%	13.4%	6.8%	35.4%	36.9%	4.5%

India						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	15.1%	12.4%	-17.9%	36.9%	38.6%	4.6%
Medium (250 – 4999)	13.8%	12.2%	-11.5%	17.9%	18.6%	4.2%
Small (< 250)	14.2%	13.7%	-3.4%	13.4%	13.4%	0.4%

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Ireland						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	13.9%	11.6%	-16.7%	44.1%	47.6%	7.8%
Medium (250 – 4999)	11.1%	10.3%	-7.6%	37.1%	32.9%	11.8%
Small (< 250)	12.1%	12.6%	3.8%	24.7%	28.0%	13.4%
Netherlands						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	4.9%	4.2%	-13.6%	43.0%	46.7%	8.4%
Medium (250 – 4999)	4.4%	3.7%	-15.2%	37.3%	38.7%	3.7%
Small (< 250)	5.8%	3.7%	16.0%	28.7%	32.3%	14.0%
Singapore						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	3.3%	3.0%	-11.1%	34.1%	34.5%	1.2%
Medium (250 – 4999)	5.0%	4.6%	-8.7%	30.2%	30.8%	2.1%
Small (< 250)	13.7%	13.8%	0.9%	23.5%	24.5%	4.1%
Sweden						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	3.7%	3.3%	-12.1%	29.7%	30.5%	2.5%
Medium (250 – 4999)	3.4%	3.2%	-4.5%	24.7%	26.9%	-2.7%
Small (< 250)	6.8%	6.7%	-1.6%	23.8%	25.9%	9.2%
United Arab Emirates						
Company Size <i>Based on number of global employees</i>	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
Large (5000+)	4.8%	4.1%	-13.5%	12.8%	12.8%	-0.3%
Medium (250 – 4999)	4.8%	4.4%	-8.8%	8.6%	8.6%	-0.5%
Small (< 250)	8.9%	9.0%	0.2%	11.4%	11.7%	2.7%

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United Kingdom						
Company Size	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
<i>Based on number of global employees</i>						
Large (5000+)	12.1%	11.3%	-6.2%	40.5%	44.2%	9.2%
Medium (250 – 4999)	13.6%	13.3%	-2.0%	40.2%	42.8%	6.4%
Small (< 250)	16.6%	17.0%	2.3%	29.7%	32.1%	8.3%

United States						
Company Size	July-23 % Remote	July-24 % Remote	Remote YoY% Change	July-23 % Hybrid	July-24 % Hybrid	Hybrid YoY% Change
<i>Based on number of global employees</i>						
Large (5000+)	21.9%	21.2%	-3.0%	22.7%	24.9%	9.9%
Medium (250 – 4999)	23.9%	23.6%	-1.2%	20.3%	21.5%	5.6%
Small (< 250)	20.0%	21.1%	5.7%	17.3%	18.5%	6.7%

% of Hires in International vs Domestic Firms that are Remote

Hired in the 12-month period up to July 2024

Country	International Firms	Domestic Firms	% Difference
Australia	13.4%	8.5%	57.2%
France	10.7%	3.8%	178.3%
Germany	19.8%	10.6%	86.5%
India	17.8%	10.7%	65.9%
Ireland	16.2%	8.3%	95.3%
Netherlands	11.3%	3.8%	200.0%
Singapore	7.7%	8.3%	-7.3%
Sweden	9.5%	3.7%	154.0%
United Arab Emirates	9.1%	5.8%	56.7%
United Kingdom	21.8%	13.2%	64.8%
United States	28.8%	22.2%	29.5%

Methodology

Data and Privacy. This body of work represents the world seen through LinkedIn data, drawn from the anonymized and aggregated profile information of LinkedIn's 1+ billion members around the world. As such, it is influenced by how members choose to use the platform, which can vary based on professional, social, and regional culture, as well as overall site availability and accessibility. In publishing these insights from LinkedIn's Economic Graph, we want to provide accurate statistics while ensuring our members' privacy. As a result, all data show aggregated information for the corresponding period following strict data quality thresholds that prevent disclosing any information about specific individuals.

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

Remote and Hybrid Hires. A LinkedIn member is considered a hire when their job position on their LinkedIn started on a particular month and year. A hire is remote, hybrid, or onsite depending on the position's workplace type which was directly input by the LinkedIn member.

Company Size. A company's size is determined by the 12-month average number of LinkedIn members who listed an active position in the listed company for the 12-month period of July 2023 to July 2024. We split company sizes into 3 main categories: small (less than 250 global employees), medium (250-4,999 global employees), and large (5,000 or more) global employees.

International vs Domestic Companies. A company is considered international for a specific hire if the company's listed headquarter location is in a different country than the hire's listed country. If the country is the same, then the company is considered domestic.