

NEWS BRIEF

Major Employers Signal Return to Office



The [JLL's Future of Work](#) survey revealed that the number of organizations expecting employees to work on-site full time surged to 44% in 2024 compared to 34% in 2022. According to the survey respondents, 95% of employers now require employees to be on-site at least one day per week.

More employers worldwide are becoming "office advocates," scaling back flexible work policies and mandating five-day in-office work weeks. Meanwhile, the percentage of "hybrid adopters," or those who allow employees to work from home at least once a week, dropped from 77% in 2022 to 56% in 2024.

"There is now a broadly even split between those organizations which favor some form of hybrid work styles and those expecting to see employees back in the office full time."

- JLL's 2024 The Future of Work report

Several high-profile companies have already implemented stricter return-to-office policies. For instance, Amazon recently [announced](#) that starting January 2025, corporate employees will be required to work in the office five days a week, up from its previous three-day requirement. This comes after major employers like Boeing and UPS started requiring full-time office participation.

In-person vs. Remote

Several factors drive the push for a full return to the office. Employers argue that in-person work enhances collaboration, mentorship and company culture. They believe that physical presence facilitates spontaneous interactions and quicker decision-making processes, which are more challenging to replicate in a remote setting.

Despite the growing trend, not all employees are thrilled about return-to-office mandates. Many have grown accustomed to the work-life balance remote work offers, leading to employee resistance in some organizations. Furthermore, a Johns Hopkins Carey Business School [survey](#) found that reduced remote and hybrid opportunities have contributed to a steady decline in workplace well-being over the past three years.

Employer Takeaway

With the job market stabilizing, employers now have more leverage over workers and are increasingly requiring in-office work. As the push for full-time, in-office work continues, it's essential for employers to balance business needs with employee preferences. The right approach will depend on the industry as well as the specific role. Offering incentives such as flexible hours, commuter benefits, wellness programs and enhanced office amenities may help make the transition smoother.

Employers should continue to monitor trends and consider what plan makes sense for them. Contact us today for more resources.

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