

Spotlight

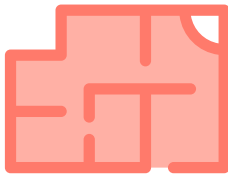
Work Space and Time

Crosspoint Research



Work as we once knew it is evolving everywhere around the world. The introduction of technology in our everyday life is easing everything from the way we communicate, travel and work. For the modern employee, this means less time spent on routine tasks, a more efficient way of working and a freedom to control various aspects of their job.

As we become progressively more connected to everything and everyone, some characteristics of the traditional job become obsolete while others emerge. Two essential components of the traditional job are unavoidably moving towards flexibility:



The Space

As big cities are becoming more and more crowded, the perfect place for all employees becomes more difficult to find



The Time

Generations Y (people born between 1980 and 1995) and Z (people born after 1995) value their personal life more than the older generations and are therefore reluctant to the 9 to 5 idea

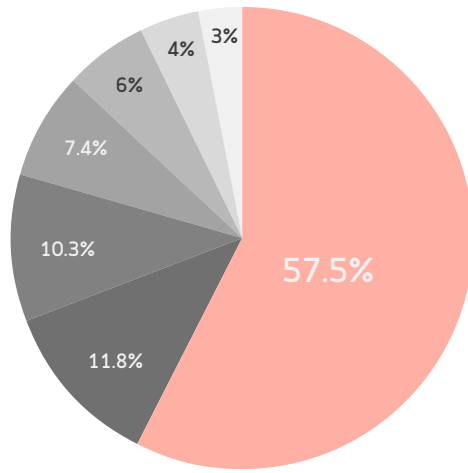
With an office stock of over 4 million sqm in Bucharest and regional cities, out of which over 60% of A class buildings, the market is growing at a fast rate. The facilities and amenities offered by the modern office buildings, as well as changes in policies inside the organizations occupying them keep challenging future developments. All this influences the expectations we have from our workplace and changes our perspective on the future of work.

In order to see how much Romania is following the global trends, we have asked people working in the country's main urban business hubs about what matters most to them in terms of the space they work in and what they believe could be improved in their everyday professional life.

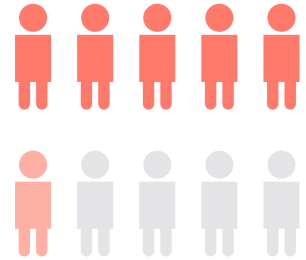
The Space



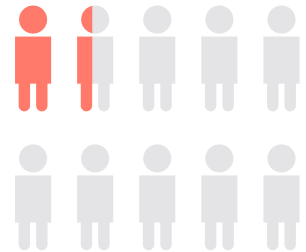
How would you best describe your workplace?



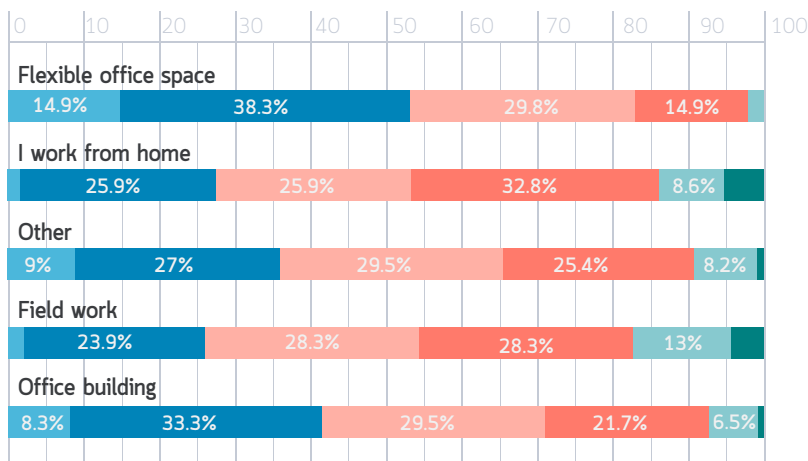
- Office building
- Field work
- Other
- I work from home
- Flexible office space
- Industrial space
- Retail space



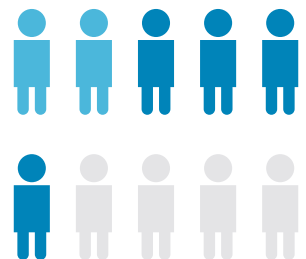
More than 50% of employees work in office buildings



13.4% work flexibly, either from home or in flexible office spaces

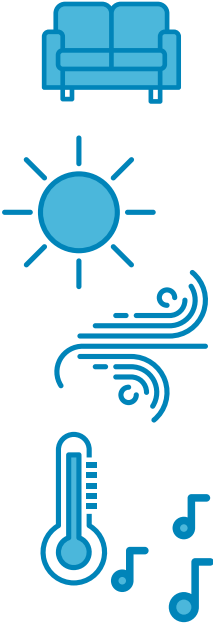
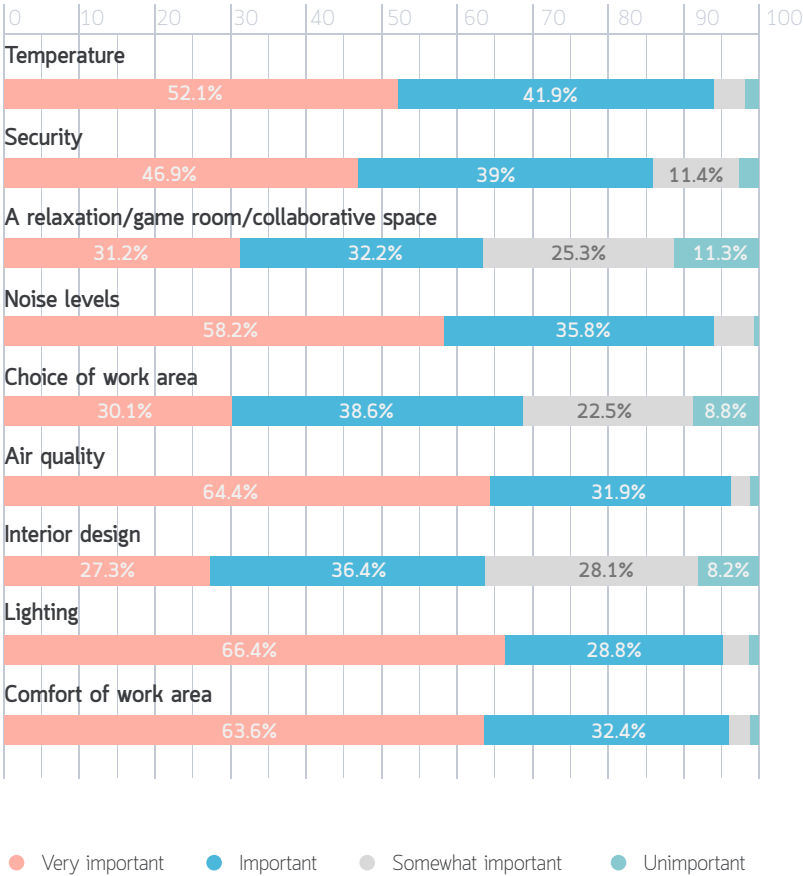


- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+



Flexible office spaces are mostly occupied by younger generations (18 to 34 years old)

How important do you consider each of the following factors to be in creating an ideal office workplace?

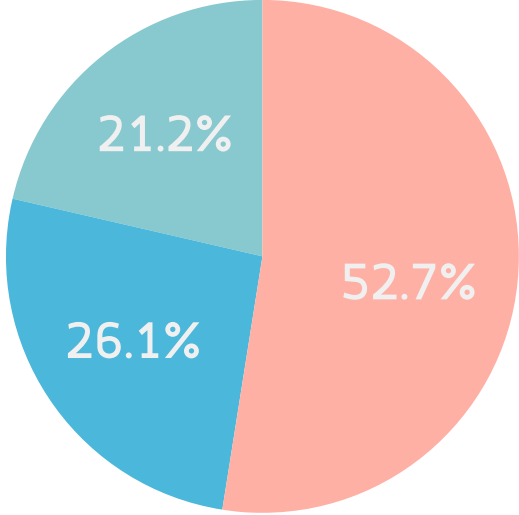


The essential elements for insuring happiness and efficiency in the workplace seem to be the same for employees everywhere.

According to the 2019 What Workers Want study by Savills, these basic features are most important for all European employees.

The most important features of the workplace for Romanian employees are the comfort of the working space, air and light quality, temperature and noise levels while the least important seems to be the interior design

Which one of the following best describes your current workplace?



- Open plan
- Open plan and private offices
- Private offices for the majority of employees

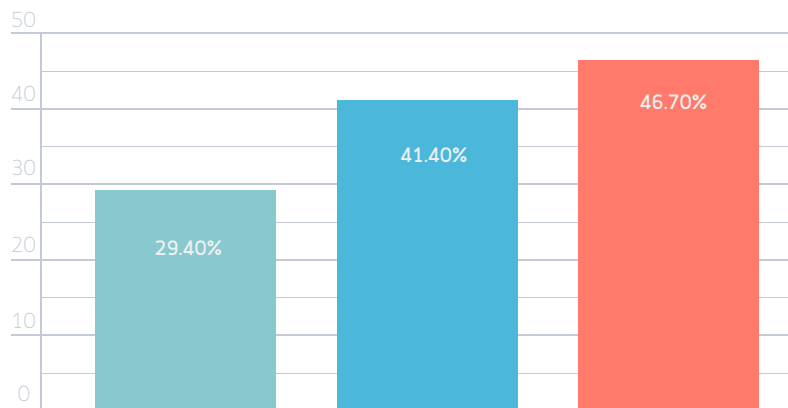
Traditional spaces tend to keep teams compartmentalized so communication between departments is hindered. Collaborative spaces and technologies facilitate communication, minimize the loss of information and improve relationships between coworkers.

On the other hand, employees need a private space for situations when work requires a high degree of concentration or when working on confidential projects. Therefore the ideal space is a mix between collaborative workspaces and private offices.



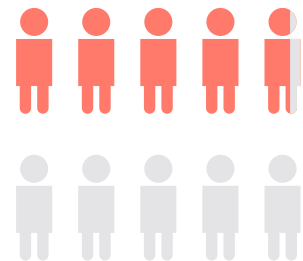
Open plan offices are still the most popular type of office space in Romania

Do you believe that your company currently provides you with the following:



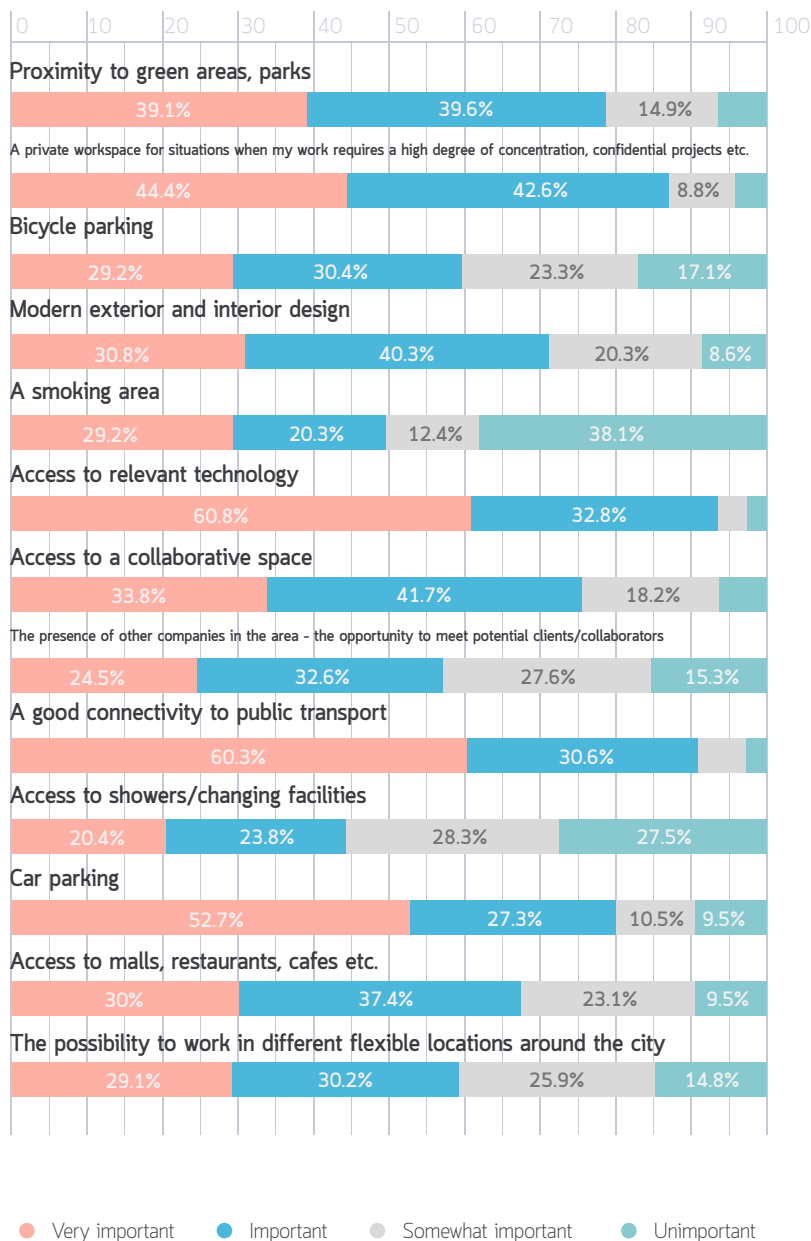
- A workplace culture that encourages you to work flexibly
- The relevant technology to let you work more flexibly
- None of the above

In order to facilitate flexible work, companies need to provide their employees with better technology and to adapt their policies. Developers and owners of office buildings need to come up with innovative spaces or improve the existing ones, get more involved in the tenants' wellbeing and create communities within their buildings.



Almost half of employees consider they do not have access to the technology needed to work more flexibly nor are they encouraged to do so by their organizations

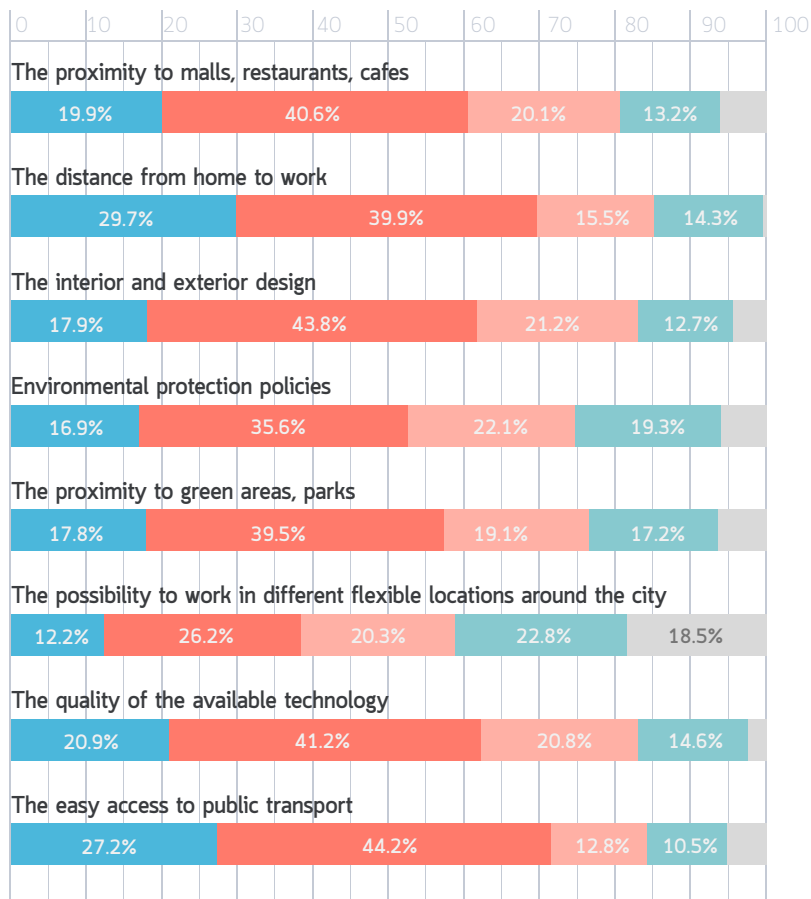
Which of the following amenities should be available in your ideal workplace?



Access to the latest technology, good public transport connectivity and the existence of a private working space are the most important aspects of the ideal workplace

Location will continue to be one of the most important things Romanian employees take into consideration, as most of them use public transport to arrive at/leave work. As population in urban areas is growing rapidly, areas with good connectivity located in the city centre become overcrowded, leading to an imminent need for infrastructure development in peripheral areas.

Thinking about your current workplace, how satisfied are you with each of the following factors?

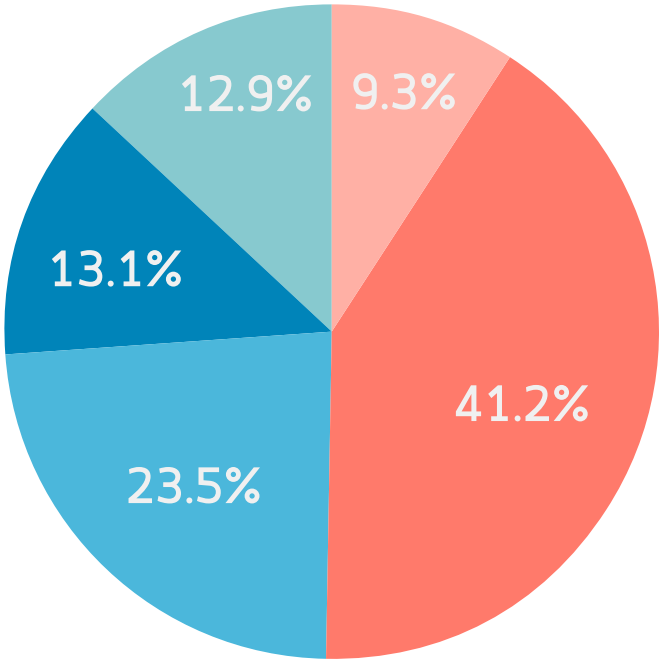


- Very satisfied
- Satisfied
- Somewhat satisfied
- Unsatisfied
- Not interested



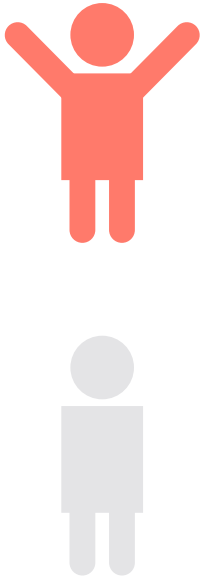
Employees are the most satisfied with the easy access their workplace has to public transport and the distance between home and work and the least satisfied with not having the possibility to work flexibly

How happy are you with your current workspace?



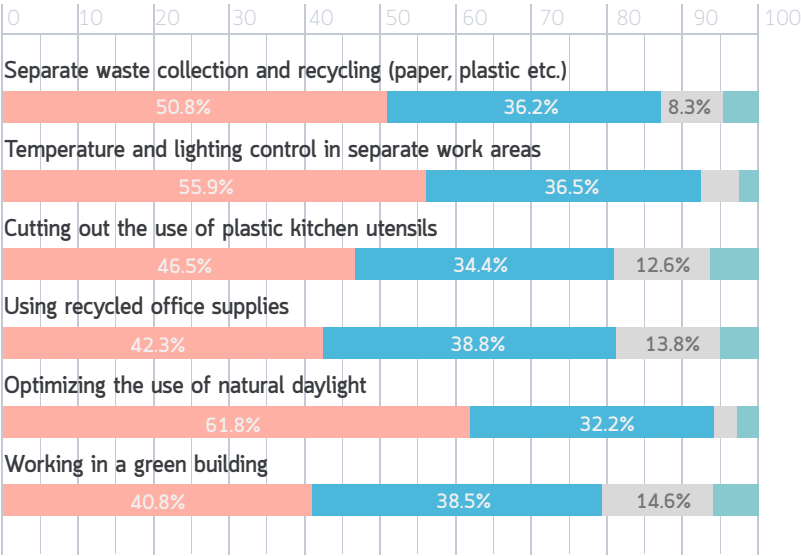
- Very happy
- Happy
- Neither happy nor unhappy
- Unhappy
- Very unhappy

The fact that over half of Romanians are happy with their workspace is a positive aspect and a reflection of the fact that in the past two years companies have been moving into the newest, most modern office buildings, with easy access to public transport.

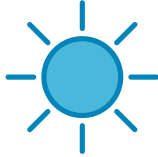


Half of employees are happy or very happy with the space they are currently working in

How important would you consider the implementation of the following environmental protection measures inside your organization to be?



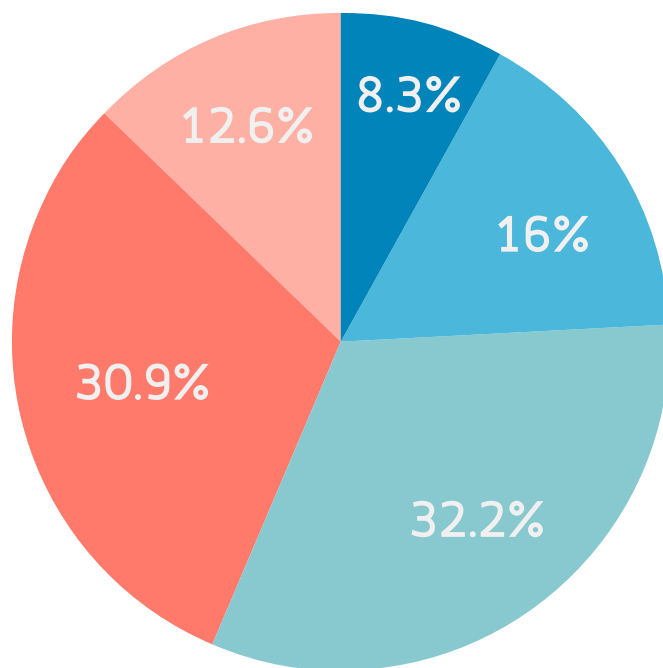
● Very important ● Important ● Somewhat important ● Unimportant



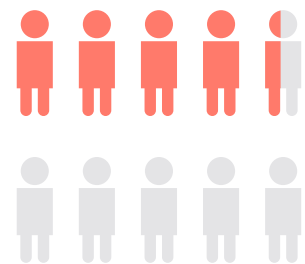
Romanian workers are very open to the idea of sustainability inside their workplace. However, both organizations and office building owners are responsible to implement the policies and provide the facilities needed for environmental protection. The large majority of office projects delivered in the past years, both in Bucharest and regional cities, have green building certifications. The market is set to keep expanding and green buildings will most likely become a norm in the following years.

Optimizing the use of natural daylight and the ability to control temperature and lighting in different work areas are the most important environmental aspects for Romanian employees

How much influence would you like to have on your office working environment, in terms of the set-up and design

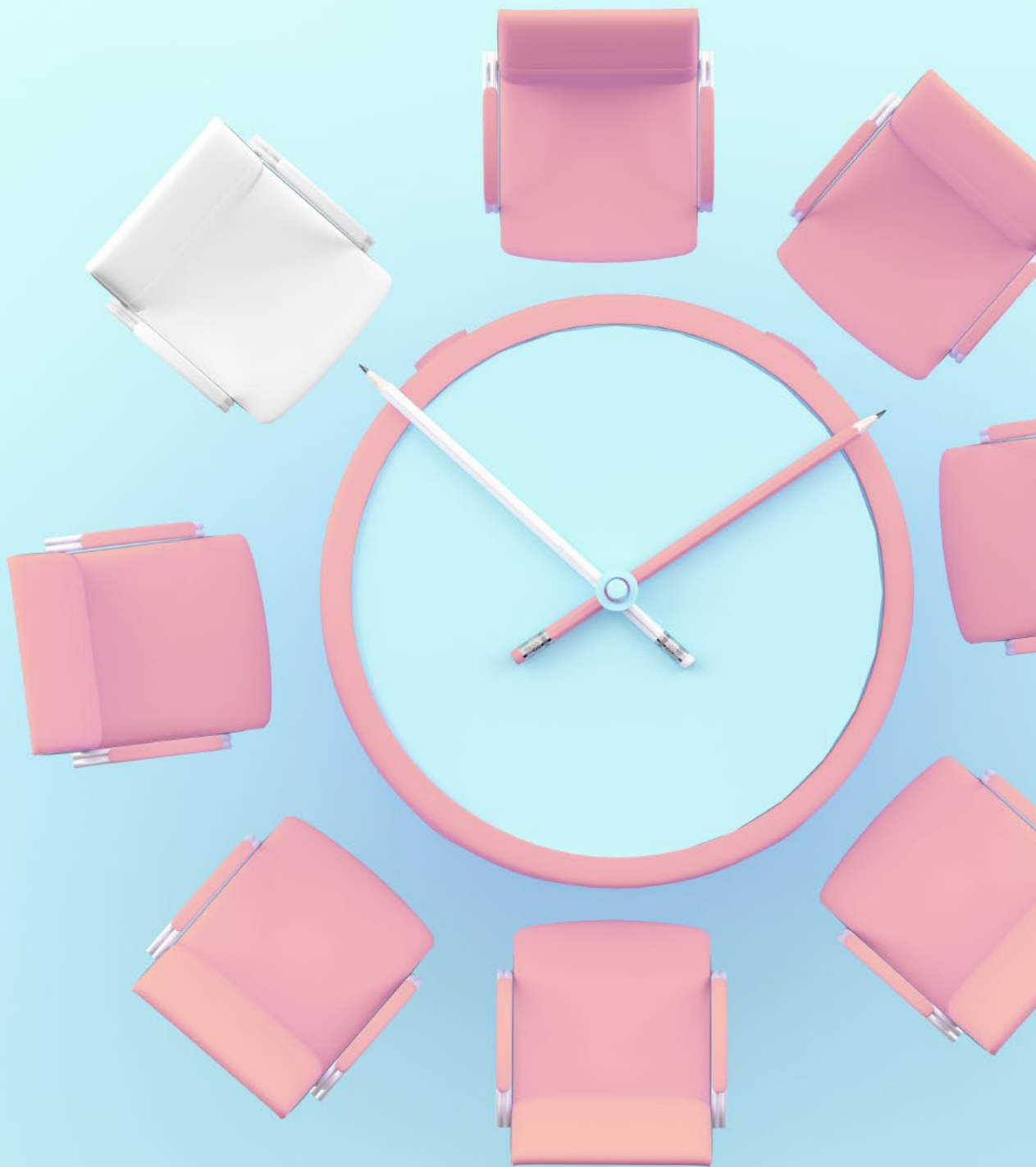


- Major influence
- Moderate influence
- No influence
- Minor influence
- Very limited influence

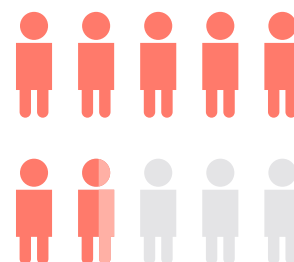
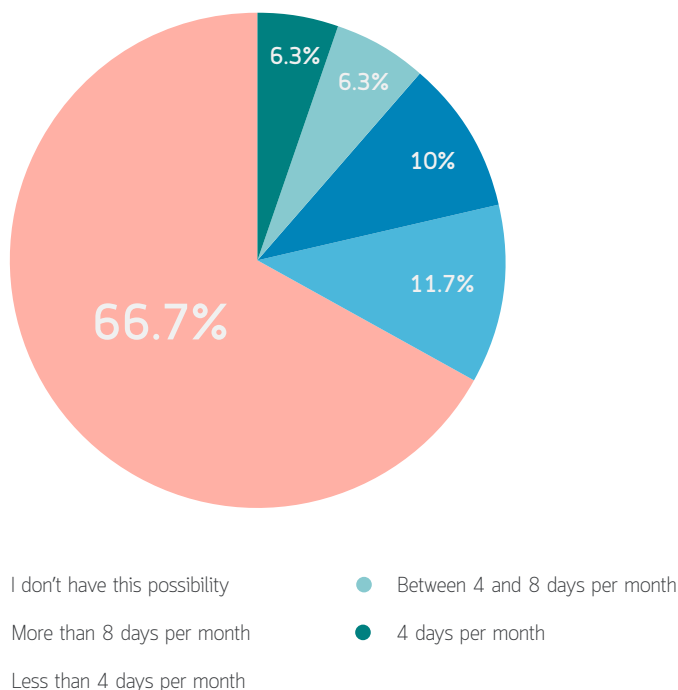


Only 44% of Romanians would like to have more control over the space they work in

The Time

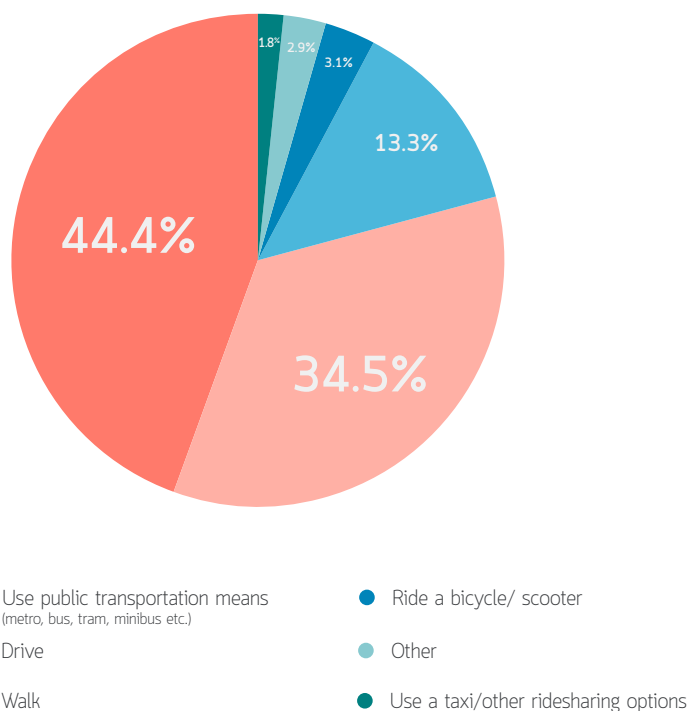


How many days per months are you allowed to work from home at your current workplace?



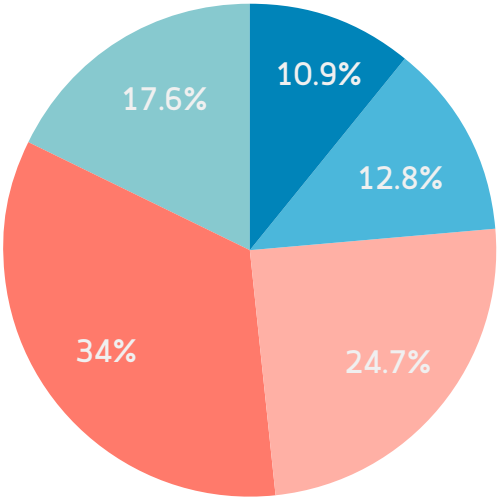
Over 65% of Romanian office employees don't have the possibility of working from home

Which of the following do you currently do to get to work/leave work on an average day?

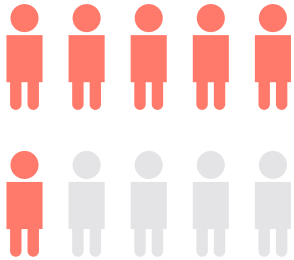


Almost half of Romanian employees use public transport while 35% of them use a car in their daily commute to/from work

On an average day, approximately how long does your commute to/from work (i.e. one way) take?

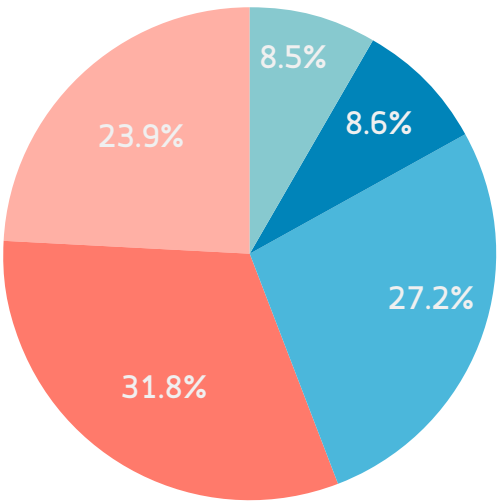


- Between 15 and 30 minutes
- Between 30 and 45 minutes
- Less than 15 minutes
- Between 45 minutes and 1 hour
- Over 1 hour

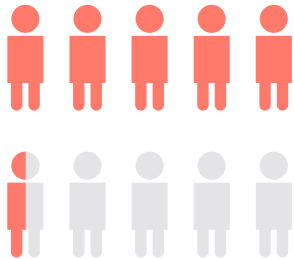


The average time spent commuting to/from work is between 15 and 45 minutes for over half of employees

How much do you think that the possibility of working flexibly in different locations inside your city would improve your work-life balance?



- Major improvement
- Moderate improvement
- Minor improvement
- Very limited improvement
- No improvement



Over 50% of employees believe flexible work would improve their work-life balance

This report is based on a survey conducted in October 2019 by Questia Group for Crosspoint Real Estate, on a sample of 781 employees from Bucharest and regional cities.



Founded in 2005, Crosspoint Real Estate offers transactional advice and real estate consultancy, as well as financial solutions needed by international investors for all types of office, retail, industrial, land, hospitality, residential and mixed-use properties. Crosspoint Real Estate is the international associate of Savills in Romania, one of the world's largest real estate advisory companies, established in 1855, with over GBP 1.76 billion in revenues for 2018.



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