

# Ranking Of India in Work-Life Balance Index Across the World - A Critical Review

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**Abstract**—While difficult, striking a balance between work and social life is crucial for those just beginning the job. Achieving a healthy work-life balance (WLB) is essential since it has a direct impact on productivity, general efficiency, and job happiness. This study looks at the Work-Life Balance Index (WLI) of India across the world to see what causes lead to imbalances for men and women. Human resource specialists play a critical role in tackling these issues by putting in place strong, adaptable, and encouraging policies. Improving work-life balance will raise employee well-being and productivity in addition to increasing job satisfaction. Organizations may give all employees a more fulfilling and balanced work environment by taking proactive measures to implement these strategies. Six of the top 10 countries on Remote's Global Life-Work Index 2024 are in Europe, demonstrating the continent's strong commitment to striking a healthy balance between work and personal obligations. This outstanding portrayal highlights how successful European legislation and cultural norms that put employee well-being first work.

**Index Terms**—Work-life balance, WBI, India, Across Globe, Satisfaction

## I. INTRODUCTION

A good work-life balance has harmonic power. Usually, it's expressed as "work-life balance," but just think, this is incorrect because the mindset should be "life first, work second." For this reason, the more useful term is "life-work balance." More than three-quarters of workers have experienced burnout in their current positions, according to recent statistics. This underscores the fact that, despite our significant progress in striking a good balance between our personal and professional lives, much work remains to be done in many regions of the world.

Work-life balance goes beyond policies requiring employees to work from home. It takes more to successfully strike a balance between work and home

life, from enticing staff to take time off to rejuvenate to providing expectant parents with sufficient assistance through improved parental leave regulations. In order to determine which countries, have the best work-life balance, the study examined by REMOTE.com conducted the survey across the world and found the 60 biggest GDP countries in the world and also examined a number of workplace-related variables, including statutory yearly leave, sick pay, maternity leave, healthcare, and general happiness.

## Ranking of Different Countries in WORK – LIFE BALANCE INDEX (WBI)

S. No.	Name of the Country	Ranking	WBI SCORE (out of 100)
1	New Zealand	1	79.35
2	Spain	2	75.55
3	France	3	75.34
4	Australia	4	73.71
5	Denmark	5	73.67
6	Norway	6	73.05
7	The Netherlands	7	69.14
8	The United Kingdom	8	69.07
9	Canada	9	67.91
10	Brazil	10	67.73

Source: <https://remote.com/resources/research/global-life-work-balance-index>

The above table indicates, the nation with the best work-life balance is New Zealand. With a robust economy, New Zealand tops the list with a high score on several parameters, including a high percentage of sick pay (80%), a big statutory annual leave allotment (32 days), and a publicly funded universal health care system. Many people have New Zealand on their bucket list because of its breathtaking scenery, which served as the setting for Peter Jackson's Lord of the

Rings trilogy, its rich Maori culture, and its hospitable people. Additionally, the nation has the second-highest minimum wage among the nations.

## II. REVIEW OF LITERATURE

Whiting. G (2024) provided a global perspective on the Work-life balance statistics which provided the current status of how there is a paradigm shift in the lives of people especially when they talk about work life balance.

1. Globally, 60% of workers say they have a good work-life balance. Of those who struggle with balance, 67% claim that something about their jobs or culture is to blame. 33% of workers who have a good work-life balance intend to continue in their current positions. A third claim that their work-life imbalance is caused by their own perfectionism.
2. Out of regular business hours, 26% of paid workers work. 73% of employees think that, after pay, work-life balance is a crucial consideration when selecting a position.
3. Positive work-life balance, according to 57% to 61% of respondents, will make them decline a job offer. If their jobs hindered them from enjoying life, 48% of respondents would quit. Because of this imbalance, thirty percent of people claim to be working as little as possible at work. 67% of respondents claim that after starting to work remotely, their work-life balance improved.
4. Unplanned sick days cost employers between \$2,500 and \$4,000 per employee annually and are frequently the result of burnout and stress. A quarter of businesses think they encourage a healthy work-life balance. After introducing flexible work arrangements, 89% of HR professionals reported higher retention rates.
5. Companies incur 50% higher health care costs when their employees are under stress or work longer hours. 41% provide wellness initiatives that workers believe enhance work-life harmony. 31% of workers may experience less burnout if there were more instruments for public assistance and acknowledgement.
6. Businesses that offer possibilities for work-life balance report higher levels of productivity—85% of them. Businesses with a good work-life balance see 25% lower employee turnover. 95% of HR

specialists attributed job fatigue as the reason for the departure of talented workers.

## III. INDIA AND WORK-LIFE BALANCE INDEX

According to a study done a few years ago by the Amsterdam consulting firm Arcadis, India has a somewhat poor work-life balance. Amazon, Samsung, Tata Motors, Concentrix Corporation, IBM, TCS, Reliance Industries, and a few other companies made the cut to feature in the top ten list of a study conducted by Ambition Box, wherein companies were ranked based on their employee ratings in terms of facilitating the best work-life balance.

India is among the top five nations in the world for providing its workers with paternity leave. It also provides fully paid 26-week maternity leaves to its female employees. Therefore, it can be concluded that India is making efforts to facilitate its workers' ability to attain a work-life balance. There is still a long way to go, though. Due to the absence of compulsory annual leave and sick pay, the United States is placed 53rd in the ranking, whereas India is sadly ranked 42nd.

Research tends to differ in their classification of the countries in these regions, which complicates wider comparisons. Although we've included some broad statistics below, if it intends to expand your team in a particular nation or area, we think it's worthwhile to look more closely at that area.

## IV. ASIA AND WORK-LIFE BALANCE

1. With the most engaged workers is South Asia. East Asian workers had similar daily stress levels to Americans, with Australians coming in close second. Southeast Asians have some of the lowest levels of everyday stress. In South Korea, 25% of workers claim to be overworked.
2. In Southern Asia, an employee puts in 45 hours a week on average. In order to secure their financial future, 45% of Chinese fathers said they had to give up time with their kids in order to work. Since 2020, Singaporean Microsoft Teams users have increased their daily usage by almost two hours, and 37% of these users say they feel burned out.
3. In Singapore, 42% of graduate students said they would decline a demanding position that would cause their personal and professional lives to go out

of balance. Turkey has the second-highest rate of over 50-hour work weeks among OECD countries (27%), only surpassed by Mexico. When it comes to employee engagement, workers in Australia and New Zealand are in the center of the world.

4. Because of its yearly leave policy, sick pay, health care system, earnings, and culture, New Zealand is the best country in the world for work-life balance. Australia comes in at number four. The best work climates in the world for people to find a job they like are in Australia and New Zealand. In Asia and Australia, about half of the population is actively looking for work.

#### V. CHALLENGES BEFORE INDIA TO SUSTAIN WORK-LIFE BALANCE

According to a new McKinsey Health Institute poll, employees' physical, mental, social, and spiritual health are among the key aspects of their overall well-being, with data from 30 nations provided. Significant differences in employee well-being are shown by this poll, with India securing a noteworthy position and Japan placing lowest.

A lack of a healthy work-life balance "ruins" the quality time that 40% of individuals report spending with loved ones. When people put in more time at the office, they are less productive and more likely to make mistakes or get hurt. The dangers of overworking become apparent after 50 hours a week. If you work more than 55 hours a week, you increase your risk of stroke by 35% and death from certain heart diseases by 17%. Anxiety and despair are more common in people whose workweeks exceed 50 hours. Employees who experience burnout due to an imbalance are 2.6 times more likely to be actively looking for a new job. Problems with health (38%), friendships (47%), and family ties (49%), according to self-reports, are the most common outcomes of an unhealthy work-life balance.

Some of the common challenges could also be:

1. Emotional disturbances
2. Stress, anxiety and burnout
3. Lack of employee attentions due to digitization at workplace
4. 24\*7 connectedness resulting to lack of time at one domain
5. No proper WLB supporting strategies at workplace

#### VI. POWERFUL STRATEGIES TO BE ADOPTED FOR BETTER WORK-LIFE BALANCE IN INDIA

##### 1. Select Only the Finest and Ignore the Rest

The interview process is just the beginning of the attention paid to employee retention. To avoid any confusion, it is important to generate a positive impression on a company and be forthright about all policies and benefits. We have the power to make a positive impression and sway the choices of exceptional individuals. Obviously, the choice to remain or leave is a personal one for each employee, regardless of how much you wish to retain them and how much you try to sway their decision. It's a delicate balancing act, and hiring is the single moment you have direct control over the employee's side of the equation. By that point, it will be too late.

##### 2. Deliver the Metrics Your Workers Need

People want very much to feel as though they are thriving and that the company is benefiting from their skills and abilities. People start to feel more a part of your firm and that it is their company when they understand that what they are doing is fulfilling this need. You cannot satisfy someone by providing vague criticism or just words. Workers want to see the fruits of their labor.

##### 3. Identify a Good Work/Life Fit

Employees of yours cannot be expected to operate like robots. We have to support them in realizing a good work/life balance in order to keep them operating at their best and overburdened with work without taking into account their problems, which can be against the boss or the firm. There is more to this than meets the eye. Naturally tracking hours with time-chasing software or equipment is important, but occasionally we have to assist staff members in realizing they are overworking themselves. Make sure your employees have adequate time to recharge their batteries. Having that equilibrium point—which may be a long weekend every now and then or a week off twice a year—will assist your staff members be content and productive as well as to forge closer relationships with your organization.

##### 4. Get to know your Workers

Knowing what your staff desire is crucial. The greatest practices of other businesses cannot be mindlessly

followed by us. We ought to improve the procedures for employee feedback. We may concentrate on maintaining and the information you collect will help us understand staff. Retention of employees can benefit from these initiatives. One can obtain upward feedback in a number of ways. One is to have informal, little forums where the employer talks about and solicits employee feedback on what makes a good employer and what keeps them around with the company. Which advantages, in the eyes of the staff, matter the most? One can set up an exit interview to find out why they are departing. Many times, a current employee is more inclined than a new hire to offer honest and frank criticism. Inquiring as to their recommendations for enhancement. Surveys among employees are a third way to find out their opinions and recommendations. They are happy to be heard and take action on issues that are brought up. Do not ask too many questions because it will be hard to find the need if the survey is too lengthy and offers too much input. Not resolving problems might irritate staff members and give the impression that the company is not serious.

#### 5. Creating an Employee-Centered Environment

A strong induction program fosters a positive culture and strong employer-employee bond. An open, flexible workplace promotes work-life balance and provides employees with time to enjoy life outside of work.

#### 6. Reward and benefit recipients to show your gratitude.

Offering benefits like profit-sharing, bonus structures, paid time off, health and pension plans, competitive pay, and tuition reimbursement demonstrates to staff members how important they are to the company. The advantages if it is to have a significant impact on employees' perceptions of the company and, thus, on retention efforts, it must be meaningful. Furthermore, according to Gberville (2008), a company should honor its pledges if it makes a reward guarantee.

### VII. CONCLUSION

Proper retention methods are essential to keeping personnel. To create a motivating and stimulating workplace, managers should integrate motivation-building practices into their business culture.

Incorporating employee feedback, performance-based rewards, and availability for career growth are key approaches. Employees require feeling valued, receiving feedback, growth chances, work-life balance options, and trust in leaders (Branham). These retention tactics help organizations retain staff and reduce turnover expenses. Work-life imbalance hurts employers and employees. While people confront health concerns, stress, family disputes, and poor self-confidence, the organization also suffers issues including high productivity expenses, staff turnover, economic loss, low morale, and lack of loyalty. Both the corporation and the personnel must work together to improve work-life balance. The model suggests organizations should prioritize flexible scheduling, transparency, job autonomy, counseling, grievance resolution, team-building, employee engagement, and structured policies to achieve work-life balance. Employees must be open to learning, teamwork, time management, job sharing, planning, prioritization, discipline, creativity, and adaptability. These initiatives aim to improve work-life balance in organizations.

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