

Concept Note

Workshop

Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy

Workshop Director: Dr. Shashi Bala, Senior Fellow, VVGLI

04th February, 2025

Recently, flexible working arrangements and hybrid working style have gained a lot of importance in the workspace. Flexible working hours not only encourage a relaxed headspace to the employees and employers but also guarantee quality work and productivity. Flexible working hours have become the need of the hour. Majorly, flexible working hours are seen in private sectors as compared to Government sectors, wherein mostly traditional way of working is ongoing. Studies have shown that along with a positive work environment, flexible working arrangements also contribute to employees' job satisfaction and commitment levels, leading to low attrition rates. Flexible working arrangements include flexible working hours, working from home, special leaves etc. In order to introduce flexible working hours in organizations, the management system must go through flexible changes. With a rigid management system, it would be difficult to bring about flexible changes in the organization. Nowadays, every organization has to go through major changes due to increase in resources and competition. With globalization taking place, organizations also need to adapt to the changes happening in and around the world. A flexible change management system would ensure a more diverse culture, more co-operative employees, positive leadership, productive output and organization's success and profit. This will not only impact the organization itself in a positive way, but also the country as a whole. Since, there is ever-evolving and growing competition around, it is mandatory for organizations to upgrade themselves. Change management is the need of the hour which can incorporate flexible working arrangements for both employee and employers. Flexible working hours also contribute to boosting the care economy, wherein, both unpaid care work is involved. Care economy involves paid and unpaid work that supports the wellbeing of the individuals and communities. The care economy is growing as the demand for childcare and elderly care is increasing day by day. Flexible working hours would ensure that care is being provided to the depended children and elderly at home. In this way, even male employees will be able to give substantial amount of their time to the family members at home

who need care. Most of the times, female employees are involved in care activities as well as household chores. As India is a young country, when people leave their homes for jobs, the elderly people as well as the children at home hardly get any care and are not looked after. This significantly impacts their physical and emotional health. When the working lot comes back home, they are hardly left with any energy and will to perform any task, let alone taking care of children and elderly. Even though it is their responsibility to do so, still, it gets affected due to work stress, long commuting hours, work pressure and low work life balance. In order to maintain a proper work life balance, where both the work life and personal life are looked after, flexible working arrangements would provide a great help. Flexible working arrangements will also help in reducing work pressure and workplace stress. Recently, with the case of a young E-Y employee's demise, the concept of work-life balance and work pressure have become a cause of concern. As per latest news in 2024, most private companies overlook employee wellbeing and focus more on achieving goals and objectives of the company. This way, an organization is not going to grow better in terms of economic capital, productivity and employee relations. With poor work-life balance and increased work pressure come low satisfaction with job, low commitment to organizations, poor organizational citizenship behavior and increased work pressure. Another aspect that is usually ignored is 'emotional labour'. Emotional labour in simple terms refers to the act of managing work pressure even in the face of workplace calamities. In other words, it means pretending to be calm and relaxed in the face of work pressure. Many a times, we miss out on such implicit acts and feel that everything is fine as long as the employees are doing the task they are ought to do. However, not interacting with the employees and asking them how are they really feeling will only render them stressed and unhappy, be it at work or after work hours. Therefore, preventing work pressure in the first place should be the main goal of an organization. If certain tasks do not burn out an employee, then he or she will be able to focus on other tasks as well and with a lot of will and enthusiasm. Bringing about a very positive change in the management system of the organizations by introducing flexible working hours will provide to be a boon for the growing economy as it will ensure better outcome of work, better emotional health of both employee and employer as well as improvement in care economy.

Objectives of the workshop:

1. To understand and discuss the viewpoint of employers on innovative strategies for framing policies pertaining to flexible working arrangements.
2. To understand the DoPT guidelines for framing advisory or regulation pertaining to flexible working arrangements.
3. To provide awareness on international laws pertaining to FWA and their impact on female labour force participation.
4. To discuss the inter-linkages between flexible working arrangements and work life balance among the employees for happy life satisfaction index.
5. To discuss implementation of strategies framed for work-life balance.

Keeping in mind the above context, a National Workshop will be conducted on **4th February, 2025** in Hybrid mode, in which all the stakeholders will be invited to discuss broadly the objectives mentioned above and suggest undertaking a detailed and inclusive research for framing strategies for change management in order to inculcate flexible working arrangements and thereby boost care economy.

Participants who are interested in participating in the workshop are requested to submit their nomination through the below link **before 28th January 2025**.

Registration Link:

<https://docs.google.com/forms/d/e/1FAIpQLScwTCv-4eID4h2GouxBa7usHUEzfJEsYxUDjEApb3RR8ksveg/viewform>

Contact Person:

Workshop Director:

**Dr. Shashi Bala, Senior Fellow,
V.V GIRI NATIONAL LABOUR INSTITUTE
SECTOR 24, NOIDA, 201301 INDIA.**

**Tel: 0120-2411776(Direct)
0120-2411533-35 Ext 225**

<https://vvgnli.gov.in/faculty/dr-shashi-bala>

Email: balashashi.vvgnli@gov.in

