

US Monthly Economic Insights

Brian Xu

Chief of Staff to the
Chief Economist
brxu@linkedin.com



March 2026

Insight of the month

Women make up 44% of the global workforce but hold just 31% of VP-level roles and above. [Learn more](#)

The growth of women in leadership roles has stalled in recent years. [Learn more](#)

- The percentage of women in leadership roles globally showed steady gains from 27.9% in 2015 to 30.7% in 2022. This progress has slowed down in recent years and is at 31% in 2025. This stagnation mirrors wider labor market cooling, which disproportionately limits women's advancement into senior roles.
- Women face the greatest drop-offs at key promotion stages, particularly moving into management and from VP to C-Suite. The median representation drop from senior non-manager to first-line manager roles is 18% and the largest career cliff remains the VP to C-Suite transition where representation falls by 30%.
- The leadership gap also widens with age: the drop from workforce to top roles is 31.5% for Boomers versus 21.7% for Gen Z. This reflects cumulative barriers over time, from career interruptions to slower promotion trajectories, but might also signal societal progress over time.

Hiring has continued to slow at the start of 2026. [Learn more](#)

- US hiring was -3% M/M and -6.8% Y/Y in February 2026. Hiring is now 23% below pre-pandemic levels in February 2020.
- Hiring in Financial Services (-16%), Technology, Information, and Media (-26%), and Professional Services (-29%) remains well below its pre-pandemic pace in February 2020.
- Hiring remains historically weak in San Francisco, down 33% from pre-pandemic levels in February 2020.

Flexible work stays steady at around 1 in 5 of US jobs. Applications for remote work are declining.

- In February 2026, 22% (over 1 in 5) of US paid job postings on LinkedIn offered remote (9%) or hybrid (13%) work. This is a slight increase from 20% of flexible jobs offering remote (8%) or hybrid (12%) work last year in February 2025.
- As of February 2026, paid remote jobs on LinkedIn (9% of all paid jobs) continue to attract an outsized proportion of applications (37%) and views (32%). The demand for remote jobs has decreased from 8% of remote jobs attracting 46% of applications and 36% of views in February 2025.



METHODOLOGY

Hiring. The LinkedIn Hiring Rate is the count of hires (LinkedIn members in each industry who added a new employer to their profile in the same month the new job began), divided by the total number of LinkedIn members in the U.S. By only analyzing the timeliest data, we can make accurate month-to-month comparisons and account for any potential lags in members updating their profiles.

Remote and Hybrid Jobs. 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. 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. The share of hybrid & remote jobs is calculated in proportion to all paid job postings. Jobs are counted if they were open at least one day in a given month. Geographic locations for job views and applies based on the profile location of the job viewer or job applicant. Industry is based on the company of job posting.

