

Global State of Remote and Hybrid Work

Barriers women face around flexible work

- We analyze applications to remote and hybrid job and positions added by LinkedIn members in 2023 labeled as remote, onsite or hybrid, focusing on the United Kingdom, United States, France, Germany, and India.
- Women are more likely to apply to remote and hybrid roles in most countries analyzed, however there is an extreme lack of supply. In the United States, there were 5.6x as many applications by women as there were available roles in February 2024.
- The prevalence of remote work varies across the countries analyzed, but onsite remains the industry standard, regardless of gender. However, we see a shift in this trend for women in the United Kingdom, for whom the share of positions added that were for onsite work in 2023 was 42.6%, less than the share of new positions which were hybrid, at 43.9%.
- Tech is the industry that most consistently shows higher preference for remote and hybrid working arrangements. Over 50% of women in the United States who started a new job in the Tech industry in 2023 are working remotely.
- Women in entry-level roles are more likely to work onsite, which may be suggestive of an eagerness to be in an office at the beginning of your career. Indeed, we see that for all countries analyzed, Gen Z have a preference to work onsite.

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Women are more likely to apply to remote and hybrid roles

The majority of the applications to remote and hybrid work in all countries analyzed come from men due to their overrepresentation in LinkedIn membership, however, women are more likely to apply to remote and hybrid roles compared to men. Looking at February 2024, as shown in Figure 1, this difference was most pronounced in India, where out of all applications made by women, 21.3% of applications were to remote roles compared to 18.0% of applications by men. The United States had the largest share of applications by women to remote roles, where out of all applications made by women, 45.7% of applications were to remote roles compared to 42.3% of men.

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Women also had a higher preference for remote work in Germany, where 23.2% of all applications by women were to remote roles, compared to 20.7% of applications by men. As only 6.3% of job postings in February 2023 were listed as remote in Germany, there were over 3.7x as many applications by women as there were available roles. In the United States, there were 5.6x as many applications by women as there were available roles, with remote job postings making up an 8.2% share. This competitive challenge presents a huge barrier for women to secure a remote role. In the United Kingdom, we see the prevalence of hybrid working. 45.7% of applications made by women were to hybrid roles compared to 43.5% of men. Only in France do we see men holding higher shares of both remote and hybrid applications.

Member Applications to Job Postings by Workplace Type

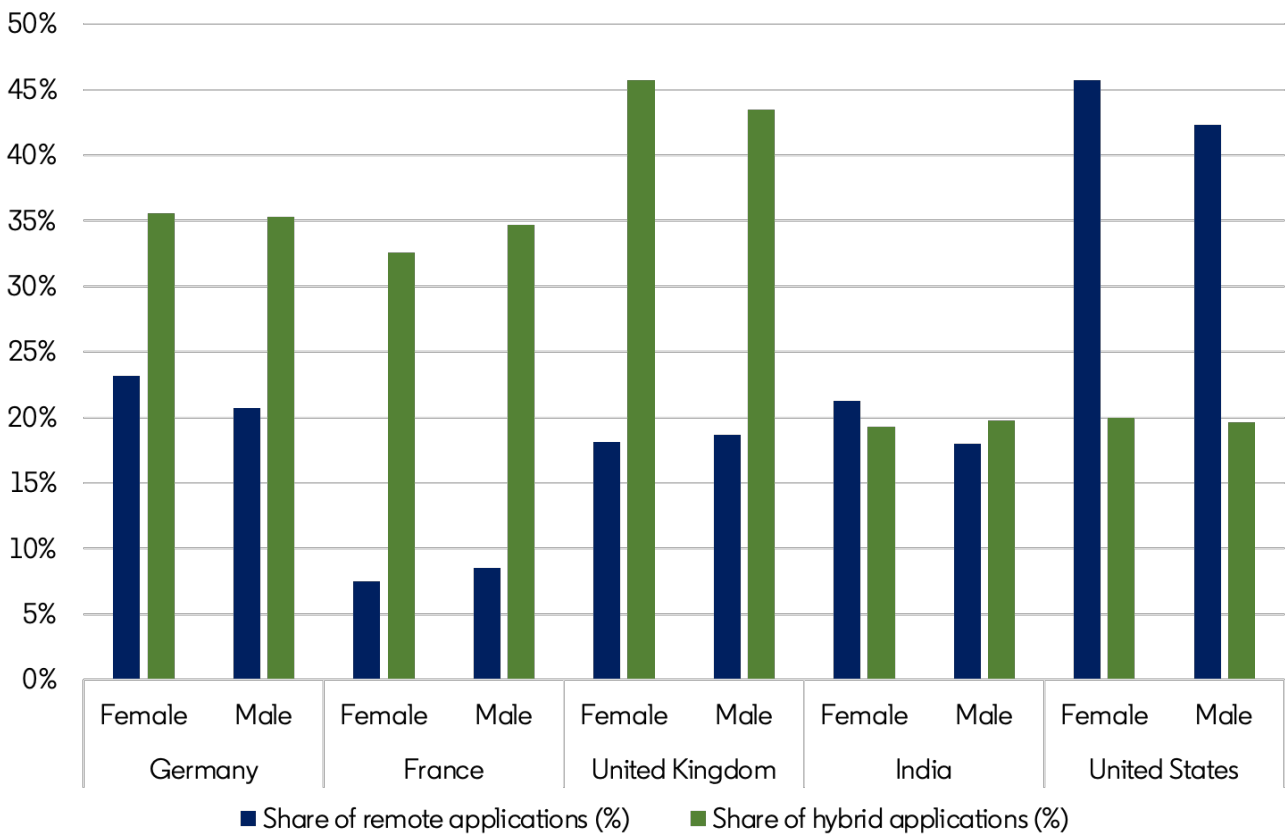


Figure 1: The share of remote and hybrid applications by gender, compared to their respective representation in Germany, France, the United Kingdom, India and the United States.
 Source: LinkedIn Economic Graph

Obtaining a remote or hybrid position varies by gender and country

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In most countries analyzed, women hold a higher share of applications to remote or hybrid roles compared to men. However, when looking at the positions members added to their LinkedIn profiles in 2023 (see Figure 2), we see most positions added, regardless of gender, were onsite. There is one notable exception, the United Kingdom, where more positions added by women were hybrid (42.6% were onsite compared to a higher hybrid share of 43.9%), suggesting a new-normal of flexible work, where increased flexibility can be combined with the sense of community onsite work can provide. We also see a preference by women for flexible work in the United Kingdom, where more than half (57.4%) of positions added by women in 2023 were remote or hybrid, compared to 55.6% of men. The United Kingdom also had the largest share of women members in hybrid positions in 2023 out of all countries analyzed, with 43.9%, compared to 40.9% of men.

Member Positions Added in 2023 by Workplace Type

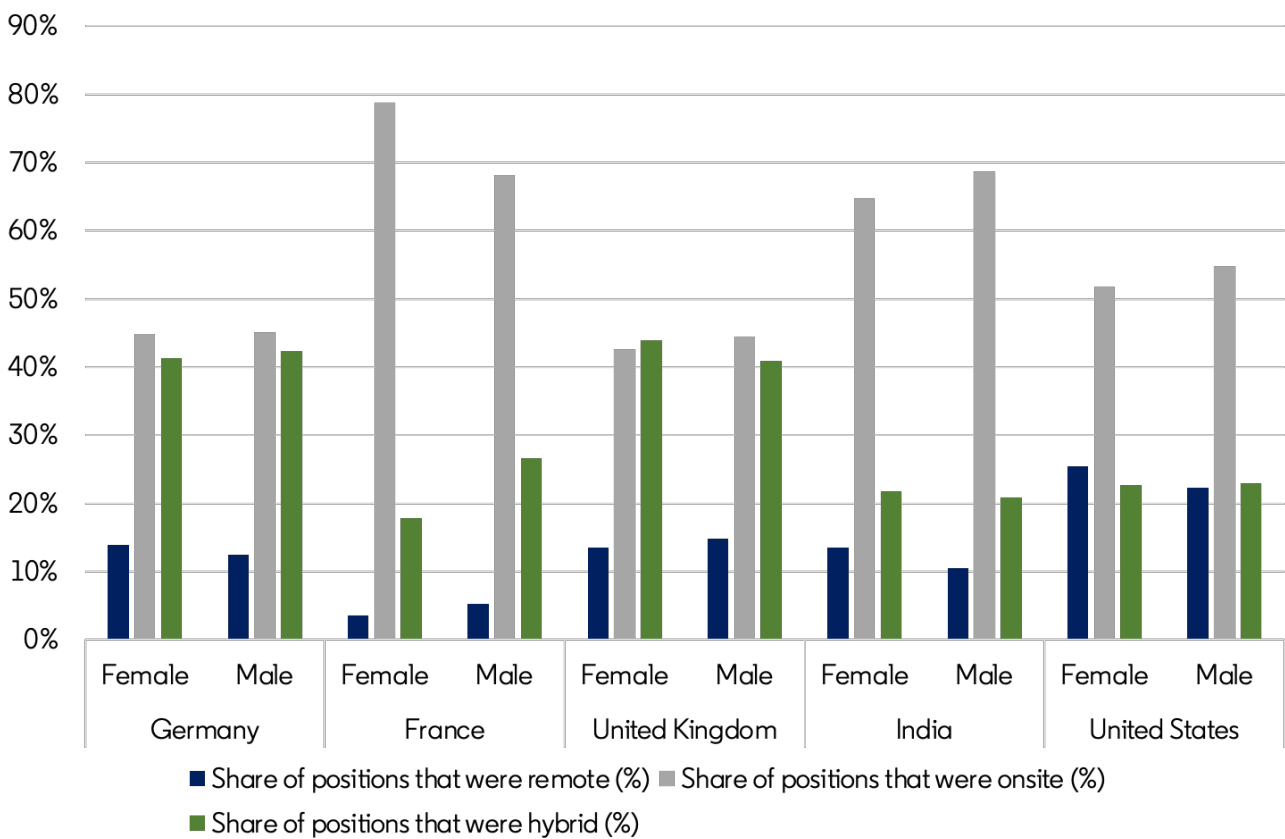


Figure 2: The share of remote, hybrid, and onsite positions added in 2023 by each gender respectively in Germany, France, the United Kingdom, India and the United States.

Source: LinkedIn Economic Graph

When looking at the share of positions that were remote, the United States had the largest share of women members starting remote positions in 2023, with 25.5%, compared to 22.3% for men. However, as men (22.9%) have a higher share of hybrid positions than women (22.7%) in the United States, we see a preference for distinctly remote (over hybrid) roles by women. A similar trend is also seen in Germany where 13.9% of positions added by

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women were remote, compared to 12.5% of men, whilst 41.3% of positions added by women were hybrid, compared to 42.3% of men.

France had the smallest share of women who started a remote position in 2023, at 3.5%. France also had the largest share of women who started an onsite position in 2023, at 78.7%, ten percentage points higher than the respective share of men (68.1%). France was the only country analyzed that had a higher overall share of women in onsite positions compared to the share of men. Women in France hold a higher share of onsite entry-level positions (56.0%, see Figure 3) and Senior contributor-level (53.0%, see Figure 3) compared to men, which is likely contributing to a higher onsite average, and shows the barriers women in France face in more junior roles.

India had the second largest share of women that added an onsite position in 2023, with 64.7%, compared to 68.7% of men, followed by the United States (51.8% of women compared to 54.8% of men), the United Kingdom (42.6% of women compared to 44.4% of men), and – the closest to parity – Germany (44.8% of women compared to 45.1% of men).

Over 50% of women in the United States who started a new job in the Tech industry in 2023 are working remotely

In all countries analyzed, the Technology, Information and Media industry had the largest share of remote positions added by women in 2023. This was most pronounced in the United States where 50.4% of women who started a new job in the Tech industry in 2023 were working remotely, compared to 45.3% of men. Women in India also held a higher share of remote positions in Tech, at 20.4%, compared to 17.4% of men in Tech. In all other countries analyzed women held smaller shares of remote positions compared to men in Tech, a trend also seen in hybrid workplaces. The one exception to this trend is the United Kingdom, where again we see a gendered preference for hybrid working, as 52.0% of women who added a Tech position are working in a hybrid workplace (compared to 48.0% of their male counterparts).

Hybrid work is most popular with women in the Utilities industry in Germany (56.1% of women who added a position in Utilities have a hybrid workplace, compared to 52.6% of men) and in the United States (40.4% of women who added a position in Utilities have a hybrid workplace, compared to 31.5% of men), whilst in the United Kingdom, the highest share of women by sector who added hybrid positions was in Financial Services (a staggering 61.8% compared to 56.6% of their male counterparts). In each case we see that increased flexibility is more popular with women in these industries. In France and India, Tech remains the most popular industry for women working in hybrid workplaces along with remote working – 33.7% of positions added by women in the Tech sector in France and 28.9% of positions added by women in the Tech sector in India, compared to 40.2% and 29.0% of positions added by men in the Tech sector respectively.

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Women in entry-level positions are least likely to work remotely

We rank¹ the share of remote, hybrid, and onsite positions added in 2023 by each gender and seniority. In France (2.9%), the United Kingdom (11.3%), and the United States (20.5%), the share of entry-level positions added by women that were remote ranked the lowest. This may be suggestive of an eagerness to be in an office at the beginning of your career. In fact, we see that for all countries analyzed Gen Z have a preference to work onsite²: Germany (50.9% of women, 50.3% of men), France (84.9% of women, 74.9% of men), the United Kingdom (57.3% of women, and 57.3% of men), India (69.0% of women, 71.6% of men), and the United States (65.5% of women, 66.4% of men). However, it may also suggest that if you are more junior, and a woman, you have limited access to remote roles. In India we see the opposite trend, where entry-level roles for women have the largest share of remote positions, 14.6% of positions, compared to 11.8% of men.

Focusing on Germany, women managers held the second highest share of remote positions (13.7% of women managers compared to 10.6% of men) and second highest share of hybrid positions (46.4% of women managers compared to 42.6% of men), whilst women directors ranked third for remote positions (12.8% of women directors compared to 9.9% of men) and first for hybrid positions (49.1% of women directors compared to 46.8% of men). We may be seeing a desire for flexible working for Manager and Director-level roles in particular as they coincide with family commitments.

In the United Kingdom, across all seniority levels women added a higher share of hybrid positions in 2023, most notably this share was highest at the Director-level making up over half of all positions added by women (56.4%). The United Kingdom has led the way with establishing hybrid working – both demand and supply – for example 41.9% of job postings in February 2024 were offered as hybrid. However, there is a bias to more senior positions in a company, as hybrid entry-level positions held by women made up just a 37.2% share (and 34.5% for men).

In France, remote and hybrid working is not as well-established: in February 2024, just 3.3% of job postings were offered as remote (down 31.4% from December 2022) and 31.3% as hybrid. Senior leadership ranks higher for remote and hybrid positions, with men holding a larger share of remote Chief Officer positions (8.8% of men in Chief Officer positions were remote compared to 7.9% of women in Chief Officer positions), VP positions (6.2% compared to 5.2%). The smallest share of remote roles held by women was seen in entry-level positions (2.9%), below that of men (5.1%). In fact, in all seniority levels, men hold larger shares of remote and hybrid positions. Conversely, this translates to women in more onsite positions than remote or hybrid, which we saw previously in the overall share where 78.7% of women in France added onsite positions in 2023, ten percentage points higher than the respective share of men (68.1%). A staggering 84.8% of women that added an entry-level position in 2023 were onsite, compared to 72.5% of entry-level men – a 12.2 percentage point difference. We see this gender gap reduce with increasing seniority up to Director-level.

¹ See Table 3 in Appendix

² See Table 4 in Appendix

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Closing remarks

Despite women's preference for flexible options in their working environment, they face increased competition and substantial challenges. Onsite workplaces remain the industry standard in all countries analyzed, except for the United Kingdom, where we see a preference for hybrid. It is apparent companies are still experimenting with defining this new world of work and creating their path forward. An office can provide benefits for company culture like promoting collaboration and a sense of community, however we see that women in particular can benefit from an increased flexibility to work from home when needed.

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Month	Country	Gender	Share of remote applications (%)	Share of hybrid applications (%)
Feb 2024	Germany	Female	23.2	35.6
Feb 2024	Germany	Male	20.7	35.3
Feb 2024	France	Female	7.5	32.6
Feb 2024	France	Male	8.5	34.7
Feb 2024	United Kingdom	Female	18.1	45.7
Feb 2024	United Kingdom	Male	18.7	43.5
Feb 2024	India	Female	21.3	19.3
Feb 2024	India	Male	18.0	19.8
Feb 2024	United States	Female	45.7	20.0
Feb 2024	United States	Male	42.3	19.6

Table 1: The share of remote and hybrid applications by gender, compared to their respective representation in Germany, France, the United Kingdom, India and the United States. Source: LinkedIn Economic Graph

Year	Country	Gender	Share of positions that were remote (%)	Share of positions that were onsite (%)	Share of positions that were hybrid (%)
2023	Germany	Female	13.9	44.8	41.3
2023	Germany	Male	12.5	45.1	42.3
2023	France	Female	3.5	78.7	17.8
2023	France	Male	5.3	68.1	26.6
2023	United Kingdom	Female	13.5	42.6	43.9
2023	United Kingdom	Male	14.8	44.4	40.9
2023	India	Female	13.5	64.7	21.8
2023	India	Male	10.5	68.7	20.8
2023	United States	Female	25.5	51.8	22.7
2023	United States	Male	22.3	54.8	22.9

Table 2: The share of remote, hybrid, and onsite positions added in 2023 by each gender respectively in Germany, France, the United Kingdom, India and the United States. Source: LinkedIn Economic Graph

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Year	Country	Seniority	Gender	Remote Rank	Onsite Rank	Hybrid Rank	Share of positions that were remote (%)	Share of positions that were onsite (%)	Share of positions that were hybrid (%)
2023	Germany	Senior	Female	1	5	3	16	39	45
2023	Germany	Senior	Male	1	6	2	15.2	39.1	45.7
2023	Germany	Manager	Female	2	4	2	13.7	39.9	46.4
2023	Germany	Entry	Male	2	2	5	11.7	50.1	38.2
2023	Germany	Director	Female	3	6	1	12.8	38.1	49.1
2023	Germany	Manager	Male	3	4	3	10.6	46.8	42.6
2023	Germany	Entry	Female	4	1	6	12	53.1	34.9
2023	Germany	Director	Male	4	5	1	9.9	43.3	46.8
2023	Germany	CXO	Female	5	3	4	11.3	47	41.7
2023	Germany	CXO	Male	5	3	4	9.6	49.7	40.7
2023	Germany	VP	Female	6	2	5	9.5	50	40.6
2023	Germany	VP	Male	6	1	6	7.1	55.9	37
2023	France	CXO	Female	1	6	1	7.9	57.8	34.3
2023	France	CXO	Male	1	6	1	8.8	53.3	37.9
2023	France	VP	Female	2	5	3	5.2	66.8	28
2023	France	VP	Male	2	5	2	6.2	62.6	31.2
2023	France	Director	Female	3	4	2	4.5	66.9	28.6
2023	France	Senior	Male	3	4	3	5.3	64.3	30.4
2023	France	Senior	Female	4	2	5	3.8	74.5	21.8
2023	France	Entry	Male	4	1	6	5.1	72.5	22.3
2023	France	Manager	Female	5	3	4	3.3	74.4	22.3
2023	France	Director	Male	5	3	4	4.6	65.3	30.1
2023	France	Entry	Female	6	1	6	2.9	84.8	12.3
2023	France	Manager	Male	6	2	5	4.1	71.1	24.8
2023	United Kingdom	CXO	Female	1	5	2	14.9	32.5	52.5
2023	United Kingdom	Senior	Male	1	4	3	16.1	39.5	44.3
2023	United Kingdom	Senior	Female	2	4	3	14.9	38.2	46.9
2023	United Kingdom	CXO	Male	2	5	2	15.4	36.1	48.5
2023	United Kingdom	Director	Female	3	6	1	14.5	29.1	56.4

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2023	United Kingdom	Director	Male	3	6	1	14.2	34.6	51.2
2023	United Kingdom	Manager	Female	4	2	5	12.4	43.6	44
2023	United Kingdom	Entry	Male	4	1	6	13.6	51.9	34.5
2023	United Kingdom	VP	Female	5	3	4	12.4	42.1	45.5
2023	United Kingdom	Manager	Male	5	2	5	12.4	50.4	37.1
2023	United Kingdom	Entry	Female	6	1	6	11.3	51.5	37.2
2023	United Kingdom	VP	Male	6	3	4	11.3	50	38.8
2023	India	Entry	Female	1	5	2	14.6	63.9	21.5
2023	India	Entry	Male	1	5	2	11.8	68.3	19.8
2023	India	Senior	Female	2	6	1	13.9	63.4	22.8
2023	India	Senior	Male	2	6	1	11.1	65.7	23.2
2023	India	CXO	Female	3	2	6	8.8	73.8	17.4
2023	India	CXO	Male	3	4	4	7.7	73.8	18.5
2023	India	Manager	Female	4	4	4	8.6	71.9	19.5
2023	India	Manager	Male	4	2	5	6.9	76.6	16.6
2023	India	Director	Female	5	3	3	8.5	72	19.6
2023	India	Director	Male	5	3	3	6	75.3	18.7
2023	India	VP	Female	6	1	5	6.1	75.1	18.9
2023	India	VP	Male	6	1	6	4.2	79.5	16.3
2023	United States	Senior	Female	1	5	4	30.3	45.4	24.3
2023	United States	Senior	Male	1	6	3	27.3	47.6	25.2
2023	United States	Director	Female	2	6	2	28.6	44.1	27.3
2023	United States	Director	Male	2	5	2	26.1	48.2	25.6
2023	United States	Manager	Female	3	2	5	26.2	50.3	23.4
2023	United States	VP	Male	3	4	4	22.1	53.4	24.5
2023	United States	VP	Female	4	4	1	25	46.7	28.3
2023	United States	CXO	Male	4	3	1	19.8	54.5	25.7
2023	United States	CXO	Female	5	3	3	23.3	50.1	26.6
2023	United States	Manager	Male	5	2	6	19.4	60.5	20.1
2023	United States	Entry	Female	6	1	6	20.5	59.9	19.6
2023	United States	Entry	Male	6	1	5	17.5	62.1	20.4

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Table 3: The share of remote, hybrid, and onsite positions added in 2023 by each gender and seniority respectively in Germany, France, the United Kingdom, India and the United States. Source: LinkedIn Economic Graph

Year	Country	Generation	Gender	Remote Rank	Onsite Rank	Hybrid Rank	Share of positions that were remote (%)	Share of positions that were onsite (%)	Share of positions that were hybrid (%)
2023	Germany	1981-1996 (Millennials)	Female	1	3	1	15.2	41.4	43.5
2023	Germany	1981-1996 (Millennials)	Male	1	3	1	13.4	42.9	43.6
2023	Germany	1965-1980 (GenX)	Female	2	2	2	13.4	43.2	43.4
2023	Germany	1965-1980 (GenX)	Male	2	2	2	12.9	43.7	43.4
2023	Germany	1997-2012 (GenZ)	Female	3	1	3	12	50.9	37.1
2023	Germany	1997-2012 (GenZ)	Male	3	1	3	10.4	50.3	39.2
2023	France	1965-1980 (GenX)	Female	1	3	1	4.7	68.5	26.8
2023	France	1965-1980 (GenX)	Male	1	3	1	6.5	61	32.5
2023	France	1981-1996 (Millennials)	Female	2	2	2	4.7	71.5	23.8
2023	France	1981-1996 (Millennials)	Male	2	2	2	6.3	62.5	31.2
2023	France	1997-2012 (GenZ)	Female	3	1	3	2.4	84.9	12.7
2023	France	1997-2012 (GenZ)	Male	3	1	3	3.9	74.9	21.2
2023	United Kingdom	1965-1980 (GenX)	Female	1	3	1	17.4	29.8	52.8
2023	United Kingdom	1965-1980 (GenX)	Male	1	3	1	18	35.1	46.9
2023	United Kingdom	1981-1996 (Millennials)	Female	2	2	2	14.1	39.4	46.5
2023	United Kingdom	1981-1996 (Millennials)	Male	2	2	2	14.8	43.4	41.8
2023	United Kingdom	1997-2012 (GenZ)	Female	3	1	3	9.3	57.3	33.3
2023	United Kingdom	1997-2012 (GenZ)	Male	3	1	3	10.4	57.3	32.4

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2023 India	1981-1996 (Millennials)	Female	1	3	2	14.4	60.1	25.5
2023 India	1997-2012 (GenZ)	Male	1	1	3	10.9	71.6	17.5
2023 India	1997-2012 (GenZ)	Female	2	1	3	12.8	69	18.1
2023 India	1981-1996 (Millennials)	Male	2	3	2	10.6	66.4	23.1
2023 India	1965-1980 (GenX)	Female	3	2	1	11.6	61.9	26.5
2023 India	1965-1980 (GenX)	Male	3	2	1	7.8	68.3	23.8
2023 United States	1965-1980 (GenX)	Female	1	3	1	30.4	44.6	25
2023 United States	1965-1980 (GenX)	Male	1	3	2	27.3	48.8	23.9
2023 United States	1981-1996 (Millennials)	Female	2	2	2	29.2	46.5	24.3
2023 United States	1981-1996 (Millennials)	Male	2	2	1	24.5	51.3	24.2
2023 United States	1997-2012 (GenZ)	Female	3	1	3	16.1	65.5	18.4
2023 United States	1997-2012 (GenZ)	Male	3	1	3	13.8	66.4	19.8

Table 4: The share of remote, hybrid, and onsite positions added in 2023 by each gender and age generation respectively in Germany, France, the United Kingdom, India and the United States. Source: LinkedIn Economic Graph

Appendix

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.

Gender Classification. Gender identity is not binary, and we recognize that some LinkedIn members identify beyond the traditional gender constructs of “man” and “woman.” If not explicitly self-identified, we have inferred the gender of members included in this analysis either by the pronouns used on their LinkedIn profiles or inferred on the basis of first name. Members whose gender could not be inferred as either man or woman were excluded from this analysis.

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 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.