



## UNIVERSITY PROMOTION OF TELECOMMUTING AND FLEXIBLE WORK ARRANGEMENTS SUPPORTING SDG 11

The university recognizes the importance of adopting sustainable and flexible work practices that contribute to environmental conservation and employee well-being. In alignment with Sustainable Development Goal (SDG) 11: Sustainable Cities and Communities, the university promotes telecommuting or remote working as a matter of policy and offers flexible or condensed work schedules to help reduce employee commuting and energy consumption.

Through official policies and administrative guidelines, employees are encouraged to work remotely when appropriate, particularly for tasks that can be efficiently accomplished using digital platforms. This practice not only minimizes daily travel and traffic congestion but also lowers carbon emissions and supports work-life balance. In addition, the university provides a condensed working week option, allowing employees to complete standard work hours over fewer days. This flexible arrangement helps decrease the frequency of commutes while maintaining productivity and service quality.

The university also invests in digital infrastructure, online communication tools, and training programs to ensure that remote work is effective, inclusive, and secure.

By implementing these forward-thinking workplace strategies, the university demonstrates its commitment to sustainable mobility, reduced environmental impact, and employee well-being, reinforcing the vision of SDG 11 to build inclusive, safe, resilient, and sustainable communities.