



Nordic report shows: 4 out of 5 would accept mandatory office attendance

Castellum's annual trend report, *Working Life of the Future*, shows that remote work continues to decrease, and the majority would accept mandatory office attendance. More and more companies are choosing activity-based office solutions without fixed desks, and employers who offer opportunities for physical activity in the office have the most satisfied employees.

Castellum's annual trend report *Working Life of the Future* is now published, featuring insights from 4,000 office workers across the Nordic region. The participants responded to questions and shared their expectations regarding working life and the office as a workplace.

"When Covid-19 hit the world, flexibility and remote work quickly became the new normal, this year's report clearly shows that the office is once again the main workplace, but the office is undergoing major changes. In this year's survey, flexible offices have increased by 60 percent in favor of private rooms and fixed desks. We clearly notice among our office tenants that those who make an effort to create attractive workplaces with a high variety are also the ones who to the greatest extent bring back satisfied employees to the office," says Heléne Lidström, workplace strategist at Castellum.

This is the fifth consecutive year in a row that Castellum has conducted this survey among office workers, enabling a comparison of development and trends before and after the Covid-19 pandemic.

Five important insights from this year's survey

- 1. Office attendance is continuing to rise.** Most workers want to work at the office most the majority of the week. While only 1 out of 10 now primarily work remotely, being able to choose has become more important.
- 2. Flexible offices increasingly popular.** Activity-based offices are rapidly increasing in number and popularity. The proportion of people who prefer activity-based has doubled since last year.
- 3. Offices facilitate leadership.** 7 out of 10 managers believe that offices and high office attendance are important for their leadership. This is particularly important in large organizations.
- 4. Good office environments attract more talent.** 8 out of 10 cite the office environment as an important factor when seeking a new job. And the better the working environment, the higher the attendance rate.
- 5. Work tranquility is the major challenge in offices.** The office fosters culture building, collaboration, and productivity. However, 3 out of 10 say it can be difficult to work undisturbed in the office.

In the report, you can also read about the importance of the location of the office, what is at the top of the employees' wish list, how many young people think the office is important for their mental health and who would appreciate replacing their boss with AI.



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Get more insights on Nordic office trends in the report. Read or download it at castellum.com/trend-reports

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About Castellum

Castellum is one of the largest listed property companies in the Nordic region that develops flexible workplaces and smart logistics solutions. As of 31 December 2023, the property value totalled approximately SEK 160 Bn, including the ownership share of the Norwegian company Entra ASA. We are active in attractive Nordic growth regions. One of our sustainability goals is to become entirely climate neutral by 2030 at the latest. Castellum is the only Nordic property and construction company elected to the Dow Jones Sustainability Index (DJSI). The Castellum share is listed on Nasdaq Stockholm Large Cap and is classified as green according to Green Equity Designation.

Beyond expectations.

www.castellum.com

Image Attachments

[Helene Lidström Castellum AB](#)

Attachments

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[Work life of the future 2024](#)
