

Press release
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3 in 4 employers agree office attendance affects an employee's chance of promotion

- 74% of Australian employers agree an employee's physical presence in the office impacts their likelihood of promotion
- 45% of employees would spend more time in the office if frequent attendance was a requirement for a promotion
- 18% of employees would look for a new job if they had to attend the office more often in order to get a promotion

Sydney, 27 March 2025 – Employees who are reluctant to return to the office may be putting their next promotion at risk, as the majority of Australian employers agree that in-office attendance significantly increases their employees' chances of advancement, new independent research by specialised recruiter [Robert Half](#) finds.

At a time when 93% of businesses have set an in-office attendance mandate for 2025 and are requiring employees to be in the office more often¹, the research reveals a significant benefit for employees who comply.

When asked if a physical presence in the office significantly impacts an employee's likelihood of promotion, 74% of employers agreed. Only 13% disagreed that it would have a significant impact.

Australian employers are not alone in holding this view. Robert Half research across Europe reveals employers in the United Kingdom (68%) Germany (69%), the Netherlands (68%) and France (62%) also agree a physical presence in the office can influence promotional opportunities.

*"As employers increasingly value staff being physically present in the office, employees seeking continued remote work may face career progression challenges," says **Andrew Brushfield, Director at Robert Half**. "The 'out-of-sight, out-of-mind' effect is real. In-office presence increases visibility, fosters collaboration, and signals dedication and commitment, all factors employers consider for promotions."*

Employees put promotions ahead of remote work perks

The research reveals employees are prepared to increase their in-office attendance rather than risk being overlooked for a promotion. If their employer outlined it as a requirement or expectation for a higher role, almost half (45%) of employees say they would increase their time in the office.

However, remote work arrangements were cited as sacrosanct for many employees who would choose working from home over a promotion (17%) or would look for a new job that may not have the same in-office requirements (18%).

The remaining 20% of employees say they already attend the office full time.

While all generations acknowledge the potential promotional advantages of in-office work, our research found the younger generations of Gen Z (52%) and Millennials (48%) are more willing to increase their office attendance to be favoured for a promotion compared to Gen X (43%) and Baby Boomers (37%).

¹ [Robert Half, February 2025, More employers mandate 5 days in the office as they follow the lead of other businesses.](#)

“Recognising the connection between visibility and promotions, businesses face a complex balancing act between enforcing in-office attendance and maintaining employee satisfaction and retention. Transparent communication explaining the value of in-office presence is key to ensuring equitable opportunities for all employees,” concludes **Brushfield**.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in November 2024 by an independent research company of 500 hiring managers and 1000 full-time office workers in finance, accounting, business support, and IT and technology. Respondents are drawn from a sample of SMEs as well as large private, publicly-listed and public sector organisations across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

The survey in Europe was conducted online on behalf of Robert Half in July 2024 among 1750 hiring managers in finance, HR, operations, administrative and IT departments in France, Germany, the Netherlands and the UK.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth, and Sydney. More information on roberthalf.com/au.

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