

# Return to Office Reaches 76% of Pre-Pandemic Conditions; 1 in 4 Employers Plan to Increase Office Attendance Requirements

The Partnership for New York City surveyed more than 125 major Manhattan office employers between March 5 and March 20, 2025, to gauge the extent to which employees have returned to the office or are still working remotely.

Employers indicate that 57% of Manhattan office workers are at their workplace on an average weekday, which equates to 76% of respondents' pre-pandemic attendance. The Partnership's May 2024 survey found that office attendance was 72% of pre-pandemic conditions.

While 75% of employers say their current policy is their "new normal," the remaining 25% plan to increase office attendance requirements over the next 12 months, suggesting office attendance should continue to increase.

The Partnership survey of employers found:

## **57% of Manhattan office workers are in the workplace on an average weekday as of mid-March.**

- 10% of Manhattan office workers are currently in the office full time (five days a week)
- 26% are in four days per week
- 30% are in three days per week
- 16% are in two days per week
- 9% are in one day per week
- 8% of Manhattan office workers are fully remote

The real estate industry has the highest average daily attendance (85%), followed by financial services (62%) and law (62%).

Manhattan office attendance rates:			
Industry	March 2025	Pre-pandemic	March 2025 relative to pre-pandemic
Real estate	85%	96%	89%
Financial services	62%	80%	78%
Law	62%	80%	78%
Tech	63%	84%	75%
Media	45%	72%	63%
All industries	57%	75%	76%

**Pre- and post-pandemic, large firms have lower office occupancy than smaller firms.**

- Among firms with more than 5,000 employees, 46% of employees are currently in the office on the average weekday, compared to 67% of employees among companies with fewer than 500 employees.
- Larger employers also tended to have lower in-office rates pre-pandemic. As a result, current office attendance is 78% of pre-pandemic conditions at companies with more than 5,000 employees, compared to 73% among firms with fewer than 500 employees.

**Hybrid remains the most popular model and three-fourths of employers have implemented their “new normal” office policy.**

- 69% of employers have a hybrid office policy, 21% have a combination of roles that are hybrid, remote, and in the office five days a week depending on the job function, and 10% require daily attendance.
- 75% of employers say they have instituted their “new normal” office policy and have no plans to change their office attendance requirements over the next 12 months. The remaining 25% of companies indicate they will increase office attendance requirements over the next year.