

Redefining Workspaces: Human Ecology, Families and Environmental Footprints



P. Debeljuh and A. Destefano

Why we are here?

From Awareness to **Action**

As we face climate change, pollution, deforestation, and biodiversity loss, awareness alone is insufficient. We require united global action and collaboration.

Embracing **our** Responsibility

Families transmit environmental values across generations, bolstering ecological conservation. Amid rapid shifts, we face new pollution—human ecology—requiring care for vital natural habitats.

Balancing Work, Family, and Ecology

Work-family dynamics shape attitudes toward ecology. Balancing both is vital for human well-being. Remote work impacts behaviour and ecology, driving innovation for sustainable, family-friendly spaces.



Human Ecology

The concept of human ecology emphasizes the changing landscape of environmental concerns, including the pollution related to **caring for natural habitats necessary for human development.**

From birth to old age, the human condition underscores the importance of caring for **human ecology throughout all stages of life.**

Prioritizing the care of human ecology within familial and professional contexts is crucial for fostering **sustainable practices and ensuring the well-being** of individuals across their lifespan.



Transforming workspaces



Innovative Workspace Designs

Companies are embracing adaptable office designs to support remote and hybrid work, featuring collaborative zones, quiet areas, and amenities for employee well-being, **fostering agility and innovation.**



Sustainable Work Culture

Organizations can drive meaningful cultural change by integrating new work methods with family-friendly policies, equal access to benefits, and strengthening a **supportive environment for work-life balance.**



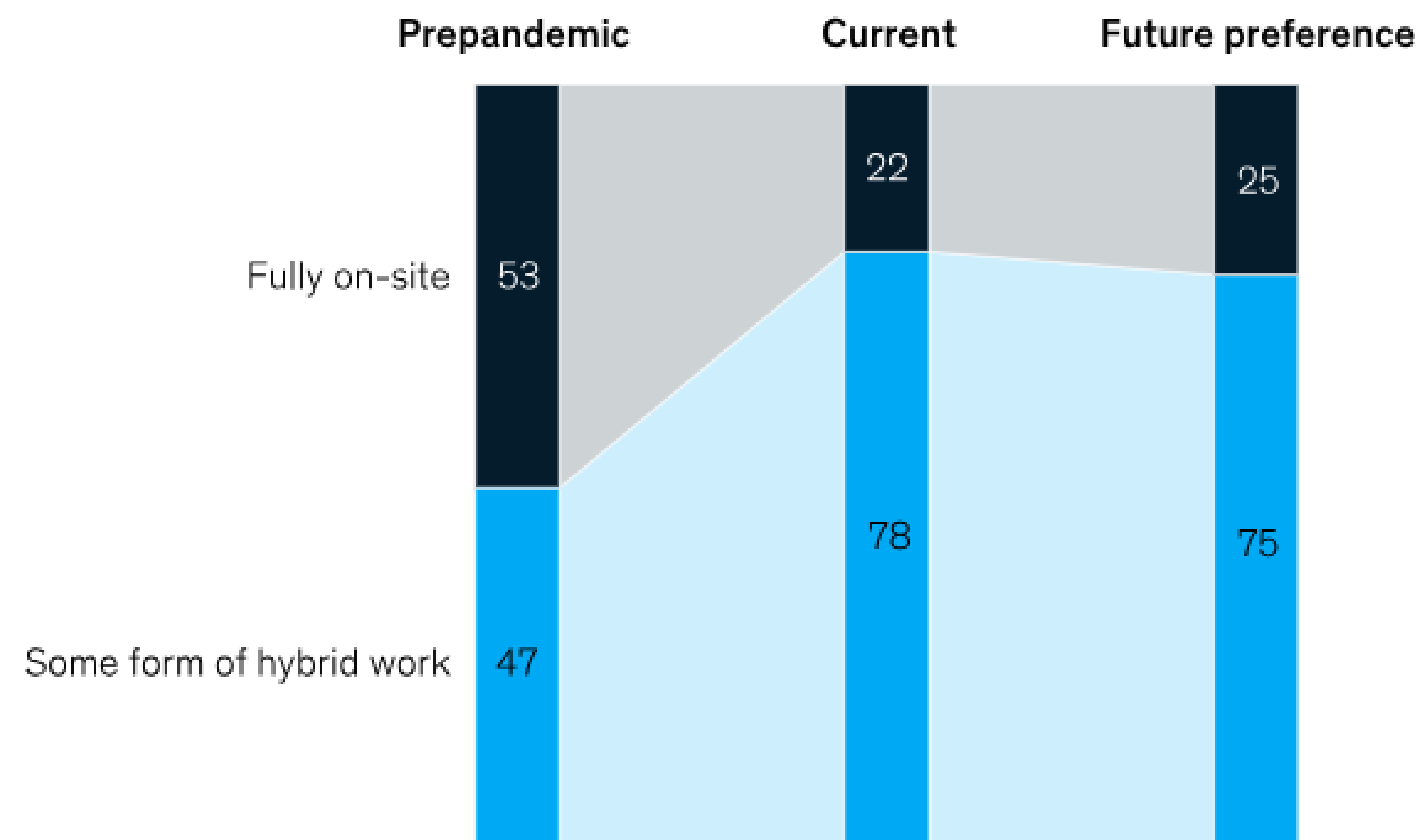
Increase DEI

Remote and hybrid work models are positively impacting talent engagement. Studies show increased job satisfaction, productivity, and **reduced attrition rates, providing for an inclusive organizational culture**

Some Facts

There has been a massive shift during the pandemic toward hybrid work, and employees prefer it.

Share of respondents by work model, %



Note: n = 885.
Source: McKinsey research

85% of workers now expect hybrid working

77% of employees say a place to work closer to home is a must-have

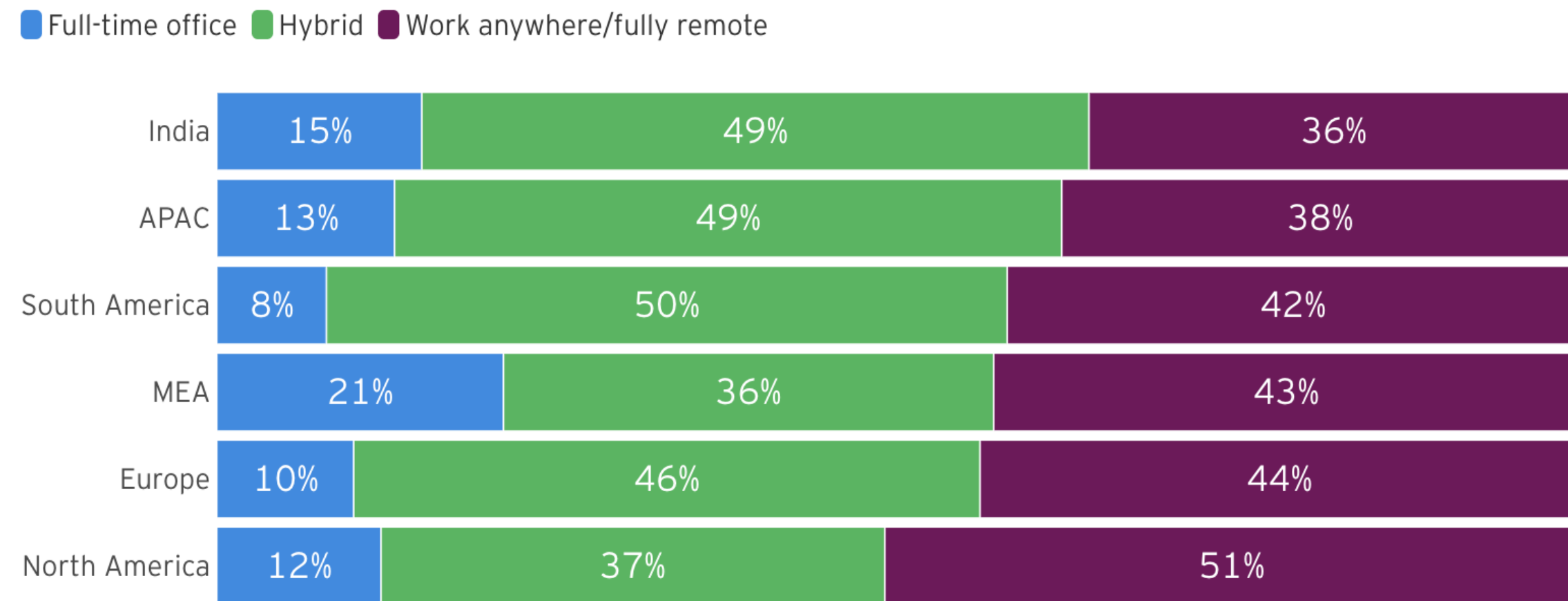
50% of the workforce would quit their job today if forced back to a traditional office space 5 days a week

55% of employees prefer to work remote at least three days a week

43% of the organizations survey globally plan to accelerate investment in flexible space in the next three years

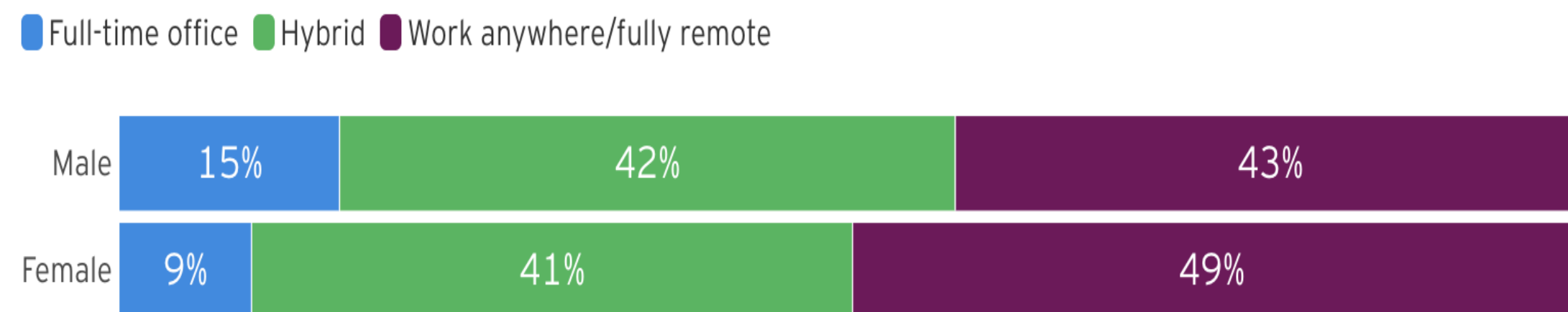
Transforming workspaces

Some Facts



Source: EY 2023 Work Reimagined Survey

Note: Numbers may not sum to 100 due to rounding. MEA refers to Middle East and Africa. Excludes essential workers



Source: EY 2023 Work Reimagined Survey

Note: Numbers may not sum to 100 due to rounding. MEA refers to Middle East and Africa. Excludes essential workers

30% have tracked the impact of their return-to-office policies on key DEI outcomes

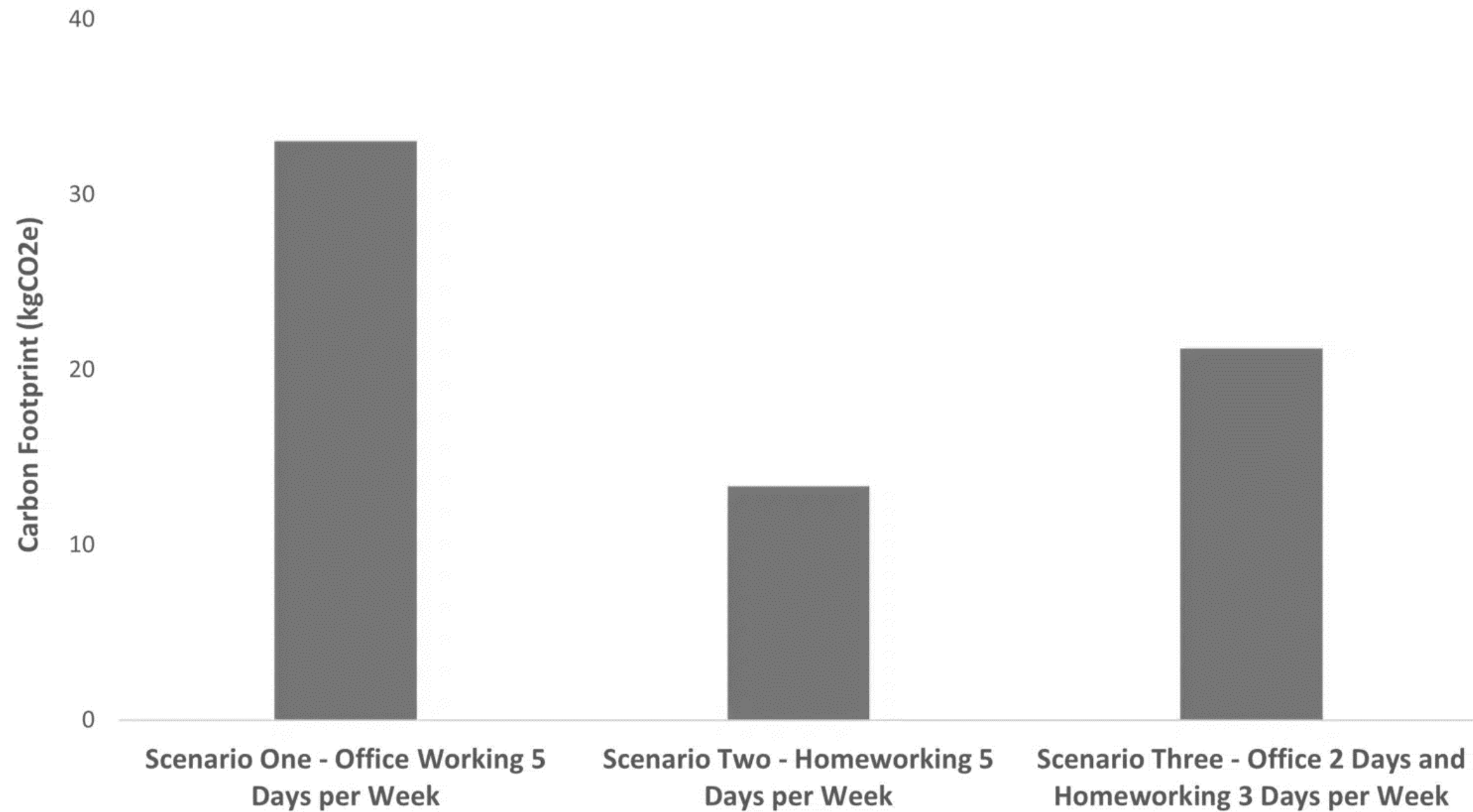
52% the financial services and health and life sciences industries are all more likely to prefer fully remote work compared to employees in the energy industry (37%)

55% of Gen Z is saying environmental and social responsibility is particularly important for them and employers should take it seriously, and almost half of them (48%) refuse to join a business that doesn't have clear environmental and social goals

Sources :IWG Media Centre. "Spaces Aligns Perfectly with Us: How The Female Factor Found Its Hybrid Work Homes with IWG." PricewaterhouseCoopers LLP. "PwC's Remote Work Survey." PwC US, n.d., JLL. "The Future of Work Lies in Flexible and Sustainable Offices." JLL, n.d., Ernst & Young. "Work Reimagined Survey." Kyllili, Angeliki, et al. "The role of Remote Working in smart cities: lessons learnt from COVID-19 pandemic." McKinsey & Company. "Hybrid Work: Making It Fit with Your Diversity, Equity, and Inclusion Strategy."

Some Facts

Carbon Footprint of Working Week Scenarios



98% of an employee's carbon footprint is generated by the daily commute

17% of global greenhouse gas emission are generated by transportation

2.5 days a week is the average of employees are commuting

69% FTSE 250 leaders agreed that empowering employees to reduce their commuting distances will help their company meet sustainability targets

50% of aviation CO2 is generated by those travelling for work

247 trillion sheets of paper are saved every year by working outside the office

67% decrease in waste production for businesses due to employees working from home

Sources: WG Media Centre. "Spaces Aligns Perfectly with Us: How The Female Factor Found Its Hybrid Work Homes with IWG." PricewaterhouseCoopers LLP. "PwC's Remote Work Survey." PwC US, n.d., JLL. "The Future of Work Lies in Flexible and Sustainable Offices." JLL, n.d., Ernst & Young. "Work Reimagined Survey." Airtasker. "The Benefits of Working from Home." Airtasker, n.d., McKinsey & Company. "Hybrid Work: Making It Fit with Your Diversity, Equity, and Inclusion Strategy."

Balancing Family Responsibilities

The decoupling of work organization from traditional fixed times and places can lead to multiple effects on the **quality of life and the environment**, including impacts on urban mobility and development (Roberto et al.).

+70%

of parents find it **easier** to manage family responsibilities due to working from home, allowing for a **more equitable distribution** of caregiving tasks

72 min.

is gained by eliminating the commute to the office an average of a day, which parents can use to pick up their kids at school or camp, help them with homework, or hang out with them

53%

of caregivers see flexible work arrangements are a caregiving benefit as it can help them save money or spend more time participating in family events

48%

believe that hybrid working increases their children's understanding of what they do (rising to 62% for those aged 35-44). Also, allows children to understand technology in a work-related environment



Empowering inclusion



Equalizing the Workplace

Remote and flexible work arrangements break gender barriers, empowering women and minorities. Women acknowledge the transformative impact of hybrid working in eroding biases based on gender, race, or other factors. Now, organizations have the opportunity to create equal access to this opportunity, expanding the chance to minority groups.

Economic Empowerment

Flexible work options, such as flextime or telework, enable mothers to maintain their work hours post-childbirth. Remote work not only sustains employment for caregivers but also offers the flexibility to relocate to more affordable areas, enhancing overall economic well-being.

Well-being

By enabling parents to balance professional responsibilities with caregiving duties more effectively, these arrangements foster stronger family bonds and facilitate greater involvement in children's lives. Moreover, these practices have shown to reduce stress levels among parents, thereby enhancing family dynamics and promoting a healthier relationship.

Some Facts

Hybrid Promotes Equity

The vast majority (**88%**) believe that the flexibility of hybrid working equalizes the workplace, and 66% share that hybrid working allows them to experience fewer biases

(IWG Women Hybrid Workers Sentiment Survey 2023)

Employees with **disabilities** were 11% more likely to prefer a hybrid work model than employees without disabilities

(McKinsey, 2023)

Break Point for Women

Mothers with young children are especially likely to rank flexible scheduling as a top employee benefit. And without flexibility, **38% of them say that they would have had to leave their company** otherwise or reduce their work hours. Men and women see flexibility as a “top 3” employee benefit and critical to their company’s success

(Women in the Workplace, 2023)

Psychological Safety

When women work remotely, they face fewer microaggressions and have higher levels of psychological safety. Women and men cite stress-reducing upsides with remote work

(Women in the Workplace, 2023)

Remote work can help reduce work-life conflicts and improve work-life balance by reducing stress and increasing autonomy

(Roberto et al.).



Embracing Change

Reshaping Family Futures

Flexible work arrangements have emerged as a transformative force, enabling parents to balance professional responsibilities with caregiving duties effectively, fostering stronger family bonds, and promoting greater involvement in children's lives.

Building Inclusive Workplaces

Organizations must prioritize inclusivity by embracing flexible work policies that accommodate diverse needs and preferences, empowering employees to thrive in a hybrid work environment. Also, it will contribute to sustainability efforts by reducing commuting emissions and office energy consumption, aligning with the goal of creating a more environmentally responsible workplace for the future.

Empowering People

By listening to employee expectations and aligning them with organizational needs, leaders can cultivate a workplace culture that supports productivity, well-being, and collaboration, laying the foundation for a future where work and life are harmoniously integrated.