

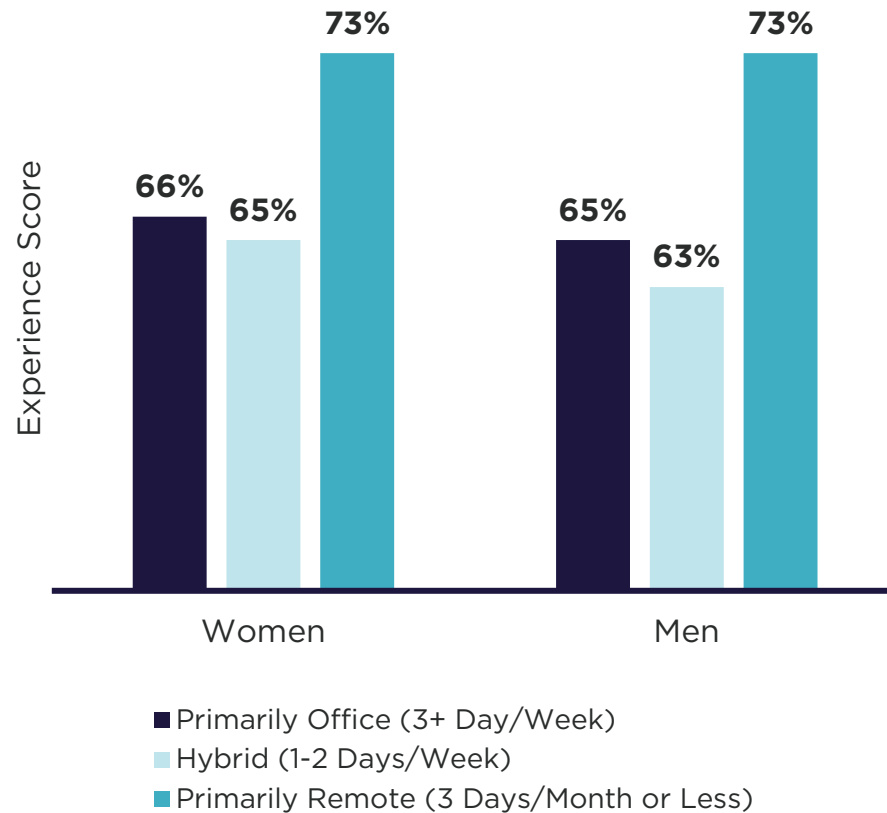


THE GENDER GAP IN OFFICE ATTENDANCE PREFERENCES— AND WHAT MAY BE DRIVING IT

AUGUST 2025

Better never settles

Experience Scores, by Gender and Office Attendance



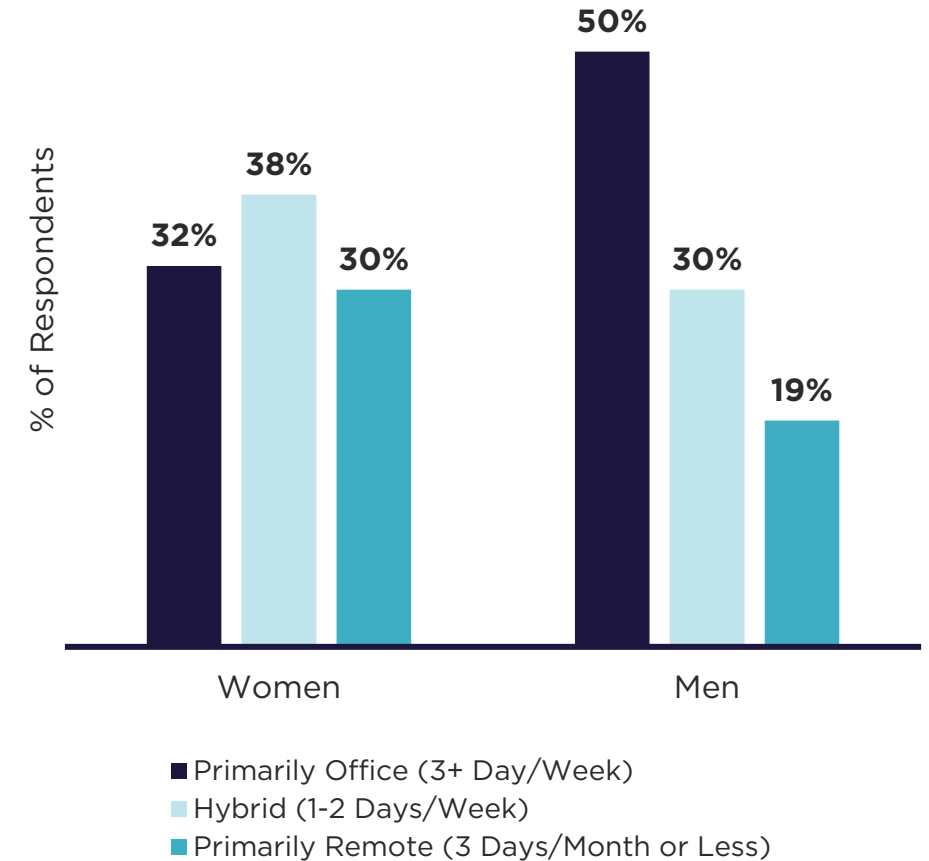
Men and women experience work the same way.

Experience scores are highest for remote work and lowest for mostly in-office or hybrid arrangements. This pattern holds true for both men and women.

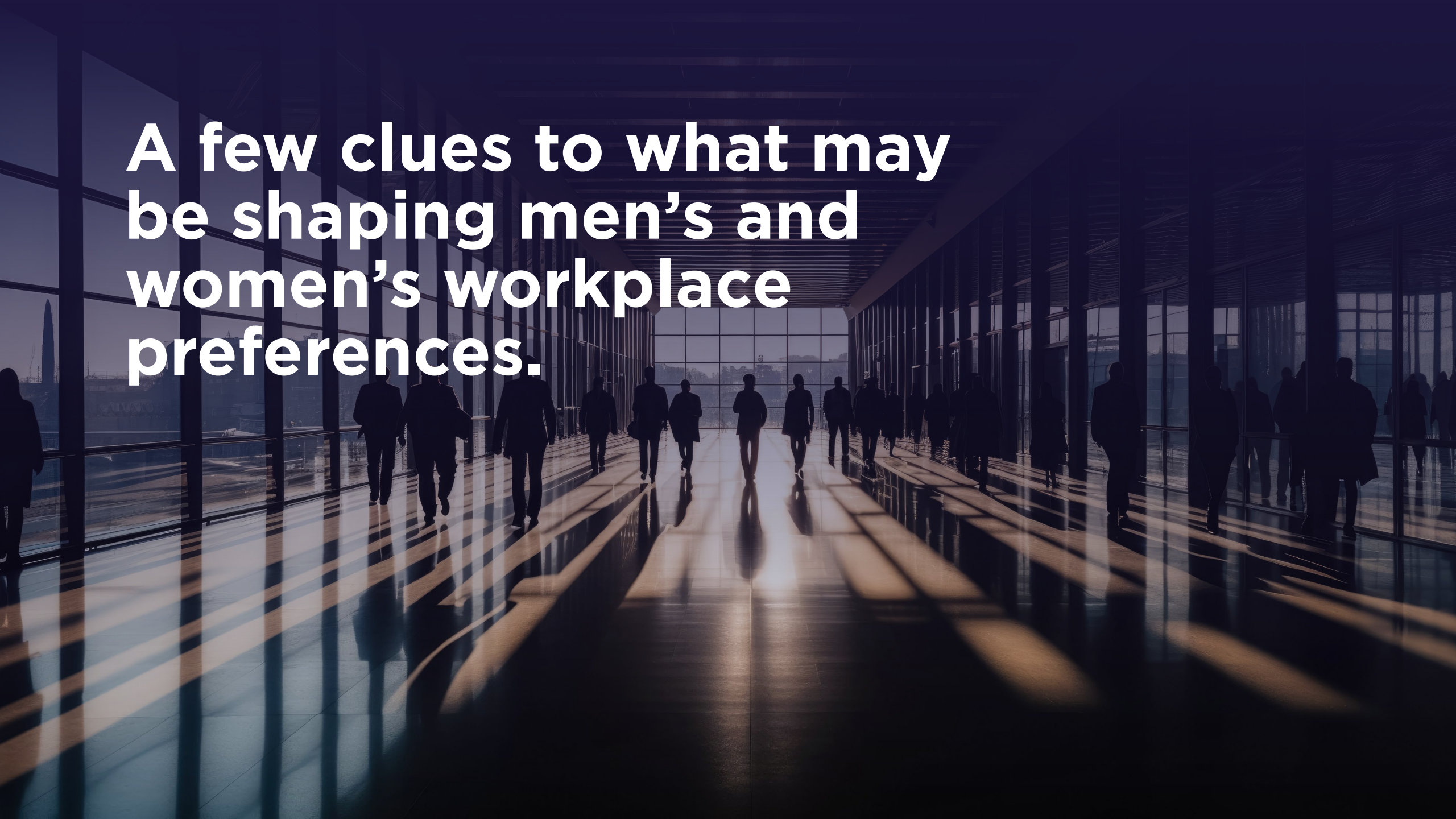
Same Experience— Very Different Choices.

Although men and women have similar experience scores—with the highest scores for those working remotely and the lowest for those in the office or hybrid—only women’s attendance preferences reflect this pattern. Men favor the office despite rating it lower than remote work.

Preferred Office Attendance



**A few clues to what may
be shaping men's and
women's workplace
preferences.**



Women work remotely...to **FOCUS**

Both women and men report better ability to focus while working remotely, but women are more likely to choose remote work specifically for this reason.

- **Focus scores are higher when remote.** Women's *Focus* scores are 16 points higher, and men's 15 points higher, compared to in-office.¹
- **Women are more likely to cite focus as a driver for remote working.** They are 32% more likely than men to say they work remotely to minimize distractions.¹
- **These findings are consistent with external research** that finds women feel remote work supports their ability to focus through fewer interruptions and greater control over their workspace.²



¹Experience per Square Foot™ (XSF) survey results from Q3 2024 – Q2 2025, n = 4,614

²Nicholas Bloom et al., “Does Working from Home Work? Evidence from a Chinese Experiment,” *Quarterly Journal of Economics* 130, no. 1 (2015): 165–218; Harvard Business Review, “Remote Work Has Its Perks—Especially for Women,” August 2021.

Women work remotely...for **WORK-LIFE BALANCE**

Both men and women cite work-life balance as a top reason for remote work, but women are more likely to choose remote specifically for this reason.

- **Women are more likely to cite work-life balance as a driver for remote working.** They are 17% more likely than men to say they work remotely for work-life balance.¹
- **These findings align with external research** that shows women are more likely to prioritize flexibility and cite it as essential for wellbeing, career sustainability, and retention.²
- **Remote work is better suited to women's approach to balance.** Women are more likely to blend work and life demands, and remote settings make this integration easier, while the natural separation of the office makes it harder to achieve.³



¹Experience per Square Foot™ (XSF) survey results from Q3 2024 – Q2 2025, n = 4,614

²LeanIn.org and McKinsey & Company, Women in the Workplace 2023 (New York: McKinsey & Company, 2023); Gallup, "Women in the Workplace: The Importance of Flexibility," March 2022.

³"Gender Differences in Remote Work: A Study on the Boundary Management of Teleworkers," Information Technology & People, <https://www.emerald.com/insight/content/doi/10.1108/itp-06-2023-0547/full/html>.

Men work in the office...for **SOCIAL CONNECTION**

Both men and women benefit from social ties at work, but the link between connection and in-office presence is stronger for men—making social connection a key driver of their attendance.

- **The link between connection and office presence is stronger for men.** Men who prefer the office report 11 points higher Bond scores than men who prefer remote, while women show only a 4-point gap.¹
- **Men's preference for in-office work may be tied to stronger social capital gains.** External research shows men derive more professional connection and belonging from in-person vs. remote environments.²



¹Experience per Square Foot™ (XSF) survey results from Q3 2024 – Q2 2025, n = 4,614

²MIT Sloan Management Review, “The Gender Gap in Workplace Belonging,” April 2023; Pew Research Center, “How Americans View Remote Work,” March 2022; Microsoft, Work Trend Index 2023.

Summary: What May Be Behind The Gender Divide

Remote work supports women's focus and work-life balance. In-office social ties may draw men in.



Women work remotely... to **FOCUS**

- 32% more likely than men to say they choose remote work to minimize distractions and improve focus.¹
- Focus scores are higher when remote: +16 points for women, +15 for men, but only women's preferences shift toward remote.¹



Women work remotely... for **WORK-LIFE BALANCE**

- Both men and women cite balance, but women are 17% more likely to choose remote for this reason.¹
- Remote work is better suited to women's approach to balance. Women are more likely to blend work and life demands, and remote settings make this integration easier to achieve.²



Men work in the office... for **SOCIAL CONNECTION**

- The link between connection and in-office presence is stronger for men: men who prefer the office report 11 points higher Bond scores than men who prefer remote, while women show only a 4-point gap.
- Men derive stronger professional connection and belonging from in-person environments, even when their overall experience scores are lower than remote.³

¹Experience per Square Foot™ (XSF) survey results from Q3 2024 - Q2 2025, n = 4,614

²"Gender Differences in Remote Work: A Study on the Boundary Management of Teleworkers," Information Technology & People, <https://www.emerald.com/insight/content/doi/10.1108/itp-06-2023-0547/full/html>.

³MIT Sloan Management Review, "The Gender Gap in Workplace Belonging," April 2023; Pew Research Center, "How Americans View Remote Work," March 2022; Microsoft, Work Trend Index 2023.



Considerations What to Take Forward

Design for the Whole Person


Workplace needs are shaped by role, workstyle, life stage, and personal circumstances, often intersecting with gender and other identity markers—making it essential to look beyond the org chart.

Personalization Over Standardization

One-size-fits-all solutions fall short; equity requires tailoring approaches to different groups' professional and personal realities.

Adapt for Evolving Needs

Preferences change over time; continuous feedback keeps workplace design relevant and inclusive of shifting life and work dynamics.



What would it take to create a workplace where all employees thrive?

Let's find out—together.

[Contact our team](#) to uncover what's driving your workforce and how to create a workplace that works for everyone.



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