

HR Law Hotline

September 29, 2022

WORK-FROM-HOME TREND LEADS TO EVOLVING EMPLOYMENT LITIGATION AROUND THE WORLD

This article was first published by International Employment Lawyer (IEL) on 27 September 2022.



SUMMARY

The only positive takeaway of the covid-19 pandemic is the move into a professional world where the concept of working from home (WFH) is a norm rather than a mere necessity. For many, WFH has made professional lives easier and there is plenty of evidence that it is good for business too.

A survey by [India Today](#) concluded that WFH workforces experience increased productivity due to more time spent working and less time spent being idle. Further, a [YouGov-Mint-CPR Millennial Survey](#) has found improvement in workers' mental health owing to longer sleep, better relationships, and dedicating more time to health and fitness. Another [study](#) showed that companies offering WFH were winning the war for female talent in India.

Another often overlooked benefit of WFH is a reduction in the impact on our environment. [Research](#) by Sun Microsystems concluded that 98% of an employee's carbon footprint is caused by commuting to work. According to the [US Census Bureau](#), an average employee in 2018 spent 225 hours commuting annually.

For the complete article, please click [here](#).

— Nitish Raj & Vikram Shroff

You can direct your queries or comments to the authors

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