



**SOCIAL IMPACT OF
EMPLOYEE TRAVEL
GUIDE**



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Employee business travel, while necessary for many companies, can have both social and environmental consequences. It can affect the well-being of employees and impact the local communities where large-scale events take place.

By assessing and addressing these negative impacts, businesses can prioritise employee health, show respect for different cultures, and support local communities.

EMPLOYEE WELLBEING

Frequent business travel can have a heavy impact on employee wellbeing. While business travel can offer professional opportunities and experiences, it can also lead to increased stress and anxiety, sleep disruption and jet lag, sedentary behaviour, unhealthy eating habits, or long periods away from family and friends.

The World Health Organisation highlights the [potential health risks](#) associated with frequent travel, including health risks from factors such as changes in temperature and humidity, air pollution, issues of safety and security, access to health and dental care services and products, exposure to infectious diseases, access to safe food and water, sanitation and hygiene standards, availability of facilities and equipment for disabled people.

What to consider?

For organisations with employees undertaking frequent travel for business purposes, ensure a Sustainable Travel Policy is in place covering employee wellbeing as well as environmental factors.

- + How are employees supported during periods of travel?
- + Is adequate travel insurance provided?
- + Is a Flexible Working Policy or a Rest and Recuperation (R&R) Policy in place to allow employees time to recharge after extensive or over-night periods of travel?

SENSITIVITY TO LOCAL LAWS AND CUSTOMS

Misunderstanding or violating local laws and customs can have serious consequences for individuals and organisations, including legal penalties, damage to reputation and strained relationships with local communities.

Business practices and etiquette can vary significantly across cultures, and some local practices or customs may raise ethical concerns, such as child labour, human rights violations, or corruption. Businesses must be aware of these issues and take steps to avoid employee involvement.



What to consider?

- + Conduct thorough research on local laws, customs and cultural norms before sending employees to new or unknown locations.
- + Provide training to employees on cultural awareness, local laws, and ethical considerations where relevant.
- + Ensure employees are aware of ethical considerations and avoid engaging in activities that may violate human rights or contribute to corruption, damaging company reputation.

IMPACT ON LOCAL COMMUNITIES

Large-scale events and conferences can put stress on local infrastructure and resources, creating challenges for local communities. This can include a surge in demand for hotels, restaurants, transportation and other services; pressure on local infrastructure or increased traffic, air and noise pollution, affecting local residents' quality of life.

What to consider?

Event organisers should be working closely with local communities to minimise the negative impacts and maximise the benefits of putting on events and conferences, choosing venues that prioritise sustainability and have minimal negative impacts on local communities.

If your organisation is attending, rather than organising events, ensure employees are making conscious choices whilst travelling, such as choosing more sustainable accommodation options, minimising waste, and using public transport to move around cities and venues.

NEED MORE HELP?

If you'd like support assessing and addressing the social impact of sending employees to meetings, trade shows, conferences, events and/or overnight travel, we'd love to talk!

Contact us at: info@future-plus.co.uk.

