



Delft University of Technology

## Campus NL

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# Campus NL: hybrid working in the university environment in the Netherlands

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## Abstract

Following the Covid-19 pandemic, an increasing number of individuals are expected to engage in remote work. Consequently, the hybrid working paradigm, characterized by a combination of office-based and remote work, is gaining prominence. Despite the governments awareness of this phenomenon, comprehensive policy framework remains absent, leaving determinations to the discretion of individual sectors and entities. Whereas studies focused on diverse sectors in this matter, not much is known regarding hybrid working within the university environment. This study is part of the Campus NL project, aiming to investigate management and strategies across all the 14 universities in the Netherlands. The specific focus of this study was to examine hybrid working and its ramifications within the university landscape in the Netherlands. We asked universities to provide us with information concerning policies and financial allocations related to hybrid working, spatial utilization, energy consumption, and prospective strategies related to sustainability and mobility. Furthermore, we aimed not solely to delineate the present state of hybrid working within Dutch universities but also to enhance future strategies in this domain to provide a better working space in the universities.

## Keywords:

Hybrid working, Universities, Flexible working