



Half of Dutch workers work from home

52.3% of employed Dutch people worked from home usually or sometimes in 2025, the highest share in Europe. The EU average is 23.0%.

Summary

The Netherlands is Europe's home-working country. In 2025, 11.3% of employed people aged 15 to 64 usually worked from home and 41.0% sometimes did, together 52.3%. Sweden follows at a distance with 44.5% and the EU average stands at 23.0%. The total has been nearly stable since 2021, but the mix shifted: fully remote fell from 20.4% to 11.3%, while occasional home working rose from 33.5% to 41.0%. Hybrid won. For recruitment this means commuting distance matters less in the Netherlands than anywhere else in Europe.

No country in Europe works from home as much as the Netherlands. That is a measurement, not an impression, and the distance to the rest is large. This paper lines up the figures and asks what remains of pandemic-era home working.

Half, and nobody comes close

In 2025, 11.3% of employed Dutch people aged 15 to 64 usually worked from home. Another 41.0% sometimes did. Together that is 52.3%: more than half of all employed people spend at least part of their time away from a company location.

52.3% of employed Dutch people worked from home at least sometimes in 2025



Share of employed people aged 15 to 64 working from home usually or sometimes, 2025. Eurostat, ifsa_ehomp, retrieved 1 September 2026.

The EU average stands at 23.0%. The Netherlands sits far above it, and above the Nordic neighbours that traditionally score high. At the bottom sit Italy at 8.2%, Bulgaria at 4.0% and Romania at 3.6%.

Hybrid beat fully remote

The total has barely moved since 2021: 53.9% then, 52.3% now. Inside it, the mix shifted hard. The share usually working from home fell from 20.4% in 2021 to 11.3% in 2025. The share sometimes working from home rose from 33.5% to 41.0%.

The return to the office that employers have announced since 2022 did happen, but only half of it. Workers did not go back to five days on site; they went from fully remote to partly remote. In the Netherlands the hybrid model has become the standard, not the exception.

What this does to recruitment

For recruitment, home working is a distance measure. Whoever works from home two days a week accepts a longer commute on the remaining days. Every point of home working stretches the area within which a vacancy and a candidate can find each other.

That cuts both ways. The employer offering home working fishes in a larger pool than the competitor demanding five days of presence. And the employer not offering it competes, in the Netherlands, against half the market that has grown used to it.

What this figure does not say

- "Sometimes" is a wide category. Whoever works from home one afternoon a month counts as much as whoever does three days a week. The figure measures reach, not intensity.
- The series has a break. The European labour force survey was redesigned in 2021, so comparisons with 2019 cross that break. This paper uses only 2021 through 2025 for the trend.
- It covers employed people aged 15 to 64, not the whole labour force, and the possibility of home working differs sharply by occupation. A national average says little about a building site or an operating theatre.

What this means

- **The quotable number.** 52.3% of employed Dutch people worked from home at least sometimes in 2025, against an EU average of 23.0%. The Netherlands leads Europe.
- **Hybrid is the norm.** Fully remote nearly halved since 2021 while occasional home working kept growing. Demanding five days of presence deviates from the Dutch standard.
- **Commuting distance weighs less.** A vacancy with two home-working days has a larger recruitment area than the same vacancy without. Regional scarcity is therefore partly a choice.
- **Do not benchmark against Germany.** The German labour market runs on 24.7% home working, less than half the Dutch level. What works in recruitment there does not translate here by default.

Method and sources

All figures come from Eurostat, dataset lfsa_ehomp, employed people aged 15 to 64 working from home usually or sometimes, as a percentage of all employed people, reference year 2025 and, for the trend, 2021 through 2025, retrieved on 1 September 2026, licensed CC BY 4.0.

The two categories are summed into a total; Eurostat publishes them separately. The country comparison uses 2025 for every country. The labour force survey was redesigned in 2021, so figures from before 2021 are not directly comparable; the 2019 figure, 37.1%, appears here as context only, not as a trend point. What is missing: a breakdown by occupation, which matters more to recruitment practice than the national average and deserves a follow-up paper.

Europe, Mobility, All markets

Sources

- Eurostat (lfsa_ehomp), werken vanuit huis, CC BY 4.0