



Dattopant Thengadi Foundation

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Changing trends in the world of work: The tussle between Work From Home and Return To Office??

Concept note & pointers:

Paradigms in the world of work are changing rapidly. One of the major changes that came to the forefront was the possibility to work from home (WFH), particularly in the IT industry. As the threat posed by the pandemic recedes and normalcy is knocking back (perhaps a new one), firms have new challenges at hand. A major concern is the unwillingness of workers to return to office.

Recently a top executive in Apple resigned because he didn't intend to visit his office at all now. Similar and over 800 cases were reported in India's edu-tech sector. Around 200 employees in Google maps signed a petition against returning to office. Tesla has come down to threatening its employees of removal if they don't return to office.

Perhaps we all need to understand that the world of work has changed forever as people's priorities have changed. Perhaps it is better to stop trying to return to the old normal and focus our energies on creating a new, better, fairer normal.

Broader areas to concentrate your talk around:

Why employees prefer work from home

- Increased importance of leisure time (Why workers want to stay home)
- Decreased time in commute
- Lesser exposure to traffic and pollution
- Gen - z loves flexibility
- Lifestyle changes

Why firms want Return To Office

- Employer - Employee Relationship: Company Culture;
- Worker Loyalty;
- Competition between firms (War of knowledge worker/ talent)
- Employee turnover & cost of development of new tools of performance evaluation

Impact on WFH on the society:

Cost shifting

Reduced absenteeism

Socialization & unionization; workers who live alone; collective voices

Physical health; No movement; increased screen time; indoor environmental quotient

Psychological blurring of line between work and life; work-life balance

Impact on mental health of employees, Abrupt shifts; family, especially children ; home schooling etc.

Increased cases of domestic violence

Provides scope for hiring new models from across the globe/ cost cutting by hiring cheap

Privacy at risk.

What could be a possible future:

Remote Work/ Work from Anywhere

Hybrid mode of work

Lifelong learning/upskilling

Short working weeks

Flexible working hours

Allowing the whole-self of employees at workplace

In the meantime please feel free to add newer dimensions as per your own understanding/ experience of the arena

We shall try to address what has changed during the pandemic? Was pandemic the turn of the tide and should the world of work be ready for a new normal? Was it brewing all along? What will office spaces look like in the next 10 years? Join us as we try to answer these questions.

speakers: Employers' union representative:

- 1) Workers' union representative: Sh. Shankar Dasgupta Ji: AIUTUC
- 2) Employers' representative: Dr. Jatinder Singh Ji: PHDCCI
- 3) Press: Sh.Prashant Nanda: Monetcontro.in
- 4) Academia: Dr. SHashi Bala: VVGNI

Target Audience:

1. Employers' Federations
2. Policy makers/influencers
3. Researchers
4. Workers' Unions