

**A collaborative literature review  
on remote working  
arrangements and their  
implications for individuals,  
organisations and regions**







# DESCRIPTION

## LITERATURE REVIEW ON RWAS

An extensive group of REMAKING partnerhave collaboratively carried out an extensive literature review on **Remote Working Arrangements (RWAs) across Europe** and their implications in individual, organizational, and socio-economic dimensions based on a systematic review of **516 peer-reviewed articles** from the past 10 years



# AUTHORS



ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA

University of Bologna



Leibniz Institute for Research on Society and Space (IRS)



Paris School of Business



CoLABOR



European Creative Hubs Network



Politecnico di Milano





# CONTEXT & INFLUENCING FACTORS

Remote Working Arrangements are shaped by:

- Global megatrends (globalization, technological development)
- External shocks (COVID-19 pandemic, Russian invasion of Ukraine)

Adoption and impacts vary significantly across European regions due to:

- Digital infrastructure
- Cultural attitudes
- Economic structures
- Policy frameworks





# INDIVIDUAL LEVEL IMPACTS

## POSITIVE

- Increased autonomy and **flexibility**

## NEGATIVE

- Technostress and social isolation
- Blurred work-life boundaries
- Greater strain on women and caregivers

**HIGHLIGHTS THE NEED FOR INCLUSIVE AND SUPPORTIVE POLICIES**





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# ORGANIZATIONAL LEVEL IMPACTS

Requires changes in business models and management practices

## Key challenges

- Maintaining **organizational identity and cohesion**
- Adapting to **remote-first or hybrid models**

Hybrid work is emerging as a preferred balance between flexibility and collaboration







# SOCIO-ECONOMIC & TERRITORIAL IMPACTS

Remote Working Arrangements are reshaping labour markets and spatial mobility:

- Encouraging **movement** toward rural areas and secondary cities

## Limitations

- Digital divides and **unequal distribution of remote-compatible sectors** constrain full potential



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# CONCLUSIONS & POLICY IMPLICATIONS

Remote work offers a transformative opportunity for rethinking labour, production, and regional development

Realizing this potential requires:

- Evidence-based, inclusive policies
- Targeted interventions to reduce socio-economic and regional inequalities

**Emphasis** on addressing challenges holistically and equitably to ensure widespread benefits

