



A PARADIGM SHIFT

*How COVID-19 impacted
work-life balance for India Inc.*

INTRODUCTION

India Inc. was just about opening its doors to welcome employees back to the workplace in 2021. Unfortunately, things took a turn for the worse. The nation has been hit with the grim second wave of coronavirus. This means that Indian employees are back to working from their couch/bed/table/home.

The second wave of COVID-19 has made companies rethink whether work-from-home is a short term solution or if they are in it for the long haul. Here we delve into the current disruption in work setting and the impact that it is having on employee well-being.



Positive Responses to Work-From-Home



Employers and employees alike have gotten into a comfortable flow in this set-up. This “**Stay Home, Stay Safe**” approach has been supported by technology, particularly video conferencing and affordable internet connections.

Companies gain from this as well since it helps them become location-agnostic and reduces operational costs.

According to a global survey, **20% of the workforce** could work remotely 3-5 days a week as effectively as they did from an office.



Comfort of Work From Home

74% prefer to WFH even post lockdown



Benefits

64% ↓
Commuter time

47% ↑
Family time

20% ↓
Distraction @work



Negative Responses to Work-From-Home



Of course, there are also naysayers who feel more satisfied with a traditional work environment.

To many, staying away from the office for a long-term is just not a viable option.

In a recent survey, **67% large and 70% mid-sized Indian firms** said they are not in favour of a post-pandemic, remote working set-up.



Source

Stress Due to Work-From-Home

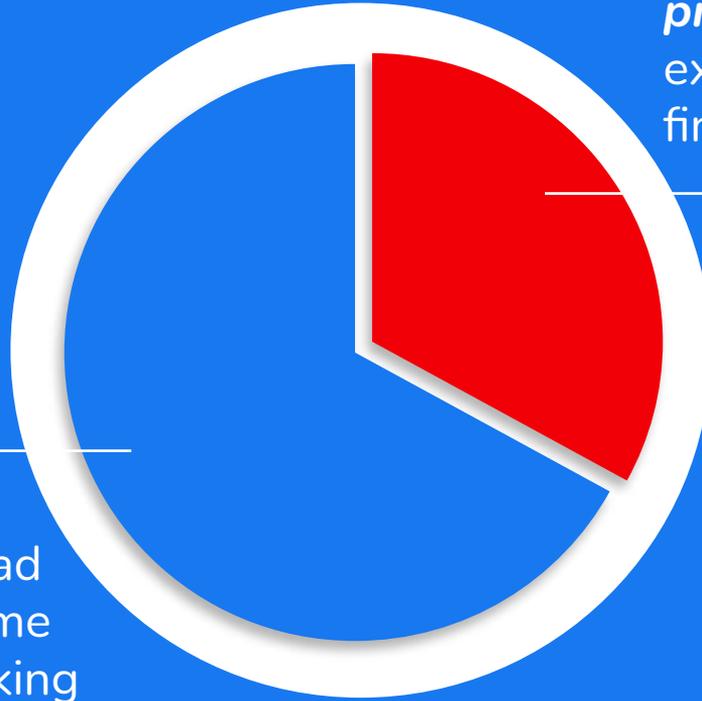
COVID-19 has changed the way we live and added breaks to the natural flow of life, This has led to new mental health issues cropping up.

1 in 3 Indian professionals believe working in social isolation is slowing career progression and harming work-life balance.



Source

40% of Indian professionals are experiencing financial instability.



60% of Indian professionals had felt lonely at some point while working remotely.

Excess Stress on Working Mothers



Being a new mom or mom-to-be is difficult enough without a pandemic to deal with. The blurred line between office hours and non-office hours has taken a toll on them.

2 in 5 mothers are forced to work outside business hours to provide childcare.

Workable solutions for the current scenario

Hybrid Work Model

The middle ground seems to be a hybrid model that encapsulates both traditional and new work environments.

- 77% feel it will better their mental wellbeing.
- 74% would support government policies to help all employees embrace hybrid working.

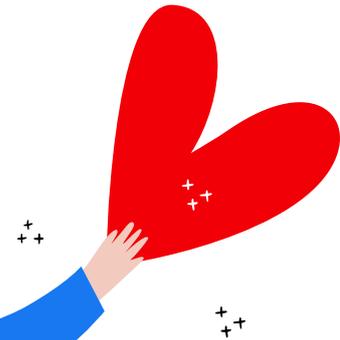
Support for Working Mothers

Companies should keep in mind that working mothers will benefit from emotional support, as well as specialist advice, when it comes to their health and that of their baby.

A program designed to help mothers juggle work and life which can be provided from the comfort of home is ideal for such a scenario.



Emotional and Mental Support for Working Professionals



Companies have also come up with interesting ways to protect the work-life balance of employees.

One such instance is ***'No meeting Fridays'***. Without the pressure of a meeting, an employee can blueprint his or her day as they wish. Another such method is ***'line of closing day'***, where the employee decides at what time they would want to end business affairs.

There is also ***Digital Detox Hour***, where employees are persuaded to take a break from their screens for an hour in the week. This provides employees with a much needed break from their phones, laptops and other screens.

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