

The Henigan Take

*Welcome to The Henigan Take
- our latest snapshot of the
world of Workplace Strategy
and Change. We feature the
key trends, ideas, and
knowledge we've picked up
along the way.*

Key takeaways:

- The average number of mandated days in the office is now 2.3 days.
- This is an increase of 0.3 days from 2025.

2026
March

Sector specific analysis

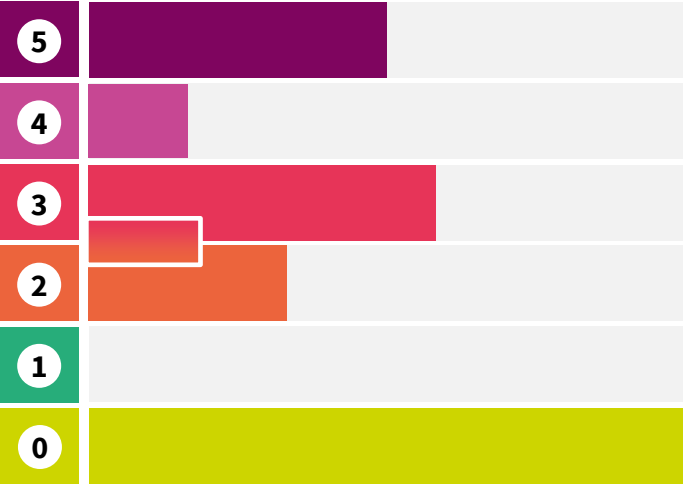
We analysed a sample of 193 organisations and created proportional horizontal bar charts for each sector to show how many days employees are required to work in the office.

In 2026, we are seeing an increase in-office mandates, with a significant proportion of organisations across industries moving to three days per week, pulling the average up to 2.3 days per week.

- Tech and retail show the largest increase in the number of mandated in-office days.
- The professional services industry shows the least change, with an increase of 0.1 days per week.
- Insurance has the lowest mandated number of days in the office at 1.1 per week, while the financial services industry has the highest requirement, with an average of 3.2 days per week.

- *Smaller bars overlapping two main bars represent a half measure. For example, 2.5 days in the office is shown between the 2-day and 3-day bars. This can also indicate 50% of the working week, as 2.5 days is half of a standard 5-day week.*
- *Data collected as of February 2026 based on a sample of 193 organisations. [2025 data: May 2025, 188 organisations].*

Tech



Average: 2.6 days

+0.7 days
From 2025

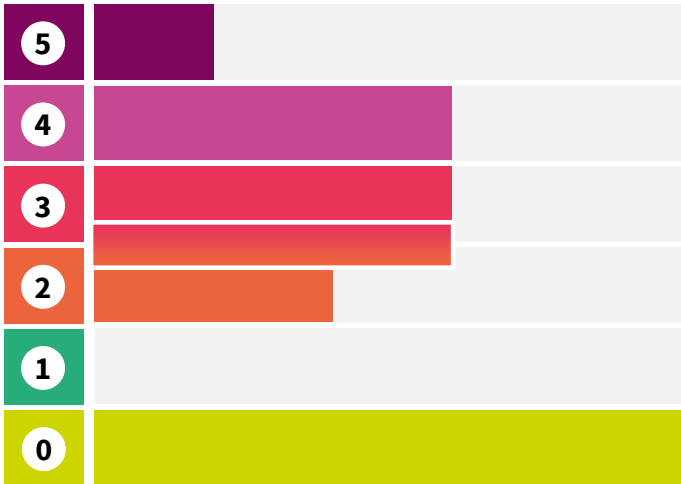
The joint highest increase in the average days mandated to be in the office from 2025 to 2026.

Increasingly, tech companies are pulling people back to the office with hybrid arrangements.

*Sample of 28 in 2026

Sector specific analysis

Professional Services



*Sample of 17 in 2026

Average: 2.2 days



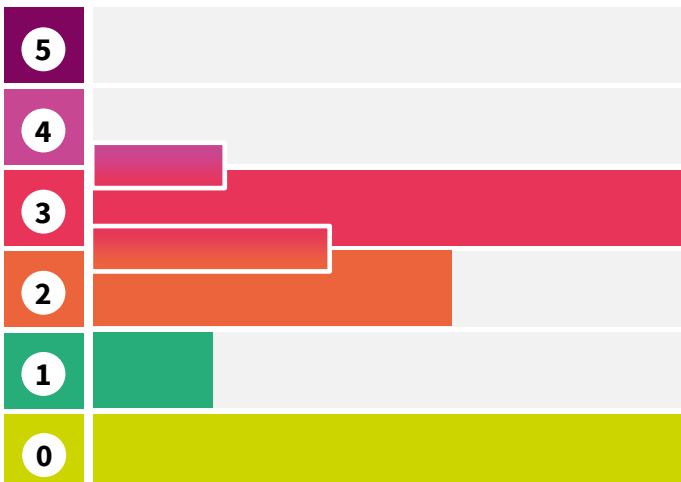
+0.1 days

From 2025

The lowest rise in the average days per week.

This sector has flexibility built in through existing hybrid-based working away from the office.

FMCG



*Sample of 17 in 2026

Average: 1.8 days



+0.2 days

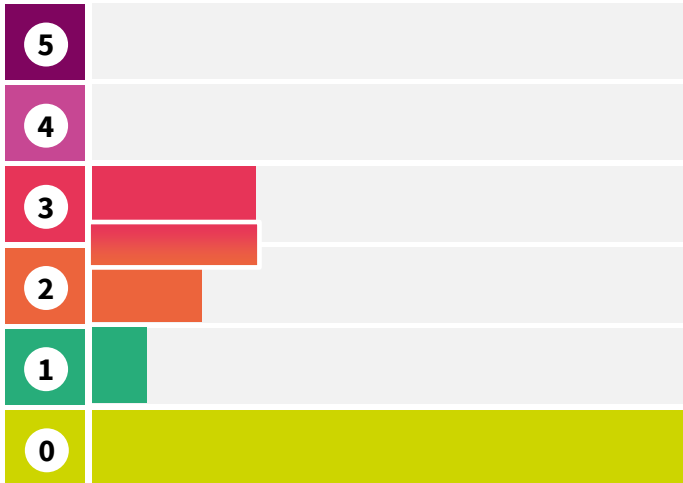
From 2025

Mandates for two and three days a week grow, alongside an increase in required 50% attendance.

Firms are formalising practical hybrid patterns.

Sector specific analysis

Insurance



*Sample of 20 in 2026

Average: 1.1 days



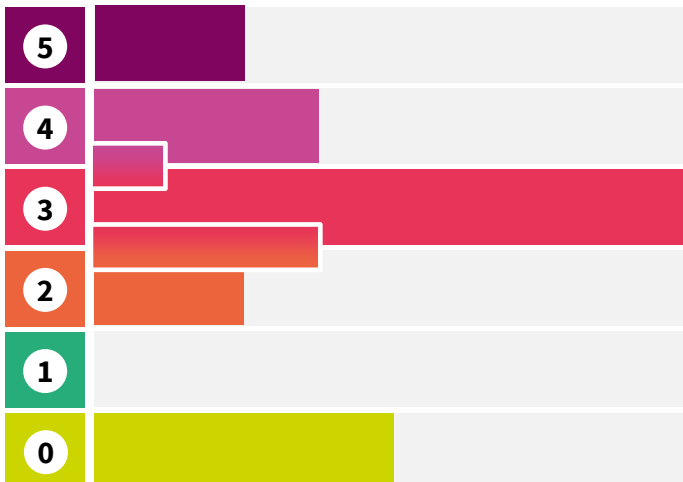
+0.3 days

From 2025

An embedded call culture means that in-person connection is less of a priority for this sector.

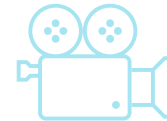
Some increase in mandates from 2025, but it is the sector with the lowest average in-office mandates in 2026.

Media & Entertainment



*Sample of 23 in 2026

Average: 2.7 days



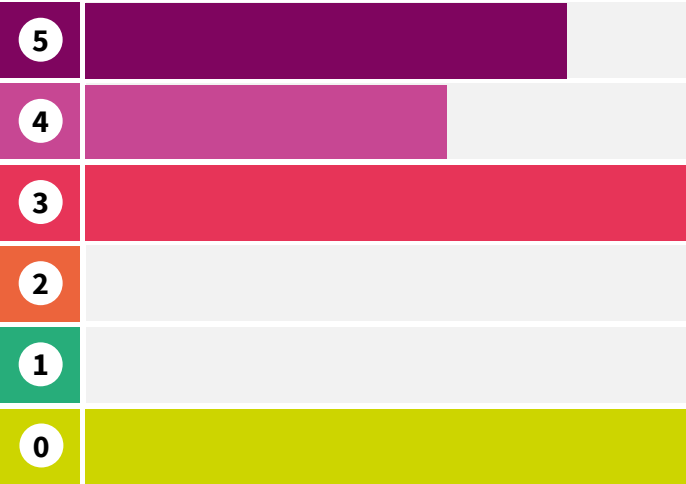
+0.6 days

From 2025

Creativity is often a process completed in person. This is reflected by a lower proportion of no mandates in the sector and a large jump in the average days per week required to be in the office.

Sector specific analysis

Retail



*Sample of 17 in 2026

Average: 2.8 days

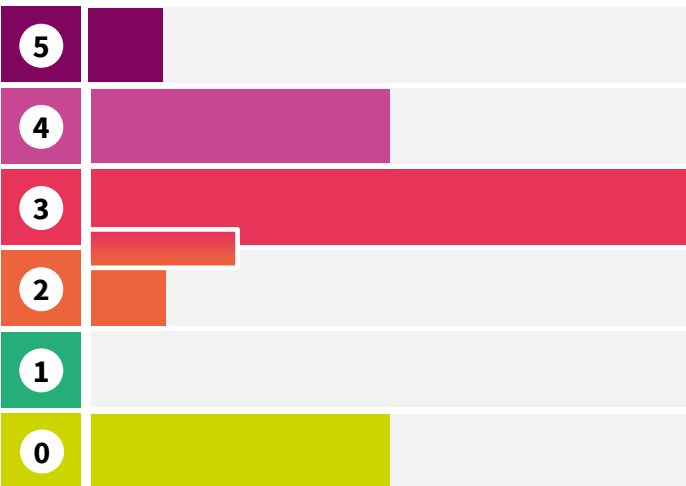


+0.7 days
From 2025

Alongside tech, retail shows the joint largest increase in the average number of days in the office per week between 2025 and 2026.

We are seeing a shift towards greater office presence with five, four, and particularly three days per week all increasing.

Legal Firms



*Sample of 22 in 2026

Average: 2.7 days



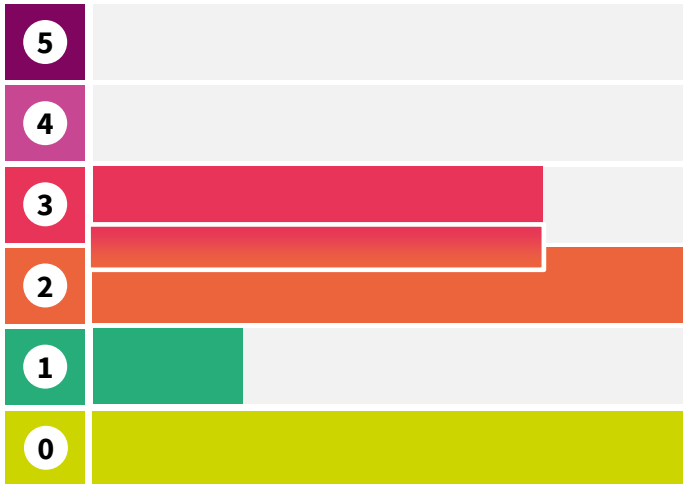
+0.4 days
From 2025

Traditionalism encourages trainees to be in the office and there is a push to entertain clients in person.

Three days remain the dominant position.

Sector specific analysis

Public Sector



*Sample of 15 in 2026

Average: 1.7 days



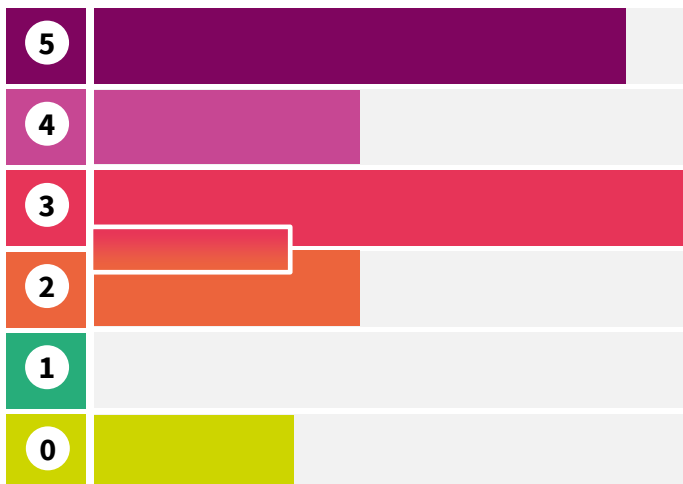
+0.6 days

From 2025

Mandates are becoming increasingly common in the public sector with a large jump in the average mandate.

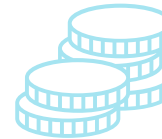
Organisations are moving towards two or three mandated office days.

Financial



*Sample of 31 in 2026

Average: 3.2 days



+0.5 days

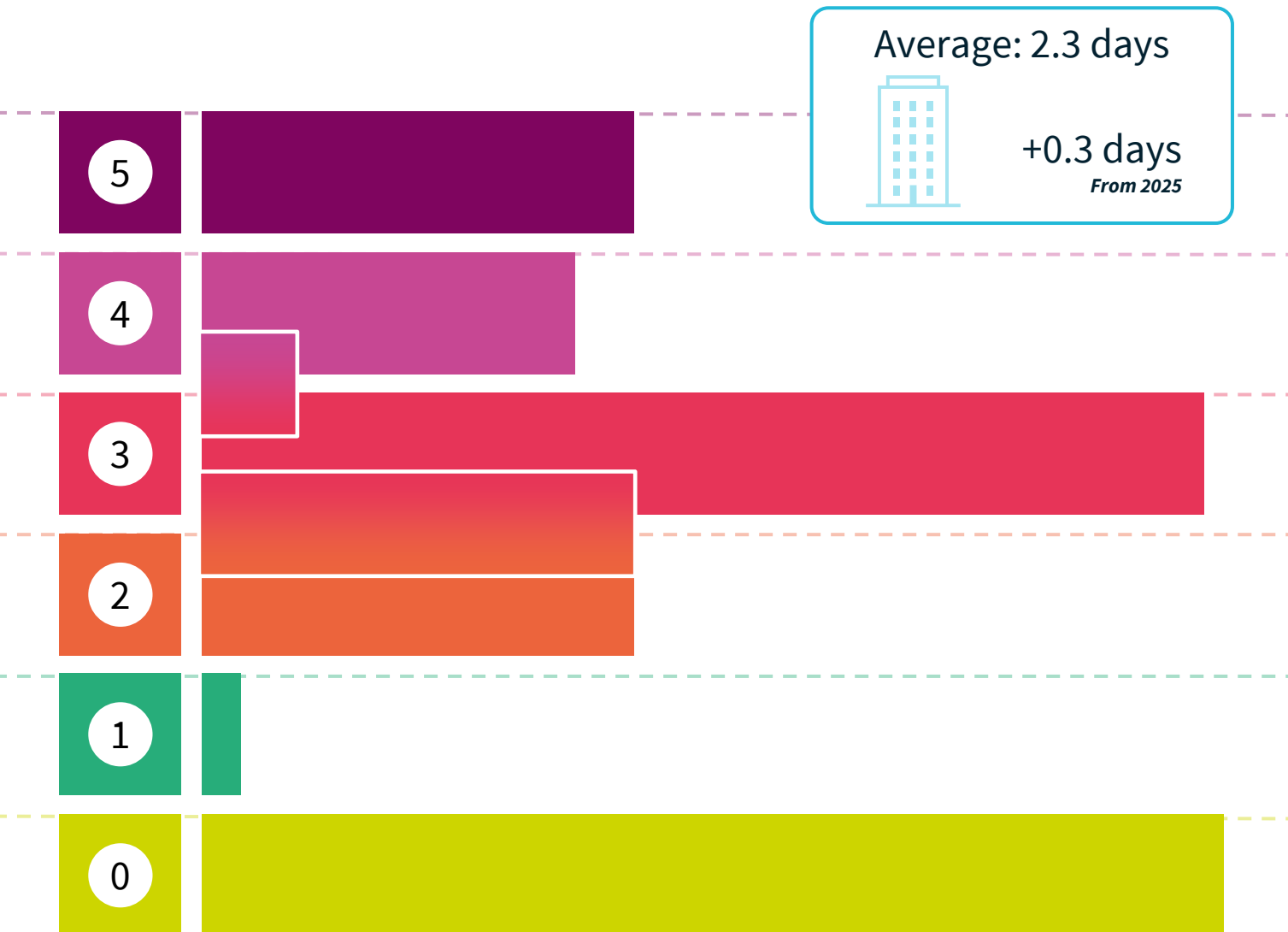
From 2025

The sector with the highest average in-office days.

There is expansion in the three and five-day mandates. The proportion with no mandate is shrinking, signalling a pullback from flexibility.

Weekly mandated office days

Here is an overview of organisations that have implemented mandates for office attendance. This chart represents the average required weekly office attendance.



Have questions, ideas or a
challenge we can help with?

We'd love to hear from you.

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