

## *Work-related laws and policies in light of “The Great Resignation”*

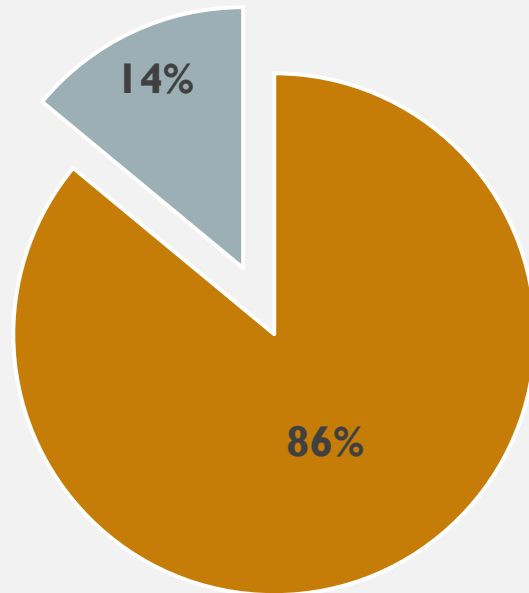
SANKHYA (संख्या)

*“There cannot be a good plan for economic progress without adequate data and there cannot be adequate data without a good plan for collecting them...”*

*P.C Mahalanobis, Member, First Planning Commission of India & Scientist*

# “THE GREAT RESIGNATION”

Percentage of employees planning to resign in next 6 months



■ Planning to Resign   ■ Not planning to resign

*As per the report, around 60% of the employed population in India are more inclined to prioritise mental health, well being and happiness over salary, bonuses and promotion.*

*Globally, young professionals in the age group of 20 – 24 have been reported to be more likely to switch jobs for better pay. Hence, the future workforce is effectively demanding for better policies in the workplace.*

## Top 5 reasons for the Great Resignation in India

Lack of progression

Inadequate Monetary Compensation

Seeking new roles and positions

Discontent with direction followed by present organization

Switching career/ industry

# EXISTING SCENARIO AND REGULATORY LANDSCAPE

In the period following pandemic, several nations have adopted work from home (WFH) as a viable mode of working.

However, India does not feature among the top 10 countries of the world when it comes to businesses with WFH models.

Moreover, the average salary in India is USD 428 compared to USD 508 in Pakistan and USD 7900 in USA which adds to woes of those employed in India.

## Quick glance at recent labour policies and regulations in India

The Government of India has recently notified 4 codes on labour and employment namely The Code on Wages, Industrial Relations Code, Social Security Code and the Occupational Safety, Health and Working Conditions Code.

Further, the government has issued a Model Standing Order for service sectors which provides for work-hour timings, option to implement work from home policies by companies, etc.

# INTERNATIONAL BEST PRACTICES AND POLICY CONSIDERATIONS

**According to World Happiness Report, Finland, Sweden, Denmark, Norway and Iceland have the happiest employees in the world.**

**Nations like Denmark and Finland which top the charts in terms of having happiest employees have labour and work regulations that prioritise safety and health of employees.**

**The new codes notified by the Indian Government pave for better labour and employment regulations. However, there is lack of clarity on uniform applicability of the new labour codes on all sectors.**

**To further improve the working environment and ensure retention of skilled workers India ought to have a dedicated authority to supervise and upgrade laws with changing times.**

## Denmark

- Denmark has an authority called the Danish Working Environment Authority which supervises and checks the implementation of regulations on health and safety of workers.
- The Danish Working Environment Authority has specific initiatives for surveillance of attrition, guidelines for home work station and executive orders on psycho social environment.

## Finland

- The Finland Government has dedicated and independent laws on working hours, annual holidays, remote work etc.
- Additionally, employers in Finland are obligated to support the employees in furthering their professional skills and permit for study leaves.

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Sankhya\* is an initiative of Bridge Policy Think Tank to create interface snapshots in statistics and policy analysis while promoting critical thinking and analysis.

*\* Sankhya means numbers and is also a school of rationalist Indian philosophy. According to Sankhya philosophy reliable knowledge comes from only three pramanas (proofs)- pratyakṣa ('perception'), anumāṇa ('inference') and śabda (āptavacana, meaning, 'word/testimony of reliable sources').*