

March 2024

- 1. When did your company, if at all, articulate to employees a mandatory return-to-office policy (for employees whose work can be done remotely)? This is when you notified employees, and not when the policy took effect**

Topic: Employment

	Total [n=220]	Manufacturing [n=80]	Non-Manufacturing [n=140]
We were fully back in office before the end of 2020	37.3%	42.5%	34.3%
We articulated a return-to-office policy in 2021	9.1%	8.8%	9.3%
We articulated a return-to-office policy in 2022	7.3%	5.0%	8.6%
We articulated a return-to-office policy in 2023	3.2%	2.5%	3.6%
We articulated a return-to-office policy in 2024	0.9%	0.0%	1.4%
Do not have a return-to-office policy	15.9%	7.5%	20.7%
Not applicable for my company	26.4%	33.8%	22.1%

- 2. [ASK IF 1=2021,2022,2023, OR 2024] After notifying your employees of your return-to-office policy, when did your company begin enforcing its return-to-office policy (for employees whose work can be done remotely)?**

Topic: Employment

	Total [n=45]	Manufacturing [n=13]	Non-Manufacturing [n=32]
2021	31.1%	46.2%	25.0%
2022	37.8%	23.1%	43.8%
2023	13.3%	15.4%	12.5%
2024	6.7%	7.7%	6.3%

Have not enforced return-to-office policy	11.1%	7.7%	12.5%
---	-------	------	-------

3. [ASK IF 1=2021, 2022, 2023, 2024] How did you expect your return-to-office policy to impact employment at your organization?

Topic: Employment

	Total [n=45]	Manufacturing [n=13]	Non-Manufacturing [n=32]
Increase	6.7%	0.0%	9.4%
Decrease	11.1%	0.0%	15.6%
No impact	66.7%	84.6%	59.4%
Not sure	15.6%	15.4%	15.6%

4. [ASK IF 1=2021, 2022, 2023, 2024] How did your return-to-office policy actually impact employment at your organization?

Topic: Employment

	Total [n=45]	Manufacturing [n=13]	Non-Manufacturing [n=32]
Increase	4.4%	0.0%	6.3%
Decrease	4.4%	0.0%	6.3%
No impact	82.2%	92.3%	78.1%
Not sure	8.9%	7.7%	9.4%

5. What is your company's expectations for workers to be in the office (for employees whose work can be done remotely)??

Topic: Employment

	Total [n=220]	Manufacturing [n=80]	Non-Manufacturing [n=140]
Onsite less than weekly	6.8%	1.3%	10.0%
Onsite one day a week	1.8%	1.3%	2.1%
Onsite two days a week	5.0%	2.5%	6.4%
Onsite three days a week	10.5%	10.0%	10.7%
Onsite four days a week	9.5%	11.3%	8.6%
Onsite five days a week	38.2%	41.3%	36.4%
Not applicable for my company	27.3%	32.5%	24.3%

	Total [n=220]	Manufacturing [n=80]	Non-Manufacturing [n=140]
Not sure	0.9%	0.0%	1.4%