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## INTERIORS REDESIGN OF CORRIDOR SYSTEM OFFICES OF GOVERNMENT INSTITUTIONS IN THE CONTEXT OF NEW WORK MODEL

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*This paper examines the theoretical and methodological foundations for redesigning government institutions in the New Work format as a response to the transformation of labour practices following the COVID-19 pandemic. It conducts a comparative analysis of the regulatory approaches in Ukraine and Germany, on the basis of which a step-by-step model for adapting administrative facilities to activity-based scenarios is proposed.*

**Key words:** redesign, public institution, New Work, hybrid work, standards, spatial organisation.

### INTRODUCTION

In the post-pandemic period (following the COVID-19 pandemic), the transformation of work arrangements has significantly changed the requirements for the working environment [2]. This has affected not only the private sector, but also the public administration sectors. The need for hybrid and remote working has led to a rethinking of office space design.

One of the key concepts underpinning the new approach is the *Activity Based Working system (ABW)*, which has become the basis for the *New Work* concept in its modern understanding. *New Work* is changing approaches to the organisation of work, space and management, moving away from purely cellular offices and fully open-plan layouts towards work environments designed to meet comfort and safety requirements. This concept is people-oriented and aims to functionally differentiate workspaces [3].

The administrative sector is one of the most difficult areas for the introducing new working methods. This is due to the strict patterns that accompany every government agency: vertical hierarchy, bureaucracy, formalisation of work, corridor systems in old buildings, and financial considerations [4]. The relevance of this study is reinforced by the fact that government agencies can serve as a pilot environment for experimenting with new approaches. This is justified by the fact that the administrative sector provides a representative context for implementing greater openness and transparency of services, as well as the rational use of labour resources, within the constraints of limited financial and spatial resources.



## PURPOSE

The aim of the study is to develop and justify a model for redesigning government institutions with a corridor-based layout in the *New Work* format, based on a comparative regulatory analysis of office space requirements in Ukraine and Germany.

## RESULTS AND DISCUSSION

The spatial planning structure of German office premises – with combined zoning (open-space areas, meeting rooms, offices, and shared areas) – shares certain features with typical Ukrainian buildings, enabling a valid comparison.

The comparative regulatory analysis shows that the German framework is sufficiently flexible [1], whereas Ukrainian regulations are generally less adaptable [5]. Requirements for room sizes and movement areas are set out in technical regulations (ASR – Technical Rules for Workplaces). This allows solutions to be adapted while maintaining the required level of safety, rather than strictly following legally fixed standards [1]. In contrast, the Ukrainian regulatory framework is based on state building standards (ДБН – State Building Codes) that define minimum area requirements per workplace, resulting in higher workplace density. This leads to a more compact model for employee placement [5]. As a result, the implementation of hybrid work formats becomes limited without revising to the regulatory framework.

The COVID-19 pandemic is one of the main factors that has contributed to the significant discrepancy between building regulations and the needs of office workers in Ukraine. Since late 2019 and early 2020, public office buildings have been in urgent need of redevelopment. A 2020 analysis presented by Eurofound reports a change in the office space model. From now on, they should serve as a space for communication rather than a place of mandatory presence [2]. On this basis, it is concluded that the primary factor is the interaction between open and closed spaces to ensure comfort and safety [3].

Consequently, the analysis leads to the conclusion that the redesign of the corridor structure should be based on combined zoning not only of the common areas but also, where possible, of enclosed offices. Since the public sector has specific constraints in the form of formalisation, vertical hierarchy and bureaucracy, working with traditional cellular offices remains challenging [4].

This study proposes a step-by-step model for redesigning premises in public institutions. It is based on comparative and normative logic and uses the German approach as a benchmark for subsequent adaptation in Ukraine:

1. Analysis of the functional tasks of employees by department and identification of bureaucratic requirements (hierarchy, formalised procedures, access control).
2. Establishing baseline workplace density based on minimum area per workplace (capacity and available spatial reserve).
3. Verification of room dimensions and circulation areas.
4. Formation of a combined spatial structure based on findings from steps 1–3, including the calculation of the number of premises suitable for open shared areas.
5. Hybrid implementation stage: based on steps 1 and 4, calculation of the number of closed spaces suitable for departmental hybrid work schedules.



## CONCLUSIONS

This study demonstrates that the post-pandemic transition to hybrid/remote working necessitates the redesign of many office spaces. The conservatism of the administrative sector often slows down the implementation of modern trends in any case, regardless of the country. The main constraints are the regulatory framework and bureaucratic restrictions.

The German system is more adaptable, as the regulatory dimensions of premises are not governed directly by law but by a set of recommended technical rules. These rules are flexible and allow for the adaptation of solutions while maintaining safety requirements. In Ukraine, by contrast, the regulatory framework for the organisation of office space is based on state building standards. These standards are more rigid and allow less space per employee. This makes it difficult to implement *New Work* principles without revising the rules.

The practical outcome of the study is a proposal for a step-by-step model for transforming the corridor-office structure of a state institution into a combined zoning system (open common areas, meeting rooms and private offices), taking into account the specific limitations of the state apparatus. The comparability of building typologies in Ukraine and Germany allows the German approach to be used as a benchmark for Ukrainian government agencies.

## REFERENCES

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### **РЕДИЗАЙН ІНТЕР'ЄРІВ ДЕРЖАВНИХ УСТАНОВ ІЗ КОРИДОРНОЮ СИСТЕМОЮ ОФІСІВ У КОНТЕКСТІ МОДЕЛІ NEW WORK**

У цій статті розглядаються теоретичні та методологічні засади реформування державних інституцій у форматі «New Work» (Нової роботи) як відповідь на трансформацію трудових практик після пандемії COVID-19. Проводиться порівняльний аналіз регуляторних підходів України та Німеччини, на основі якого пропонується поетапна модель адаптації адміністративних об'єктів до сценаріїв, орієнтованих на діяльність.

**Ключові слова:** редизайн, державна установа, New Work, гібридна робота, стандарти, просторова організація.