

2025



Working from Home in Ireland

Extent of Remote & Hybrid Working

Analysis of growth, quarterly trends, 2025 in detail, and year-on-year summary
Based on CSO QES20, Persons aged 15+ in employment (ILO) | 2019 to 2025

Impact & Data
20/02/2026

Executive Summary

2025: A Record Year for Remote & Hybrid Working in Ireland

998k

Combined Remote & Hybrid avg. 2025

35.4%

of total employment (annual avg. 2025)

>1M

First time above 1 million (Q1 2025)

+4.7%

Year-on-year growth 2024 → 2025

2025 vs 2024, Key Movements (annual avg.2025)

+45.2k

net increase in combined Remote & Hybrid workers, year-on-year

+41k

growth driven by hybrid ('sometimes WFH') workers; the 'usually WFH' cohort has plateaued at ~540k

Q1 2025

1,034.9k, first ever reading above 1 million; 37.0% of total employment

Q4 2025

956.8k, down 16k on Q4 2024; first year-on-year Q4 decline since 2022 (discussed further in this report)

Assumptions Made In This Report

Hybrid = CSO - "Works from home at least some of the time"

Hybrid & Remote = CSO - "Works from home more than half the time"

Combined = Both groups together

The Wider Picture: Year-on-Year Growth

Annual average combined Remote & Hybrid workers | 2019 to 2025

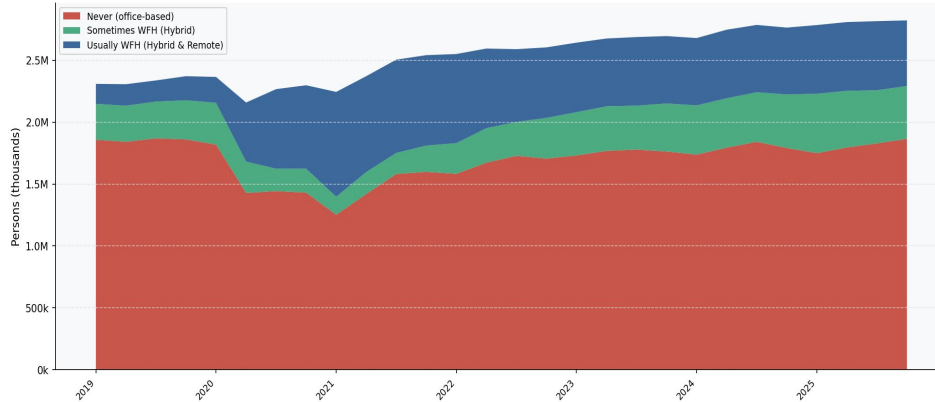
Pre-pandemic baseline (2019): **474k / 20.3%** 2025 annual average: **998k / 35.4%** nearly double the pre-pandemic share

Year	Usually WFH (avg k)	Sometimes WFH (avg k)	Combined (avg k)	% of Employment*	YoY Change
2019	175.1	298.9	474.0	20.3%	Pre-pandemic baseline
2020	500.7	241.7	742.3	32.7%	+268k (+56.6%)
2021	776.2	176.9	953.0	39.4%	+211k (+28.4%)
2022	630.0	282.6	912.6	35.2%	-40k (-4.2%)
2023	551.9	363.5	915.4	34.1%	+3k (+0.3%)
2024	545.3	407.7	953.0	34.6%	+38k (+4.1%)
2025	549.6	448.6	998.2	35.4%	+45k (+4.7%)

* % of Employment = annual average share of total ILO employment. Annual averages = mean of four quarterly readings. WFH varies across quarters; seasonal patterns are a guide, not a rule. Annual averages provide the most stable basis for year-on-year comparison.

The Structural Shift: 2019 to 2025

Working from Home — Extent of Remote & Hybrid Working (Ireland)
2019-2025



Pre-COVID baseline

474k combined / 20% of workers in 2019, a minority pattern

Pandemic shock

953k avg in 2021, nearly 2 in 5 workers had a WFH element

Settled equilibrium

Combined held 912k to 998k since 2022, no retreat to baseline

2025 record

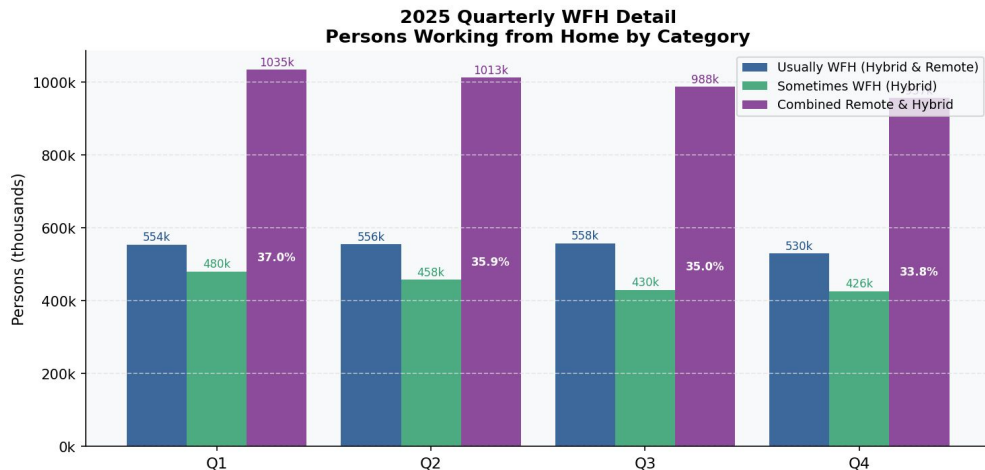
998k annual avg, new all-time high in absolute terms

Working from Home as a Share of Total Employment (Ireland)
2019-2025



WFH as % of total employment: peaked 39 to 44% in early 2021; stabilised at 34 to 37% since 2022. 2025 annual average of 35.4% is the highest post-pandemic annual average recorded.

2025, Quarter by Quarter



Q1 2025

1,034.9k | 37.0%

Record: first time above 1 million

Q2 2025

1,013.1k | 35.9%

-21.8k QoQ decline, spring pull-back

Q3 2025

987.8k | 35.0%

-25.3k QoQ decline, mid-year trough

Q4 2025

956.8k | 33.8%

-31k QoQ; -16k vs Q4 2024, first YoY Q4 decline since 2022

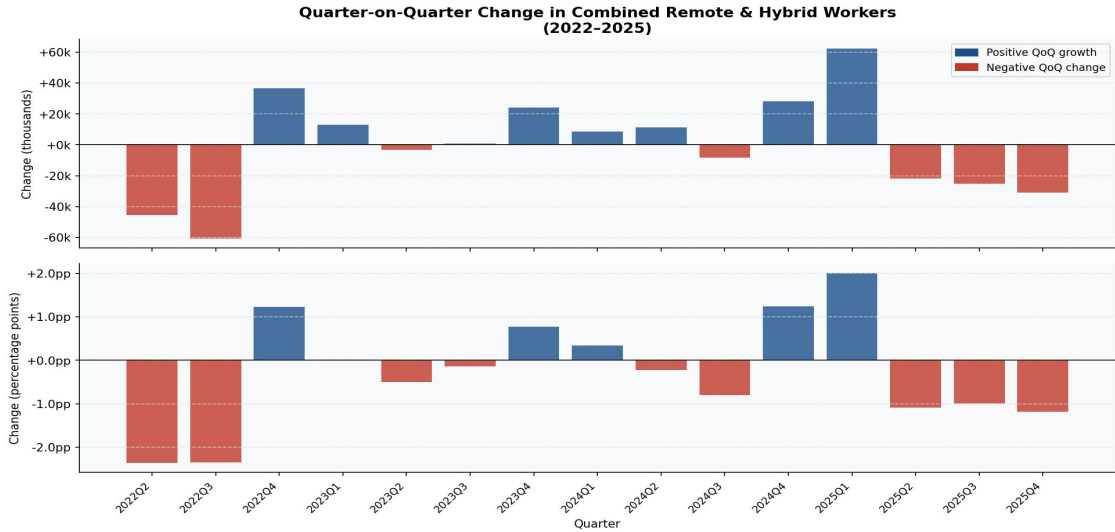
Within-year pattern in 2025

2025 followed a Q1-peak pattern, falling each quarter from the January high. This matches 2021 and 2022 but differs from 2023 and 2024, which both ended their year higher than they started.

The 'Usually WFH' cohort

Stable at 530 to 558k across all four 2025 quarters. This group, whose roles are predominantly remote, has plateaued since 2023. All net growth over recent years has come from hybrid workers.

Quarter-on-Quarter Growth: 2022 to 2025



2022 unwinding

Consistent declines as pandemic WFH peak reversed

2023 to 2024 recovery

Shallower negatives; strong Q4 surges in both years

Q1 2025 surge

+62k, biggest quarterly swing since 2021

Q2 to Q4 2025 retreat

Three consecutive declines following the Q1 spike

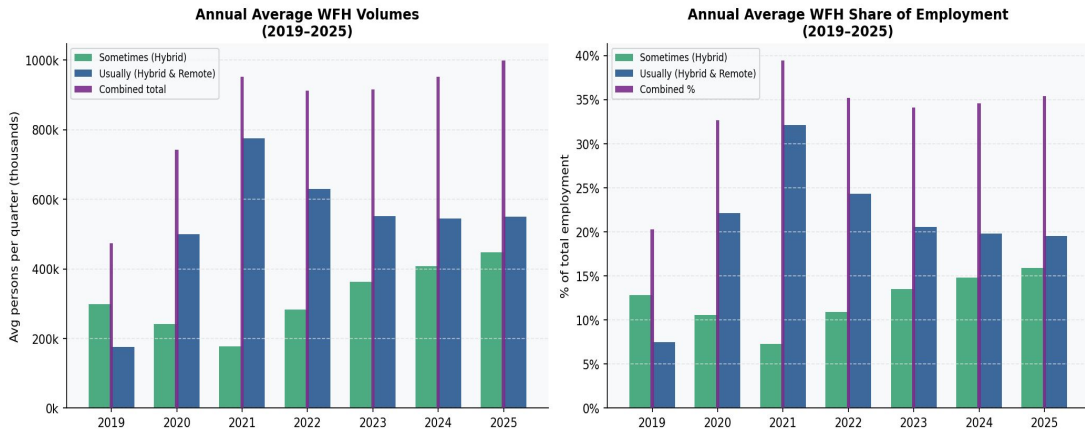
Q4 2025

31k within year; 16k vs Q4 2024, noteworthy shift

Green bars = QoQ growth | Red bars = QoQ decline | Top panel: absolute change (thousands) | Bottom panel: percentage point change in WFH share

The Composition Shift: Hybrid Rising

The balance between 'usually WFH' and 'sometimes WFH' is converging, hybrid is becoming the defining mode



2021, Pandemic peak

Ratio: 81% usually WFH : 19% sometimes WFH
Entire WFH cohort was predominantly remote

2025, New equilibrium

Ratio: 55% usually WFH : 45% sometimes WFH
Hybrid workers closing the gap each year

The trajectory

On current trend, 'sometimes WFH' could outnumber 'usually WFH' within 1 to 2 years

WFH as % of Employment, Annual Averages

Year	Usually %	Sometimes %	Combined %	Never %
2019	7.5%	12.8%	20.3%	79.5%
2021	32.1%	7.3%	39.4%	60.1%
2023	20.6%	13.5%	34.1%	65.6%
2025	19.5%	15.9%	35.4%	64.2%

The Q4 Question: What the Data Shows

Q4 2025 reversed a run of three consecutive year-on-year Q4 gains, worth understanding in detail

Year-on-Year Q4 Combined WFH Workers

Q4 2022

898.4k

Reference point

Q4 2023

933.2k

+34.8k +3.9%

Consecutive gain

Q4 2024

972.7k

+39.5k +4.2%

Consecutive gain

Q4 2025

956.8k

-15.9k -1.6%

First YoY Q4 decline since 2022

How to Read This

Q4 is not always the seasonal low

Q4 2023 and Q4 2024 were each year's highest quarter, above the annual average. This makes Q4 2025 more notable, not less.

The within-year drop is real

2025 fell from 1,034.9k (Q1) to 956.8k (Q4), a 78k decline within the year. Both usually-WFH and sometimes-WFH cohorts fell in Q4 vs Q4 2024.

Annual average still a record

Despite Q4, the 2025 annual average (998k / 35.4%) is the highest on record. The Q1 surge was large enough to carry the full-year figure upward.

One quarter does not make a trend

A single Q4 reversal follows two strong years. Q1 2026 data will be the key signal, a Q1 2026 figure above 1M would suggest the Q4 dip was temporary.

Framing and Context

How the Q4 2025 data was reported, and the additional context the full dataset provides

How it was reported (Q4 2025)

Office attendance described as returning to pre-pandemic levels

956,700 WFH in Q4 2025 presented as evidence of decline

Compared against pandemic Q1 2021 peak (992,600) rather than the 2019 baseline of 474k

Absolute in-person headcount growth cited; total workforce growth of 24% since 2020 not noted

Additional context from the full dataset

2025 annual average: 998k, highest combined total ever recorded in absolute terms

35.4% annual average share, highest post-pandemic annual average on record

Q4 2025 reversed three years of consecutive Q4 gains; that reversal is real and worth monitoring

Pre-pandemic baseline was 474k (2019), Q4 2025 at 957k is more than double that figure

Why Annual Averages Matter, and Their Limits

Single-quarter figures are sensitive to the quarter selected, Q4 2025 (33.8%) gives a weaker picture than Q1 2025 (37.0%). The annual average (35.4%) is a more stable measure for year-on-year comparison, and on that basis 2025 is the strongest post-pandemic year on record. That said, the Q4 year-on-year decline is a genuine data point that should not be dismissed: it broke a three-year run of consecutive Q4 gains and warrants close attention in Q1 2026.

Conclusions

01 Permanent structural feature

Remote & Hybrid working is embedded at ~35% of Irish employment. The 2019 baseline of 20% has not been revisited.

03 Hybrid is the growth engine

All net growth since 2022 is from 'sometimes WFH' workers. The 'usually WFH' cohort has plateaued at ~540k.

05 Seasonal patterns are not fixed

Q4 was the peak quarter in 2023 and 2024. Q1 in 2021, 2022, and 2025. No single season consistently dominates.

02 2025 annual average, a record

998k combined and 35.4% share are the highest post-pandemic annual averages recorded in absolute and relative terms.

04 Q4 2025 reversal, watch closely

Q4 broke a three-year run of consecutive Q4 gains. Both WFH categories fell. Q1 2026 will indicate whether this is a temporary dip or a potential trend.

06 Nearly double the 2019 baseline

474k pre-pandemic vs 998k in 2025. Even accounting for workforce growth, the WFH share is 75% above its 2019 level.

Sources & Data Notes

Primary Data Source

CSO Labour Force Survey (LFS)

Table QES20: Persons aged 15+ in employment (ILO) by extent of working at home, quarter and statistic

Data release: Labour Force Survey Q4 2025

www.cso.ie/en/releasesandpublications/ep/p-lfs/labourforcesurveyquarter42025/employment/

About the Labour Force Survey

What it is

The Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) from Q3 2017. It is a large-scale, nationwide survey of households in Ireland, designed to produce quarterly labour force estimates including the official measure of employment and unemployment in the state (International Labour Organisation classification).

This is survey data, not census data. Figures are estimates extrapolated from a sample of households and should be interpreted accordingly.

Sample size

~32,500 households

per quarter

Original quarterly sample of 26,000 households, increased incrementally by 1,300 households from Q3 2017 to account for additional attrition from mixed-mode data collection. Total sample of 32,500 from Q3 2018 onwards.

LFS methodology documentation:

www.cso.ie/en/methods/labourmarket/labourforcesurvey/