

Workplace Survey

The Future Of Work

REPORT

Noaptea Companiilor,
Bucharest, Romania

CBRE RESEARCH
JUNE 2026



CBRE



noaptea companiilor

O stație în **cariera ta!**

26-27 Mai • București

Noaptea Companiilor ("The Night of the Companies") is an unconventional job fair and company-presentation event, brought to Bucharest by CBRE Romania and now in its third edition.

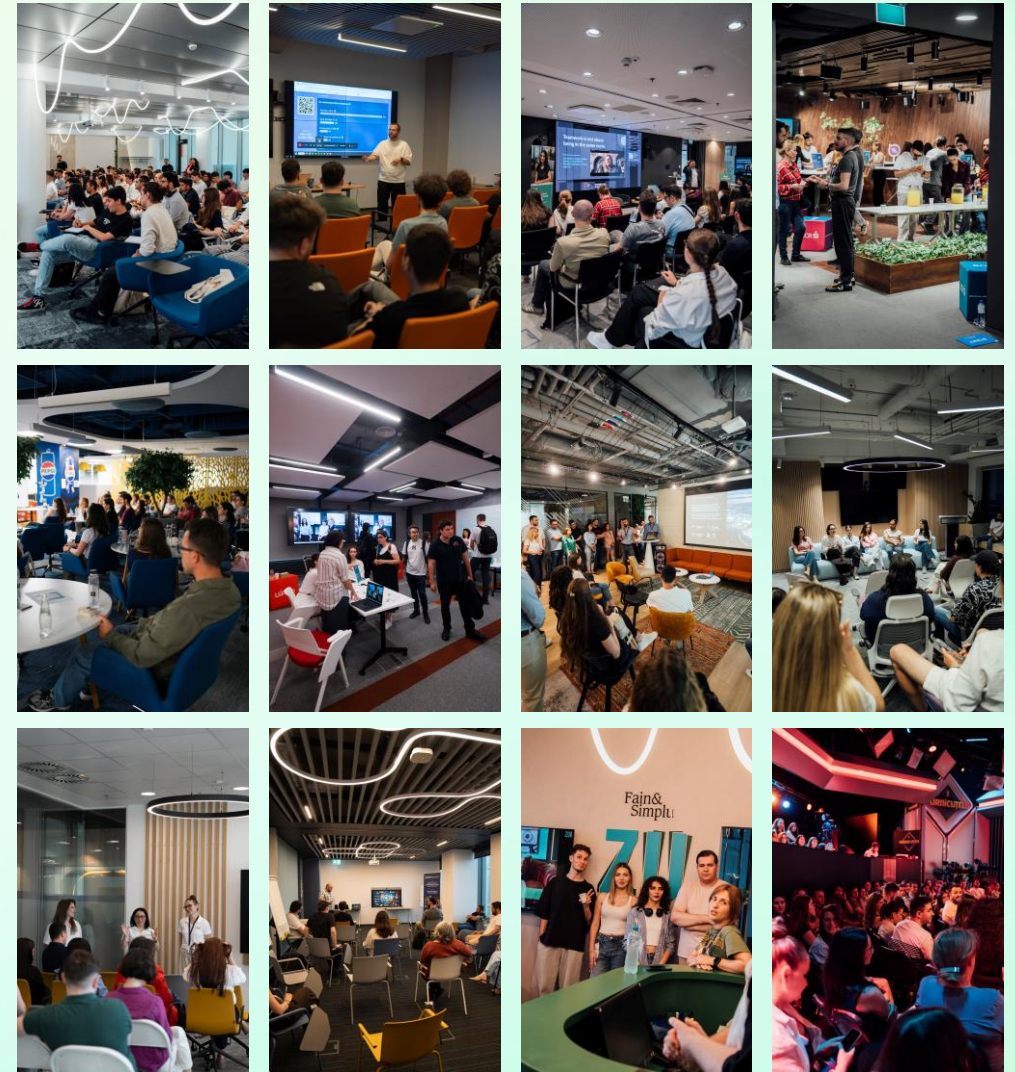
The 2026 event took place on 26 & 27 May, bringing together 11 companies across seven industries (consultancy, energy, finance, IT, media, retail and telecommunications).

Companies present in 2026 were: UiPath, Accenture, BCR, Orange, PepsiCo, Siemens Energy and others.

Around 2,000 people registered and attended across the two days of the event in the companies HQs across Bucharest.

The event has a large online presence with campaigns on social media and press articles.

Discover the experience, and how to join the next edition, at [Noaptea Companiilor Bucuresti](#)



The Future Of Work

Noaptea Companiilor — Workplace Survey

May 2026 | Bucharest, Romania

~500+
respondents

91%
have office
experience

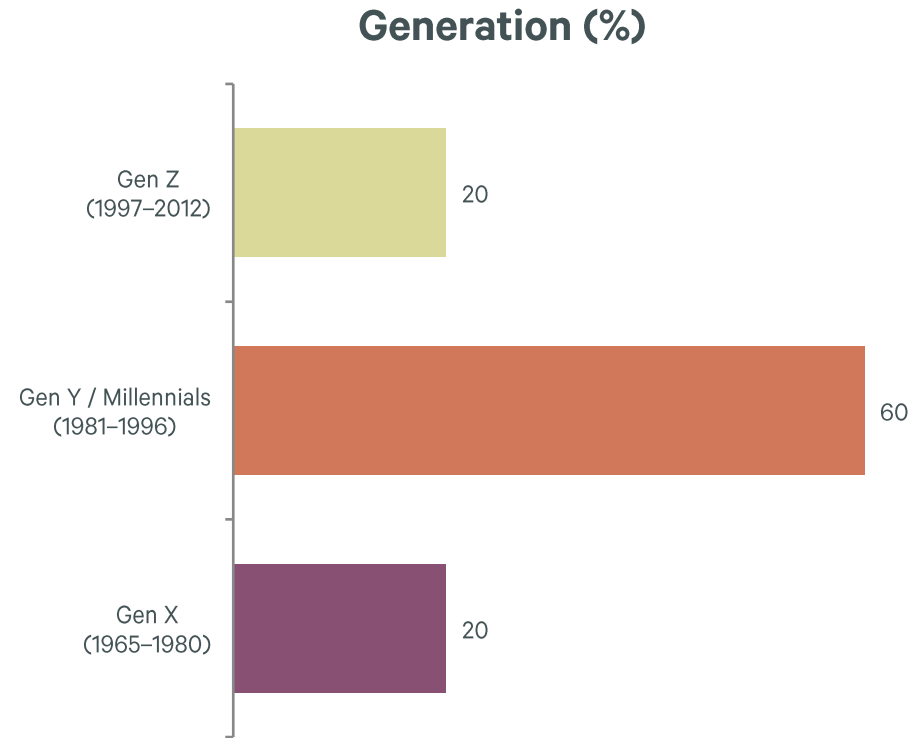
3
generations
represented

Online survey conducted among participants of Noaptea Companiilor — an event organized by CBRE connecting employers and future employees.



Who Responded?

Respondent profile: predominantly Gen Y, female-majority audience, majority having an office experience.



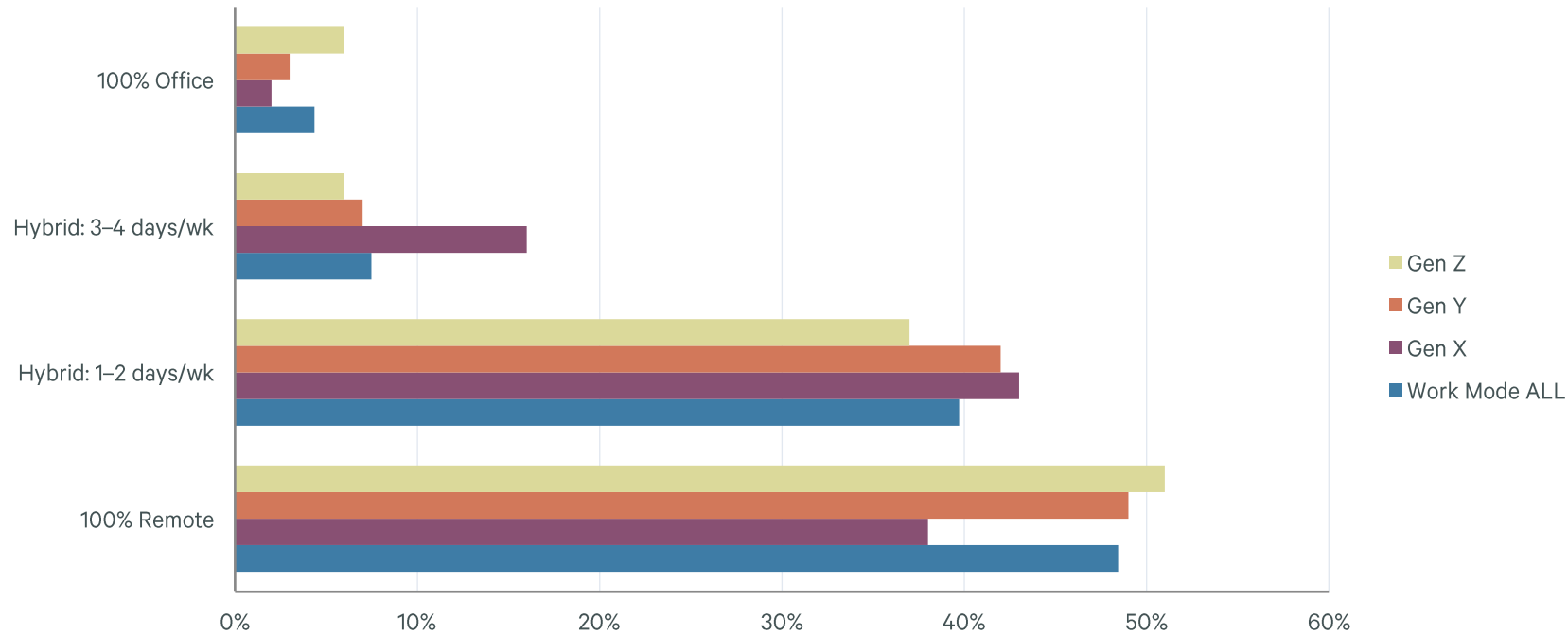
Office Experience

91%

have worked in a real office (internship, job or work visit)

How Do People Want to Work?

82%+ of respondent's value some **in-person presence**. Pure full-remote is the minority choice only for Gen Z (51% prefer it, but 49% still choose hybrid or office). **Gen X** shows the strongest office affinity: 60% choose hybrid and 18% opt for 3-4 days/week or full-time - the most office-committed generation. **Opportunity: a well-designed, flexible office converts hybrid-leaners into consistent attendees. Half the battle is making the space worth the commute.**



88%
prefer remote or hybrid work

59% Gen X
would choose hybrid

12% Gen Z
want to be predominantly in the office

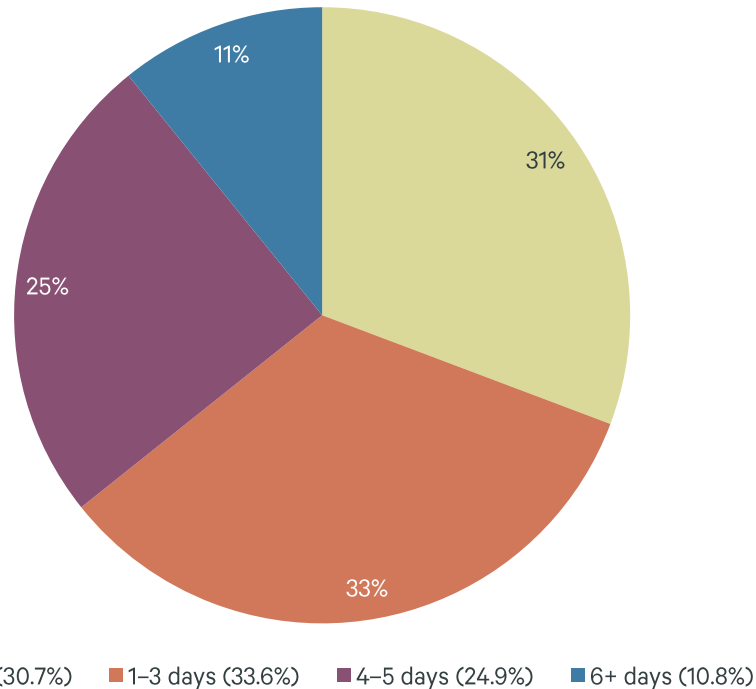
Preferred work model (n = 642 responses, single choice)

Current Office Attendance Reality

Gen Z shows lowest attendance: 37% had 0 office days in 2 weeks vs. 33% Gen X and 28% Gen Y.

Gen Y has the highest multi-day presence: 36% came 4+ days, showing stronger employer or role pull to office.

Across all generations, fewer than 1 in 3 workers exceeded 5 office days in a 2-week period.



Days worked from office in the last 2 weeks (n = 462 responses)

64%

work from office 3 days or fewer per 2-week period

31%

didn't come to the office at all in the last 2 weeks

35%

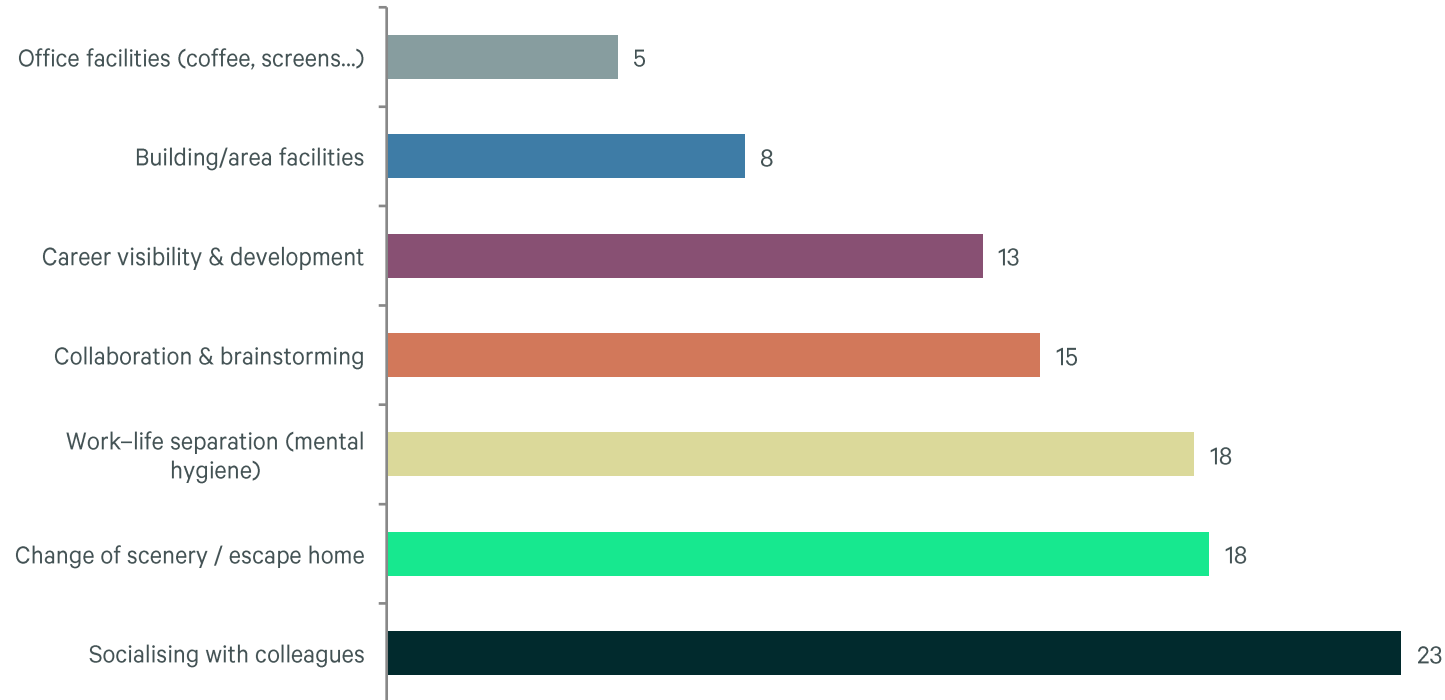
came just 1-3 days out of 10 workdays

Why Would You Go to the Office?

The data signals a clear opportunity: people are willing to come in when the experience delivers real human connection, career visibility, and mental reset.

Career visibility ranks among the top 3 motivators for Gen Y (15%), showing that ambition, not just comfort, drives office use.

The office that wins is the one designed for people, not desks. Social energy and mental separation are what bring teams back.

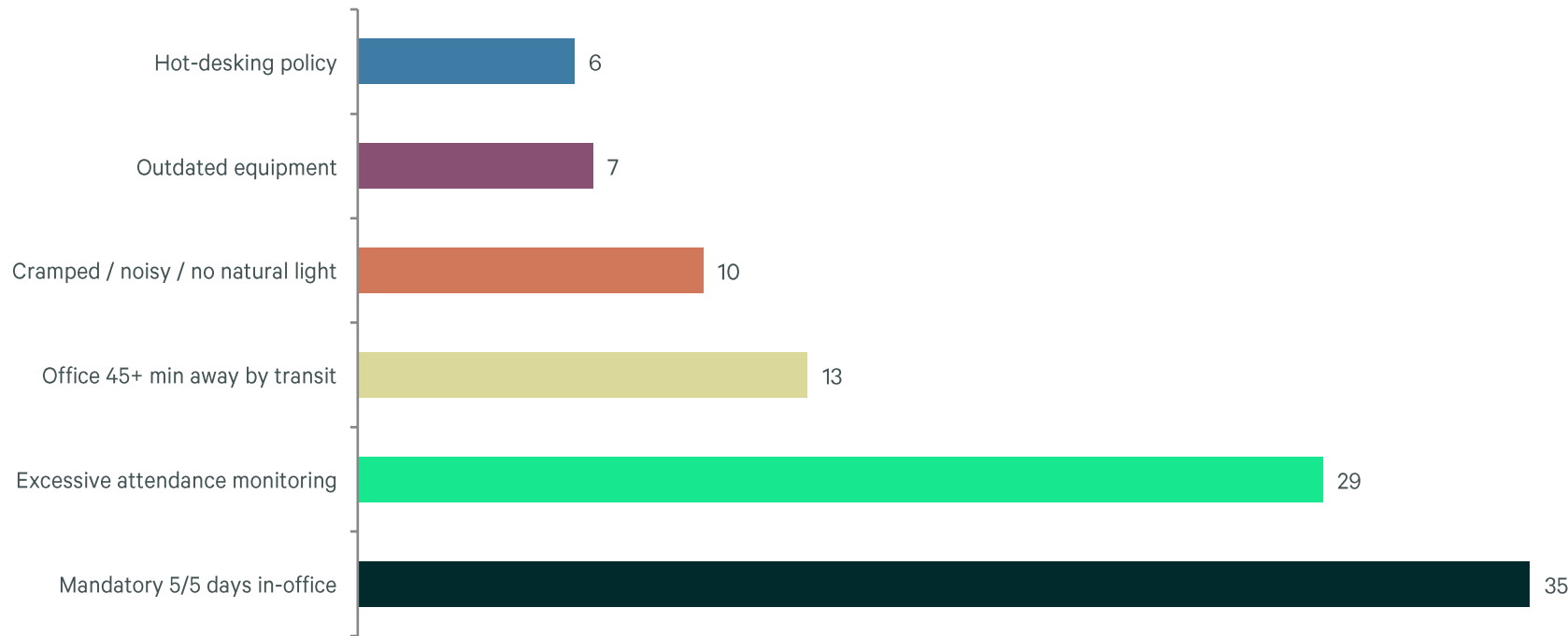


Main reasons to come in at least 3 days/week (n = 1,166 total selections, max 3 choices)

What Would Make You Reject a Job Offer?

The top dealbreakers are **policy failures, not the office itself**. A well-managed hybrid model with autonomy removes the #1 and #2 barriers simultaneously. Only 13% cite commute distance as a dealbreaker, meaning location is not the primary barrier; policy and culture are.

Remove the mandate, keep the magnet: offices that attract rather than enforce see higher voluntary attendance and stronger team cohesion.



63%

would reject a job that forces full-time presence or uses excessive monitoring

Autonomy over schedule is now a non-negotiable for most candidates.

Workplace deal-breakers (n = 1,077 total selections, max 2 choices)

What Matters Most in an Office Space?

The top 4 priorities - quiet focus (26%), location (23%), design/comfort (22%), tech (20%) - are all **design-solvable**. CBRE can deliver every one of them. Employees don't avoid the office, they avoid **bad offices**. Quiet zones, great location, and modern fit-out answer 91% of stated priorities.

Gen Z uniquely values design & comfort at #1 — making aesthetics a direct talent attraction lever for the incoming workforce.

26% Quiet zones & focus spaces

Individual desks or silent areas

23% Location amenities

Parking, metro access, on-site gym

22% Design & comfort

Modern, ergonomic, relaxation areas

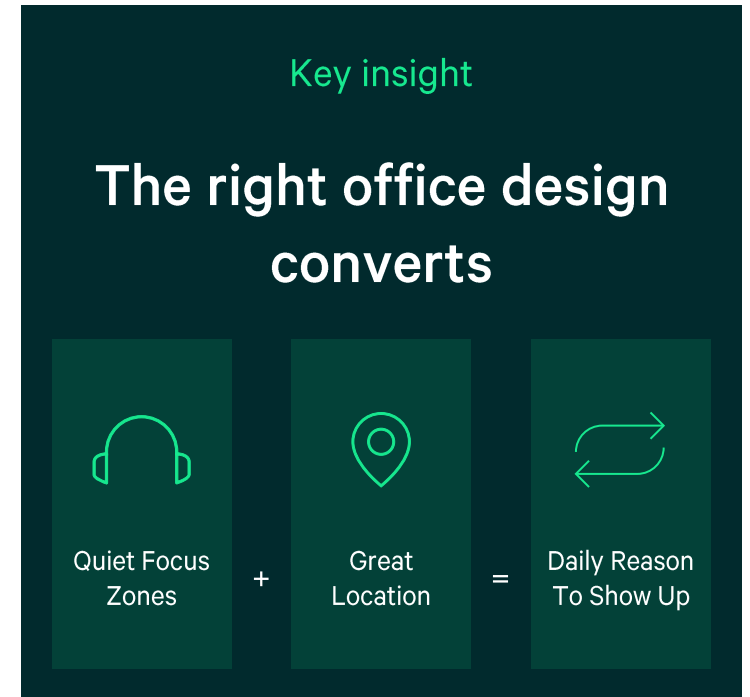
20% Tech equipment

Laptop, ergonomic chair, dual screens

9% Open collaboration

Open-plan for quick team communication

Top office space attributes (n = 1,010 total selections, max 2 choices)



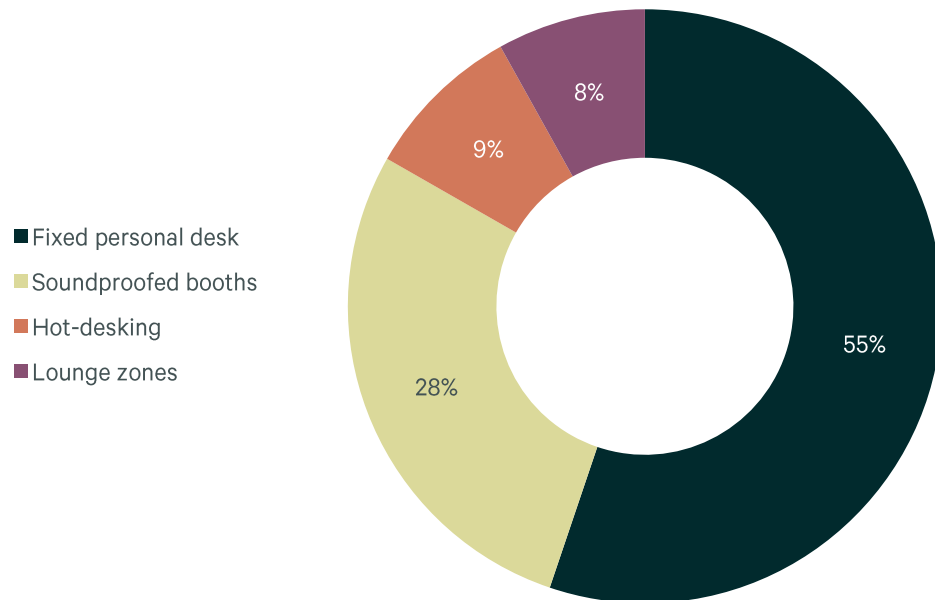
Productivity, Control & Comfort

83%+ of all generations want a fixed personal desk or soundproof booth, a strong case for investing in individual workspace quality over hot-desking.

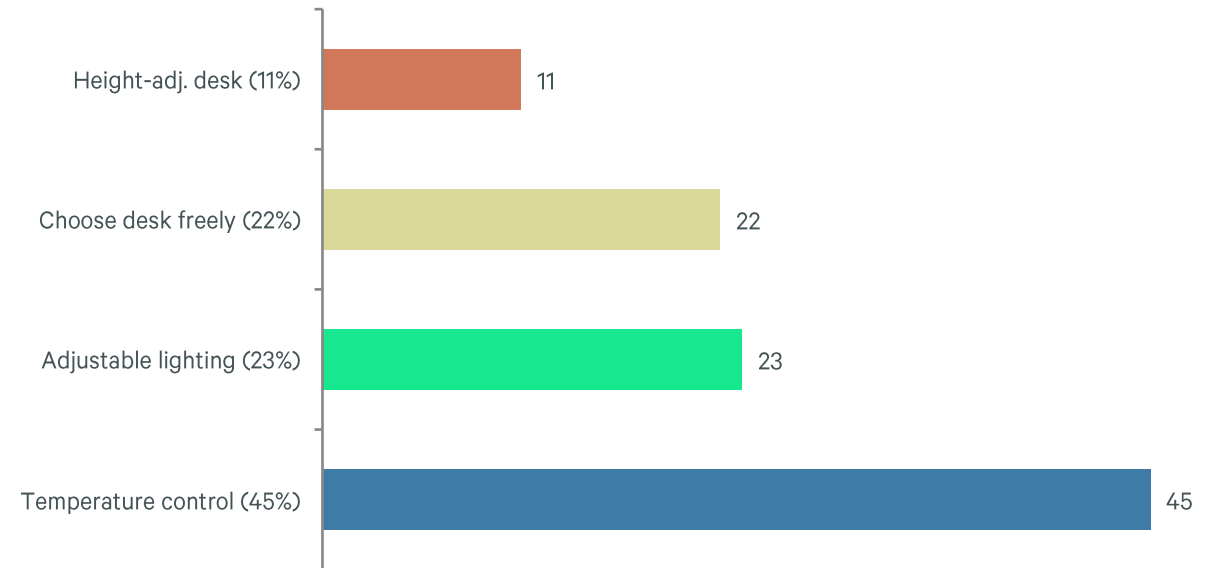
Temperature control is the #1 daily comfort factor across Gen X (57%) and Gen Y (45%). **HVAC is a retention tool, not just an amenity.**

Offices that offer personal desk ownership + climate control + good tech solve 80% of the daily comfort equation, making them genuinely competitive with home working setup.

Most Productive Configuration (n=520)



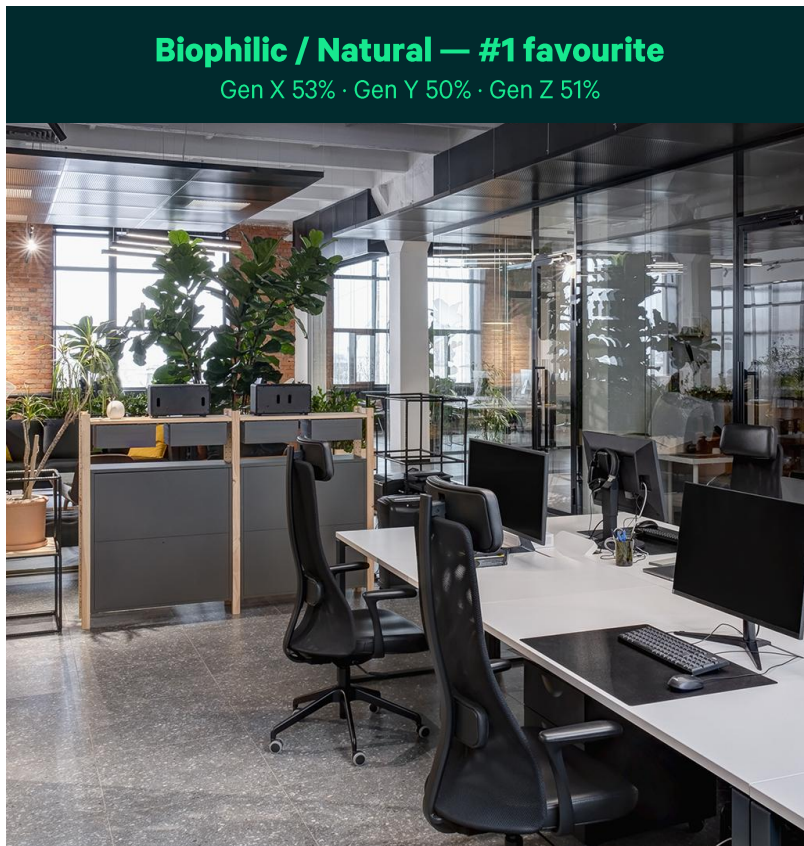
Personal Comfort Control (n=510)



Most productive workspace configuration · Personal comfort control priorities

Office Design Styles: Your Workspace, Your Choice

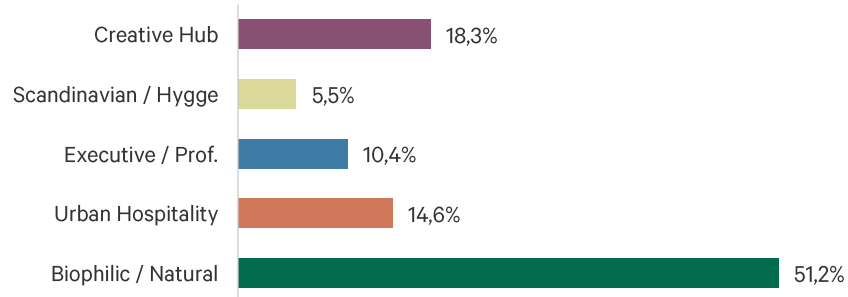
Five environments imagined by Romanian professionals - each designed to bring out different kinds of work energy.



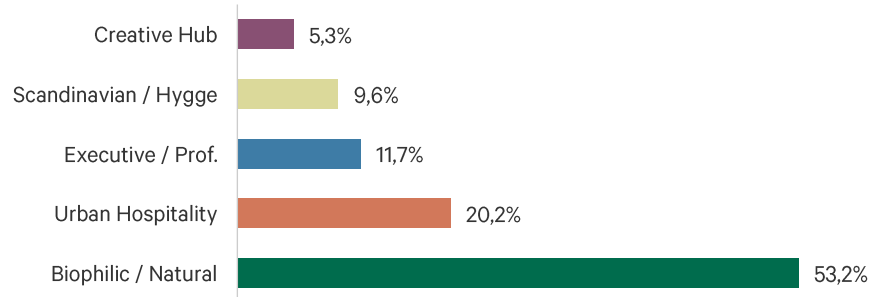
Dream Office Design Style

"If you were the office designer for a day, what style would you choose?" (n = 492 responses)

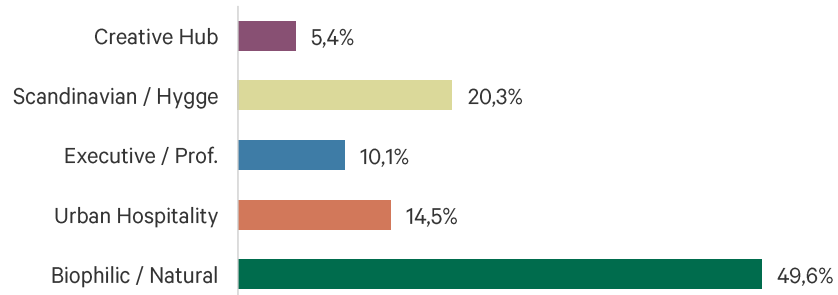
All Respondents



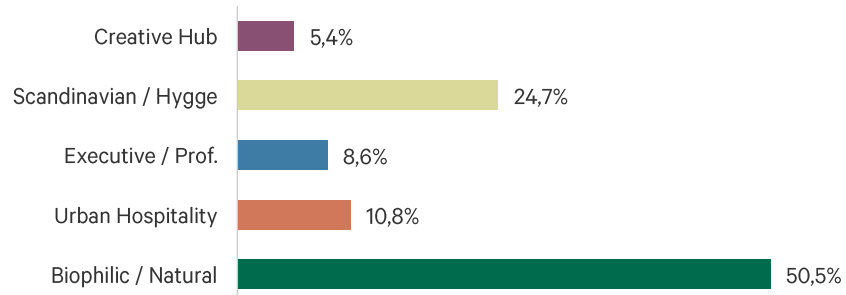
Gen X (n=94)



Gen Y (n=276)



Gen Z (n=93)



Biophilic design wins universally (51%+), a clear signal that nature-inspired offices attract all generations.

Gen Z uniquely embraces Hygge (25%) alongside Biophilic, signalling a preference for welcoming, homey workspaces over corporate aesthetics.

Then vs. Now: 2018 vs. 2026

Key findings from CBRE's "How We Work" (2018, ~500 Bucharest office workers) vs. Noaptea Companiilor Survey (May 2026)

How We Work 2018

01 Personal space rules

Divided-by-department layout led at 50%; personal desks desired by 31%; hot-desking rated "not important" by majority of employees. Ergonomic furniture was the #1 amenity, rated critical by 82% of respondents. Gen Y favoured having a place to eat at the office.

02 The physical environment matters

Top complaints: HVAC problems (40%), lack of natural light (37%), crowded space (36%). Employees could describe exactly what their ideal office looked like and employers were not delivering it.

03 Work-life boundaries already under strain

"Work-life balance" ranked as the top concern across all generations surveyed in 2018. Even before hybrid became mainstream, employees craved clearer separation between work and home.

Noaptea Companiilor 2026

01 Quiet focus beats open plan

Quiet zones rank #1 at 26% — above open collaboration at just 9%. Fixed personal desks preferred by 55%, soundproof booths by 28%. **Hot-desking remains rejected: only 6% would choose it, only 8% find it productive.**

02 Design signals company values

HVAC & temperature control continue to be the #1 daily comfort factor (45-57% across generations). **Nature-inspired, well-managed offices actively attract the talent that rigid policies repel.**

03 Policy is the dealbreaker, not location

Mandatory 5/5 office (35%) and excessive monitoring (29%) are the top hiring deal-breakers, far above long commute (13%). **The office is not the problem. The mandate is.**

Eight years apart, the message is consistent: personal space, physical comfort, and policy trust are the pillars of a thriving office culture. **CBRE Romania designs and manages workplaces built on exactly these principles by turning data into destinations.**

Key Takeaways

01

DESIGN ATTRACTS, POLICY REPELS

63% reject mandatory 5/5 — not the office itself. Fix the policy, invest in the space, and hybrid attendance rises naturally. The right office experience turns flexible workers into daily returners.

02

THE OFFICE: SOCIAL INFRASTRUCTURE

Socialization is the #1 motivator across all 3 generations (21-26%). The office is where culture, careers, and collaboration live. No video call replicates the energy of a well-designed workplace.

03

QUIET ZONES = COMPETITIVE EDGE

Quiet focus areas rank #1 (26% combined). Offices offering acoustic privacy beat home setups and give people a reason to leave the house. Invest also in silence: it is the office's strongest argument against the sofa.

04

BIOPHILIC OFFICES ARE A MAGNET

51%+ across all generations choose biophilic design. Nature-inspired offices reduce stress, improve focus, and signal that the company cares about wellbeing. Beautiful offices attract candidates before the interview even starts.

05

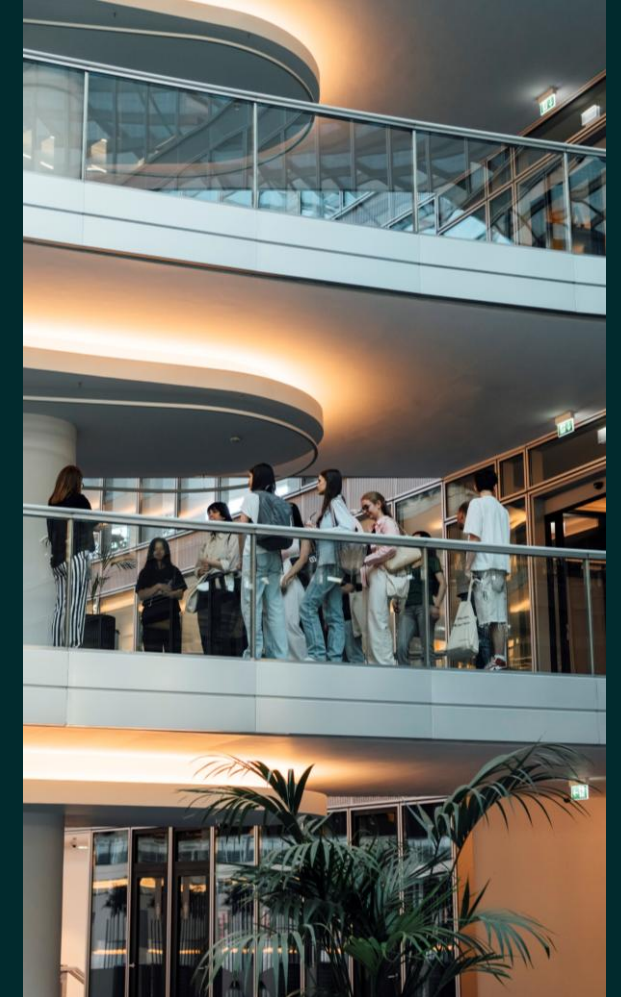
CLIMATE CONTROL CLOSES THE DEAL

57% of Gen X and 45% of Gen Y rank thermal control as their top daily need. Solve HVAC, thus solve a significant part of the "I prefer home" objection. A comfortable office is more productive than any home setup. Make the investment count.

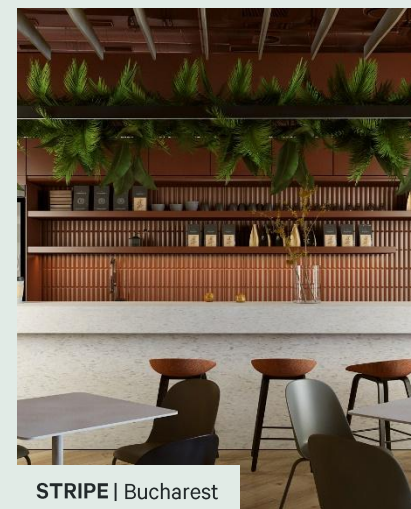
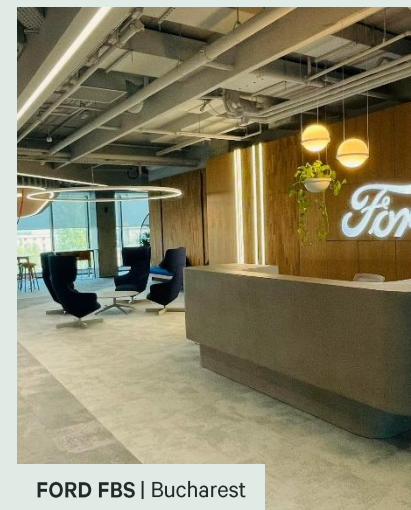
06

THREE GENERATIONS, ONE AMBITION: GREAT OFFICES ATTRACT EVERYONE.

Gen X wants structure & focus. Gen Y wants autonomy & growth. Gen Z wants social energy & aesthetics. A thoughtfully designed, flexibly managed office answers all three.



CBRE ROMANIA – WORKPLACE DESIGN PROJECTS



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