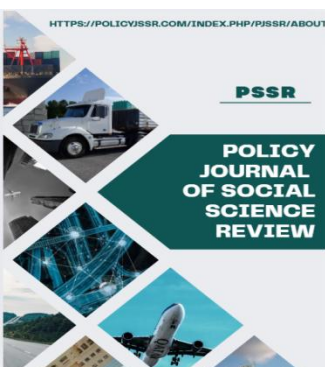




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BALANCE DENSITY AND PRIVACY: DESIGNING EFFICIENT CO-WORKING SPACE IN LAHORE (A STUDY OF CO WORKING SPACES, LAHORE)

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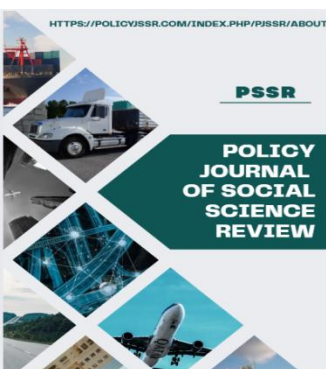
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Syed Zoraiz Ahmed Subhani

ABSTRACT

The need of flexible workplaces is among the elements that contributes significantly to the growing popularity of co working among freelancers, entrepreneurs, remote working. This setup is also supported by development of technologies, new organizational structure, and work methods during recent pandemic time. Being widely adopted now a days, most co-working spaces still face a range of challenges like density in privacy and acoustic problem. In addition, over population, noise, lack of personalized space and insufficient negative effect user experience and productivity in the setting. The use of the quantitative research method through a systematic literature review and bibliometric analysis in the attempt to explore the new trends and approaches to design of co working environments. Data collection was done using peer reviewed journal articles, conference paper, and google scholar etc. the use of bibliometric techniques helped in conducting thematic mapping, citation analysis, co-occurrence analysis, and keyword analysis to reveal the patterns, themes, and knowledge gaps existing studies. It appears that users have shown great preference for flexible space environment that provides for efficient collaboration and personal concentration. Although the open plan design provides opportunity for communication and knowledge sharing. It has been associated with problems relating to privacy invasion, distractions, and poor acoustic, and decreased productivity. Additionally, it become evident that effect spatial zoning, acoustic treatment, use of modular furniture system, adaptability and multifunctionality can directly enhance satisfaction levels, workplace efficiency and performance. The need for designing flexible workplaces that provide adequate opportunities for privacy, collaboration and other user requirements.

Keywords: Space Effectiveness, Space Planning in the Workplace, User Satisfaction, Space Planning



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INTRODUCTION

Research Background

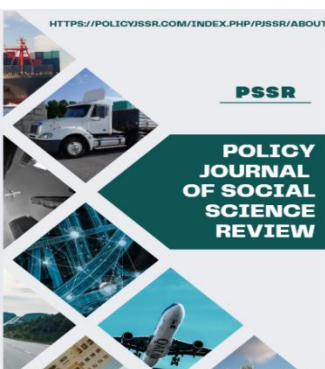
The traditional workspace has undergone several changes in recent years due to rapid developments in technology and the emergence of coronavirus disease (COVID-19). The majority of the professionals do not prefer working at the traditional workspace since they need to be flexible and adaptable regarding location and manner of their work. Freelancers, startups, entrepreneurs, remote workers, and other professionals are preferring co-working spaces due to flexible work environment suited to all the users. The popularity of co-working spaces is increasing with the rise in demand for affordable, flexible, networked, and professional facilities among the users. (Ondia, et al. 2018). The users can rent their workspaces as per their requirements in terms of time and space without any kind of commitment along with using shared resources such as conference rooms, Internet connectivity, office supplies, and collaboration areas. It saves costs and makes things easier for the users. The outbreak of COVID-19 had led to certain changes in working styles of the people where healthful, flexible, and safe work environment became essential features of workspaces. Therefore, the majority of co-working spaces came up with new designs to maintain physical distancing, privacy zones, touchless facilities, better ventilation system, and hygiene facilities for the users. (Bouncken, R., et al. 2018).

Problem Statement:

Even though co-working spaces became more popular nowadays and give a lot of advantages, it should be noted that most of the currently used co-working spaces suffer from the problem of numerous design-related issues. Open-space design offers too many distractions and cannot offer proper conditions for working. Meanwhile, offering too much privacy does not make work effective and denies users from any opportunities to collaborate with each other. Besides, during the coronavirus pandemic, the popularity of hybrid work increased. Therefore, flexible spaces should be offered to users. Thus, there is a necessity to find some design solutions, which will manage to find the right balance between workspace density and privacy (Tan, S., & Lau, H. 2020).

LITERATURE REVIEW:

Workplace has seen many changes in the past decade due to advancements in technology and the process of digitalization. This has been so owing to changes as well as the ongoing crisis of coronavirus. Flexible workspaces and user-centric workspaces have become increasingly popular for this reason, giving rise to co-working spaces. In the study of the effect of spatial configuration on user behavior in co-working space indicated that seating arrangement, circulation, barriers, and privacy influence concentration, collaboration, socializing, and productivity. Finally, the



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researchers made a conclusion that flexible design of co-working space has to consider users' requirements and spatial configuration. **(Ondia et al., 2018)**

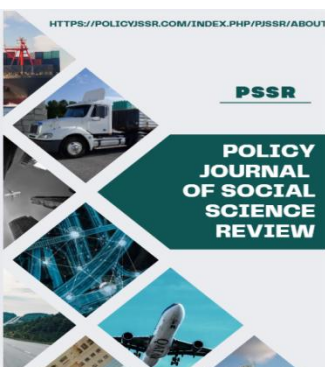
In their study of user preferences and satisfaction in co-working spaces, **Boucken et al.** identified that accessibility, affordability, flexibility, and services have a significant role in the selection of co-working space by users. As a result, the researchers reached the conclusion that successful co-working spaces have to be designed with the user perspective and such aspects as privacy, collaboration, comfort, adaptability, and functionality considered.

(Boucken et al., 2018) Finally, as a result of their study of user/operator expectations in co-working spaces, Tan and Lau made a conclusion that user satisfaction depends on affordability, flexibility, and services, while operators value sustainability and community building more. **(Tan & Lau, 2020)**

Several scholars examined different issues relating to the concept of co-working spaces and business models used. It is worth noting that efficiency of work in such spaces depends not only on workspace but also on social factors, behavior, comfort, wellbeing, and environment of the users.

(Various Authors, 2020) The authors studied transformation of co-working spaces into hybrid workplaces and concluded that efficiency of workspaces depends on the physical design, users' behavior, and organization, while productivity, wellbeing, collaboration, and environmental aspects should also be considered in designing an effective workspace. **(Migliore et al., 2020)**. Franke investigated the influence of community development on co-working spaces. The study concluded that both physical design and social interactions are important factors in creating efficient workplaces through collaboration while offering opportunities for privacy. **(Franke, 2020)**. The study examined the sociomaterial perspective on co-working space usage and management. Consequently, it was determined that proper integration of space, technology and behavior of the user increases collaboration, creativity, productivity and communication, whereas bad design reduces efficiency of the process. **(Boucken et al., 2020)**. The study investigated the influence of architectural design and spatial layout on employee productivity. The authors concluded that activity-based office design is better regarding satisfaction, collaboration, privacy, comfort and productivity than the traditional one. **(Sreekant & John, 2021)**. The authors examined the influence of intelligent technologies on interior workplace design. It was concluded that intelligent technologies such as automation, adaptive material, and digital technology aid to increase efficiency, sustainability, comfort of users and overall workplace satisfaction. **(Fathy & Wael, 2021)**

The author reviewed the trends of co-working spaces and challenges associated with their implementation in the future. Such factors as flexibility, collaboration, technology, users' behavior, and organizational aspects are essential for increasing productivity and improving performance of a workplace. **(Berbegal-Mirabent, 2021)**. The researchers examined the influence of collaboration and social interaction on the happiness of co-working users. Social interactions and collaborative



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culture increase the levels of wellbeing, satisfaction, and productivity of users through the balance of collaboration and individual work. (Berdicchia et al.,2022).The investigated the impact of sustainable materials on built environment. Sustainable materials improve the environment quality, wellbeing of users, sustainability and flexible and user-centered design of workplaces. (Rafique & Alaa, 2023). The co-working spaces have been studied by Kamenova in terms of their impact on sustainable spatial development. The results revealed that flexible workspaces improve cooperation, accessibility, efficient utilization of the space, productivity and sustainability of the region. (Kamenova, 2026).

RATIONAL OF THE STUDY:

Core Issue:

Modern coworking spaces often struggle to balance high occupancy rates with user privacy and comfort

Need Of Study:

Understanding how workplace design influences productivity, collaboration, and user satisfaction, is essential for creating effective co working environments.

Purpose Of Study:

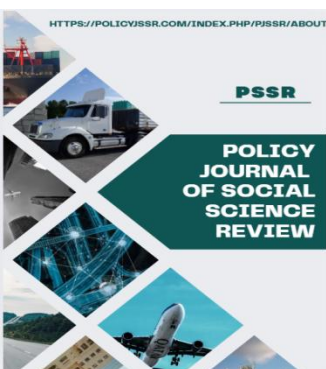
To examine how density and privacy can be balanced to create efficient co working spaces that support productivity and collaboration.

Research Objective:

- In order to investigate the process of evolution of co-working spaces with regard to such current trends as hybrid model and digital transformation.
- In order to investigate the problems encountered by co-working space operation and design in relation to the connection between density, privacy and user satisfaction.
- In order to come up with new ways of increasing workplace efficiency considering users' workplace expectations.

METHDOLOGY:

Lahore is the second largest city of Pakistan and one of the most significant economic centers of the country. According to the information available at Population Census 2023, the estimated population of Lahore district is 13.38 million, while the population of Lahore metropolitan area will be around 14.8 million in 2025. The rising population, along with startups, the digital economy has increased the demand for flexible office space in Lahore. According to the recent reports of the industry, there are 170-plus coworking spaces in Lahore, which are located mainly in business areas such as Gulberg, DHA, Johar Town, and Model Town. These coworking spaces



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provide flexible workspace to freelancers, entrepreneurs, startups, and remote workers. There are several coworking spaces in Lahore, making it a suitable location for studying coworking environment and user satisfaction.

Research Approach:

The quantitative approach is adopted. The literature review help in understanding existing theories, concept, and finding, while bibliometric analysis provides measurable insights into publication trends and research patterns.

Data Sources:

The data source is Web of science (WOS), it is known for its high quality academic publication. This confirm the reliability on selected research paper.

Data Analysis Techniques:

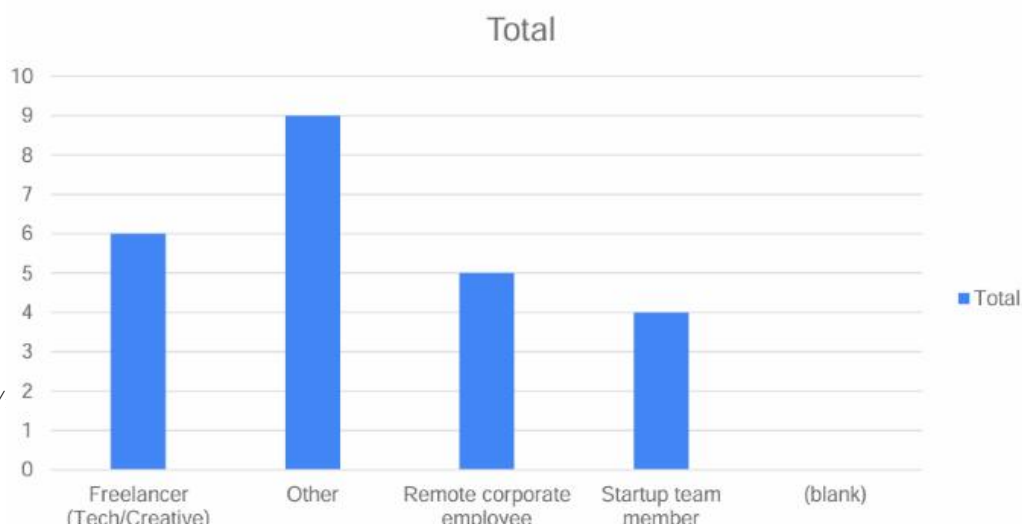
- **Keyword analysis:** to identify the most frequently used terms and emerging themes in coworking spaces.
- **Author analysis:** to determine the most influential researchers and their contributions to the field.
- **Citation analysis:** To examine collaboration networking among researchers and institution.
- **Thematic mapping:** To categorize major research areas and identify gaps in the existing literature.

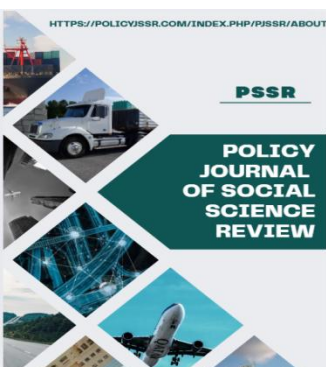
Scope And Limitation:

The study provides valuable insights, it is limited to the Web of Science data base and selected keywords. Some related studies from other databases may not be excluded. Besides, biometric analysis focus on quantitative pattern sand may not fully capture the depth of quantitative insights.

QUANTITATIVE APPROACH:

Survey Results:





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Figure 1: Respondent's Professional Background

DISCUSSION:

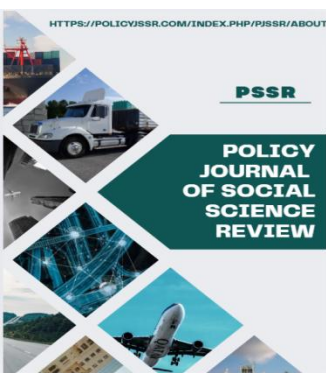
The results indicate that respondents came from diverse professional backgrounds. The largest group (37.5%) selected "Other" as their primary profession, followed by **Freelancers (Tech/Creative)** (25.0%), **Remote Corporate Employees** (20.8%), and **Startup Team Members** (16.7%). This distribution shows that the study included participants from a variety of occupations, providing a broad range of perspectives for the research.



Figure 2: hours per week do you spend at a co-working space in Lahore

DISCUSSION:

The findings show that the majority of respondents (58.3%) spend **less than 10 hours per week** at a co-working space in Lahore. Meanwhile, **25.0%** reported spending **36 or more hours** per week, while only **16.7%** spend **10-20 hours** weekly. These results suggest that most participants use co-working spaces on a flexible or occasional basis rather than as their primary workplace.



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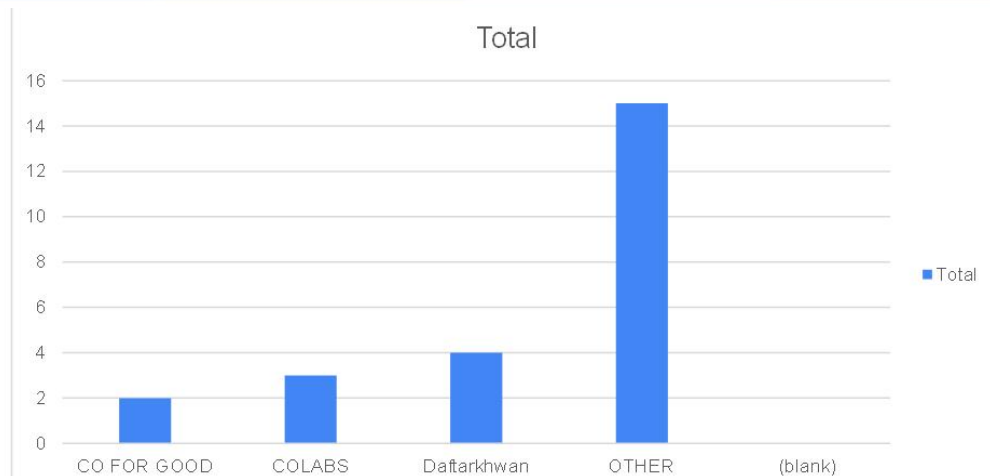


Figure 3: co-working spa in Lahore have you used

- DISCUSSION:

The findings show that **62.5%** of respondents selected "Other" as the co-working space they have used, indicating that many participants preferred co-working spaces not listed in the survey. Among the listed options, **Daftar Hwan** was the most frequently used (**16.7%**), followed by **COLABS** (**12.5%**) and **CO FOR GOOD** (**8.3%**). These results suggest that respondents use a wide variety of co-working spaces across Lahore rather than relying on a single provider.

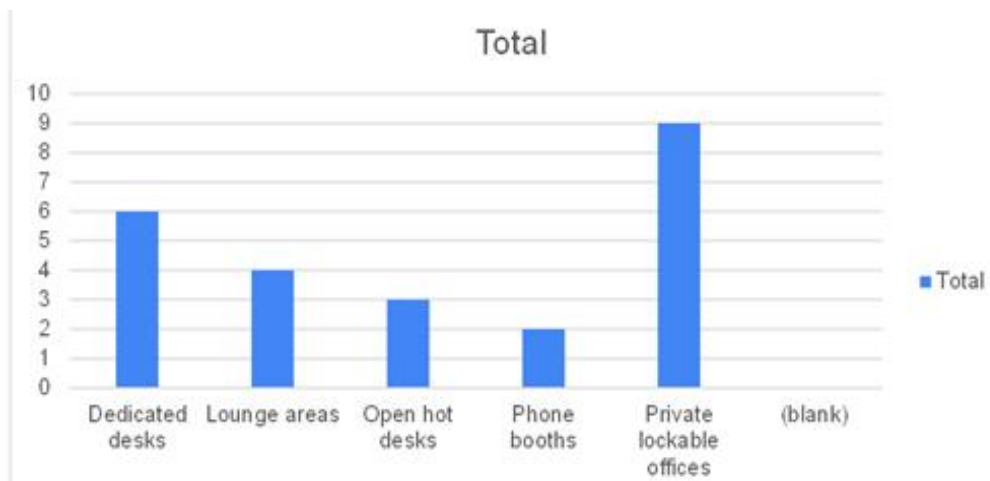
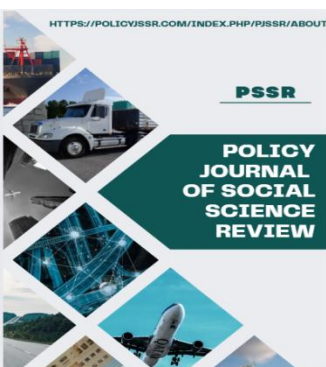


Figure 4: Typically work in



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- **DISCUSSION:**

The results indicate that **37.5%** of respondents typically work in **private lockable offices**, making it the most preferred workspace. This was followed by **dedicated desks (25.0%)**, **lounge areas (16.7%)**, **open hot desks (12.5%)**, and **phone booths (8.3%)**. These findings suggest that respondents generally prefer private and dedicated workspaces that provide greater comfort, focus, and productivity.

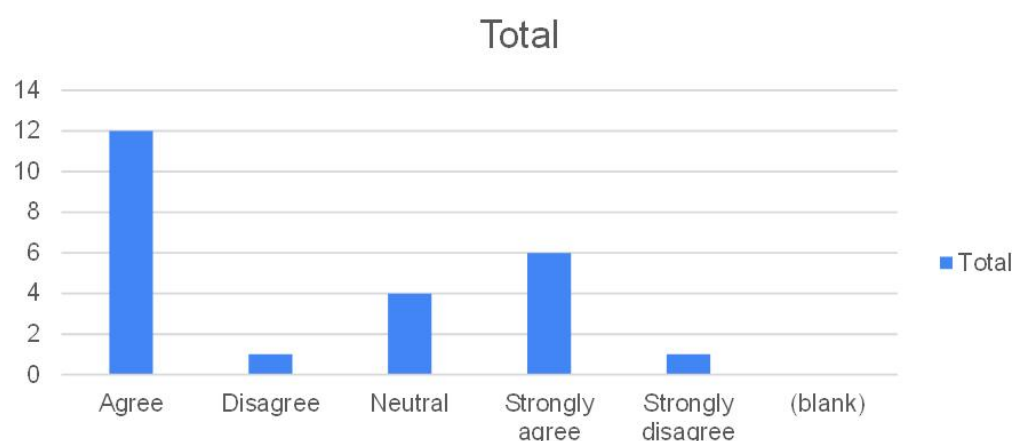
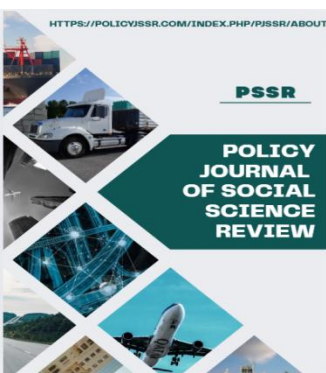


Figure 5: Background noise disturb my focus.

- **DISCUSSION:**

The results show that **50.0%** of respondents **agreed** and **25.0%** **strongly agreed** that background noise, such as phone calls, keyboard clicks, and conversations, disrupts their focus in co-working spaces. Meanwhile, **16.7%** remained neutral, while only **4.2%** disagreed and **4.2%** strongly disagreed. These findings indicate that background noise is a significant concern for most users and may negatively affect their concentration and productivity.



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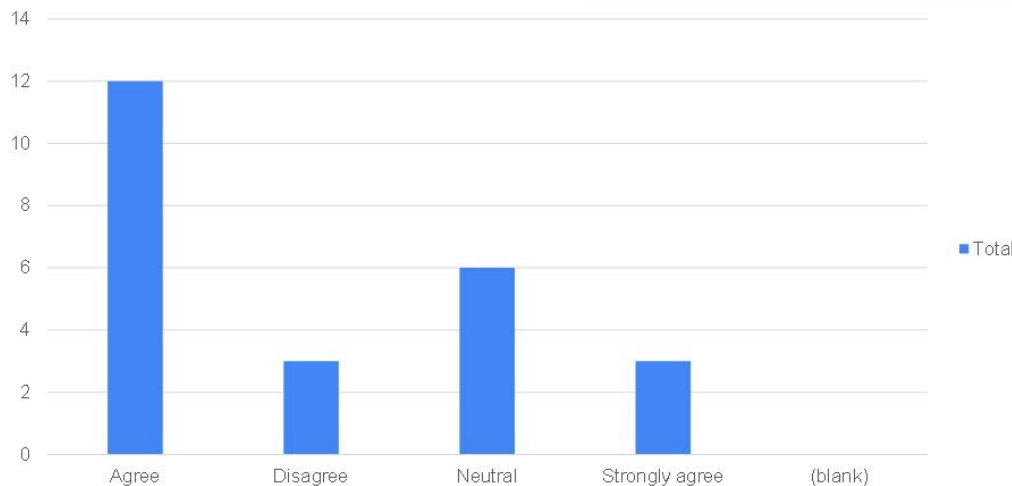
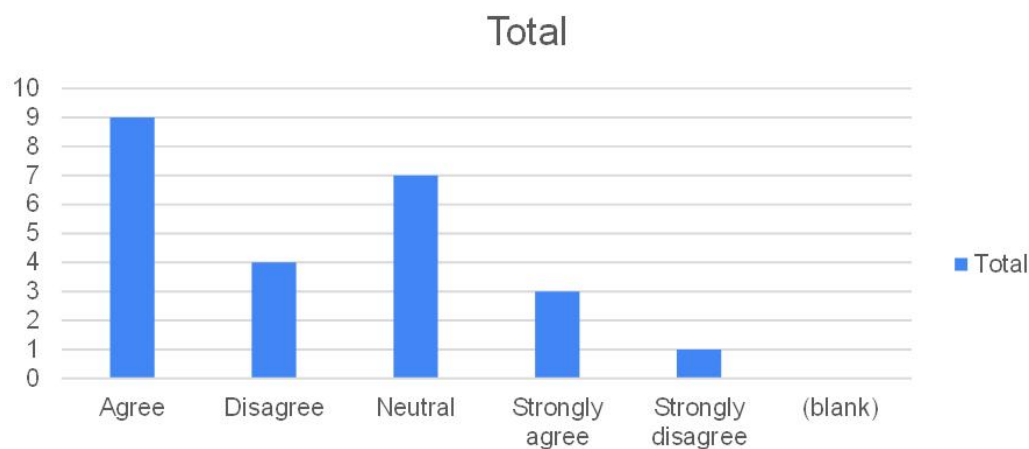
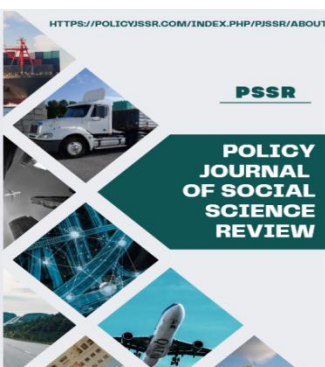


Figure 6: Private spot to take a confidential client call within 2 minutes.

• DISCUSSION:

The results show that **50.0%** of respondents **agreed** that they can find a completely private spot for a confidential client call within two minutes, while **12.5%** **strongly agreed**. In contrast, **25.0%** remained neutral and **12.5%** disagreed with the statement. These findings suggest that although most respondents can access private spaces when needed, there is still room for improvement in providing readily available confidential work areas.





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Figure 7: Visual privacy (other cannot see my screen) is adequate at my usual desk.

- **DISCUSSION:**

The findings indicate that **37.5%** of respondents **agreed** and **12.5%** **strongly agreed** that visual privacy at their usual desk is adequate. Meanwhile, **29.2%** remained neutral, **16.7%** disagreed, and **4.2%** strongly disagreed. These results suggest that while most respondents are satisfied with the level of visual privacy in their workspace, a notable proportion still experience concerns about screen visibility and privacy.

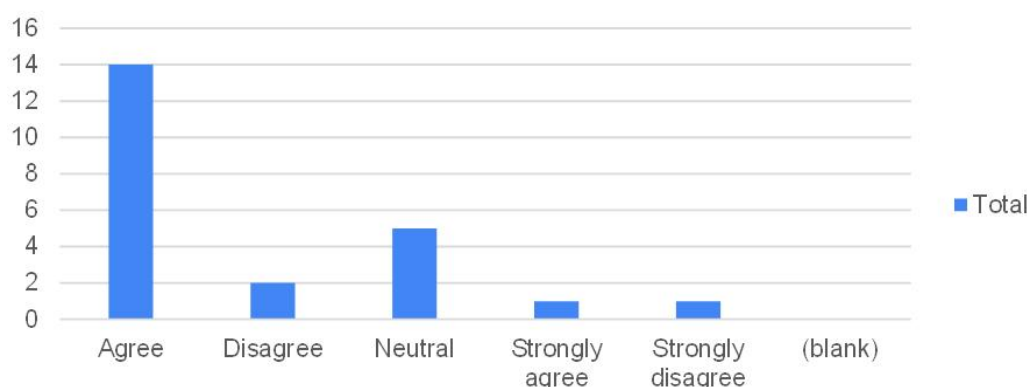
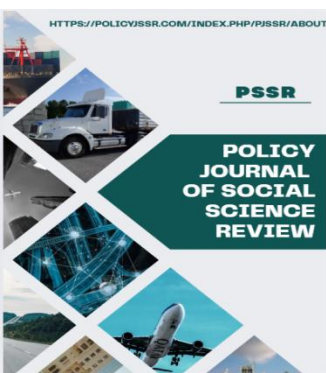


Figure 8: I have accidentally overheard sensitive work discussions from neighboring seats.

- **DISCUSSION:**

The findings show that **60.9%** of respondents **agreed** and **4.3%** **strongly agreed** that they have accidentally overheard sensitive work discussions from neighboring seats. In comparison, **21.7%** remained neutral, while **8.7%** disagreed and **4.3%** strongly disagreed. These results suggest that accidental exposure to confidential conversations is a common issue in co-working spaces, highlighting the need for improved acoustic privacy measures.



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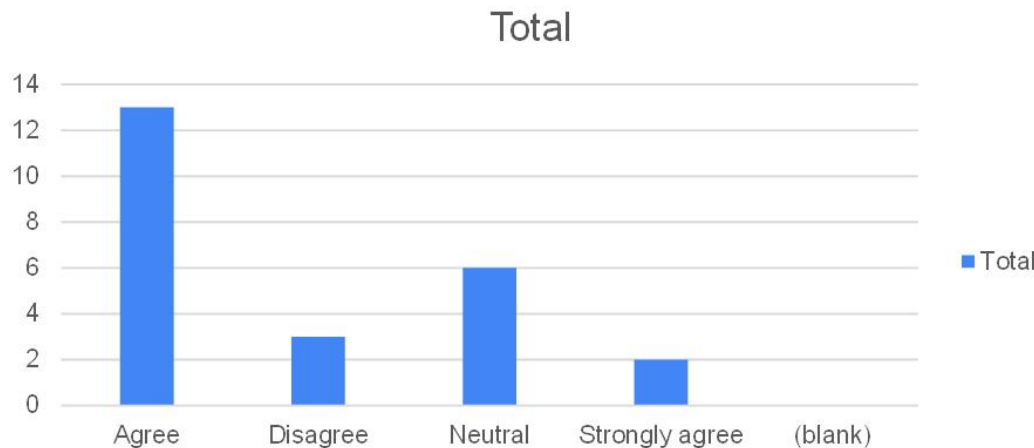
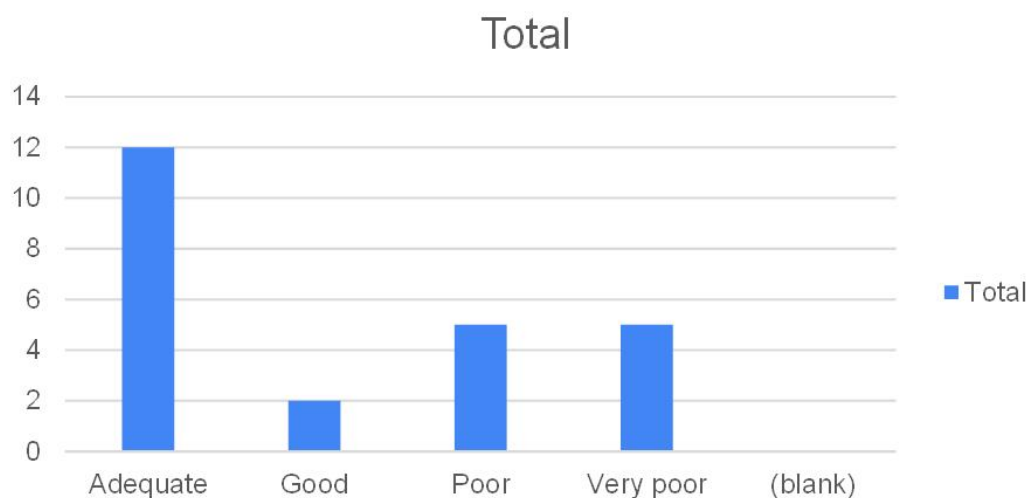
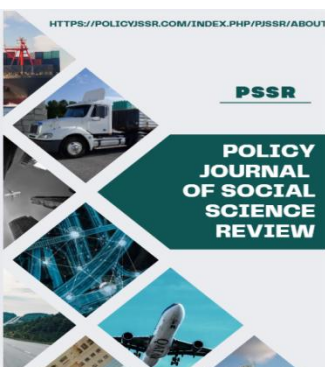


Figure 9: The current layout makes me feel “crowded” or anxious during peak hours (5-7 PM)

• DISCUSSION:

The findings indicate that **54.2%** of respondents **agreed** and **8.3%** **strongly agreed** that the current layout makes them feel crowded or anxious during peak hours (5-7 PM). Meanwhile, **25.0%** remained neutral, while **12.5%** disagreed with the statement. These results suggest that overcrowding during busy periods is a common concern and may negatively affect users' comfort and overall experience in co-working spaces.





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Figure 10: How would you rate the seat to amenity ratio (e.g., no. of power outlets, meeting rooms per 50 seats) in Lahore's co-working spaces?

- **DISCUSSION:**

The results indicate that **50.0%** of respondents rated the seat-to-amenity ratio in Lahore's co-working spaces as **adequate**. However, **20.8%** rated it as **poor**, another **20.8%** as **very poor**, and only **8.3%** considered it **good**. These findings suggest that while half of the respondents are satisfied with the availability of amenities, a considerable proportion believe that improvements are needed to better meet users' needs.

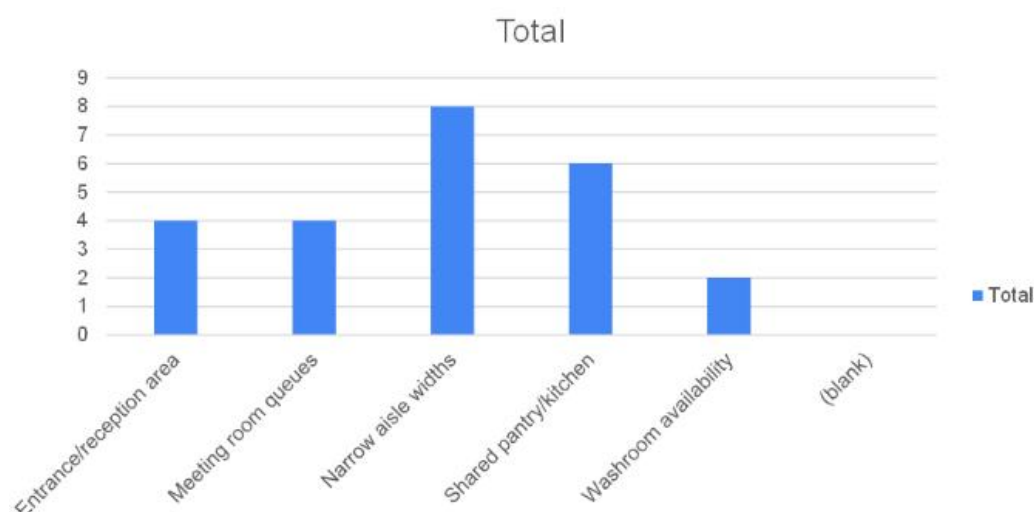
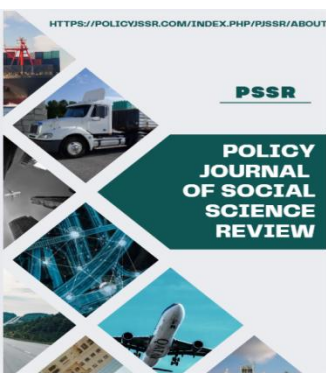


Figure 11: which design element causes the most physical overcrowding?

- **DISCUSSION:**

The findings show that **33.3%** of respondents identified **narrow aisle widths** as the main design element causing physical overcrowding in co-working spaces. This was followed by **shared pantry/kitchen areas (25.0%)**, while **entrance/reception areas** and **meeting room queues** were each selected by **16.7%** of respondents. Only **8.3%** considered **washroom availability** to be the primary cause of overcrowding. These results suggest that circulation space and shared facilities are the key design issues contributing to overcrowding in co-working environments.



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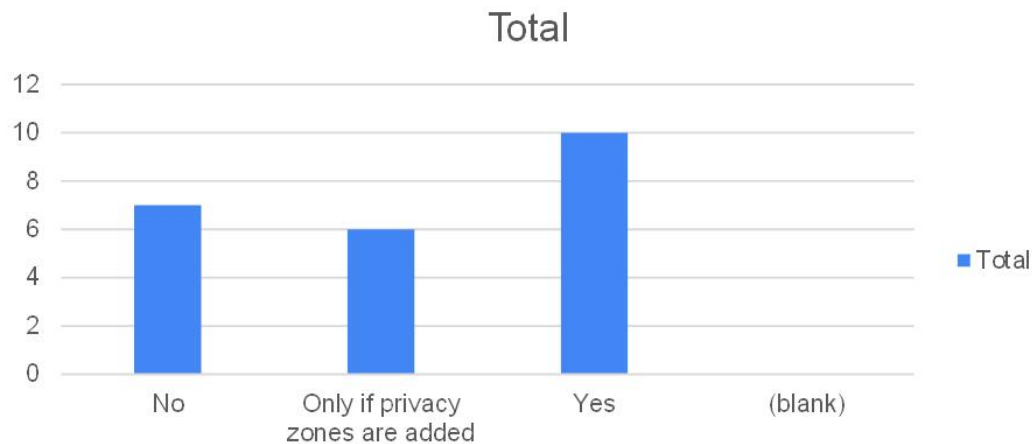


Figure 12: Do you support increasing Total no. of seats by 20% if it lowers monthly fee by 30%?

- DISCUSSION:

The findings show that **43.5%** of respondents support increasing the total number of seats by **20%** if it reduces their monthly fee by **30%**. However, **30.4%** do not support the proposal, while **26.1%** would only support it if additional privacy zones are included. These results suggest that although many users are willing to accept higher seating density in exchange for lower costs, maintaining privacy remains an important consideration for a significant proportion of respondents.

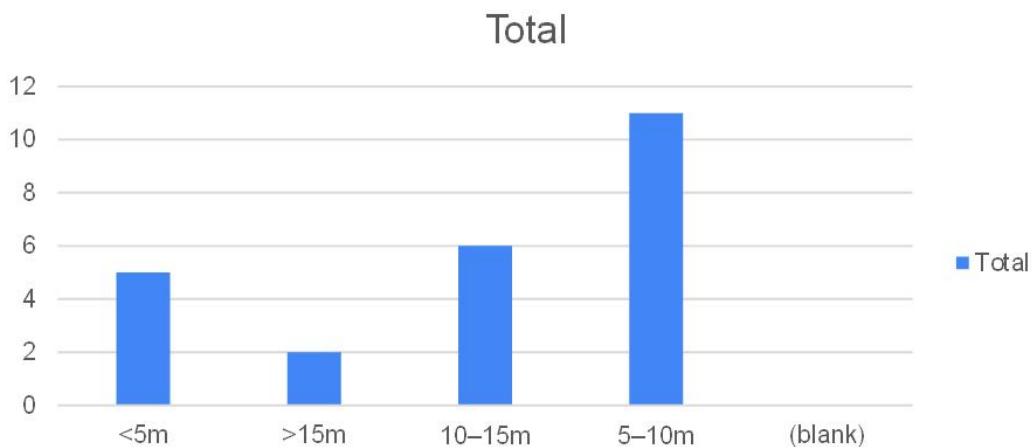
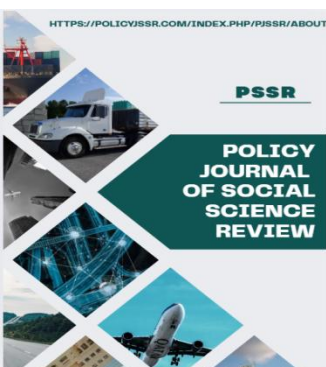


Figure 13: what is the maximum acceptable distance (in feet) between your desk and a phone booth for private calls?



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• DISCUSSION:

The findings indicate that the **most preferred maximum acceptable distance** between a workstation and a phone booth for private calls is **5–10 meters**, selected by **45.8%** of respondents. This is followed by **25.0%** who consider **10–15 meters** acceptable, while **20.8%** prefer the phone booth to be located within **5 meters** of their desk. Only **8.3%** of respondents are willing to walk **more than 15 meters**. These results suggest that users generally prefer private call facilities to be located within a **5–10 meter radius** of their workstations, ensuring convenient access while minimizing disruption to their workflow. Locating phone booths within this range is therefore likely to enhance accessibility, encourage their use, and improve overall workplace functionality.

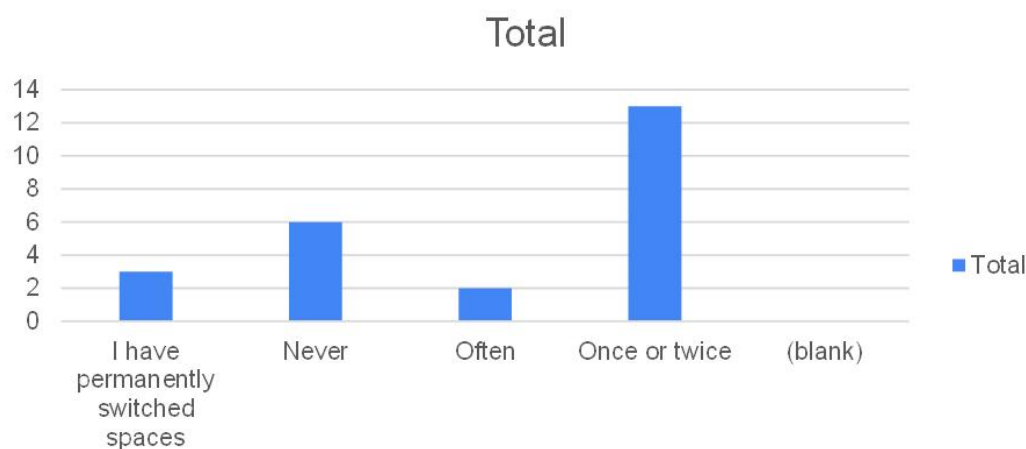
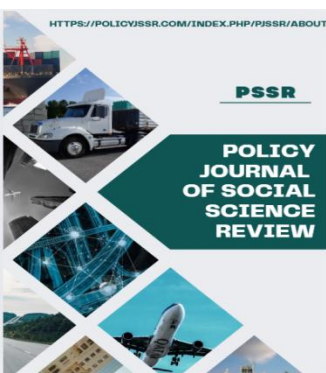


Figure 14: Have you ever left a co-working space early or stopped going due to crowding?

• DISCUSSION:

The findings indicate that **54.2%** of respondents have **left a co-working space early or stopped attending due to crowding once or twice**, making it the most common response. Meanwhile, **25.0%** reported that they have **never** experienced this issue. A further **12.5%** stated that crowding was significant enough for them to **permanently switch to another co-working space**, while **8.3%** reported that they **often** leave early or avoid the space because of overcrowding.



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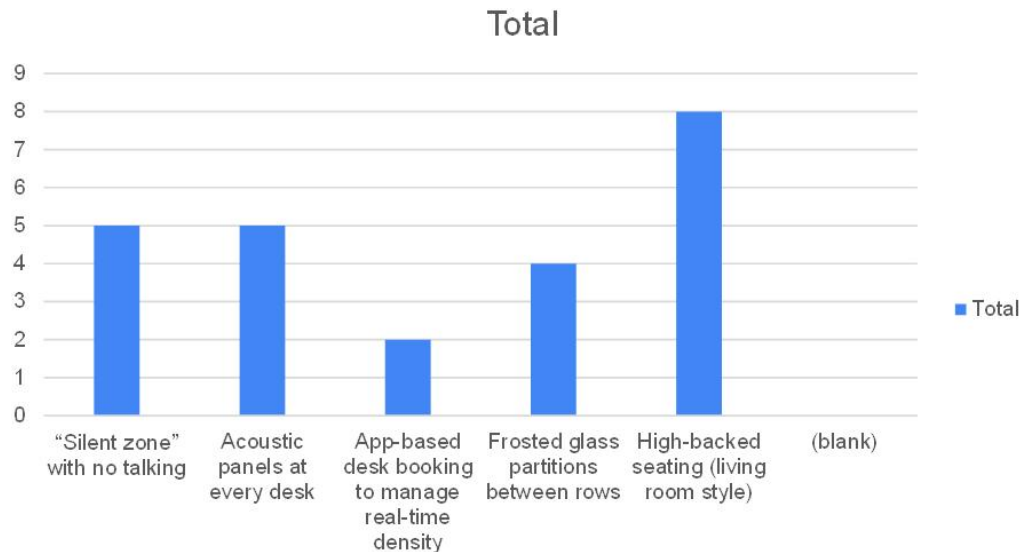
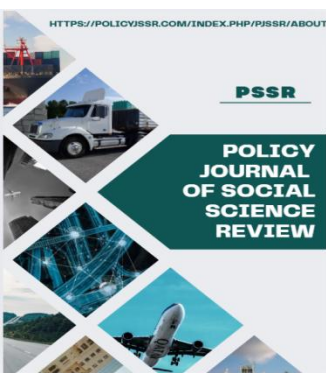


Figure 15: Which privacy feature do you value most in a high-density seating?

- **DISCUSSION:**

The findings indicate that **high-backed seating (living room style)** is the most valued privacy feature in a high-density co-working environment, selected by **33.3%** of respondents. **Silent zones with no talking** and **acoustic panels at every desk** were each preferred by **20.8%** of respondents, highlighting the importance of minimizing noise and visual distractions. Additionally, **16.7%** favored **frosted glass partitions between rows**, while only **8.3%** selected **app-based desk booking to manage real-time density** as their preferred privacy feature.



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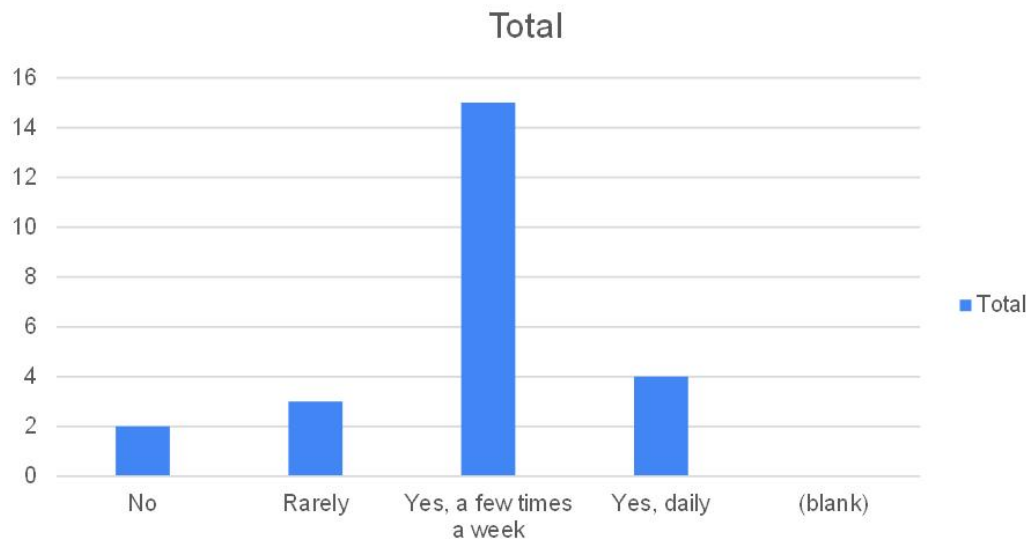
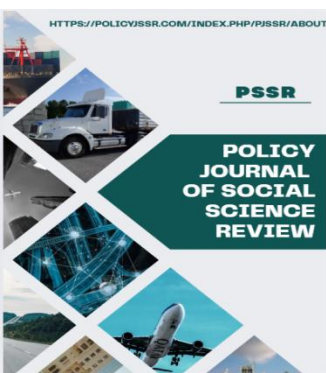


Figure 16: Open hot desks with a separate, bookable “deep work” room

- **DISCUSSION:**

The findings indicate that **62.5%** of respondents would use a hybrid workspace layout that combines open hot desks with a separate, bookable **“Deep Work”** room a **few times a week**, making it the most preferred response. Additionally, **16.7%** reported that they would use the facility **daily**, while **12.5%** stated they would use it **rarely**. Only **8.3%** of respondents indicated that they would **not** use such a space.



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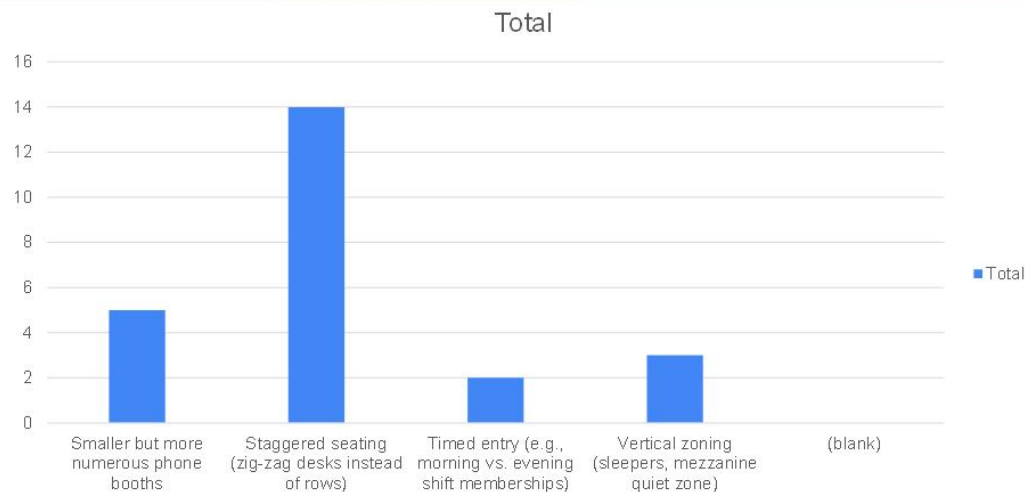
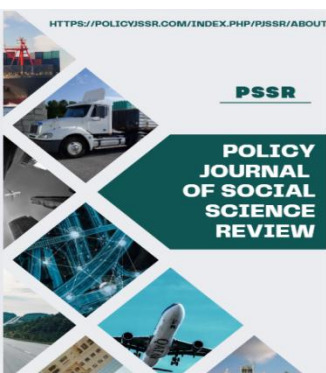


Figure 17: Lahore's real estate cost?

- **DISCUSSION:**

The findings indicate that **58.3%** of respondents consider **staggered seating (zig-zag desk arrangements instead of traditional rows)** to be the most practical density-reducing strategy for Lahore's real estate context. This was followed by **20.8%** who preferred **smaller but more numerous phone booths**, while **12.5%** favored **vertical zoning**, such as mezzanine quiet areas or elevated workspaces. Only **8.3%** selected **timed entry or shift-based memberships** as the most practical solution.



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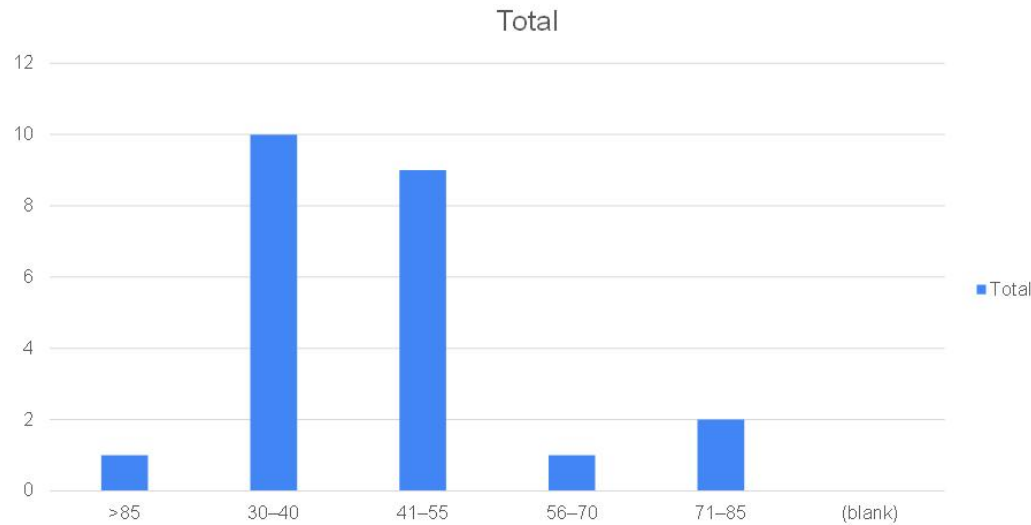
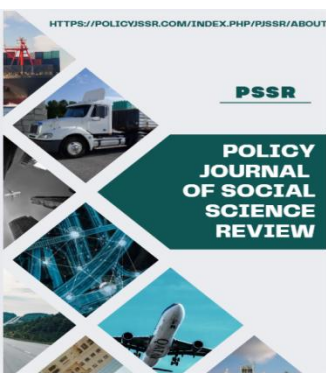


Figure 18: On a floor plan of 3000 sqft. ideal maximum number of workstations

- **DISCUSSION:**

The findings indicate that **41.7%** of respondents believe the ideal maximum number of workstations for a **3,000 sq. ft. floor plate** is **30-40**, making it the most preferred option. This is closely followed by **37.5%** of respondents who selected **41-55 workstations**. Only **8.3%** considered **71-85 workstations** appropriate, while **4.2%** each preferred **56-70 workstations** and **more than 85 workstations**.



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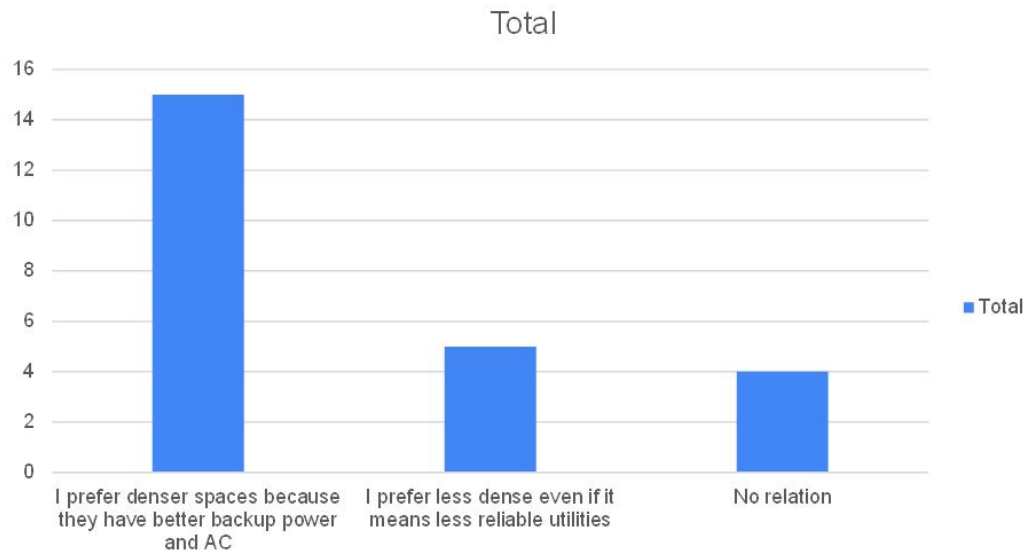
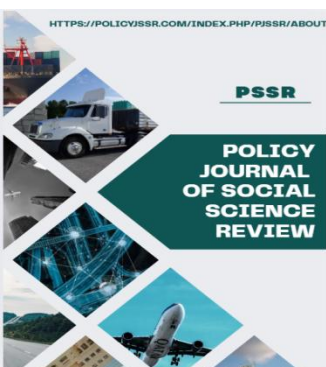


Figure 19: how do environmental factors affect your privacy/density preferences?

- **DISCUSSION:**

The findings indicate that **62.5%** of respondents prefer **denser co-working spaces** because they **offer better backup power and air conditioning**, making it the most selected response. In contrast, **20.8%** of respondents prefer **less dense spaces**, even if it means compromising on the reliability of utilities such as electricity and climate control. Meanwhile, **16.7%** believe that environmental factors such as heat, load-shedding, and traffic have **no influence** on their privacy or density preferences.

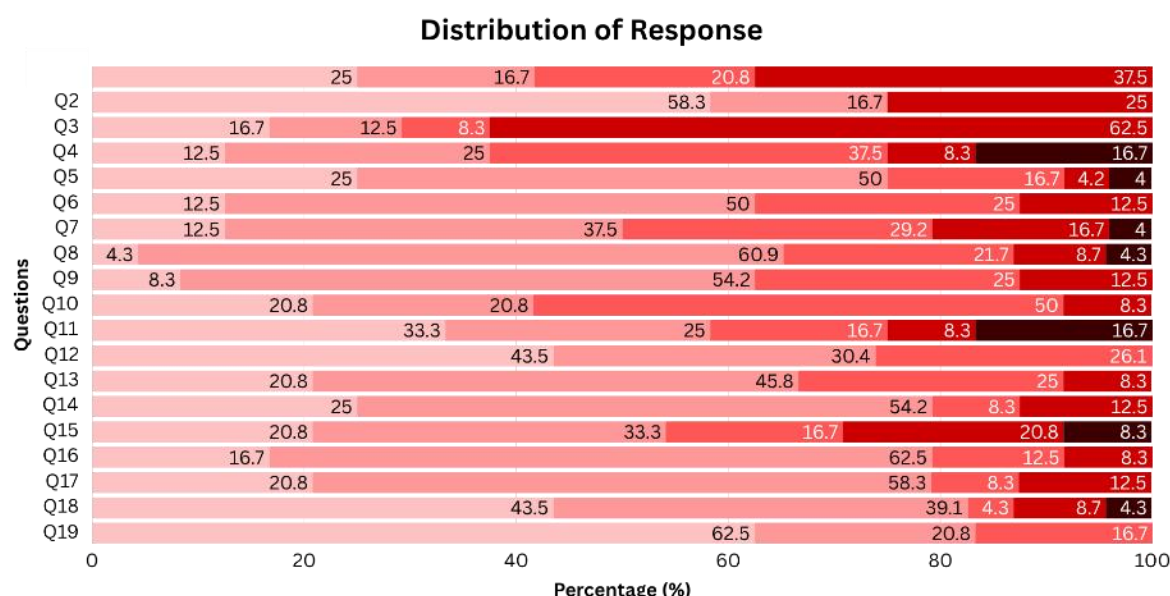
Analysis:



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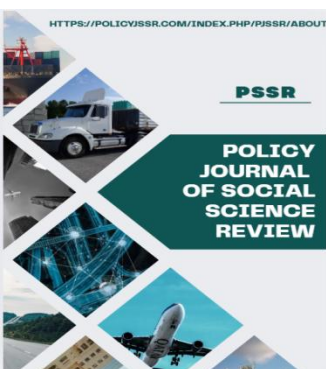
FINDING:

That the rapid growth of freelancers, online workers and online employment in Lahore has increased the demand in co-working space. That accommodate the high number of users maintaining adequate levels of privacy and comfort. The most clients prefer flexible space that support both collaboration and individual concentration. Many co-working spaces in Lahore struggle to balance the privacy and density with acoustic and visual privacy.

The open plan layout is effective in maximum occupancy and encouraging social interaction, networking and teamwork. The too much open space may lead to distraction, noise pollution and decrease productivity. The lack of acoustic treatment and problem in design phase effect their ability to focus, especially during meeting, online work and creative tasks.

That spatial zoning plays a significant role in achieving a balance in privacy and efficiency. Semipublic areas, phone booths, moveable partition and user-friendly furniture system were found to increase user satisfaction with compromise negative space.

That cultural and social attraction in Lahore influence workspace expectations. Many clients want a private space and controlled attraction from other people rather than exposed environment office. Female user particularly emphasized the importance of privacy, safety, and comfortable circulation within shared space.



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Various environmental aspects were responsible for making efficient use of space. Lighting, ventilation, user friendly furniture, and proper treatment of acoustic these are some factors which user feels comfortable and work efficient. The use of biophilic design and natural light principal made user less stressed out and more welcoming to work inside congested space.

That co-working space in Lahore should not only concentrate on filling up space with maximum user, but they should follow the aspect of privacy into their design in order to enhance efficiency as well as social interaction.

DISCUSSION:

Explanation of findings:

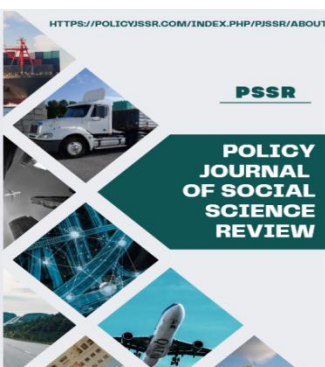
There is a need of proper balance in the design of co working space in Lahore. The increasing trend of co working places among entrepreneurs, free lancers, remote working has necessitated efforts on the part of designers and providers to increase the density of user within available space. The high density of users is not sufficient to ensure efficiency. Rather, user prefer spaces where they can work comfortably and in a conducive environment. The open space in co working space is critical element. Open space provides a visually connected environment and facilitate interactions between people from diverse professional groups. There is too much open space that user are exposed to noise distraction, visual distraction, and lack of privacy. As the result the work productivity is compromised due to lack of concentration and confidentially necessary to complete certain tasks.

Spatial zoning is one of the important ways to achieve the balance of density and privacy as well. Using moveable partitions, acoustic panel, private booth and friendly furniture enables space to be versatile enough while providing user with an opportunity to meet various needs. Design interventions help enhance the functionality of the space without affecting its efficiency and density

People like to have options while choosing between a communal or quiet space depending on what kind of work they do. one of the explanation has to do with cultural and socio-demographic specifics of Lahore society. People working in Lahore feel the need of territoriality and a sense of comfort rather than being completely open in the workplace. Expectations about privacy depend on the cultural background, professional and even gender identity. For instance, female user emphasized the necessary of visual privacy and comfortable seats.

comparison with previous studies:

Those on earlier study on co-working space design and workplace behavior. That open plan offices help people communicate and work together more easily. However, they can also create problem such as noise and distraction, which make it difficult to concentrate. User liked the opportunity for collaboration but were unhappy with the lack of privacy. The importance of flexible workplaces



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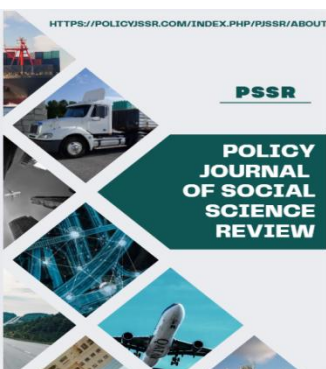
that can be adopted to different needs. Feature such as modular layouts and multifunctional furniture help make better use of space and improve user comfort. The flexible zoning can increase both space efficiency and user satisfaction in co-working spaces in Lahore. Western countries often focus on collaboration and community building as the main goal of co working spaces. While this study agrees that these aspects are important, it also find that user in Lahore value privacy and controlled interaction with people. This suggest that cultural difference play an important role in shaping workplace preferences s, and international co working designs should be adapted to local needs. Environmental psychology has shown that factors such as good acoustics, natural lighting, and biophilic design can improve productivity and mental well-being. User reported higher level of satisfaction in space that included natural light, indoor plants, and effective noise control measures. This provides a better understanding of co working space design in Lahore by combining global workspace trends with local culture and social requirements. Co working space in Pakistan should balance efficiency, flexibility, privacy and cultural sensitivity to create comfortable and user-friendly working environment

CONCLUSION:

This research proves that the combination of density and privacy is an important aspect that should be considered in order to create productive co-working spaces in Lahore. The rise in the number of freelancers, entrepreneurs, startups, remote employees, and digital professionals has led to the growth of demand for various workspaces and flexible work environments that accommodate various kinds of work.

The results prove that despite the fact that open office plans allow accommodating many people and promote communication, too much openness leads to problems such as noise, distraction, lack of acoustic privacy, and inability to concentrate on the work. All the above-mentioned factors affect users' performance, comfort, satisfaction, and productivity. Thus, the maximization of users' number is not the main goal of co-working space design.

Moreover, the research has proved that spatial planning and zoning are the key components that should be considered during the creation of a productive environment. The use of semi-private workstations, enclosed meeting rooms, phone booths, movable walls, acoustic panels, ergonomics and flexible layout helps users to perform various kinds of work without loss of cooperation and space efficiency. Furthermore, the aspects of environmental design such as natural lighting, good ventilation, thermal comfort, acoustic design, biophilic design, and good quality indoor environmental conditions contribute largely to the improvement in physiological and psychological well-being of users. The study also provides insights into the influence of the cultural and social values of Lahore on the expectations of users in terms of the design of their workspace. Users, particularly female professionals, seek visual privacy, personal security, easy and secure circulation



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but at the same time they seek places which allow them to network and interact with other people professionally. Such cultural values must be considered in future designs of co-working spaces. Overall, the research highlights the importance of achieving a balance between workspace density, privacy, flexibility, collaboration and environmental comfort to ensure the efficiency of co-working space design. Innovative human-centered design principles should be applied by designers while considering future changes in work processes and future needs of workplace. Finally, the findings from this research can provide valuable guidelines for the design of architects, interior designers, developers, and policymakers who are in the process of planning and designing co-working spaces in the future. Such guidelines would prove to be extremely valuable in creating an efficient and sustainable work environment with regards to the changing needs of the modern-day professionals.

RECOMMENDATIONS:

- **Berbegal-Mirabent, J. (2021)**

Title: *The Future of Coworking Spaces: Trends, Challenges, and Opportunities.*

Scope of Study: In this study, we have looked at the trends and challenges associated with co-working spaces. We have focused on how concepts such as flexibility, technology, user experience, and adaptability have become more important in ensuring efficiency in today's workplace environment.

- **Berdicchia, D., Bracci, E., & Masino, G. (2022)**

Title: *Coworking Spaces and User Happiness: The Role of Collaboration and Social Interaction.*

Scope of Study: This research aims to find the impact of cooperation and social interaction on user experience in co-working spaces. The results show that cooperation and social interaction improve user experience and boost user productivity.

- **Bouncken, R. B., Ratzmann, M., Barwinski, R., & Kraus, S. (2020)**

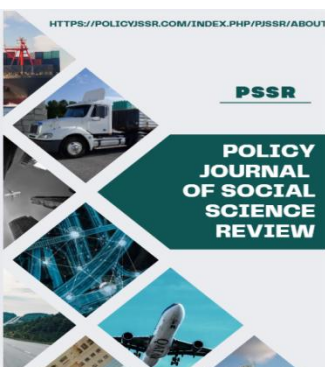
Title: *Coworking Spaces: Empowerment for Entrepreneurship and Innovation in the Digital and Sharing Economy.*

Scope of Study: The research was conducted on the potential use of co-working spaces in fostering entrepreneurship and innovation. It was established that co-working spaces designed in the right way will promote interaction between people.

- **Migliore, G., Rizzo, F., Schifani, G., & Cembalo, L. (2020)**

Title: *Hybrid Workplaces and Coworking Environments: Effects on Wellbeing, Collaboration, and Productivity.*

Scope of Study: The research was carried out concerning the effect of hybrid workplaces and collaborative workspaces on the well-being and productivity of users. It was concluded that appropriate workplace design and proper spatial organization promote collaboration and efficiency at work.



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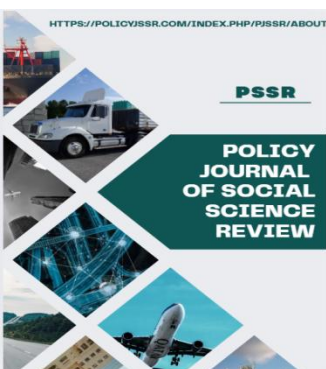
- **Tan, S., & Lau, H. (2020)**

Title: *User and Operator Expectations in Coworking Spaces: Balancing Flexibility, Privacy, and Collaboration.*

Scope of Study: This study focused on the expectations of the users and operators regarding co-working spaces. It was revealed from the results that there must be a balance between flexibility, privacy, and collaboration to increase user satisfaction.

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Tan, S., & Lau, H. (2020). User and operator expectations in coworking spaces: Balancing flexibility, privacy, and collaboration. *Journal of Corporate Real Estate*, 22(4), 285–302.

INTRODUCTION

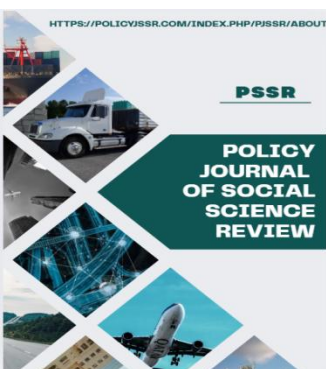
Research Background

The traditional workspace has undergone several changes in recent years due to rapid developments in technology and the emergence of coronavirus disease (COVID-19). The majority of the professionals do not prefer working at the traditional workspace since they need to be flexible and adaptable regarding location and manner of their work. Freelancers, startups, entrepreneurs, remote workers, and other professionals are preferring co-working spaces due to flexible work environment suited to all the users. The popularity of co-working spaces is increasing with the rise in demand for affordable, flexible, networked, and professional facilities among the users. (Ondia, et al. 2018). The users can rent their workspaces as per their requirements in terms of time and space without any kind of commitment along with using shared resources such as conference rooms, Internet connectivity, office supplies, and collaboration areas. It saves costs and makes things easier for the users. The outbreak of COVID-19 had led to certain changes in working styles of the people where healthful, flexible, and safe work environment became essential features of workspaces. Therefore, the majority of co-working spaces came up with new designs to maintain physical distancing, privacy zones, touchless facilities, better ventilation system, and hygiene facilities for the users. (Bouncken, R., et al. 2018).

Problem Statement:

Even though co-working spaces became more popular nowadays and give a lot of advantages, it should be noted that most of the currently used co-working spaces suffer from the problem of numerous design-related issues. Open-space design offers too many distractions and cannot offer proper conditions for working. Meanwhile, offering too much privacy does not make work effective and denies users from any opportunities to collaborate with each other. Besides, during the coronavirus pandemic, the popularity of hybrid work increased. Therefore, flexible spaces should be offered to users. Thus, there is a necessity to find some design solutions, which will manage to find the right balance between workspace density and privacy (Tan, S., & Lau, H. 2020).

LITERATURE REVIEW:



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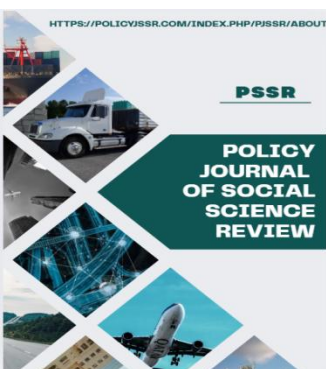
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Workplace has seen many changes in the past decade due to advancements in technology and the process of digitalization. This has been so owing to changes as well as the ongoing crisis of coronavirus. Flexible workspaces and user-centric workspaces have become increasingly popular for this reason, giving rise to co-working spaces. In the study of the effect of spatial configuration on user behavior in co-working space indicated that seating arrangement, circulation, barriers, and privacy influence concentration, collaboration, socializing, and productivity. Finally, the researchers made a conclusion that flexible design of co-working space has to consider users' requirements and spatial configuration. **(Ondia et al., 2018)**

In their study of user preferences and satisfaction in co-working spaces, **Boucken et al.** identified that accessibility, affordability, flexibility, and services have a significant role in the selection of co-working space by users. As a result, the researchers reached the conclusion that successful co-working spaces have to be designed with the user perspective and such aspects as privacy, collaboration, comfort, adaptability, and functionality considered.

(Boucken et al., 2018) Finally, as a result of their study of user/operator expectations in co-working spaces, Tan and Lau made a conclusion that user satisfaction depends on affordability, flexibility, and services, while operators value sustainability and community building more. **(Tan & Lau, 2020)** Several scholars examined different issues relating to the concept of co-working spaces and business models used. It is worth noting that efficiency of work in such spaces depends not only on workspace but also on social factors, behavior, comfort, wellbeing, and environment of the users. **(Various Authors, 2020)** The authors studied transformation of co-working spaces into hybrid workplaces and concluded that efficiency of workspaces depends on the physical design, users' behavior, and organization, while productivity, wellbeing, collaboration, and environmental aspects should also be considered in designing an effective workspace. **(Migliore et al., 2020)** Franke investigated the influence of community development on co-working spaces. The study concluded that both physical design and social interactions are important factors in creating efficient workplaces through collaboration while offering opportunities for privacy. **(Franke, 2020)** The study studied the sociomaterial perspective on co-working space usage and management. Consequently, it was determined that proper integration of space, technology and behavior of the user increases collaboration, creativity, productivity and communication, whereas bad design reduces efficiency of the process. **(Boucken et al., 2020)** The study investigated the influence of architectural design and spatial layout on employee productivity. The authors concluded that activity-based office design is better regarding satisfaction, collaboration, privacy, comfort and productivity than the traditional one. **(Sreekant & John, 2021)** The authors examined the influence of intelligent technologies on interior workplace design. It was concluded that intelligent technologies such as automation,



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adaptive material, and digital technology aid to increase efficiency, sustainability, comfort of users and overall workplace satisfaction. **(Fathy & Wael, 2021)**

The author reviewed the trends of co-working spaces and challenges associated with their implementation in the future. Such factors as flexibility, collaboration, technology, users' behavior, and organizational aspects are essential for increasing productivity and improving performance of a workplace. **(Berbegal-Mirabent, 2021)**. The researchers examined the influence of collaboration and social interaction on the happiness of co-working users. Social interactions and collaborative culture increase the levels of wellbeing, satisfaction, and productivity of users through the balance of collaboration and individual work. **(Berdicchia et al., 2022)**. The investigated the impact of sustainable materials on built environment. Sustainable materials improve the environment quality, wellbeing of users, sustainability and flexible and user-centered design of workplaces. **(Rafique & Alaa, 2023)**. The co-working spaces have been studied by Kamenova in terms of their impact on sustainable spatial development. The results revealed that flexible workspaces improve cooperation, accessibility, efficient utilization of the space, productivity and sustainability of the region. **(Kamenova, 2026)**.

RATIONAL OF THE STUDY:

Core Issue:

Modern coworking spaces often struggle to balance high occupancy rates with user privacy and comfort

Need Of Study:

Understanding how workplace design influences productivity, collaboration, and user satisfaction, is essential for creating effective co working environments.

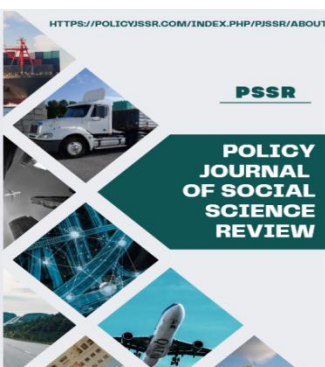
Purpose Of Study:

To examine how density and privacy can be balanced to create efficient co working spaces that support productivity and collaboration.

Research Objective:

- In order to investigate the process of evolution of co-working spaces with regard to such current trends as hybrid model and digital transformation.
- In order to investigate the problems encountered by co-working space operation and design in relation to the connection between density, privacy and user satisfaction.
- In order to come up with new ways of increasing workplace efficiency considering users' workplace expectations.

METHDOLOGY:



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Lahore is the second largest city of Pakistan and one of the most significant economic centers of the country. According to the information available at Population Census 2023, the estimated population of Lahore district is 13.38 million, while the population of Lahore metropolitan area will be around 14.8 million in 2025. The rising population, along with startups, the digital economy has increased the demand for flexible office space in Lahore. According to the recent reports of the industry, there are 170-plus coworking spaces in Lahore, which are located mainly in business areas such as Gulberg, DHA, Johar Town, and Model Town. These coworking spaces provide flexible workspace to freelancers, entrepreneurs, startups, and remote workers. There are several coworking spaces in Lahore, making it a suitable location for studying coworking environment and user satisfaction.

Research Approach:

The quantitative approach is adopted. The literature review help in understanding existing theories, concept, and finding, while bibliometric analysis provides measurable insights into publication trends and research patterns.

Data Sources:

The data source is Web of science (WOS), it is known for its high quality academic publication. This confirm the reliability on selected research paper.

Data Analysis Techniques:

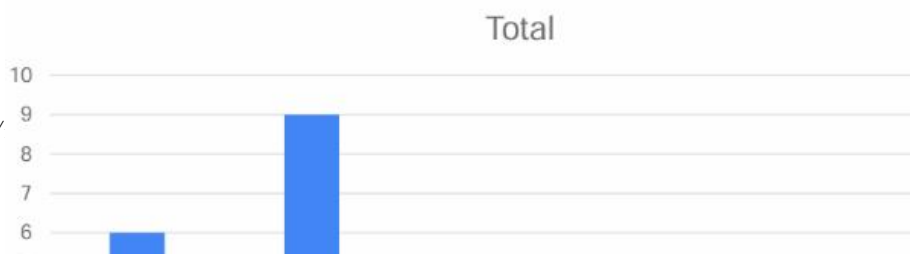
- **Keyword analysis:** to identify the most frequently used terms and emerging themes in coworking spaces.
- **Author analysis:** to determine the most influential researchers and their contributions to the field.
- **Citation analysis:** To examine collaboration networking among researchers and institution.
- **Thematic mapping:** To categorize major research areas and identify gaps in the existing literature.

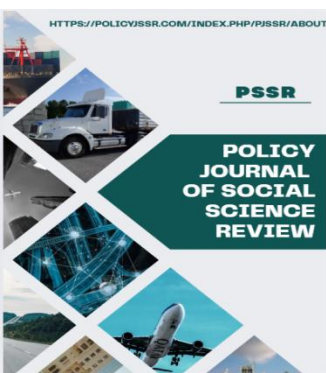
Scope And Limitation:

The study provides valuable insights, it is limited to the Web of Science data base and selected keywords. Some related studies from other databases may not be excluded. Besides, biometric analysis focus on quantitative pattern sand may not fully capture the depth of quantitative insights.

QUANTITATIVE APPROACH:

Survey Results:





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Figure 1: Primary Profession

Figure 1: Respondent's Professional Background

DISCUSSION:

The results indicate that respondents came from diverse professional backgrounds. The largest group (37.5%) selected "Other" as their primary profession, followed by **Freelancers (Tech/Creative)** (25.0%), **Remote Corporate Employees** (20.8%), and **Startup Team Members** (16.7%). This distribution shows that the study included participants from a variety of occupations, providing a broad range of perspectives for the research.

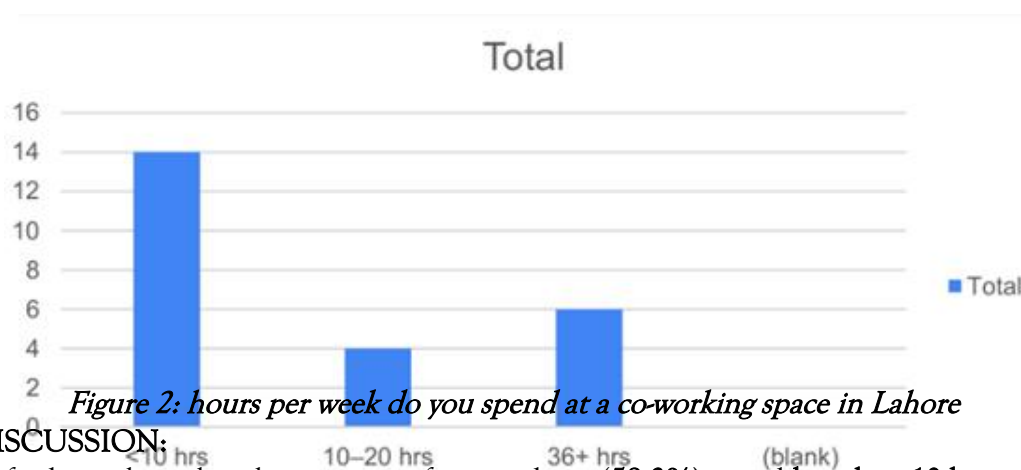
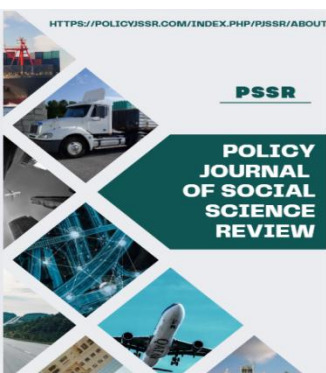


Figure 2: hours per week do you spend at a co-working space in Lahore

DISCUSSION:

The findings show that the majority of respondents (58.3%) spend **less than 10 hours per week** at a co-working space in Lahore. Meanwhile, **25.0%** reported spending **36 or more hours** per week, while only **16.7%** spend **10-20 hours** weekly. These results suggest that most participants use co-working spaces on a flexible or occasional basis rather than as their primary workplace.



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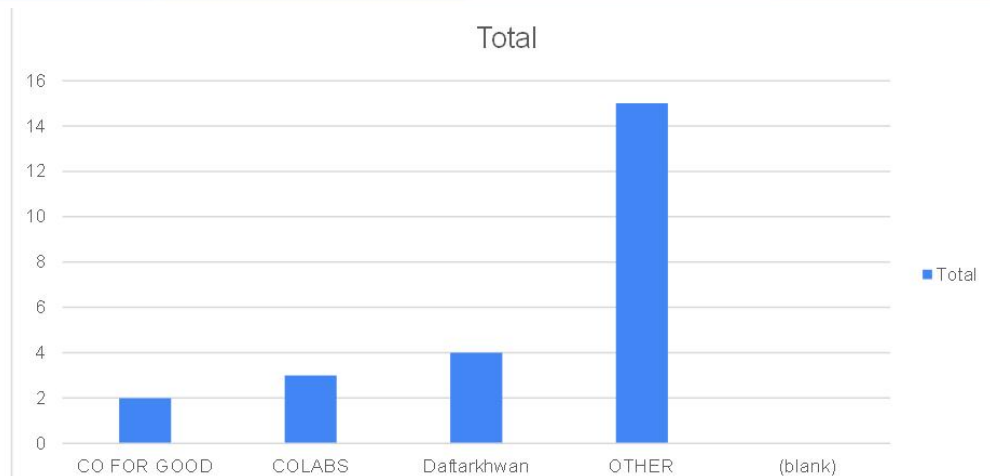


Figure 3: co-working spa in Lahore have you used

- DISCUSSION:

The findings show that **62.5%** of respondents selected "Other" as the co-working space they have used, indicating that many participants preferred co-working spaces not listed in the survey. Among the listed options, **Daftar Hwan** was the most frequently used (**16.7%**), followed by **COLABS** (**12.5%**) and **CO FOR GOOD** (**8.3%**). These results suggest that respondents use a wide variety of co-working spaces across Lahore rather than relying on a single provider.

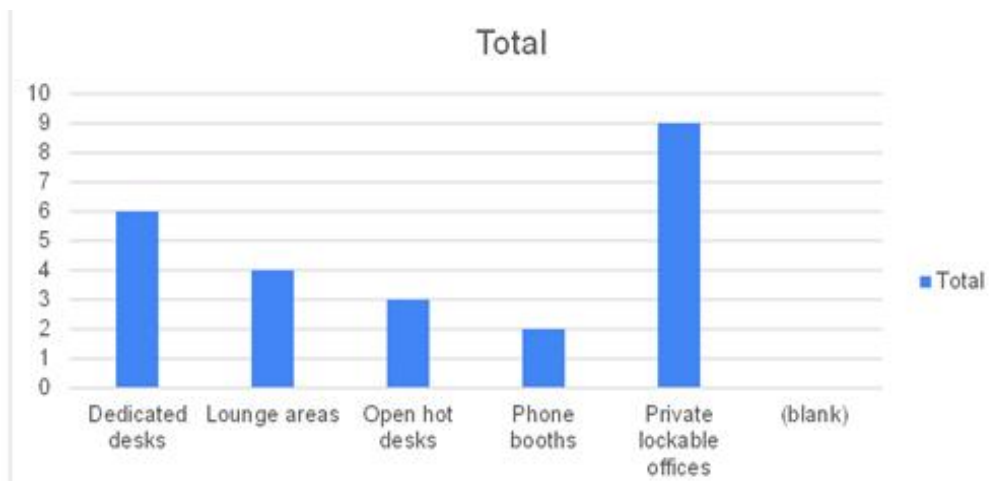
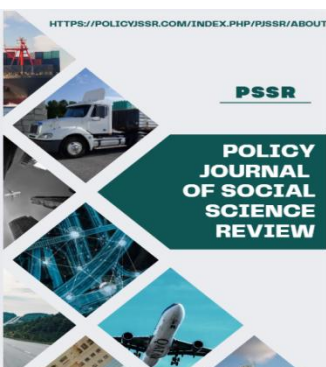


Figure 4: Typically work in



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- **DISCUSSION:**

The results indicate that **37.5%** of respondents typically work in **private lockable offices**, making it the most preferred workspace. This was followed by **dedicated desks (25.0%)**, **lounge areas (16.7%)**, **open hot desks (12.5%)**, and **phone booths (8.3%)**. These findings suggest that respondents generally prefer private and dedicated workspaces that provide greater comfort, focus, and productivity.

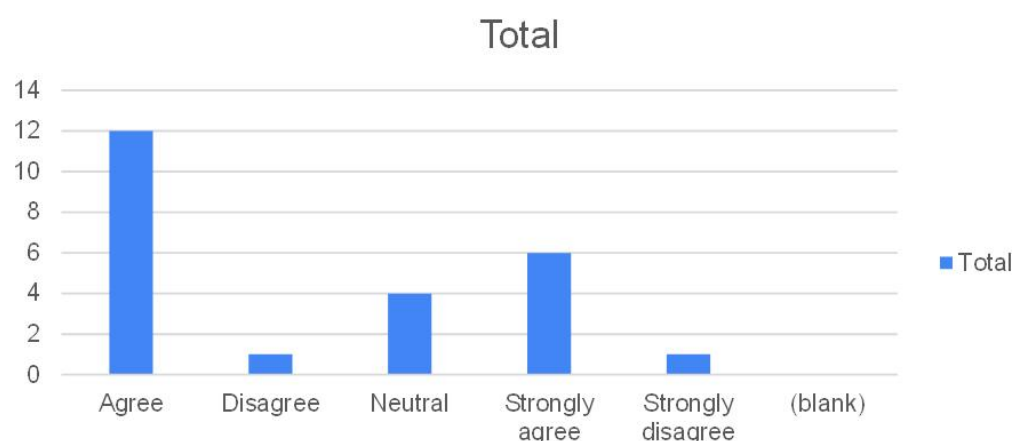
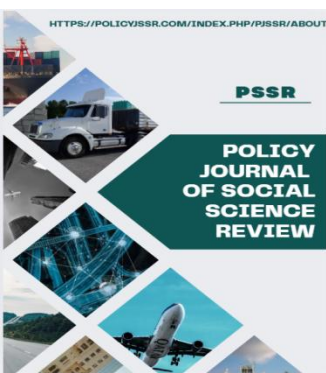


Figure 5: Background noise disturb my focus.

- **DISCUSSION:**

The results show that **50.0%** of respondents **agreed** and **25.0%** **strongly agreed** that background noise, such as phone calls, keyboard clicks, and conversations, disrupts their focus in co-working spaces. Meanwhile, **16.7%** remained neutral, while only **4.2%** disagreed and **4.2%** strongly disagreed. These findings indicate that background noise is a significant concern for most users and may negatively affect their concentration and productivity.



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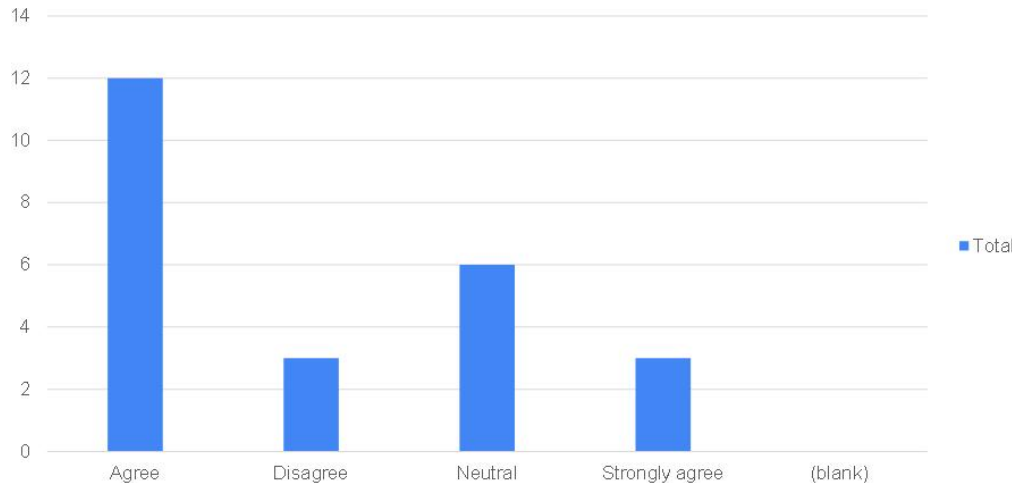
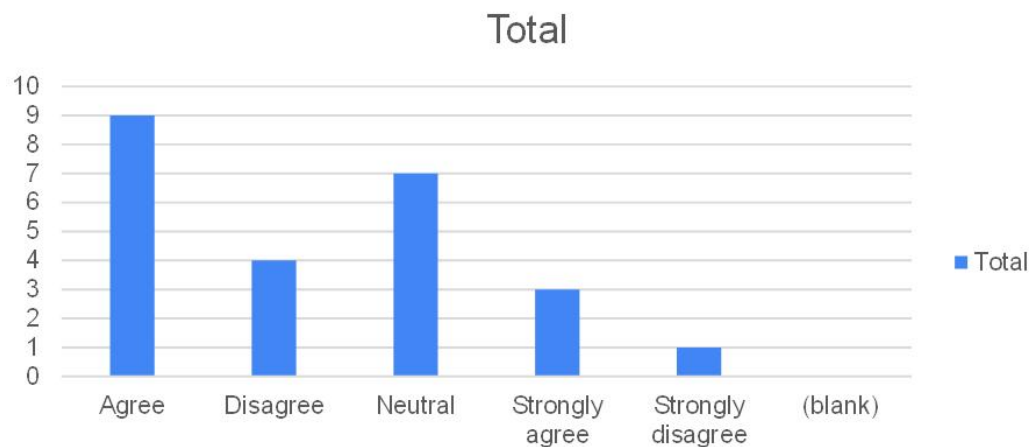
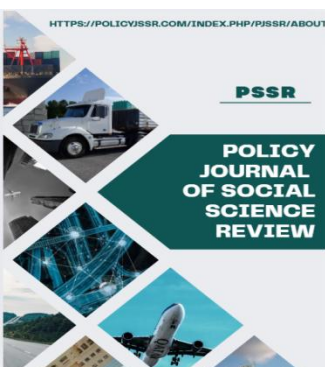


Figure 6: Private spot to take a confidential client call within 2 minutes.

• DISCUSSION:

The results show that **50.0%** of respondents **agreed** that they can find a completely private spot for a confidential client call within two minutes, while **12.5%** **strongly agreed**. In contrast, **25.0%** remained neutral and **12.5%** disagreed with the statement. These findings suggest that although most respondents can access private spaces when needed, there is still room for improvement in providing readily available confidential work areas.





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Figure 7: Visual privacy (other cannot see my screen) is adequate at my usual desk.

- **DISCUSSION:**

The findings indicate that **37.5%** of respondents **agreed** and **12.5%** **strongly agreed** that visual privacy at their usual desk is adequate. Meanwhile, **29.2%** remained neutral, **16.7%** disagreed, and **4.2%** strongly disagreed. These results suggest that while most respondents are satisfied with the level of visual privacy in their workspace, a notable proportion still experience concerns about screen visibility and privacy.

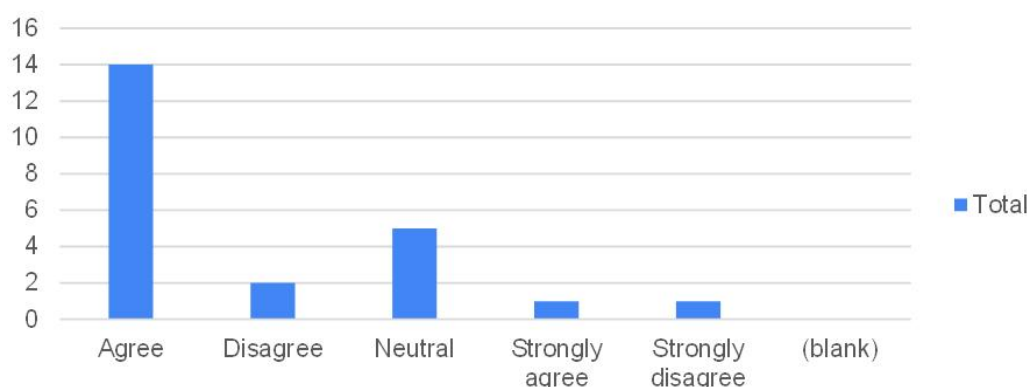
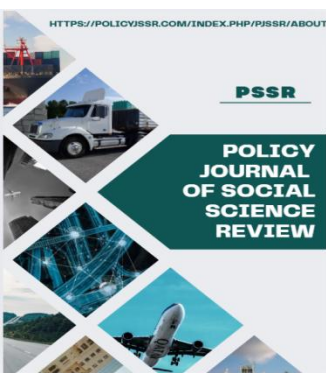


Figure 8: I have accidentally overheard sensitive work discussions from neighboring seats.

- **DISCUSSION:**

The findings show that **60.9%** of respondents **agreed** and **4.3%** **strongly agreed** that they have accidentally overheard sensitive work discussions from neighboring seats. In comparison, **21.7%** remained neutral, while **8.7%** disagreed and **4.3%** strongly disagreed. These results suggest that accidental exposure to confidential conversations is a common issue in co-working spaces, highlighting the need for improved acoustic privacy measures.



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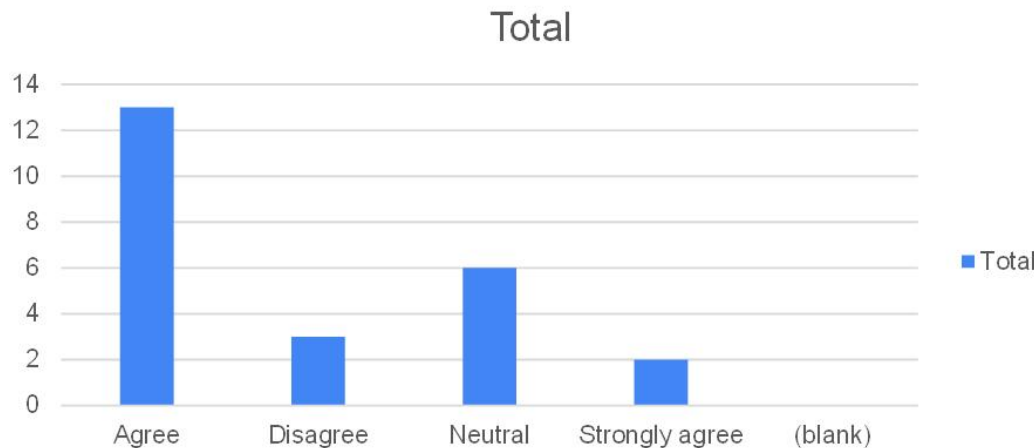
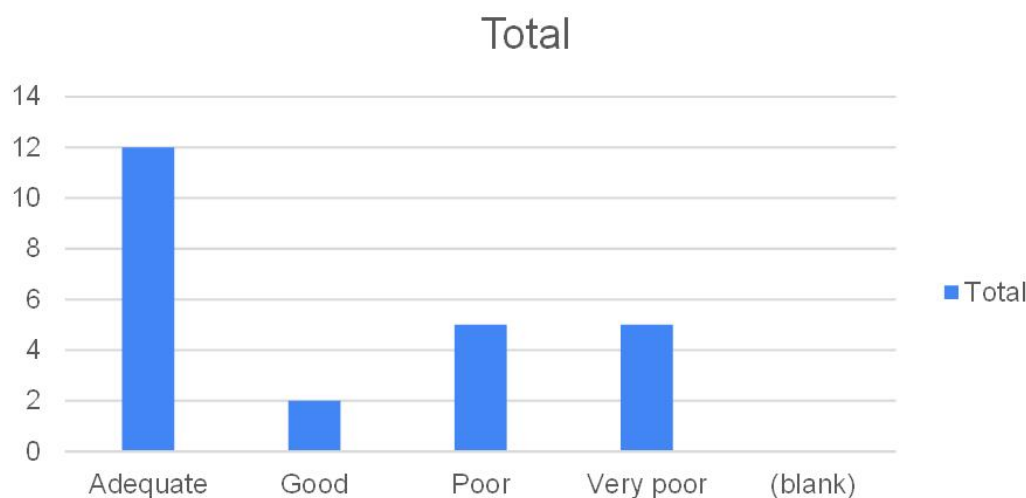
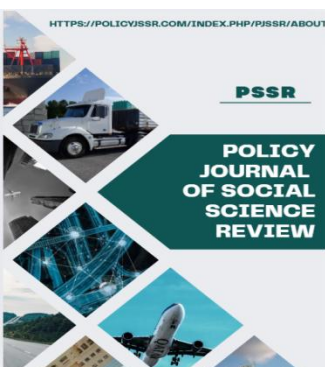


Figure 9: The current layout makes me feel “crowded” or anxious during peak hours (5-7 PM)

DISCUSSION:

The findings indicate that **54.2%** of respondents **agreed** and **8.3%** **strongly agreed** that the current layout makes them feel crowded or anxious during peak hours (5-7 PM). Meanwhile, **25.0%** remained neutral, while **12.5%** disagreed with the statement. These results suggest that overcrowding during busy periods is a common concern and may negatively affect users' comfort and overall experience in co-working spaces.





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Figure 10: How would you rate the seat to amenity ratio (e.g., no. of power outlets, meeting rooms per 50 seats) in Lahore's co-working spaces?

- DISCUSSION:

The results indicate that **50.0%** of respondents rated the seat-to-amenity ratio in Lahore's co-working spaces as **adequate**. However, **20.8%** rated it as **poor**, another **20.8%** as **very poor**, and only **8.3%** considered it **good**. These findings suggest that while half of the respondents are satisfied with the availability of amenities, a considerable proportion believe that improvements are needed to better meet users' needs.

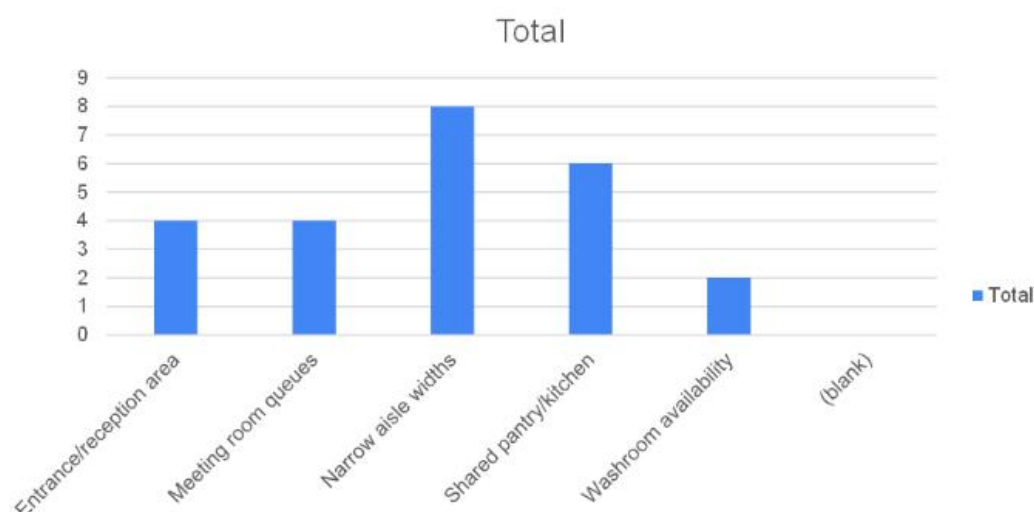
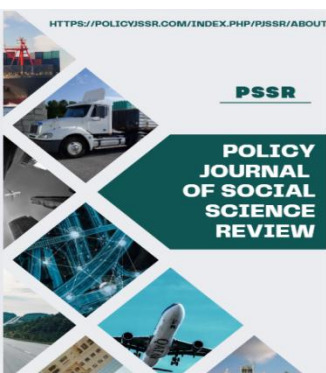


Figure 11: which design element causes the most physical overcrowding?

- DISCUSSION:

The findings show that **33.3%** of respondents identified **narrow aisle widths** as the main design element causing physical overcrowding in co-working spaces. This was followed by **shared pantry/kitchen areas (25.0%)**, while **entrance/reception areas** and **meeting room queues** were each selected by **16.7%** of respondents. Only **8.3%** considered **washroom availability** to be the primary cause of overcrowding. These results suggest that circulation space and shared facilities are the key design issues contributing to overcrowding in co-working environments.



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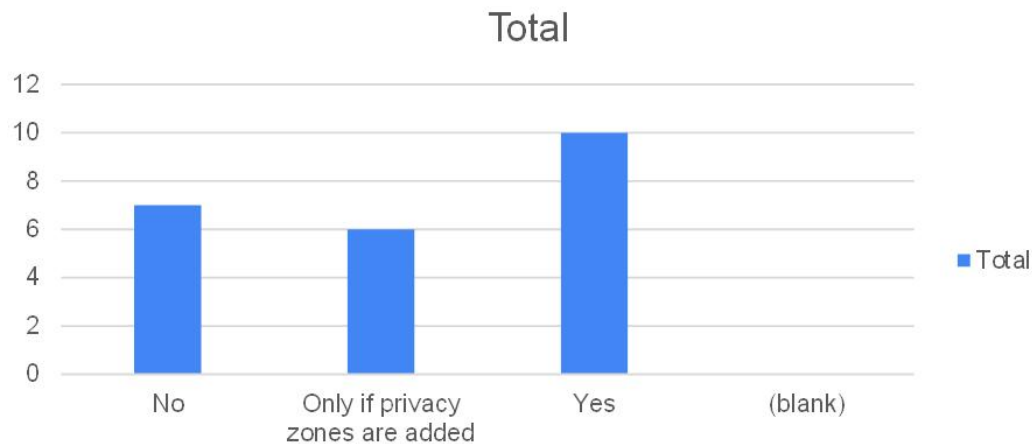


Figure 12: Do you support increasing Total no. of seats by 20% if it lowers monthly fee by 30%?

DISCUSSION:

The findings show that **43.5%** of respondents support increasing the total number of seats by **20%** if it reduces their monthly fee by **30%**. However, **30.4%** do not support the proposal, while **26.1%** would only support it if additional privacy zones are included. These results suggest that although many users are willing to accept higher seating density in exchange for lower costs, maintaining privacy remains an important consideration for a significant proportion of respondents.

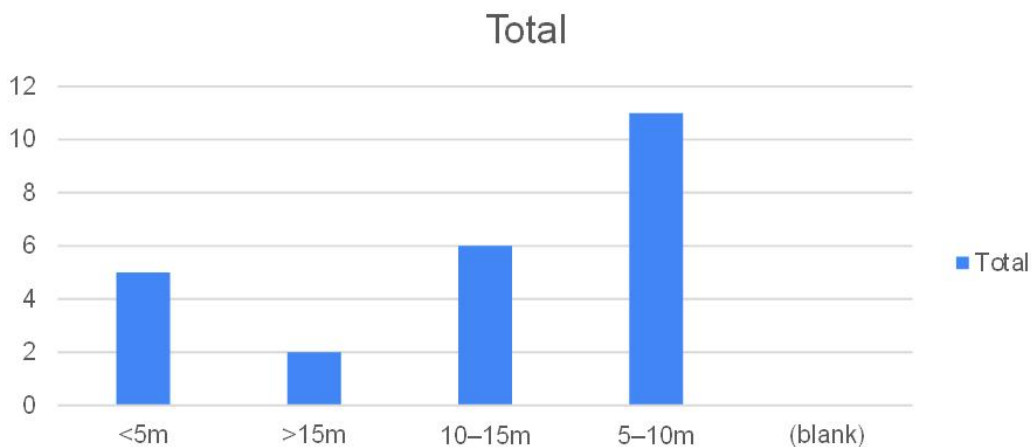
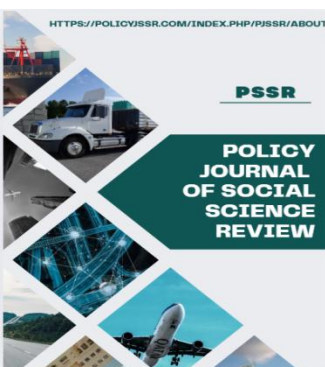


Figure 13: what is the maximum acceptable distance (in feet) between your desk and a phone booth for private calls?



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• DISCUSSION:

The findings indicate that the **most preferred maximum acceptable distance** between a workstation and a phone booth for private calls is **5–10 meters**, selected by **45.8%** of respondents. This is followed by **25.0%** who consider **10–15 meters** acceptable, while **20.8%** prefer the phone booth to be located within **5 meters** of their desk. Only **8.3%** of respondents are willing to walk **more than 15 meters**. These results suggest that users generally prefer private call facilities to be located within a **5–10 meter radius** of their workstations, ensuring convenient access while minimizing disruption to their workflow. Locating phone booths within this range is therefore likely to enhance accessibility, encourage their use, and improve overall workplace functionality.

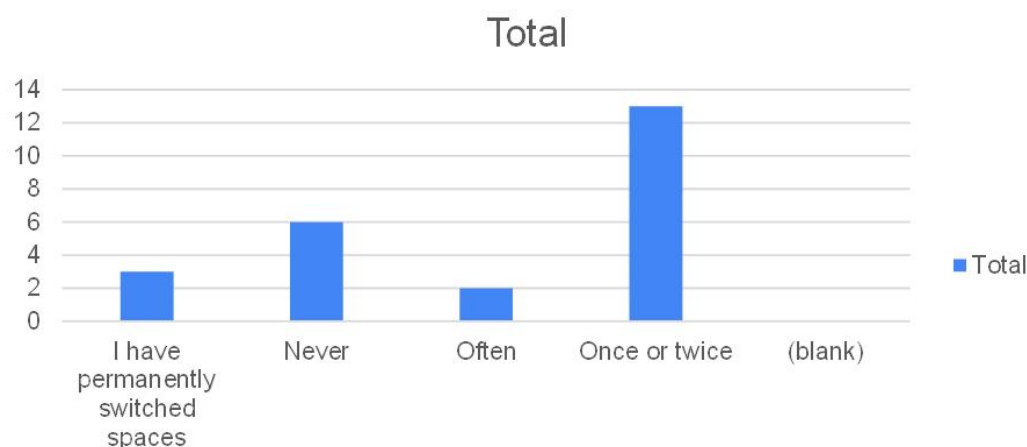
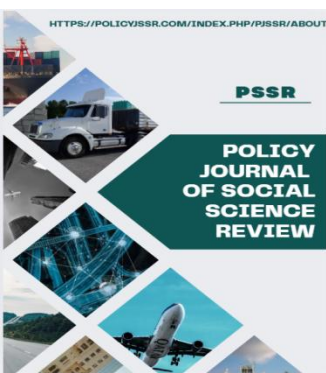


Figure 14: Have you ever left a co-working space early or stopped going due to crowding?

• DISCUSSION:

The findings indicate that **54.2%** of respondents have **left a co-working space early or stopped attending due to crowding once or twice**, making it the most common response. Meanwhile, **25.0%** reported that they have **never** experienced this issue. A further **12.5%** stated that crowding was significant enough for them to **permanently switch to another co-working space**, while **8.3%** reported that they **often** leave early or avoid the space because of overcrowding.



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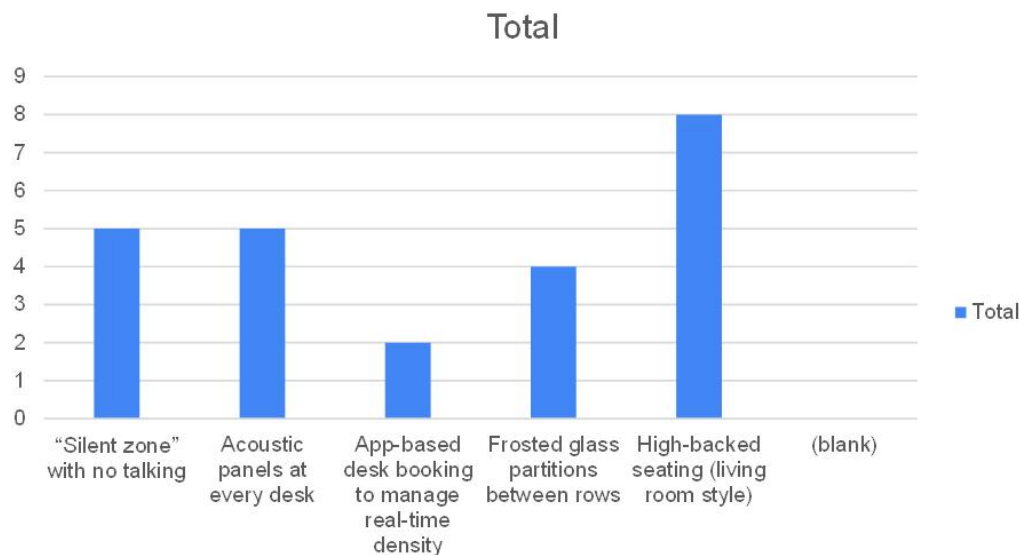
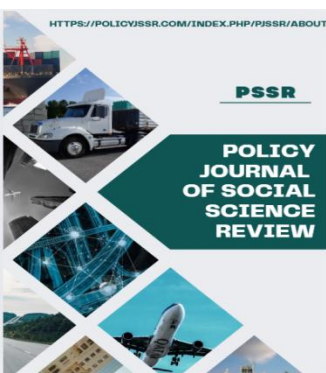


Figure 15: Which privacy feature do you value most in a high-density seating?

- **DISCUSSION:**

The findings indicate that **high-backed seating (living room style)** is the most valued privacy feature in a high-density co-working environment, selected by **33.3%** of respondents. **Silent zones with no talking** and **acoustic panels at every desk** were each preferred by **20.8%** of respondents, highlighting the importance of minimizing noise and visual distractions. Additionally, **16.7%** favored **frosted glass partitions between rows**, while only **8.3%** selected **app-based desk booking to manage real-time density** as their preferred privacy feature.



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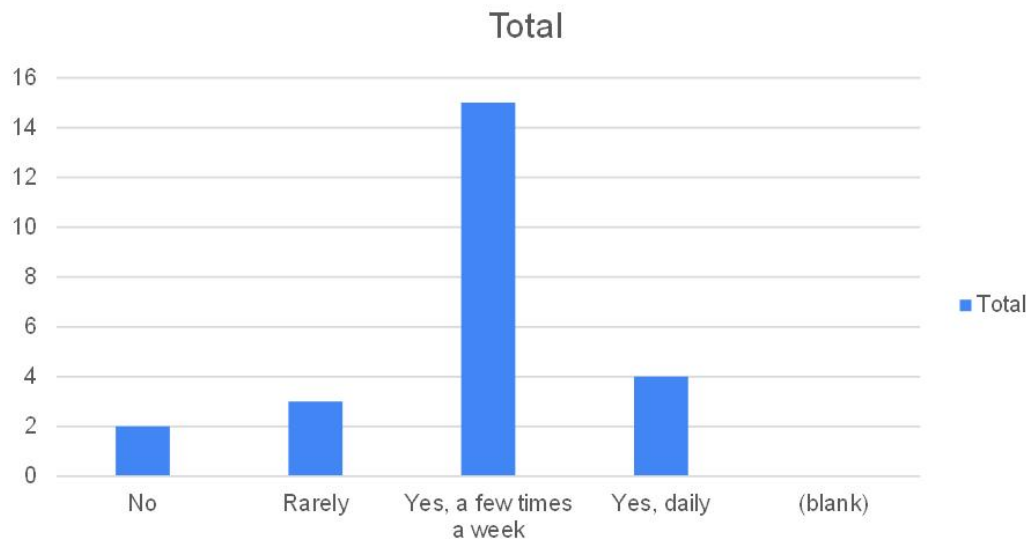
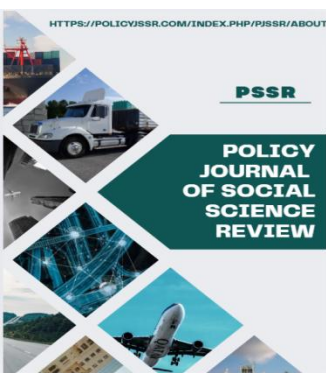


Figure 16: Open hot desks with a separate, bookable “deep work” room

- **DISCUSSION:**

The findings indicate that **62.5%** of respondents would use a hybrid workspace layout that combines open hot desks with a separate, bookable **“Deep Work”** room a **few times a week**, making it the most preferred response. Additionally, **16.7%** reported that they would use the facility **daily**, while **12.5%** stated they would use it **rarely**. Only **8.3%** of respondents indicated that they would **not** use such a space.



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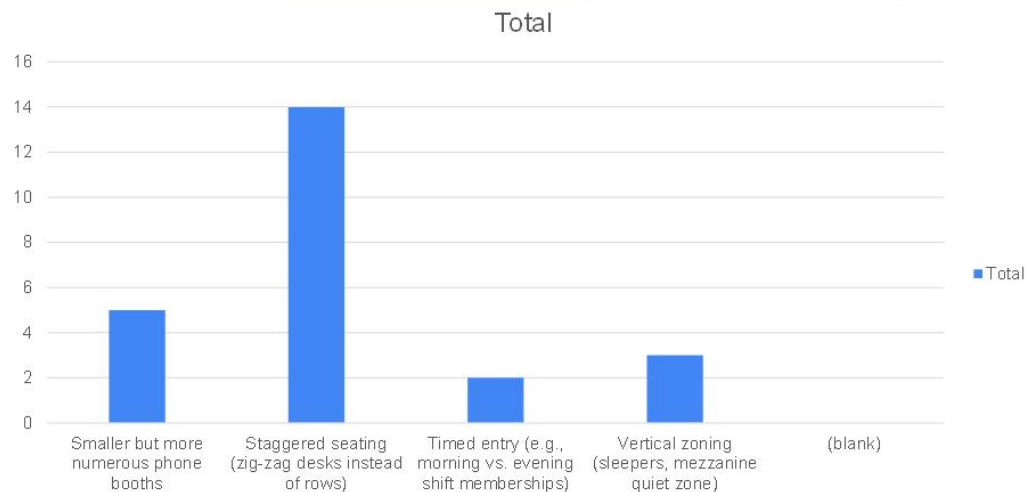
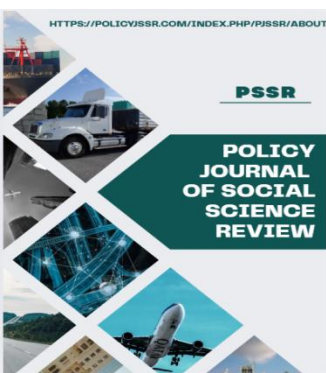


Figure 17: Lahore's real estate cost?

• DISCUSSION:

The findings indicate that **58.3%** of respondents consider **staggered seating (zig-zag desk arrangements instead of traditional rows)** to be the most practical density-reducing strategy for Lahore's real estate context. This was followed by **20.8%** who preferred **smaller but more numerous phone booths**, while **12.5%** favored **vertical zoning**, such as mezzanine quiet areas or elevated workspaces. Only **8.3%** selected **timed entry or shift-based memberships** as the most practical solution.



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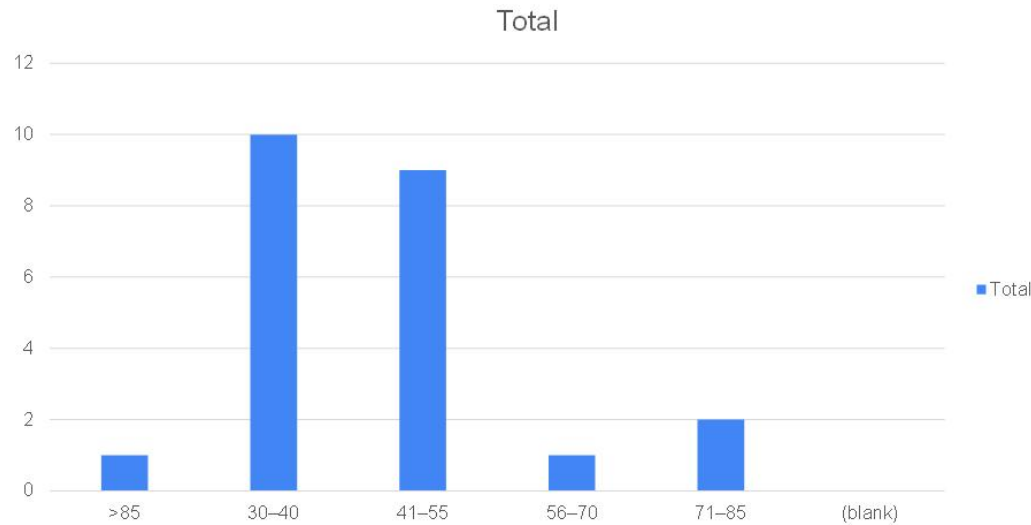
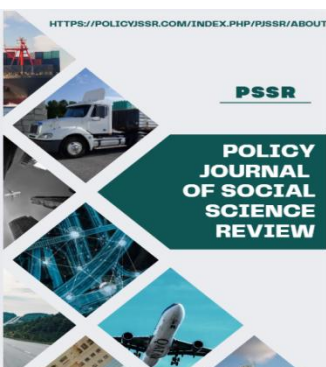


Figure 18: On a floor plan of 3000 sqft. ideal maximum number of workstations

- **DISCUSSION:**

The findings indicate that **41.7%** of respondents believe the ideal maximum number of workstations for a **3,000 sq. ft. floor plate** is **30-40**, making it the most preferred option. This is closely followed by **37.5%** of respondents who selected **41-55 workstations**. Only **8.3%** considered **71-85 workstations** appropriate, while **4.2%** each preferred **56-70 workstations** and **more than 85 workstations**.



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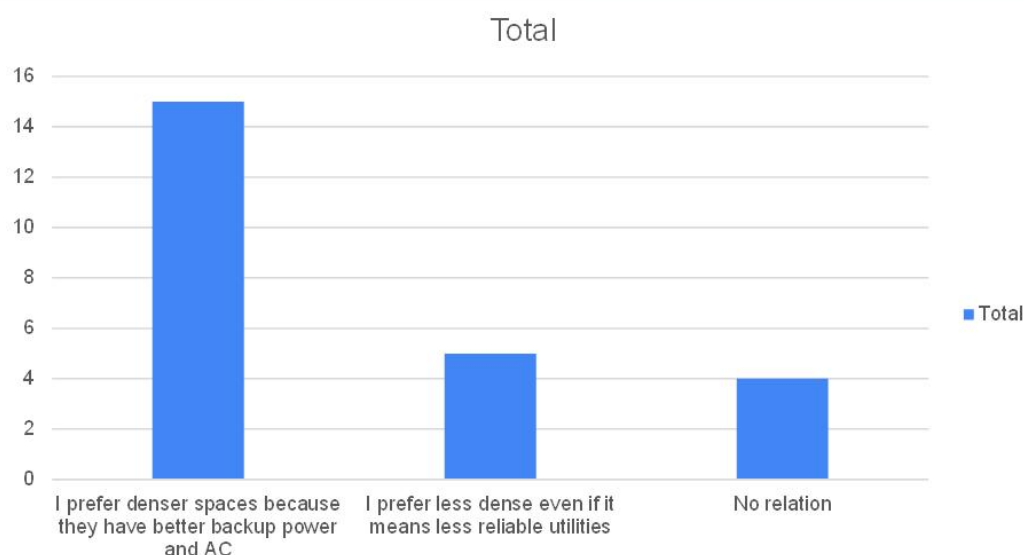
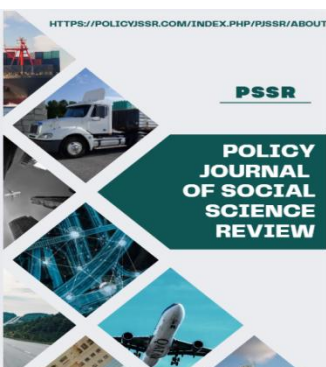


Figure 19: how do environmental factors affect your privacy/density preferences?

- **DISCUSSION:**

The findings indicate that **62.5%** of respondents prefer **denser co-working spaces** because they **offer better backup power and air conditioning**, making it the most selected response. In contrast, **20.8%** of respondents prefer **less dense spaces**, even if it means compromising on the reliability of utilities such as electricity and climate control. Meanwhile, **16.7%** believe that environmental factors such as heat, load-shedding, and traffic have **no influence** on their privacy or density preferences.

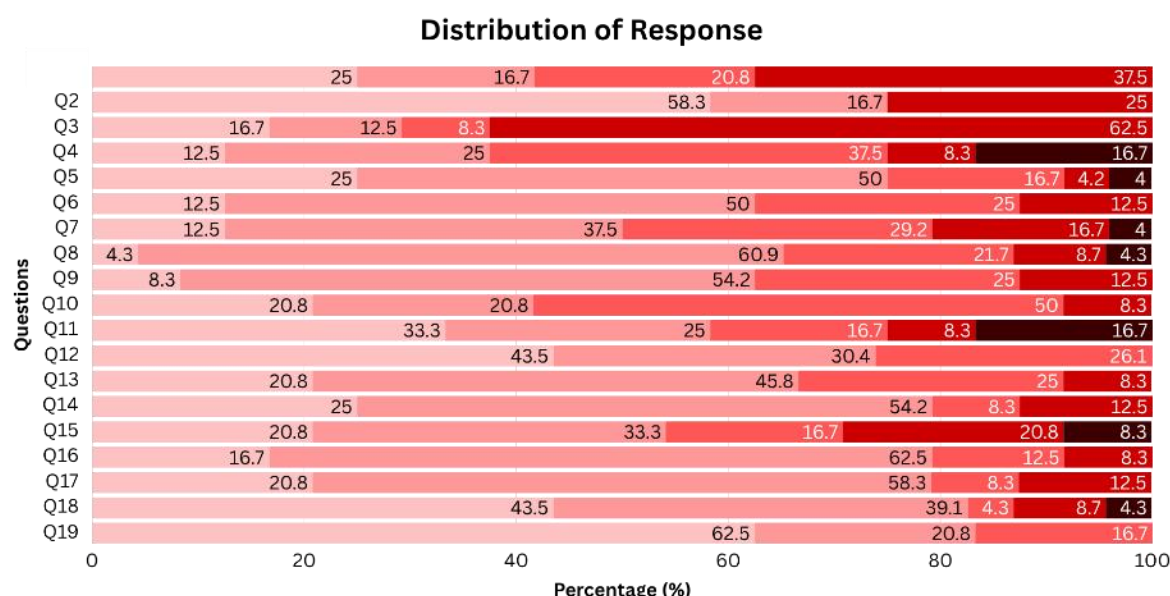
Analysis:



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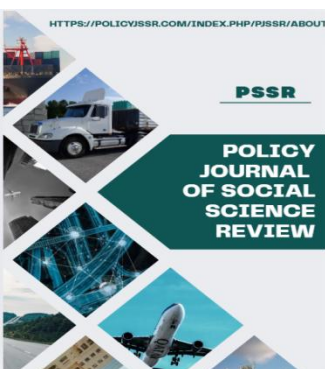
FINDING:

That the rapid growth of freelancers, online workers and online employment in Lahore has increased the demand in co-working space. That accommodate the high number of users maintaining adequate levels of privacy and comfort. The most clients prefer flexible space that support both collaboration and individual concentration. Many co-working spaces in Lahore struggle to balance the privacy and density with acoustic and visual privacy.

The open plan layout is effective in maximum occupancy and encouraging social interaction, networking and teamwork. The too much open space may lead to distraction, noise pollution and decrease productivity. The lack of acoustic treatment and problem in design phase effect their ability to focus, especially during meeting, online work and creative tasks.

That spatial zoning plays a significant role in achieving a balance in privacy and efficiency. Semipublic areas, phone booths, moveable partition and user-friendly furniture system were found to increase user satisfaction with compromise negative space.

That cultural and social attraction in Lahore influence workspace expectations. Many clients want a private space and controlled attraction from other people rather than exposed environment office. Female user particularly emphasized the importance of privacy, safety, and comfortable circulation within shared space.



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Various environmental aspects were responsible for making efficient use of space. Lighting, ventilation, user friendly furniture, and proper treatment of acoustic these are some factors which user feels comfortable and work efficient. The use of biophilic design and natural light principal made user less stressed out and more welcoming to work inside congested space.

That co-working space in Lahore should not only concentrate on filling up space with maximum user, but they should follow the aspect of privacy into their design in order to enhance efficiency as well as social interaction.

DISCUSSION:

Explanation of findings:

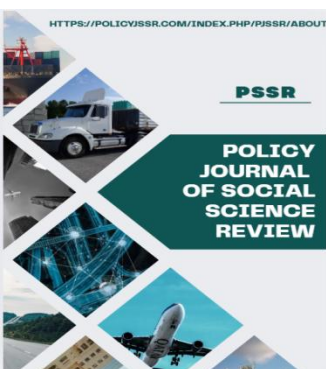
There is a need of proper balance in the design of co working space in Lahore. The increasing trend of co working places among entrepreneurs, free lancers, remote working has necessitated efforts on the part of designers and providers to increase the density of user within available space. The high density of users is not sufficient to ensure efficiency. Rather, user prefer spaces where they can work comfortably and in a conducive environment. The open space in co working space is critical element. Open space provides a visually connected environment and facilitate interactions between people from diverse professional groups. There is too much open space that user are exposed to noise distraction, visual distraction, and lack of privacy. As the result the work productivity is compromised due to lack of concentration and confidentially necessary to complete certain tasks.

Spatial zoning is one of the important ways to achieve the balance of density and privacy as well. Using moveable partitions, acoustic panel, private booth and friendly furniture enables space to be versatile enough while providing user with an opportunity to meet various needs. Design interventions help enhance the functionality of the space without affecting its efficiency and density

People like to have options while choosing between a communal or quiet space depending on what kind of work they do. one of the explanation has to do with cultural and socio-demographic specifics of Lahore society. People working in Lahore feel the need of territoriality and a sense of comfort rather than being completely open in the workplace. Expectations about privacy depend on the cultural background, professional and even gender identity. For instance, female user emphasized the necessary of visual privacy and comfortable seats.

comparison with previous studies:

Those on earlier study on co-working space design and workplace behavior. That open plan offices help people communicate and work together more easily. However, they can also create problem such as noise and distraction, which make it difficult to concentrate. User liked the opportunity for collaboration but were unhappy with the lack of privacy. The importance of flexible workplaces



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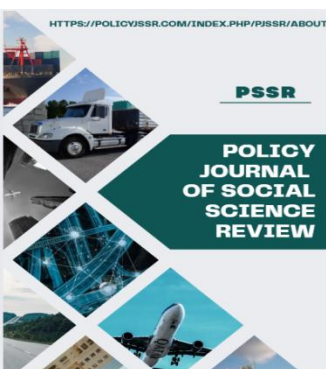
that can be adopted to different needs. Feature such as modular layouts and multifunctional furniture help make better use of space and improve user comfort. The flexible zoning can increase both space efficiency and user satisfaction in co-working spaces in Lahore. Western countries often focus on collaboration and community building as the main goal of co working spaces. While this study agrees that these aspects are important, it also find that user in Lahore value privacy and controlled interaction with people. This suggest that cultural difference play an important role in shaping workplace preferences s, and international co working designs should be adapted to local needs. Environmental psychology has shown that factors such as good acoustics, natural lighting, and biophilic design can improve productivity and mental well-being. User reported higher level of satisfaction in space that included natural light, indoor plants, and effective noise control measures. This provides a better understanding of co working space design in Lahore by combining global workspace trends with local culture and social requirements. Co working space in Pakistan should balance efficiency, flexibility, privacy and cultural sensitivity to create comfortable and user-friendly working environment

CONCLUSION:

This research proves that the combination of density and privacy is an important aspect that should be considered in order to create productive co-working spaces in Lahore. The rise in the number of freelancers, entrepreneurs, startups, remote employees, and digital professionals has led to the growth of demand for various workspaces and flexible work environments that accommodate various kinds of work.

The results prove that despite the fact that open office plans allow accommodating many people and promote communication, too much openness leads to problems such as noise, distraction, lack of acoustic privacy, and inability to concentrate on the work. All the above-mentioned factors affect users' performance, comfort, satisfaction, and productivity. Thus, the maximization of users' number is not the main goal of co-working space design.

Moreover, the research has proved that spatial planning and zoning are the key components that should be considered during the creation of a productive environment. The use of semi-private workstations, enclosed meeting rooms, phone booths, movable walls, acoustic panels, ergonomics and flexible layout helps users to perform various kinds of work without loss of cooperation and space efficiency. Furthermore, the aspects of environmental design such as natural lighting, good ventilation, thermal comfort, acoustic design, biophilic design, and good quality indoor environmental conditions contribute largely to the improvement in physiological and psychological well-being of users. The study also provides insights into the influence of the cultural and social values of Lahore on the expectations of users in terms of the design of their workspace. Users, particularly female professionals, seek visual privacy, personal security, easy and secure circulation



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but at the same time they seek places which allow them to network and interact with other people professionally. Such cultural values must be considered in future designs of co-working spaces. Overall, the research highlights the importance of achieving a balance between workspace density, privacy, flexibility, collaboration and environmental comfort to ensure the efficiency of co-working space design. Innovative human-centered design principles should be applied by designers while considering future changes in work processes and future needs of workplace. Finally, the findings from this research can provide valuable guidelines for the design of architects, interior designers, developers, and policymakers who are in the process of planning and designing co-working spaces in the future. Such guidelines would prove to be extremely valuable in creating an efficient and sustainable work environment with regards to the changing needs of the modern-day professionals.

RECOMMENDATIONS:

- **Berbegal-Mirabent, J. (2021)**

Title: *The Future of Coworking Spaces: Trends, Challenges, and Opportunities.*

Scope of Study: In this study, we have looked at the trends and challenges associated with co-working spaces. We have focused on how concepts such as flexibility, technology, user experience, and adaptability have become more important in ensuring efficiency in today's workplace environment.

- **Berdicchia, D., Bracci, E., & Masino, G. (2022)**

Title: *Coworking Spaces and User Happiness: The Role of Collaboration and Social Interaction.*

Scope of Study: This research aims to find the impact of cooperation and social interaction on user experience in co-working spaces. The results show that cooperation and social interaction improve user experience and boost user productivity.

- **Bouncken, R. B., Ratzmann, M., Barwinski, R., & Kraus, S. (2020)**

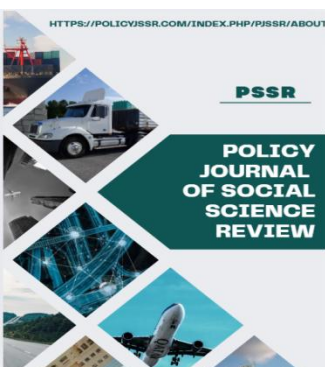
Title: *Coworking Spaces: Empowerment for Entrepreneurship and Innovation in the Digital and Sharing Economy.*

Scope of Study: The research was conducted on the potential use of co-working spaces in fostering entrepreneurship and innovation. It was established that co-working spaces designed in the right way will promote interaction between people.

- **Migliore, G., Rizzo, F., Schifani, G., & Cembalo, L. (2020)**

Title: *Hybrid Workplaces and Coworking Environments: Effects on Wellbeing, Collaboration, and Productivity.*

Scope of Study: The research was carried out concerning the effect of hybrid workplaces and collaborative workspaces on the well-being and productivity of users. It was concluded that appropriate workplace design and proper spatial organization promote collaboration and efficiency at work.



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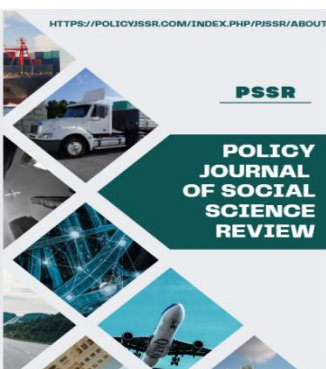
- **Tan, S., & Lau, H. (2020)**

Title: *User and Operator Expectations in Coworking Spaces: Balancing Flexibility, Privacy, and Collaboration.*

Scope of Study: This study focused on the expectations of the users and operators regarding co-working spaces. It was revealed from the results that there must be a balance between flexibility, privacy, and collaboration to increase user satisfaction.

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