

# Education and Work

At Quantum we believe that you need to take a human lens on sustainability challenges.

These springboards are jumping off points for us to think differently about sustainability challenges and how your organisation can build solutions that deliver long term sustainable impact.

## HUMAN DILEMMA 1

I WANT TO WORK, BUT THE SYSTEM MAKES IT CHALLENGING



### KEY HUMAN AND CULTURAL BARRIERS TO CHANGE



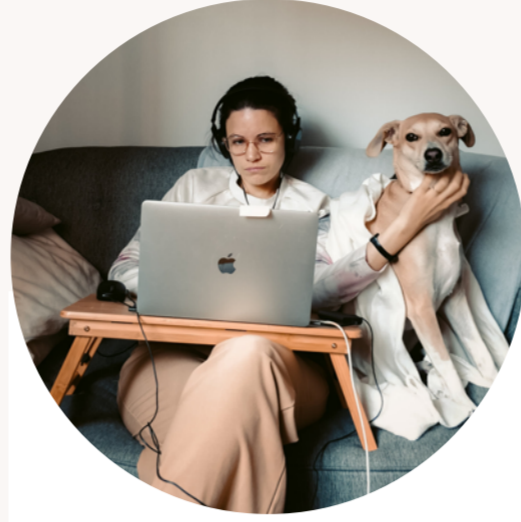
#### MATERNITY PENALTY

Maternity pay is still inadequate in many countries. When women do return, their careers are severely impacted. Meanwhile, paternity leave is available in few countries and is rarely taken.



#### CHILDCARE COSTS

Increasing costs of childcare is putting more pressure on families, forcing people to quit work or go into debt, or avoid having children entirely.



#### WORKING FROM HOME CHALLENGES

Working from home has incurred benefits for some, and costs for others- and it remains to be seen how, and in what form, it survives after the pandemic.

### SOME EMERGING SOLUTIONS TO OVERCOME THESE BARRIERS



#### FLEXIBLE WORKING FUTURES

**Flex Appeal** (#flexappeal) is a campaign for more flexible working – for everyone – from **Anna Whitehouse** and **Matt Farquharson** of **Mother Pukka**.



#### AFFORDABLE CHILDCARE

**Koru Kids** offers low cost in-home childcare, and nanny-sharing, designed to help women back into work and manage the menopause.



#### NEURODIVERSE TALENT

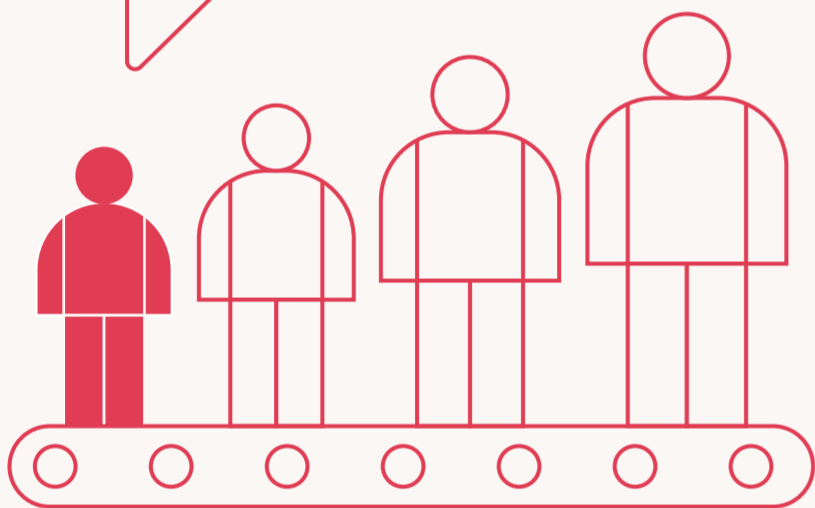
**Dell** is on a mission to attract the world's greatest, most diverse talent. Their **Neurodiversity Hiring Programme** aim to create a culture of diverse thinking.

KEY QUESTIONS TO DRIVE MEANINGFUL ACTION...

HOW COULD YOU BUILD A HIGHLY EFFECTIVE FLEXIBLE WORKING SET-UP?  
HOW COULD YOUR EMPLOYER BRAND EMBRACE NEURODIVERSITY?

## HUMAN DILEMMA 2

I WANT TO SECURE MY FUTURE, BUT SOCIETY IS NOT PREPARING ME WITH THE SKILLS I'LL NEED

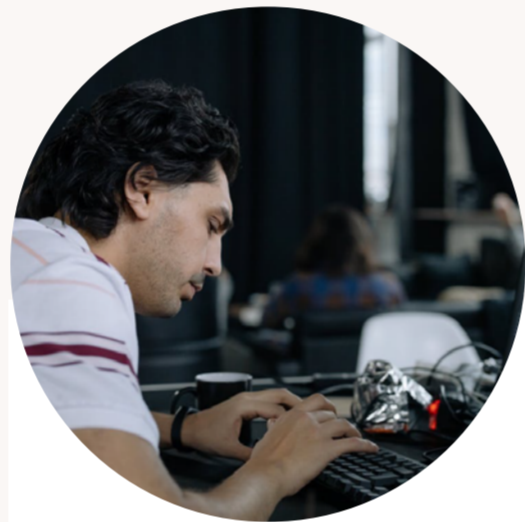


### KEY HUMAN AND CULTURAL BARRIERS TO CHANGE



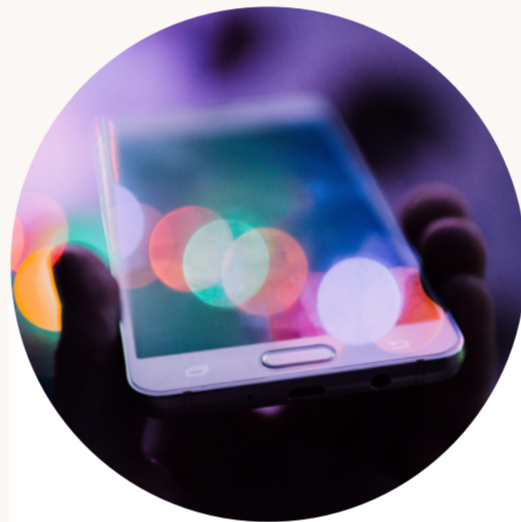
#### FINANCIAL LITERACY

Financial literacy and autonomy in women is an essential skill to secure the success of future generations and families.



#### FLEXIBLE SKILLS AND LIFELONG LEARNING

As diverse, portfolio careers increase, and the pace of technological change accelerates, workers will need to constantly update their skills and not just finish at school.



#### DIGITAL SKILLS GAP

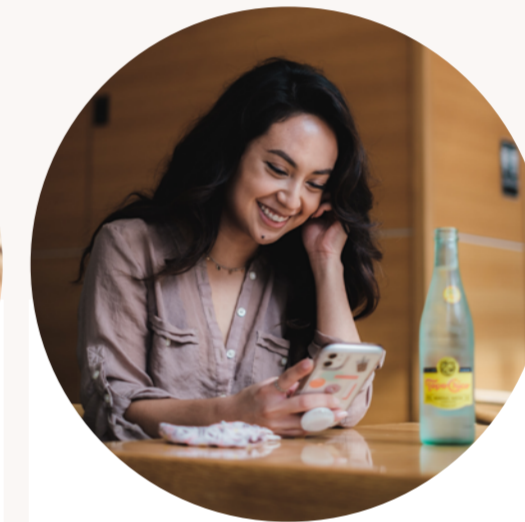
Already, the rise of technology has crated a huge shortage of appropriately skilled workers for the digital economy, despite high youth unemployment in many countries.

### SOME EMERGING SOLUTIONS TO OVERCOME THESE BARRIERS



#### WOMEN'S FINANCIAL EMPOWERMENT

**Vestpod** is a community, offering meet ups and longer form training to improve women's financial literacy, and outcomes, in local community 'pods' throughout the UK.



#### EMOTIONAL INTELLIGENCE

**ItsOK** is a South African app for school children and parents to build emotional intelligence benefiting wellbeing and prepare them for employment.



#### GAMING AND LEARNING

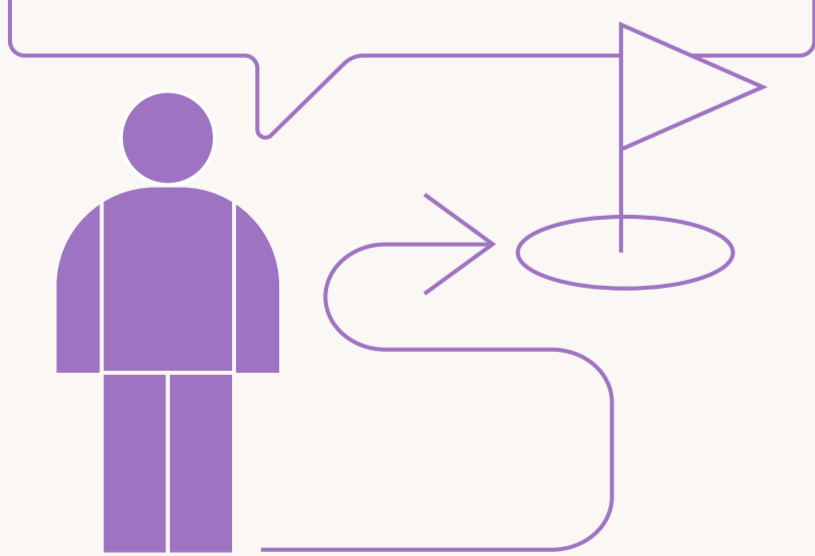
**Game Academy** aims to harness existing video game skills in youth for lifelong learning opportunities, with more engaging employment skills learning options.

KEY QUESTIONS TO DRIVE MEANINGFUL ACTION...

HOW COULD YOU FOSTER YOUR CUSTOMERS COMMUNITY-BUILDING?  
HOW COULD YOU HIRE FOR EMOTIONAL INTELLIGENCE?

## HUMAN DILEMMA 3

I WANT A SENSE OF PURPOSE IN MY WORK, BUT SOCIETY DOES NOT REWARD IT FAIRLY



### KEY HUMAN AND CULTURAL BARRIERS TO CHANGE



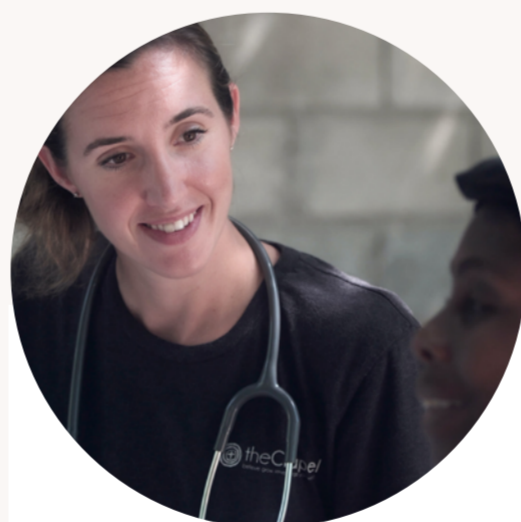
#### MODERN SLAVERY

An estimated 40.3M people are in modern slavery around the world, with climate likely to worsen with climate driven migration, and COVID induced poverty.



#### UNDERVALUED CARING

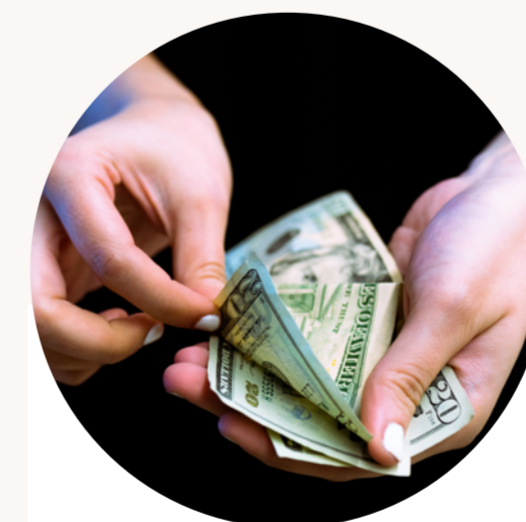
With an ageing population, care work is increasingly in demand, but most is left to unpaid family, members, largely women. For care workers in employment, wages are often extremely low.



#### MEANINGFUL WORK

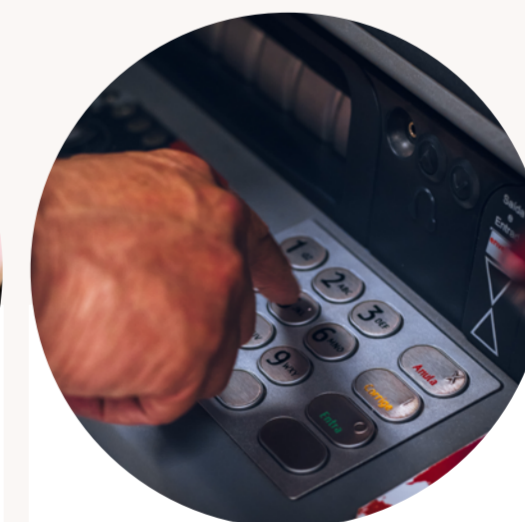
Employees are increasingly demanding meaningful work, for employers that align with their political values and respect their wellbeing. Some industries, including oil and gas, face a talent shortage.

### SOME EMERGING SOLUTIONS TO OVERCOME THESE BARRIERS



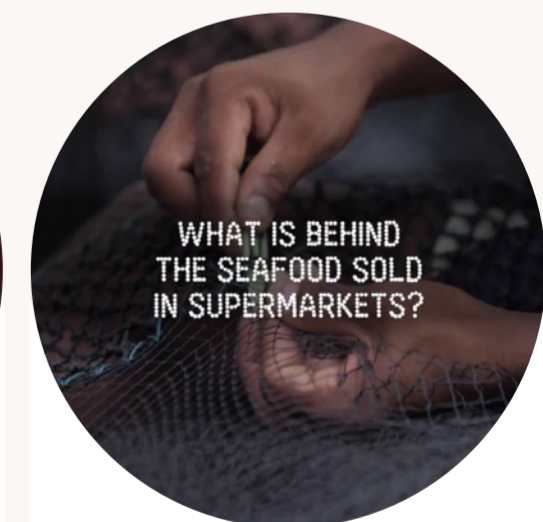
#### PAY TRANSPARENCY

**Buffer**, a US tech firm, has decided to publish the exact salaries of all its workers, fostering high trust and retention, and challenging pay gaps.



#### UNILEVER LIVING WAGE

A commitment by **Unilever** to raise living standards by ensuring everyone who directly provides goods and services to **Unilever** earns a living wage.



#### DRIVING SECTOR CHANGE

**Oxfam UK's Behind the Barcode** campaign assessed major UK supermarkets on human rights in their supply chains- to drive competition against modern slavery.

KEY QUESTIONS TO DRIVE MEANINGFUL ACTION...

COULD YOU ENSURE LIVING WAGE ACROSS YOUR SUPPLY CHAIN?  
HOW COULD YOU ENGAGE WITH SKEPTICAL PARTNERS FROM OTHER SECTORS?