



# Federal Employee Telework: Myth vs. Fact

**MYTH:** “We only have six percent of our federal workforce actually going into work every single day.”  
– Sen. Joni Ernst

**FACT:** 54% of federal workers work completely in-person at jobs that require them to be on-site each day. Only 10% of civilian federal personnel are in fully remote positions. Among the subset of federal workers who are telework but not remote work eligible, 61.2% of working hours are spent in-person.

**MYTH:** “If you exclude security guards & maintenance personnel, the number of government workers who show up in person and do 40 hours of work a week is closer to 1%!” – Elon Musk

**FACT:** Among those federal workers who are eligible for telework, more than half (61.2%) of regular working hours were spent in-person.

**MYTH:** “Nearly one-third of federal workers are entirely remote.” – Sen. Joni Ernst

**FACT:** Just 228,000, or 10%, of the 2.28 million federal civilian workers were in remote positions where there was no expectation that they worked in-person on any regular or recurring basis.

**MYTH:** “Here’s the dirty little secret in the federal bureaucracy today, most people don’t even show up to work.” – Vivek Ramaswamy

**FACT:** Excluding fully remote-eligible workers who do not have an in-person worksite, federal workers are in the office for 79.4% of their working hours.

**MYTH:** “Service backlogs and delays, unanswered phone calls and emails, and no-show appointments are harming the health, lives, and aspirations of Americans.” – Sen. Joni Ernst

**FACT:** Telework both increases employee engagement and helps recruit and retain workers who provide vital public services to the American people.

**MYTH:** “Most federal workers are eligible to telework and 90 percent of those are.” – Sen. Joni Ernst

**FACT:** Fewer than half of federal workers (46.4%) are eligible for telework.

**MYTH:** “Our goal is not to be cruel, by the way, to the individual federal employees... We want to be compassionate and generous in how we handle this transition.” – Vivek Ramaswamy

**FACT:** “We want the bureaucrats to be traumatically affected. When they wake up in the morning, we want them to not want to go to work because they are increasingly viewed as the villains.” – Russell Vought

**MYTH:** “It’s amazing how many problems can be solved by running the executive branch of government like a company.” – Vivek Ramaswamy

**FACT:** Private-sector workers are teleworking more than their federal counterparts. 22% of federal workers usually teleworked in 2022, compared to 25% of those in the private sector. Among some occupations, like in computer and mathematical occupations, federal employees are much less likely to telework than their private sector counterparts – 37% for federal employees and 56% for private-sector workers.

Click the QR Code for an online version with citations.

