

UNIVERSIDAD PONTIFICIA COMILLAS
ICADE
Iberdrola Chair in Economic and Business Ethics

MEMBER INFORMATION

NAME	MAJOR	PROGRAM	ROLE
Jesús David Gómez Pérez	PhD Candidate	Electrical engineering (Energy Systems Models)	Technology Consultant
Olga de Bergé	PhD Candidate	Business and Regional Competitiveness, Innovation and Sustainability	Financial Consultant
Ofelia Tejerina Rodríguez	PhD Candidate	Business and Regional Competitiveness, Innovation and Sustainability	Legal Consultant
Carolina Villegas-Galaviz	PhD Candidate	Business and Regional Competitiveness, Innovation and Sustainability	Ethics Consultant

DIVISION: Graduate

ADVISOR: Dr. and Chair Director José Luis Fernández Fernández

TOPIC: How can Spanish and European enterprises (such as ENDESA) create an ethical and sustainable telework strategy? One that implies fairness and flourishing for all employees, while taking into account the growing need for teleworking with COVID-19.

AUDIENCE: Members of the Board of Directors of ENDESA (the largest multinational electric utility company in Spain).

EXECUTIVE SUMMARY

TES Consulting

(Technology, Ethics, and Sustainability)

As a consequence of the COVID-19 crisis, millions of workers across Europe and beyond have been required to stay home and work from there.

“The term 'telework' or 'teleworking' refers to a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work.”¹

The immediate need for teleworking that companies have faced in the last year has meant that companies face a great test for which they were not prepared in most cases. Getting out of the telework step is a challenge for the company's efficiency and economic benefits. When a company decides on a telework strategy (even if it does so without reflection), that decision has specific ethical implications.

In certain cases, the most marginalized stakeholders can be unfairly affected (such as those workers with dependents or those with low resources who do not have the adequate infrastructure to telework), also there may appear certain damages that were not taken into account (such as physical and psychological damage to employees due to sedentary lifestyle and loneliness, to mention an example).

Our work is a proposal designed for ENDESA, although it could be applied to different companies. ENDESA is a multinational electric utility company, the largest in Spain. The firm, a majority-owned subsidiary of the Italian utility company Enel, has 10 million customers in Spain, with domestic annual generation of over 97,600 GWh from nuclear, fossil-fueled, hydroelectric, and renewable resource power plants.

Our work at TES Consulting (Technology, Ethics, and Sustainability) focuses on companies dedicated to Technology. Our team is made up of four specialists, each one in the matter in question. We have a **Technology Consultant** who understands the specific needs of our clients and their sector; a **Financial Consultant**, finance and impact investing expert; a **Legal Consultant**, who as a lawyer knows the particular laws of the industry; and an **Ethics Consultant**, a philosopher, and ethicist who knows ethical theories and can apply them to practice.

We intend to show companies, in this specific case ENDESA, that their decisions always carry ethical implications. Moreover, we propose solutions for a more effective strategy, that of more significant benefits for the company and that is also fairer, and that promotes the well-being of all stakeholders.

¹ <https://www.opm.gov/FAQs/QA.aspx?fid=b48bf83b-440c-4f1e-a88c-3cdc9d802ac8&pid=75346675-3b92-4aec-831d-58cf5b0e86d2>