How will working

policies evolve **through 2026?**

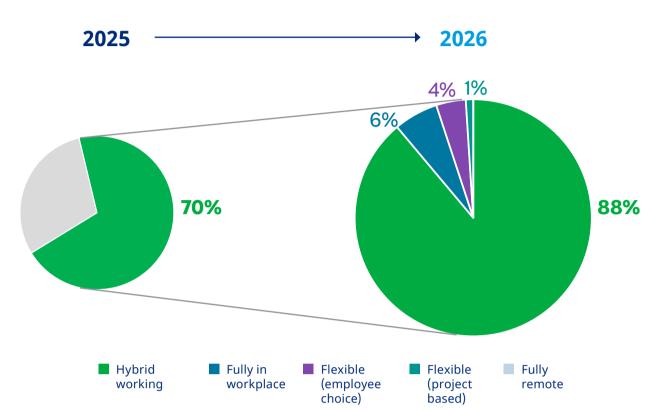
The landscape of working practices has undergone significant transformation in recent years. While remote and hybrid policies are now prevalent, organizations continue to review and evaluate their approach.





Hybrid working is the norm

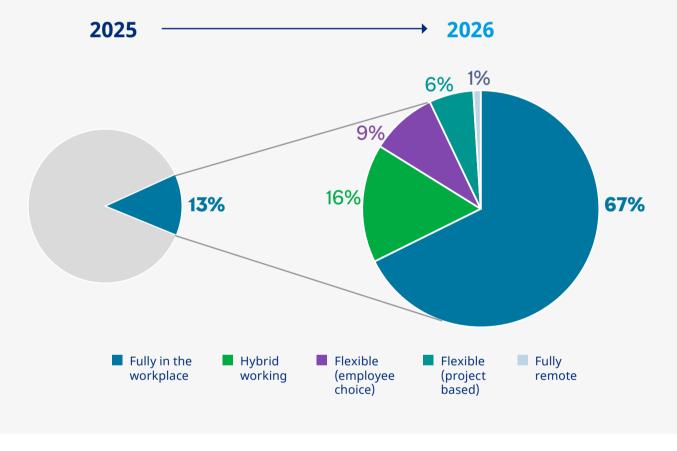
Hybrid working, defined as two to three days a week in the workplace, is set to remain the dominant policy, with 70% of organizations currently operating a hybrid model. While 88% of organizations with a hybrid policy today except to have the same approach in place at the end of 2026, 12% of these organizations anticipate policy changes, including 6% that plan to have most employees back in the workplace full time.





Fully in-workplace policies under review by one-third who currently take this approach

At present, **13%** of organizations require most employees to be based fully in the workplace. While this may be a necessity in certain sectors, 16% of these organizations plan to reassess their policy and shift to hybrid working by the end of 2026.

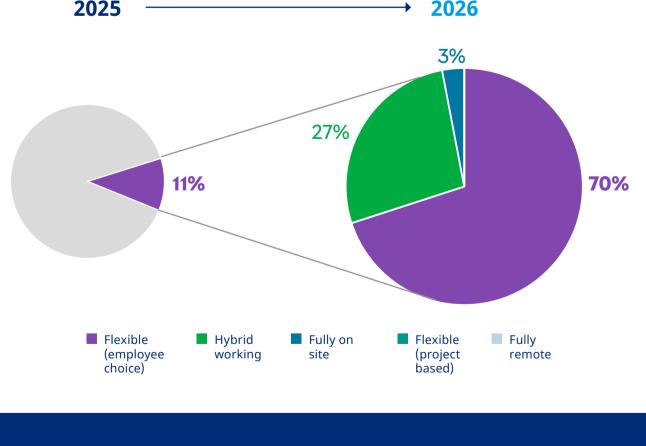




working policies Allowing employees to choose where they work is less common, with 11% of organizations

Some organizations plan to formalize flexible

currently adopting this approach. While 70% of these organizations are satisfied with this flexibility, **27%** are considering a more structured hybrid working policy, requiring workplace attendance two to three days a week.





a key focus, with many organizations adopting this model. While some are considering adjustments to their policies, periodic workplace attendance is likely to continue. Some companies that currently require full workplace presence are also looking to reassess their strategies, with many contemplating a shift to hybrid models. Additionally, while only a few organizations allow employees to choose their work location, there's a growing interest in implementing more structured hybrid policies. Organizations should continue to periodically evaluate their working practices and find a balance between flexibility and productivity that aligns with both business goals and employee needs.

Learn More

As we approach 2026, working practices continue to evolve. Hybrid working will remain