A COVID-19 pandemic world and beyond: The public health impact of home and agile working in Wales







Women, particularly with caring responsibilities





Older people



Young people and young adults



Rural communities



Lone parent families



Increasing inequalities where people cannot participate in home or agile working, including due to the nature of work or accessing the necessary digital services.



Digital connectivity (lack of) can impact on both productivity and mental well-being



Positive impacts

Promoting diversity and inclusion in the workforce

Home environment can be inappropriate

time and costs

Negative impacts

or unsuitable for work

Increasing social isolation and loneliness



Increasing risks to physical and mental health and well-being



Enhancing mental health and well-being

> Reducing commuting





Reinvigorating rural and local communities and economies



Potential for increasing personal costs, e.g. home utilities bills

Facilitating physical activity and promoting





Potential for increasing negative health behaviours

Opportunities



Supporting local economies and investment



Reviewing the terminology around home and agile working to agree a consistent and uniform approach



Developing local 'hubs' for agile working



Reviewing economic development and spatial planning policies

Actions



Supporting a person's individual circumstances and preferences



Promoting health and well-being and environmental co-benefits



Supporting employees with positive health behaviours



Reviewing legislation, organisational policies, plans, training, guidance and culture



Engaging with employees to better understand the impacts, and learn from experiences during Covid-19

