

15 Thermal Inequities Across 30 Target Groups

Piyush consumer insights reveal who is not being cooled and who decided that.

At a Glance

Managers get offices. Staff get open floors. Managers control their thermostat. Staff do not. Thermal autonomy and organisational rank are the same thing. [1]

Summary

Thermal privilege is access to personal control over your immediate thermal environment. Managers in enclosed offices control lighting, window blinds, and often have independent HVAC units with adjustable thermostats. Staff in open floors have zero control. The thermostat is locked in facilities management. [1]

This creates a two-tier thermal experience within the same building. Managers adapt their environment to their thermal comfort. Staff adapt their discomfort to the single thermostat setpoint. Over months, this reinforces the message that your comfort is not valued. Facilities respond to manager complaints quickly. Staff complaints are grouped into facility requests and handled on a schedule, if at all. [2]

In India's March-to-November heat, open-floor staff experience 8 hours daily in an environment they did not choose and cannot adjust. This is not minor discomfort. This is a structural assertion that your comfort is less important than cost savings or operational simplicity. Employees internalise this message. Engagement drops. Retention suffers. Particularly among junior and operational staff, who are already lower in organisational hierarchy and lower in thermal autonomy. [3]

Biothermal Microconditioning inverts this. Deployed cost-effectively across entire open floors, areca palm clusters provide person-level cooling everyone can perceive. No one is asking a manager to approve comfort. No one is waiting for a facilities request. The system is transparent: cooling is visible, attributable, present. For the first time, staff and managers experience the same quality of thermal control. Easy Retrofit. One day. Equity follows. [4]