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INSIGHT. How does the design of a chair create an unequal experience for men and women? Is the impact of air conditioning the same for men and women? This whitepaper explores how we can make the office an inclusive place where a diverse range of people can comfortably work. We investigate engendered differences in the experience of offices and provide examples of how offices can be designed to cater to a variety of needs.

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THE FEMINIST OFFICE

by
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UNVEILING GENDER DISPARITIES IN OFFICE DESIGN: TOWARDS A MORE INCLUSIVE WORKPLACE

CUSHMAN & WAKEFIELD

INTRODUCTION

INCLUSIVE URBANISM

In writing this white paper on women in the office, we aim to bring a diverse range of perspectives to the forefront. We believe that to truly understand the complexities of inclusive urbanism and create better offices and cities that meet the needs of all individuals, it is essential to embrace a wide spectrum of viewpoints. While this first edition focuses on the perspective of gender, our intention is to expand our exploration of Inclusive Urbanism to include other dimensions of social inclusion, such as ethnicity, disability, and more. By adopting a binary perspective, we seek to gain a deeper and more comprehensive understanding of what fosters a sense of belonging and equality within the workplace. Through this approach, we aim to contribute to the ongoing dialogue surrounding inclusive design and create spaces that truly reflect the diverse needs and experiences of all individuals.

In the realm of workplace equality and diversity, significant progress has been made to level the playing field between genders. However, one area that continues to challenge the notion of gender inclusivity is the design of office spaces. Traditionally, office environments have been primarily tailored to the needs and preferences of 50th percentile man, inadvertently overlooking the unique requirements and experiences of most men who fall outside this range and most importantly, women.

This whitepaper aims to shed light on the gaps arising from this disparity in office design and explore how these divergent design choices impact women in the workplace.

WOMEN IN THE WORKPLACE

It is well regarded that the presence of women in the workplace, particularly in leadership positions, brings immense value to organizations. Research consistently demonstrates that diverse teams, inclusive of women, lead to better business performance and outcomes. According to a 2020 study by McKinsey & Company, companies with gender-diverse executive teams are 25% more likely to experience above-average profitability compared to those with less gender diversity[1]. Additionally, organizations with higher representation of women in leadership roles exhibit stronger innovation capabilities, enhanced decision-making processes, and improved problem-solving abilities.

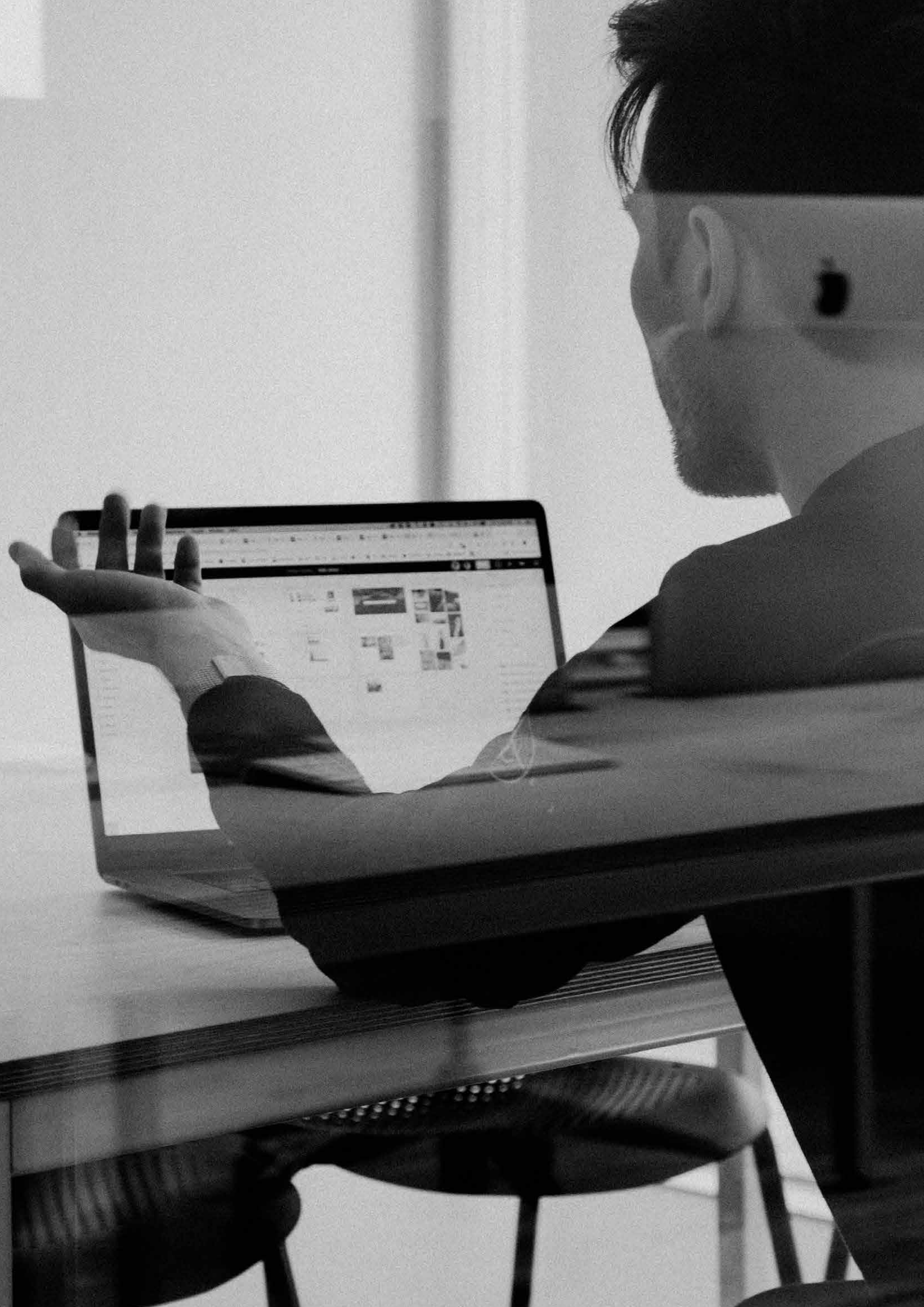
- Corporations identified as more diverse and inclusive are 35% more likely to outperform their competitors. (McKinsey[2])
- Diverse companies are 70% more likely to capture new markets. (HBR[3])
- Diverse teams are 87% better at making decisions. (People Management[4])
- Diverse management teams lead to 19% higher revenue. (BCG[5])

Women bring unique perspectives, skills, and insights to the table, which contribute to a broader range of ideas and approaches. Their diverse experiences and backgrounds foster creativity, encourage different viewpoints, and lead to more comprehensive and effective solutions. Moreover, women leaders often exhibit strong interpersonal and communication skills, empathy, and collaborative tendencies, which are vital for fostering inclusive and supportive work environments.

With that in mind, we have provided snackable suggestions answering the question, “so what should we do” in response to designing more gender inclusive office environments. Whilst some of these interventions may require investment, many be created by conscious use, management and activation of existing space. Where investment is required, the payback is of course a healthier, more inclusive environment for all employees.

Throughout this discussion on the impact of office design and its consequences on women, it is important to note that the issues raised can apply to individuals of all genders and gender identifications. While the focus is specifically on women due to historical disparities and gender-related challenges, we recognize that individuals of various gender identities may experience similar effects. The aim is to shed light on the gendered aspects of office design and its implications, but the principles of inclusivity and equity extend to everyone in the workplace. The suggestions and recommendations provided herein should be considered with the understanding that they can benefit individuals of any gender, fostering a more inclusive and supportive work environment for all.

1 https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters
2 https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/why-diversity-matters
3 https://hbr.org/2013/12/how-diversity-can-drive-innovation
4 https://www.peoplemanagement.co.uk/article/1742040/diversity-drives-better-decisions
5 https://www.bcg.com/publications/2018/how-diverse-leadership-teams-boost-innovation



WHAT IS 50% PERCENTILE MAN AND ITS IMPLICATION IN OFFICE DESIGN?

The 50th percentile man, also known as the average or median man, is a concept widely used in office design as a reference point for creating workspaces and furniture that accommodate the average male body. It represents the measurements and proportions of an individual who falls at the midpoint of a population sample, with 50% of individuals being smaller and 50% being larger.

In office design, the 50th percentile man has historically been used as a basis for determining the dimensions of workstations, chairs, desks, and other office equipment. It served as a convenient standard to ensure that the majority of male workers would find the workspace ergonomically suitable. However, 50% percentile man, doesn't even represent men generally, and in addition, this approach has often overlooked the needs and comfort of other women, people of different ethnicities, and individuals with varying body types.

The use of the 50th percentile man in office design has resulted in furniture and equipment that may not adequately accommodate the diverse range of body sizes and proportions found in the workforce. For example, chairs designed based on this standard may not provide optimal support for individuals with shorter statures or different hip-to-knee ratios. Desks and workstations set at fixed heights may create discomfort or strain for taller or shorter individuals.

As workplaces strive for greater inclusivity and diversity, there is a growing recognition that office design should consider the needs of a broader range of body types. Designing for the 50th percentile man alone perpetuates gender biases and fails to acknowledge the diverse population that makes up the modern workforce. By embracing more inclusive design principles and considering a wider spectrum of body sizes and proportions, offices can create environments that promote comfort, productivity, and well-being for all employees.

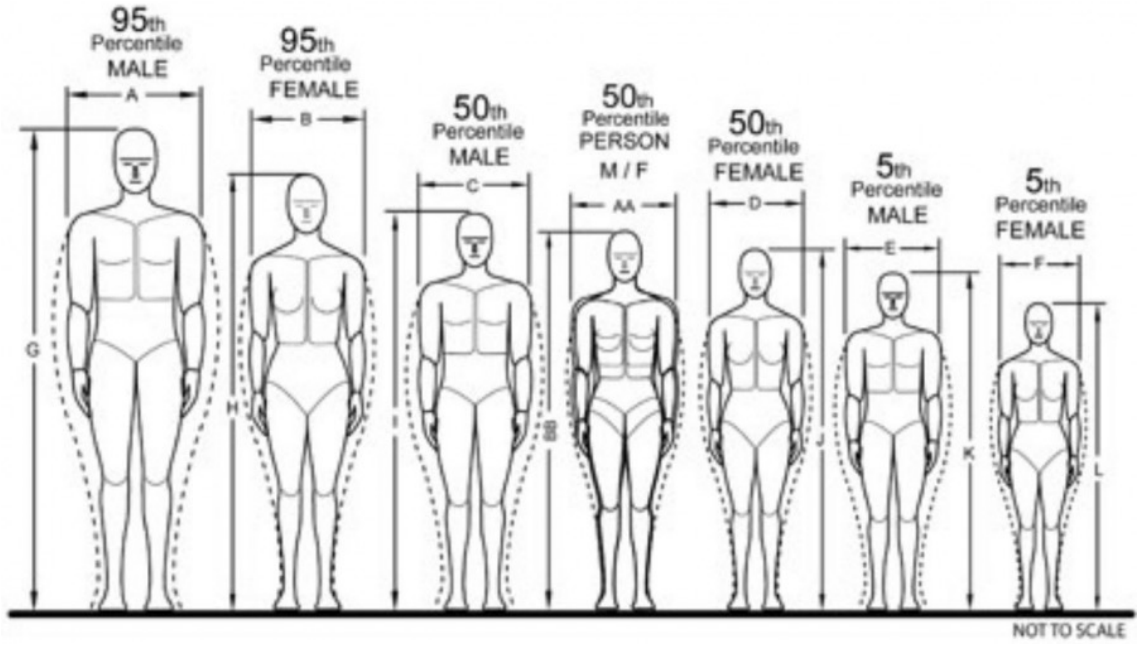
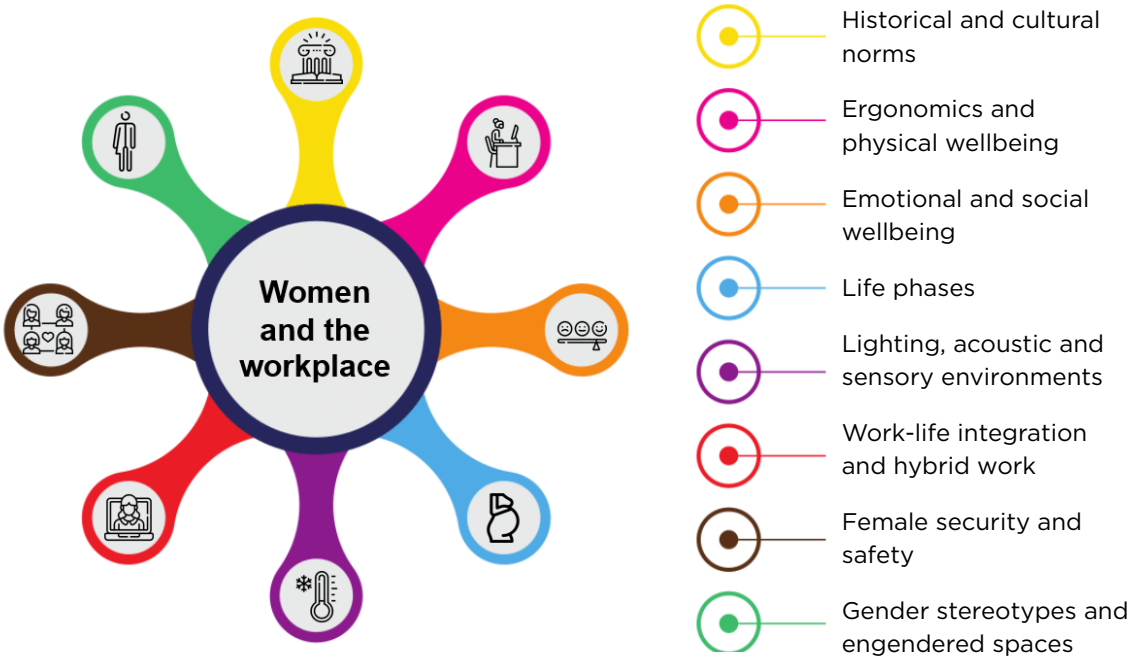


Figure 1: Anthropometric measurements of men and women.
Source: https://www.qtekmanagementsystems.com.au/37/ergonomic-factors-and-control-room-design

This white paper delves into the multifaceted issue of gender biases in office design and offers insights into the specific challenges faced by women. We cover 8 main themes relating to engendered experience of workplace design;



By highlighting research findings, real-world case studies, and expert perspectives, we seek to spark a broader conversation among architects, designers, employers, and policymakers to reimagine office spaces that are equitable, empowering, and inclusive for all. Through collective efforts, we can aspire to reshape workplaces into environments that promote gender equality, nurture productivity, and unlock the full potential of every individual, regardless of gender.

Join us on this transformative journey as we explore the untapped potential of gender-inclusive office design, paving the way for a more harmonious and progressive future of work.

1. HISTORICAL AND CULTURAL NORMS

PRACTICAL IMPLEMENTATION IDEAS:

- Limit private offices for functional work requirements rather than as an indicator of seniority
- Enable private meeting rooms to be bookable when not in use
- Focus on designing spaces where tenure, age, seniority and gender are well mixed

1. HISTORICAL AND CULTURAL NORMS

Historical and cultural norms of office design and work have often perpetuated gender biases and failed to support women in the workplace. Traditional office design has its roots in a time when men dominated the workforce, shaping the norms and expectations of work environments. For instance, hierarchical layouts, segregated spaces, and rigid structures reflected the male-centric organizational structures prevalent in the past.

For example, private offices are synonymous with seniority, and were born from the period of when work happened by men, behind closed doors. The effect of private offices is to limit the opportunities for learning, visibility and opportunities for those left outside of the private office, mostly women.

In a 2005 literature review of 'barriers that contribute to lack of female career progression', access to networks and visibility to senior managers was cited as one of the leading issues effecting female career progression[6]. Private offices are still widely used across many industries and countries today; and as 96.5% of European CEO's and 95% of Dutch CEO's are men, it is likely that they disproportionately occupy these private office spaces. The inadvertent effect? Reinforcing gender stereotypes of men as leaders and present a continuing challenge for the socialization and visibility of women within organisations.

6 extension://efaidnbmnnnibpcajpcglclefindmkaj/https://files.eric.ed.gov/fulltext/ED492334.pdf

2. ERGONOMICS AND PHYSICAL WELLBEING

PRACTICAL IMPLEMENTATION IDEAS:

- Adjustable furniture to accommodate different heights, weights and body types
- Ensure proper workstation setup, including appropriate desk height, monitor positioning, and keyboard and mouse placement.
- Incorporate standing or height-adjustable desks to encourage movement and reduce sedentary behavior.
- Use of ergonomic support, such as lumbar support and saddle chairs
- Varied furniture options to accommodate not only different working styles, but different bodies
- Ensure occupational health assessments are carried out on all to educate people about their own needs
- Create designated spaces for stretching, exercise, or relaxation, promoting physical activity and stress reduction.
- Integrate wellness programs and initiatives, such as yoga or meditation classes, to support overall physical and mental health.
- Encourage regular breaks and movement throughout the day, promoting a healthy work-life balance and reducing the risk of musculoskeletal issues.

2. ERGONOMICS AND PHYSICAL WELLBEING

Bodies come in all shapes and sizes. Currently, ergonomics still relies on anthropometric standards of male body types and dimension to inform design. Everything from the computer keyboard, the door handles and the dimensions of your chair are designed with a male body in mind.

A common issue women face challenges due to ill-fitting chairs and desks that fail to provide adequate ergonomic support. In the field of female health, there is an increasing awareness of the effects of prolonged sitting on pelvic floor functioning and subsequent negative health outcomes, such as muscle atrophy, circulation issues linked to varicose veins and gynecological issues[7]. Such issues are not solely limited to women but owing to female anatomy are more pronounced. Current chair ergonomics do not adequately provide for pelvic support with new designs, however new designs, such as the saddle chair have been scientifically proven to reduce risk of lumbar and pelvic related health issues through greater support of the pelvic region[8], disproportionately and positively effecting women.

Wider musculoskeletal issues arise from standard furniture measurements, with a 'one-size fits all' approach. As the old adage goes, 'one size fits no-one', and ill-sized chairs, desks and tables can lead to postural issues, back pain, and musculoskeletal disorders. Such disorders are much more likely to effect women as the average Dutch man is 1.81 m tall and 85 kilos, whereas the average Dutch woman is 1.67 m tall and 72 kilos. The ergonomic effect of using a chair that is too high for you over time, is repeated bodily strain, leading to negative health outcomes.

To address these concerns, office designers can incorporate adjustable furniture options that cater to the specific needs of women. This includes chairs with adjustable heights, backrests, and armrests, as well as desks that can be customized to accommodate different body types and proportions. Additionally, providing supportive and diverse seating options such as ergonomic chairs, bouncing balls, stools and saddle chairs designed to distribute weight evenly and promote proper alignment can significantly reduce the risk of physical discomfort. By embracing these solutions, organizations can create ergonomic office environments that prioritize the physical well-being of women, enhancing their productivity and overall health.

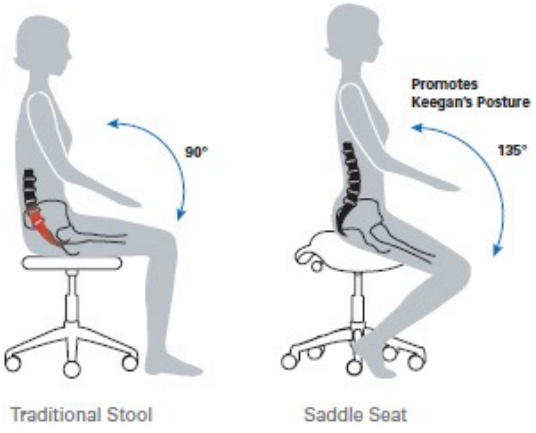


Figure 2: saddle seat and maintaining pelvic health.
Source: https://www.ergodirect.com/13612-humanscale-freedom-saddle-seat.html

7 https://www.salli.com.au/pages/female-genital-health
8 https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6296655/

3. EMOTIONAL AND SOCIAL WELLBEING

PRACTICAL IMPLEMENTATION IDEAS:

- Designing bonding spaces, designed to foster social connection and relationships
- Provide spaces for female-to-female interaction, such as powder rooms and extended spaces within the toilets to foster inter-female relationships
- Incorporate biophilic design elements, such as plants and natural lighting, to enhance connection and wellbeing among groups
- Design communal areas and gathering spaces that encourage informal interactions and social connections
- Create designated collaboration zones to foster teamwork and networking opportunities
- Provide dedicated spaces for employee resource groups or affinity groups to gather and connect
- Incorporate inviting and inclusive design elements, such as artwork and decor that celebrate diversity and promote a sense of belonging
- Designate areas for networking events, workshops, or social activities to facilitate professional connections and community building
- Encourage mentorship and sponsorship programs that connect women employees at different levels and promote career development
- Consider the layout and proximity of workstations to foster interaction and communication among team members
- Support and promote employee-led initiatives focused on fostering social connections and creating a sense of community within the workplace

3. EMOTIONAL AND SOCIAL WELLBEING

Office design can affect women's social well-being at work as a result of gender differences in social support and social networks. Research has shown that women generally have larger and more diverse social networks, with more friends and greater social support compared to men[9]. This emphasizes the importance of creating an office environment that acknowledges and supports the preference for women to bond and form social relationships at work.

By designing office spaces that facilitate collaboration, communication, and opportunities for social interaction, employers can promote a sense of connectedness and camaraderie among women, ultimately enhancing their social well-being at work. Recognizing and accommodating gender differences in social interaction within office design can create a more inclusive and supportive work environment for women, leading to improved job satisfaction and overall workplace happiness.

9 https://bmcgeriatr.biomedcentral.com/articles/10.1186/1471-2318-13-122#:~:text=In%20general%2C%20women%20have%20larger,they%20care%20about%20%5B28%5D.

4. LIFE PHASES

PRACTICAL IMPLEMENTATION IDEAS:

- Sufficient privacy and sanitary provisions to manage menstruation – may require some level of gender-segregated or more spacious gender-neutral toilets
- Spaces for rest, isolation and relaxation for pregnant, post-pregnancy or menopausal women
- Adjustable climate environments to accommodate temperature adjustments linked to hormonal fluctuations
- Provide education and resources on menopause to support women in navigating this transitional phase, including informational materials and access to support networks.
- Adequate nursing facilities – despite mandated provision, nursing facilities are typically not conducive for the processes of lactation and storage of milk; they lack privacy and security and are too few to accommodate all nursing mothers
- Create a supportive and inclusive culture that encourages open dialogue and understanding around reproductive health and related needs.
- Collaborate with healthcare professionals or consultants to ensure the office design and environment consider the unique needs of individuals.

4. LIFE PHASES

Office design often fails to consider the diverse life phases of women. This oversight can lead to discomfort, reduced productivity, and even health issues. For instance, inadequate sanitary facilities and lack of privacy can make it challenging for women to manage menstruation discreetly and comfortably. Insufficient support for pregnant employees, such as comfortable seating or limited access to appropriate rest areas, can contribute to physical discomfort and fatigue. Additionally, the symptoms of menopause, such as hot flashes and temperature sensitivity, can be exacerbated by poor ventilation or inappropriate temperature control in the office. To address these issues, office design should incorporate thoughtful solutions.

Furthermore, office design can fail to provide adequate support for postpartum employees. The lack of dedicated nursing rooms or comfortable breastfeeding areas can make it challenging for new mothers to continue breastfeeding by expressing milk while at work. Insufficient consideration for the needs of postpartum women can negatively impact their physical and emotional well-being, as well as their ability to balance work and childcare responsibilities. Designing office spaces with designated and well-equipped nursing rooms, comfortable seating, and access to refrigeration for breast milk storage can greatly facilitate the transition back to work for postpartum women and help them maintain their breastfeeding goals.

63%

said that their working life had been negatively affected in some way by their symptoms

41%

said that their poor concentration or forgetfulness has led them to make more mistakes

29%

significantly lost self-confidence at work

11%

forwent the opportunity for promotion because of menopause

5. LIGHTING, ACOUSTIC AND SENSORY ENVIRONMENTS

5. LIGHTING, ACOUSTIC AND SENSORY ENVIRONMENTS

Women can be differently impacted by light, sound, and sensory stimulation due to various biological and physiological factors. Research suggests that women may have distinct sensitivities and responses to these environmental factors, which can affect their well-being and performance in the workplace.

Lighting: Women tend to have a higher incidence of light sensitivity[10], particularly during certain life phases such as pregnancy and menopause. Bright or harsh lighting conditions can lead to eyestrain, headaches, and visual discomfort for women. Additionally, hormonal changes can impact the perception and tolerance of light, which can also have a knock-on effect for sleep. Providing adjustable lighting options; circadian lighting and incorporating natural light sources can help women customize their work environment to meet their specific needs and reduce the potential negative effects of lighting.

Sound: Women generally have a heightened sensitivity to auditory stimuli compared to men[11] as a result of hormonal regulation. High noise levels, especially in open-plan office settings, can be more distracting and disruptive for women. This can be particularly pronounced during certain life-phases, such as postpartum periods and menopause. Acoustically designed spaces with sound-absorbing materials, noise-reducing partitions, and designated quiet areas can help mitigate these effects and provide a more conducive work environment for women.

Temperature: Temperature control within office design often fails to meet the specific needs of women, leading to discomfort. Women's thermal comfort can be influenced by various factors, including hormonal fluctuations and differences in metabolic rates compared to men. Traditional office temperature settings, which are often based on the metabolic rates of men, may result in women feeling too cold, especially during periods of hormonal changes. This can lead to decreased focus, discomfort, and even health issues.

10 https://www.nature.com/articles/s41598-017-13973-1#:~:text=We%20observed%20a%20significant%20sex,p%20%3D%200.004)%20(Fig.
11 https://www.tandfonline.com/doi/abs/10.1080/87565649809540712?journalCode=hdvn20#:~:text=Females%20as%20a%20group%20have,than%20males%20as%20a%20group.

PRACTICAL IMPLEMENTATION IDEAS:

- Adjustable lighting options, use of circadian lighting and incorporating natural light sources to support light sensitivities
- Incorporate adjustable lighting systems that allow individuals to control the intensity and color temperature of their workspace
- Use blinds, curtains, or window treatments that enable employees to regulate natural light and minimize glare
- Integrate sound-absorbing materials and acoustic panels to reduce noise levels and create a more peaceful environment
- Consider the use of music to provide acoustic comfort and to mood-frame environments
- Designate quiet zones or enclosed spaces for focused work, providing individuals with a serene and distraction-free area
- Offer individual temperature controls, use individual temperature regulation options within workstations or provide access to personal fans or heaters to accommodate individual comfort preferences
- Utilize natural elements, such as plants or water features, to create a calming and soothing atmosphere
- Implement zoning or partition systems that allow for customizable work areas, giving employees the ability to control their immediate environment
- Conduct a thorough assessment of the workspace to identify and address any potential sources of excessive noise or disruptive lighting
- Provide noise-canceling headphones or sound-masking devices to individuals who are particularly sensitive to auditory distractions
- Offer guidance and education on creating an ergonomic and comfortable workspace, including tips on lighting adjustments, noise management, and temperature regulation

TOP THERMOGRAPHY RESEARCH

Skin temperature differences between young women and men

"The differences between men and women could be explained by the greater muscle mass and the lower percentage of fat in men. The study also shows that women differ from men in thermal responses to exogenous heat load and heat loss, as well as to endogenous heat load during exercise, because they usually have a larger ratio of body surface to body mass, a greater subcutaneous fat content, and lower exercise capacity."

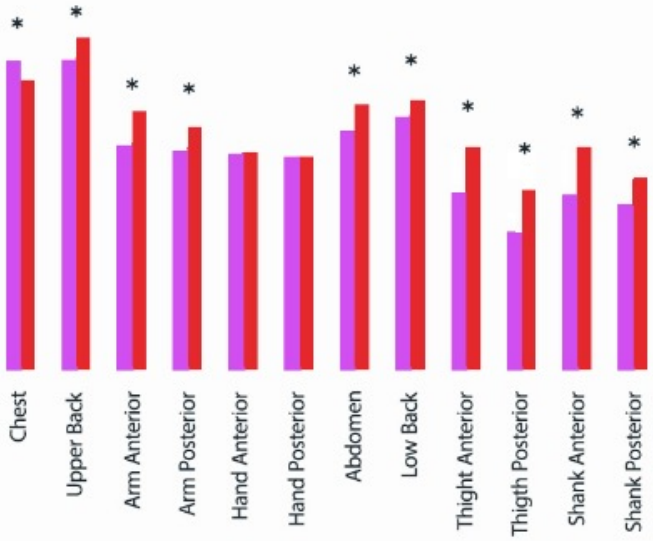
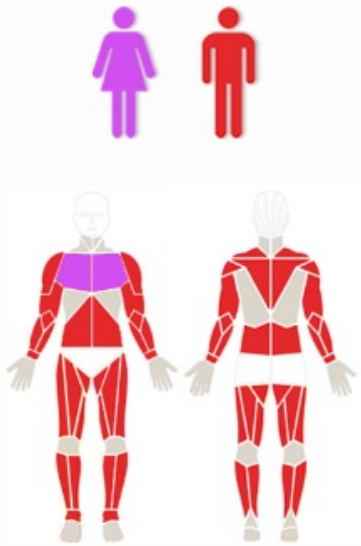


Figure 1. Skin Temperature (ºC) in men and women.



* Statistically significant areas

Source: https://thermohuman.com/2021/03/31/skin-temperature-differences-between-men-and-women/

6. WORK-LIFE INTEGRATION AND HYBRID WORK

PRACTICAL IMPLEMENTATION IDEAS:

- Implement policies and practices that promote gender equality and work-life balance
- Offer flexible work arrangements, parental leave policies that are inclusive and supportive of all caregivers and providing resources for childcare support
- Provide childcare support or resources, such as onsite daycare facilities or referral services, to assist working parents
- Designing effective hybrid meeting policies to ensure an equitable experience for all
- Ensuring any unconscious bias relating to presenteeism from hybrid work is eradicated from promotion and career processes
- Facilitate employee resource groups or affinity networks focused on work-life integration and gender equality, providing a platform for sharing experiences and best practices
- Regularly assess and reassess work-life policies and practices to ensure they are inclusive, equitable, and responsive to the evolving needs of employees

6. WORK-LIFE INTEGRATION AND HYBRID WORK

Work-life integration often negatively affects women more than men due to persistent gender roles and societal expectations. Women often bear a disproportionate burden of caregiving responsibilities and household duties, which can create challenges in balancing work and personal life. This can result in increased stress, reduced job satisfaction, and limited career advancement opportunities for women. For example, women may face societal pressure to prioritize caregiving over their professional pursuits, leading to reduced availability for work-related commitments and limited opportunities for career growth. Moreover, the lack of supportive workplace policies, such as flexible working hours or parental leave, can further exacerbate the challenges faced by women in achieving work-life balance.

The rise of hybrid work, with a combination of remote and in-person work, has the potential to both support and hinder women in the workplace. On one hand, hybrid work can provide women with greater flexibility and autonomy in managing their work and personal responsibilities. It allows for reduced commuting time and increased control over work schedules, which can positively impact work-life integration. However, there are also potential pitfalls. The blurred boundaries between work and personal life in a remote work setting can lead to an “always-on” culture, where work encroaches on personal time. This can result in increased stress and difficulties in maintaining work-life boundaries, especially for women who may already face challenges in separating their caregiving responsibilities from work commitments.

7. FEMALE SAFETY AND SECURITY

PRACTICAL IMPLEMENTATION IDEAS:

- Install well-lit pathways and parking areas to enhance visibility and deter potential threats
- Implement robust security systems, including surveillance cameras, access control systems, and alarm systems
- Ensure clear signage and wayfinding to guide employees safely throughout the premises, especially during late hours.
- Provide secure entry and exit points with controlled access and monitored by security personnel.
- Designate safe and well-lit waiting areas for employees who may need to wait for transportation or colleagues.
- Offer secure and convenient transportation options for employees working late at night, such as shuttle services or partnering with ride-sharing platforms
- Provide dedicated security personnel or security escorts to accompany employees, especially when walking to their vehicles or public transportation after hours
- Establish a confidential reporting mechanism for employees to report safety concerns or incidents and ensure appropriate follow-up actions are taken

7. FEMALE SAFETY AND SECURITY

Office design and location can significantly impact the safety and security of women when working late at night. Poorly designed office spaces with inadequate lighting, isolated areas, and limited security measures can leave women feeling vulnerable and at risk. For instance, long, dimly lit corridors or parking lots can create an environment that fosters fear and increases the chances of harassment or assault. Similarly, offices located in areas with high crime rates or limited transportation options can pose additional safety concerns for women when traveling to and from work during late hours.

To improve the safety and security of women working late at night, several measures can be implemented. First and foremost, office design should prioritize well-lit spaces with clear visibility and minimize secluded areas where individuals may feel unsafe. Installing security cameras, panic buttons, and alarm systems can also serve as deterrents and provide a sense of security. Furthermore, locating offices in well-populated areas, close to public transportation hubs, and providing safe transportation options such as shuttle services or arranging shared rides can help mitigate the risks associated with commuting during late hours. Additionally, implementing policies that promote a culture of respect, awareness, and bystander intervention training can contribute to a safer work environment for all employees.

Safety concerns are by no means limited to women and effect all gender identifications. However, by considering safety concerns and addressing them through thoughtful office design and location decisions, organizations can create a secure and inclusive workplace that enables everyone to work later in the day without compromising their well-being. It is crucial to prioritize the safety and security of all employees, ensuring that the office environment fosters a sense of trust and empowers employees to fully participate in the workforce without fear.

8. GENDER STEREOTYPES & ENGENDERED SPACES

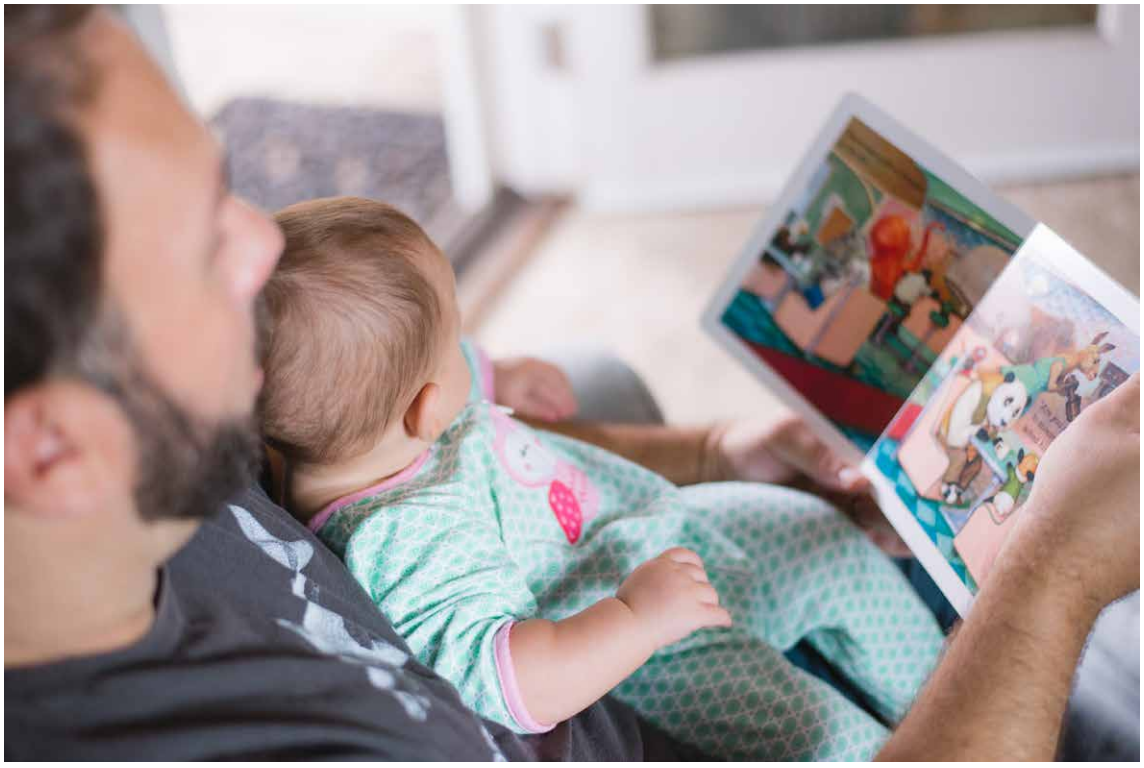
PRACTICAL IMPLEMENTATION IDEAS:

- Work with facilities management providers to ensure that they have a gender inclusivity programme in place and activity try to address gender stereotypes within certain types of jobs
- Create inclusive and diverse artwork, imagery, and visuals throughout the office space that challenge traditional gender roles and stereotypes.
- Design shared spaces, such as meeting rooms or collaboration areas, with gender-neutral names and themes to foster inclusivity.
- Implement gender-neutral restroom facilities that are accessible to all employees, promoting inclusivity and eliminating gender-based stereotypes.
- Ensure equitable distribution of amenities and resources throughout the office, such as equal access to natural light, views, and desirable workspaces.
- Promote inclusive and unbiased language in signage, communications, and company materials to avoid reinforcing gender stereotypes.
- Offer training and workshops to address unconscious bias and promote gender equality among employees and leaders.
- Create mentorship and sponsorship programs that focus on breaking gender barriers and promoting equal opportunities for career growth.

8. GENDER STEREOTYPES AND ENGENDERED SPACES

Gender stereotypes in office design are prevalent and perpetuate traditional expectations and assumptions about the roles and capabilities of men and women in the workplace. These stereotypes often manifest in the form of physical spaces and layouts that reinforce gendered norms and biases. For example, offices with hierarchical structures, where corner offices are reserved for (disproportionately male) executives, can perpetuate the stereotype that leadership positions are predominantly occupied by men. In addition, visible facilities service staff, such as cleaners, receptionists and catering colleagues are disproportionately female, reinforcing the 'care giving' stereotype for women[12].

By reinforcing these gender stereotypes, office design can limit opportunities for both men and women, hindering diversity, inclusion, and the ability of individuals to challenge and transcend traditional gender roles. To create more equitable work environments, office design should move away from reinforcing gender stereotypes and instead focus on providing inclusive and flexible spaces that cater to the diverse needs and talents of all employees.



12 https://ec.europa.eu/eurostat/web/products-eurostat-news/-/EDN-20180307-1

Designing offices that better meet the needs of women is a vital step towards creating inclusive and equitable work environments. We invite you to reach out to us via phone or email to explore how our expertise and tailored solutions can assist your organization in addressing these crucial issues and fostering gender equality in the workplace.

Together, let us create office spaces where women can flourish and contribute their full potential to the success of your business.

WE MAKE IT INCLUSIVE

CUSHMAN & WAKEFIELD