Meeting: **Future of Work (Employment)**

Committee: **Work and Life Balance**

Country: **India**

Corporate sectors in India have the longest number of working hours per week; 52 hours to be exact compared to China's 48 hours, USA's 45 hours and UK's 41 hours. These resulted employees in India to have little time to stop and relax with an average of working hours over 10 hours and sometimes 6 days of work per week.

Having to work for long hours may affect one to have stress and low productivity due to the lack of happy mediums. According to a survey conducted by Indian Council of Medical Research (ICMR), there are numerous cases where mentally ill people suffered depression, anxiety and schizophrenia. Actions should be taken to avoid more losing of lives or suicidal cases from happening.

Work and life balance can be a solution to these because individuals in India need balance between time allocated for work and other aspects of life. Without it, there will be negative effects on relationships, mental and physical well-being and the efficiency of work. These issues can be improved by time management and worktime flexibility. It includes the willingness and ability to readily respond to changing circumstances and expectations in work whereby, working weeks can be compressed from 10 working hours for 5 days to 12 hours of schedule for 4 days will be equivalent but leaving 3 days of weekend for individuals to spend quality time with their family. Not only that, allowing employees to work anytime as long they fill up their average of 8 working hours per day can help reduce their stress when they have more time for themselves. Working from home like U.S companies can also increase the employees' effectiveness of productive effort because they are not under controlled. Not only for parents with kids at home but also the ones who are sick and aging. It does not only benefit the employees but also to India's economic growth in the future.