"Work–Life-Coronavirus-Fear" Balance in Iran's Private Sector

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Technological Development and Defeating Coronavirus in Iran

In spite of the fact that, imposed and unfair sanctions have had some negative effects on international trades of private sector and Iran's economy, it is undoubtedly clear that the sanctions have helped Iran's IT industry and technological development. Today, Iran has its local Amazon, Play Store, YouTube, Paypal, Uber, etc. and the Internet users are not forced to use these internationally well-known apps and platforms. Local apps, websites and platforms almost meet the needs of local market and all users. This helps IT companies to improve and use work-from-home technologies.

However, Iranian still use international apps for communication, e.g. WhatsApp, Viber, Skype. Some companies have their own way such as locally developed mobile applications, customer relationship management (CRM), or Iranian communication apps developed by IT specialists locally. These applications and platforms in addition to other communication methods such as emails, messages, phone calls have assisted the private companies to avoid traveling or communing to work by telecommuting in line with coronavirus prevention policies.

"Work–Life-Coronavirus-Fear" Balance

The fear of coronavirus itself and its spread as a global pandemic has to be managed and Iran is doing a good job to control the stress level and fears.

Telecommuting: Avoid Traveling or Commuting to work

Lots of companies active in Iran's private sector are using telecommuting to avoid traveling and commuting to work.

Work from Home in Iran (Telework and Mobile work)

Some companies have asked employees to work from home like being at virtual offices. The secretaries answer the phone calls from home. Researchers, Academicians and teachers work from home in coronavirus crisis period. Private teachers use mobile apps and online platforms to teach online, thus, pedagogical businesses are not affected a lot.

Remote Working in Iran

Some IT based companies have also asked their experts to work remotely from their hometowns. Tehran is the capital city of Iran. A lot of experts and employees travel from other neighbor cities to Tehran. To avoid this, web and app developers don't need to be physically available at the office and working remotely has been practiced even before the coronavirus crisis.

Flexible and Reduced Working Hours

There are also companies that reduced their employees working hours and made a plan for employees to do shift work. This way, there would be less employees at the office and it helps social distancing strategies at workplace.

Closed Businesses and/or redundancies

Like all other countries dealing with coronavirus crisis, some small and local businesses needed to be closed so that employees and customers stay at home to be safe. Redundancy has been the only choice of some tourism industry related companies as travel and tourism can be considered as one of the most adversely affected industries in Iran and in the world by coronavirus crisis. Therefore, closing temporary or suspending some businesses happened as well; since there has been no other options.

Sick Leave Policies

There are also companies that help employees to give them extra paid sick leave days in addition to the normal annual leave, emergency, marriage and hospitalization leave they have. Some employees who even felt they are not good to be at the office, have had the chance to stay at home. Kind and knowledgeable employers who understand that their employees' health is highly significant and considered their employees as assets not liabilities.

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