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Workers increasingly view their work as more than just a source of income, as they seek a deeper relationship with their workplace, a new ISS public opinion survey has found.

The survey of 4,500 workers across the five countries found that while pay is still the main factor for the majority (96%) of respondents as a reason for why they value their job, more than a third (39%) of respondents think that their workplace is ‘mostly’ or ‘only’ important for *other reasons* than just the pay.

When delving deeper into these ‘other reasons’, 83% of the respondents pointed to ‘a sense of purpose’ as the most important reason for why they go to work. This is closely followed by ‘the general culture of the workplace’ (78%), while ‘opportunities to develop and progress my career’ was ranked somewhat lower (67%).

More than a quarter (26%) of the respondents also cited that, if they had the choice, they would prefer a ‘somewhat’ or ‘much’ deeper relationship with their workplace. This figure is even higher for young people, aged between 18 and 34 (36%).

The survey highlights the opportunity for employers and HR professionals to improve the social contract with employees and foster a greater sense of workplace belonging, says Margot Slattery, Group Head of Diversity, Inclusion & Belonging at ISS.

Improved support for menopause could help women stay in work – according to a global study for [BSI](#).

Women in the UK are urging politicians and business leaders to take steps that help older women to remain productive in the workforce for longer, as research shows more than half (54%) feel it would be difficult for them to raise issues, including menopause, with their employers and three fifths would also feel uncomfortable bringing up health and wellbeing issues with a male manager.

The report by BSI, the business improvement and standards company, finds that 29% of UK women expect to leave work before retirement with 42% expecting this to be due to health or well-being, while another fifth specifically cite menopause. Against a backdrop of high numbers of Britons retiring early post-pandemic [\[1\]](#), *Lifting the Second Glass Ceiling* explores the barriers to the retention of experienced women.

Anne Hayes, Director of Sectors, BSI, said: “Addressing the Second Glass Ceiling (SGC) can offer many benefits, from enhancing productivity to ensuring organizations retain talented people and providing mentors who can draw on their experience to guide newer members of staff.”

Sodexo’s [Corporate Services division](#) has secured two three-year contract extensions with Scottish-based businesses Devro and Edrington.

As part of the new contracts Sodexo will introduce its Kitchen Works Co. food offering. Taking inspiration from modern, quick-service restaurants with a home-from-home feel, Sodexo’s Kitchen Works Co. provides a range of meal options to cater to a wide range of dietary and culinary needs. It also enables colleagues to refuel and recharge in a welcoming environment focused on flexibility and wellbeing.

Julie Ennis, CEO Corporate Services, Sodexo UK & Ireland said: “We have fostered strong partnerships with both Edrington and Devro over the many years we’ve worked together and are delighted of the confidence and trust they have in our services.”

And finally, Despina Katsikakis, Executive Partner & Global Lead, Total Workplace at Cushman & Wakefield, has been elected as President of the British Council for Offices (BCO) with immediate effect. She succeeds Mark Kowal, Partner at Sheppard Robson. Peter Crowther, Managing Director at Bruntwood, becomes Senior Vice President.

Despina said: “With the role of the office increasingly focused on people, experience and social impact, under my leadership the BCO will focus on the unprecedented level of change that is affecting our industry, to drive research and provide a forum for discussion of how we can develop new skills, measures and indices that will shape inspiring offices for a resilient future.”

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