

Well-being and the workplace

The pandemic accelerated existing trends in remote work, e-commerce, and automation, with up to 25 percent more workers than previously estimated potentially needing to switch occupations.

As companies navigate the changing landscape of hybrid and remote work, the importance of employee wellbeing has become increasingly apparent. From remote-first startups to large multinational corporations, companies are finding that supporting their employees' wellbeing is crucial for maintaining productivity, reducing turnover, and fostering engagement - wherever their employees are located.

For those who work in an office setting, it is important to provide access to wellbeing resources both during and after the workday. This can include physical activity opportunities, such as gym classes as well as opportunities for connecting with loved ones and finding meaning in work. Providing resources that are easily accessible during the workday and after hours can help employees achieve a better work-life balance.

For those who work fully remote, the absence of a physical workplace can lead to feelings of isolation and decreased work-life balance. It is important to provide wellness programs for maintaining physical and mental health, building strong relationships with colleagues, and finding meaning in work.

For those who split their time between the office and home, the line between work and life has become blurred. This can lead to feelings of burnout and decreased wellbeing.

Remote learning

Digital connectivity plays an increasingly vital role in our everyday lives and has fundamentally changed the way people exchange and acquire information.

The COVID-19 pandemic further highlights that well-established digital networks and supportive remote learning policies provide flexibility and resilience to the education system. However, the pandemic also brought attention to the digital divide - the gap between those who have computers and online access and those who do not - and its resulting impact on equity.

Surveys show that children and young people from rural areas and poorer families are less likely to have internet access at home.

Remote Work: The Good & the Bad

From what's missing to what's working—startup leaders and their teams reveal the best and worst parts of remote working, especially the work-from-home (WFH) life during lockdown.



The worst part of remote work?

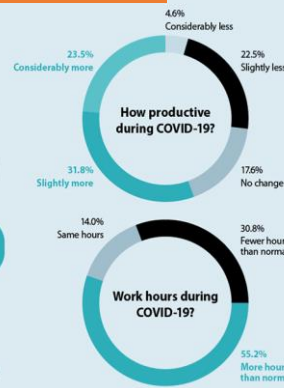


The best part of remote work?

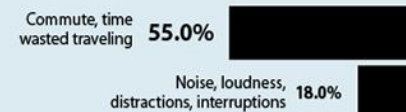


How Productive is Remote Work?

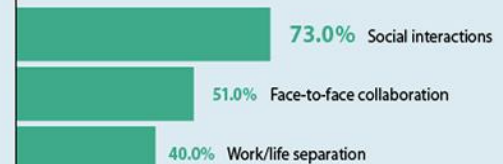
While many find working from home more productive, it's also harder to balance that time.



What don't you miss about the office?



What do you miss about the office?





Lessons from COVID-19

Tedros Adhanom Ghebreyesus (World Health Organization's director general) announced on May 5th 2023: "It is with great hope that I declare that Covid-19 is over as a global health emergency". However, he asserted that millions of people continue to be infected or reinfected with SARS-CoV-2 and thousands of people still die every week.

The COVID-19 pandemic has brought seismic changes to the lives of many families across the WHO European Region. Lockdowns, restrictions, and emergency policies have changed our diets, physical activity patterns and many other daily habits that are tightly connected to our well-being.

1. Infectious diseases are a whole-of-society issue.
2. Trust is one of the most delicate but critical requirements for an effective pandemic response.
3. Government policy matters but individual behavior matters too.
4. Schools are the true fulcrum for the functioning of society.
5. Work will never be the same.
6. Economic stimulus works, but only in concert with strong public-health measures.

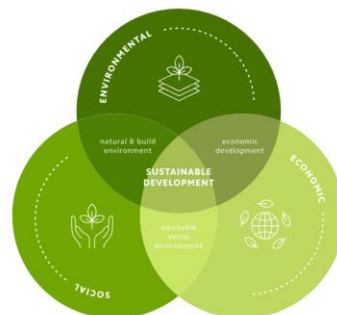
Car-pooling and sustainable mobility

Carpooling is the sharing of car journeys so that more than one person travels in a car, and prevents the need for others to have to drive to a location themselves.

By having more people using one vehicle, carpooling reduces each person's travel costs such as: fuel costs, tolls, and the stress of driving. Carpooling is also a more environmentally friendly and sustainable way to travel as sharing journeys reduces air pollution, carbon emissions, traffic congestion on the roads, and the need for parking spaces.

In 2009, carpooling represented 43.5% of all trips in the United States and 10% of commute trips. Carpooling is significantly less likely among people who spend more time at work, elderly people, and homeowners.

Sustainable transport refers to ways of transportation that are sustainable in terms of their social and environmental impacts.



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- ✔ **Environmental Pillar**
Initiatives that reduce the carbon footprint of the business throughout the value chain.
 - ✔ **Social Pillar**
Initiatives promoting the wellbeing, health and safety of communities, customers and employees.
 - ✔ **Economic Pillar**
Initiatives that ensure businesses can thrive while making these long-term positive impacts.



Commuting today

Commuting is a periodically recurring travel between one's place of residence and place of work or study, where the traveler, referred to as a commuter, leaves the boundary of their home community.

Most people in least-developed countries continue to walk to work. Cycling is common in low-income countries but is also increasingly practised by people in wealthier countries for environmental and health reasons.

The next technology adopted as countries develop is more dependent on location: in more populous, older cities, especially in Eurasia, mass transit (rail, bus, etc.) predominates, while in smaller, younger cities, and large parts of North America and Australasia, commuting by personal automobile is more common.

Driving to work causes stress, congestion, and pollution. Yet, for over 100 years, it's been the favoured way of travelling for commuters worldwide. Daily commutes are responsible for 25% of Europe's carbon emissions — with private and company cars being a leading cause.

