

## 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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