Remote and Hybrid Work Policies as Sustainability Drivers: Re-imagining the Future of IT Through Lessons from Other Industries

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Abstract

The transition to remote and hybrid work models in response to the COVID-19 pandemic has offered organizations renewed perspectives and innovative pathways toward achieving sustainability. Many companies have recognized that redesigning workplace strategies can be instrumental in aligning business objectives with broader environmental goals. While industries such as automotive, manufacturing, and logistics have long advanced in integrating environmental measures within their operational structures, the IT industry has lagged in comprehending the sustainability dimensions of workplace architecture. This study conducts a structured review employing bibliometric, content, and secondary data analyses to examine how flexible work models can serve as levers to mitigate environmental impacts. Drawing insights from established practices across other industries, the paper introduces the Workplace Sustainability Model (WSM)—a conceptual framework linking employee configuration, human resource strategies, and environmental performance outcomes. The findings suggest that hybrid work arrangements can simultaneously reduce emissions, enhance ESG ratings, and improve both employee well-being and operational sustainability. The paper concludes by emphasizing that corporate and policy leadership must realign workplace configurations as integral components of climate strategies consistent with the United Nations Sustainable Development Goal (SDG) 13: Climate Action.

Keywords:

Hybrid Work, Sustainability, ESG, Workplace Policy, Climate Action.