

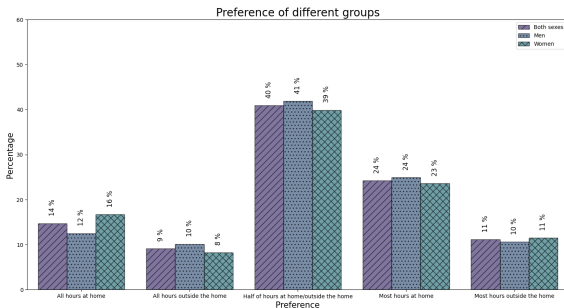
Flexible & Hybrid work model

Pooja Bandal

26th May 2022

Summary

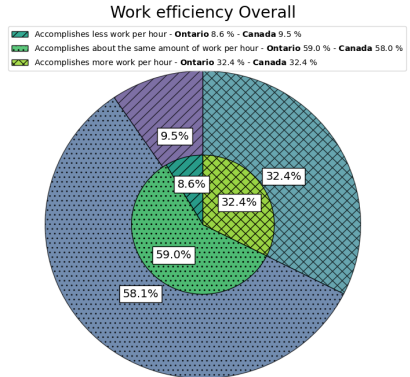
- After the pandemic, things have changed. Most of the employers and employees are in favour of hybrid work culture, where people can work remote or from office as needed.
- Even-though both parties are looking for a hybrid work culture, there are some factors which impact some employee's performance while working remotely.



employee's preference.

Background

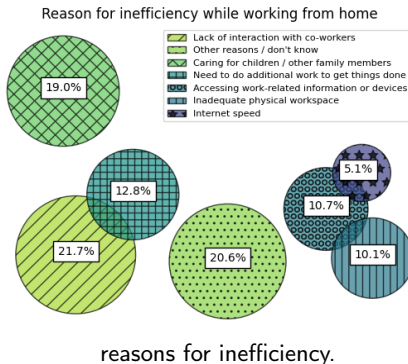
- Majority of the employees are performing well in both the environments (remote/ on-site).
- There is significant amount of crowd which outperforms during remote work.
- Small section of crowd is facing issues while working from home.



employee's WFH efficiency.

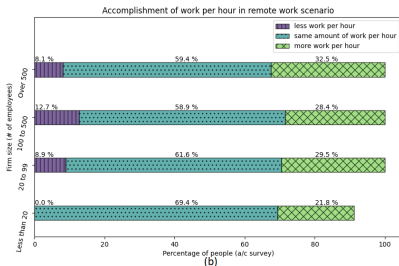
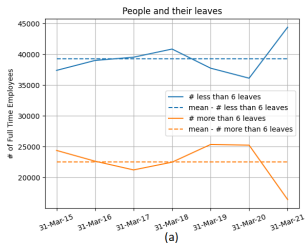
Possible policies

- A policy in which government motivate employers to deploy a hybrid work culture when possible.
- A policy which enforces employer to conduct training and programs for employees for better collaboration and communication in remote setting.
- More coverage for employees with kids or other dependent family member for them to be able to afford resources for help.



Recommendation

- I recommend that the Ontario government should try to encourage employers to adopt a hybrid work culture for positions where its feasible by providing some incentives.
- Government should motivate employers for training and certifications for employees to adopt this new culture.



Recommendation support (a) # people taking less and more sick leaves and (b) accomplishment for firms of different sizes.

Appendix - I

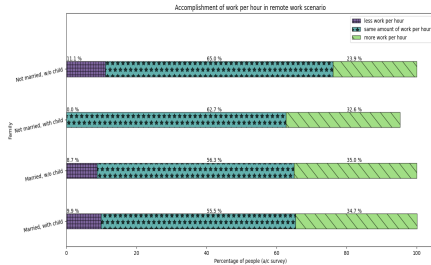
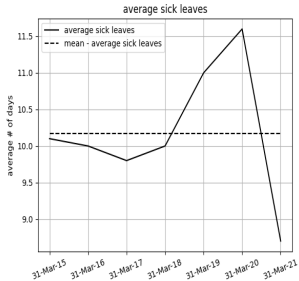
References

- <https://blog.google/inside-google/life-at-google/hybrid-approach-work/>
- <https://www2.deloitte.com/ca/en/pages/press-releases/articles/deloittes-next-normal.html>

Datasets

- <https://www150.statcan.gc.ca/n1/pub/45-28-0001/2021001/article/00012-eng.htm>
- <https://data2.ontario.ca/en/dataset/ops-workforce-demographics>

Appendix - II



(a) average sick leaves and (b) accomplishment vs family size.