

A warm, autumn-themed photograph of a workspace. In the foreground, a dark green ceramic mug filled with coffee sits on an open green notebook. A few dry, yellow maple leaves are scattered around the notebook and on the wooden desk. In the background, a silver laptop is open, displaying a green screen. To the left of the laptop, a stack of three books is visible. The entire scene is bathed in soft, golden light, suggesting a window with autumn foliage outside.

# **THE ALGEBRA OF INCLUSIVE WORKPLACE**

**SUBHRA PRIYADARSINI BARAL**

# **“The Algebra of Inclusive Workplace”**

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## **Foreword**

I am delighted to have read this book which glances widely at the phenomenon of work load from different perspectives. It will be helpful for different personnel to lead their teams and in supporting organisations even more effectively.

It interprets how work affects co-workers in their space and provides a distinctive guide to all staff and leaders to develop a clearer system of planning and culture development.

The framework for developing expertise and creating a culture of efficacy will, I think be particularly popular amongst various teams of managers, leaders and support staff.

I think that Miss Subhra has underpinned all of her thoughts with the most compelling research and special discussion on mental health which will make the book even more appealing.

I wish to congratulate Miss Subhra P. Baral whose work has led me to reflect upon the various goals employees at different levels try to achieve.

I wish for the success of the author's book and hope that she will continue to write on such issues in the future as well which will bring about some positive changes in the society with the sentiments. Many best wishes for the publication and success of the book.

**Mrs. Om Singh**  
**(Social Activist, Author, Psychologist)**  
**Lucknow.**

## **Testimonials**

*For decades, I have been a part of this system which has undergone changes by leaps and bounds. But this book has filled the niche in the most precise manner. It is a remarkable collection of the various problems and solutions that an employee may face to cater to his personal as well as professional needs. The outlook of both, the management and the various teams, are well considered and wonderfully crafted to match each other's needs. I wish to congratulate the author for skilfully narrating the various perspectives of workload management in a subtle yet powerfully effective way.*

**Mr. Soham D.**  
**AVP, Citi Bank**

*The main foundation for any author in writing a book is often seen in the scrutiny of context and its relative outcome. I applaud the vision of the author, Ms. Subhra, who has portrayed this in an extraordinary manner. This book is a masterpiece that combines the boundless curiosity of a researcher, the erudition of a scholar and the passion of a truth teller. It is a true reflection of perseverance and a fresh outlook towards the various management scenarios. I look forward to more such amazing work.*

**Dr. Varsha Sharma Upadhyay**  
**Associate Professor,**  
**SVVV, Indore**

## **Acknowledgement**

All glory to the God without whose blessings; this work would not have been possible. I pray to God for blessings and success.

I wish to express my most humble, sincere, and profound gratitude to my mother Mrs. Priyatama Bal and my father, Mr. Chndrabhanu Baral, Advocate, Kendrapara, Odisha, for his skilful guidance and continued encouragement in this work. His keen interest and immense help in an indefatigable and perspicacious manner emphatically paved the way for me to complete the book.

I deeply thank my husband, Mr. Amit Kumar Lenka, for his care and valuable encouragement.

I must express my sincere gratitude and indebtedness to my family members for their support, patience, and blessings.

Last, but not least, my special thanks to Penchant Publications for their cooperation at each and every stage in the completion of the book.

## **Preface**

Due to the integration of the domestic and international economies, globalization made it simple for businesses to locate their manufacturing facilities in regions with low labor costs, lax labor laws, favorable procedural compliances, laxer environmental and health safety standards, and more lenient tax laws. Multinational firms therefore manage to maximize their profits while decreasing global competitiveness.

In a coherent attempt to solve the complexities of work life balance, this book brings about a unanimous approach for employees and management. The immaculate efforts of Ms. Subhra P. Baral can be seen in the various intricacies of the delicate subject matter and her unbiased opinion of mental health well-being and workload analysis.

The main objective of this book is to raise awareness among scholars, students, and the organisational community in general. Additionally, it seeks to provide scholars and researchers with a forum for creative investigation and multi-level examination of more general legal insight-related subjects from both national and interdisciplinary viewpoints. It has changed over the months to reflect the various efforts that have been undertaken. Better awareness, communication, and integration among all of us are the goals of this book.



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# **Chapter 1**

## **INTRODUCTION**

### **ABSTRACT**

Globalization eliminating trade barriers at the international level developed the process of production, manufacturing as well as governance, foreign relations, and financing processes. Though the concept of globalization is not new, the complexities involving the integration of financial structures and management policies of multinational corporations are certainly.

Globalization merged the national economy with the foreign economy making it easy for corporations to set their production units in areas of cheap labour, deregulated labour policies, favourable procedural compliances, lower safety norms of health, and environment, and less rigid tax laws. Thus, multinational corporations reduce global competitiveness and manage to maximize their profits. But, in the process of making profits, they just flip the basics of the human rights of employees. This trend dices the concept of “Decent Work”, which must be according to present societal norms. As we spend a large part of our lifetime working, “decent work” is one fundamental dimension of the quality of life. International Labour Organisation says that for reduction of poverty and sustainable growth, decent work is very much essential. This book aims to discuss the systematic outcome of empirical research relating to “decent work: a sum of people’s aspirations about their working life.”

In the context of this book, some questions are discussed to analyze the discourse of human rights for the working class after globalization, which are as follows.

- ❖ To examine different parameters of the “decent work” concept.
- ❖ To explain the need for a “decent work environment” at par with “Human Rights”.
- ❖ To check the potential of “global policies” in the face of challenges thrown by “globalisation”.
- ❖ To analyze the effect of “COVID-19” over global ‘work force’.
- ❖ To outline the boundaries of professional life and personal life lost their balance?

From the beginning of 21<sup>st</sup> century, globalisation has always been driven by political and ideological pattern of States implying it as a human led phenomenon through new instrumental elements like multinational co-operations, non-governmental organisations etc. Free capital and relaxation of investment norms have become wheelers for substantial progress of nations. Globally linked markets operate twenty-four hours putting work, work conditions and work security into many challenges. Despite the courageous measures made by respective states, unfettered globalisation has created deep economical and social hole. This can be well understood by looking into the ‘Great Recession’ that observed in global economy during the late 2000s. Most of the developed countries affected more than the developing countries, putting employees in vulnerable condition. ....

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The culmination of various talents are a key for a person to reach great heights. One such unique blend of knowledge and creativity is Ms. Subhra Baral. She loves to explore new avenues in cooking and also to travel to new places. She has been a zealous advocate and a brilliant painter for a period of more than 6 years. Further pursuing her passion in the field of arts, she has been the proud recipient of 'Kala Shrestha' Award at Rangaranya 2 held at Bhubaneswar, Odisha (December, 2024). Having completed her L.L.M. in Corporate & Business Law, she also possesses a certification in HRM and CSR & its applied aspects along with Senior Diploma in Fine Arts (Painting) from Prayag Sangeet Samiti, Prayagraj. Adding another feather to her cap, she has also been awarded Kala Prema 2023 Award at Kalanjali, 2023 (Khajuraho Chapter).

Her core inspiration for writing has been her father who is an advocate by profession. He has always motivated her to become proficient in reading. She has always been distinguished backed by the incessant support of her parents and family to put forth her views in a broader sense. Her eloquent writing in the book truly portrays her wisdom and her exceptional sense of understanding which is a true delight to all readers.

