



Original Article

The 'Right to Disconnect': A Crucial Step towards Work-Life Balance in India

Yashraj Hiran Parkhi

Asst. Prof., PhD Candidate, Savitribai Phule Pune University, Anantrao Thopte College

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Correspondence Address:
Yashraj Hiran Parkhi
Asst. Prof., PhD Candidate,
Savitribai Phule Pune
University, Anantrao Thopte
College
Email:
yashrajparkhi@gmail.com

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Abstract

Technology has made life easier, but has blurred the line between work and personal life, creating an "Always-On" culture that harms workers' well-being. This research supports a **Right to Disconnect** law in India, allowing employees to ignore work messages after office hours without fear. A study of countries like France, Italy, and Canada shows how such laws help. After COVID-19, remote work increased, making clear work-life boundaries essential. This bill aims to improve mental health, job satisfaction, and productivity while defining emergency exceptions. A legal right to disconnect will create a healthier, more balanced work culture in India. This continuous connectivity often results in stress, burnout, reduced job satisfaction, and disruption of work-life balance. In this context, the concept of the Right to Disconnect has emerged globally as an important labor protection mechanism that allows employees to disengage from work-related communication outside official work hours without fear of negative consequences. This research examines the significance and potential implications of introducing a Right to Disconnect framework in India.

Keywords: Right to Disconnect, Work-life balance, Always-On culture, Employee well-being, Mental health, Remote work, Labor laws, Workplace productivity, Digital boundaries, Occupational stress, Employment rights, Work culture reform.

Introduction

In today's technological, hyper-connected world, the boundaries between work and personal life have been blurred because of hyper-digital communications. ALWAYS ON culture needs working people to be available constantly to answer emails, calls, and messages beyond official working hours. This "always-on" work culture not only contributes to high levels of stress, anxiety, and burnout but also disrupts complete family life, which reduces job satisfaction and decreases overall productivity. This research paper aims to compare the global Right to Disconnect laws that need to be presented in the Indian Parliament for policy implementation, to provide a legal framework that will protect the rights of working people after working hours. The bill is designed to form clear boundaries between professional and personal time, ensuring that a person has the "Right to Disconnect" from work-related communications without facing any adverse consequences. By introducing this Bill, India joins a global movement that recognizes the critical need for work-life balance, drawing inspiration from countries where similar laws have been enacted to safeguard working people's well-being in an increasingly hyper-digital work environment. This Bill is not merely about reducing after-hours emails and messages; it represents a paradigm shift, replacing the old way with a new one in how we view work, rest, and personal time. It challenges the general understanding of dedication and availability, advocating for a balanced approach that prioritizes the health and productivity of the workforce. This article aims to explore the various dimensions of the 'Right to Disconnect' Bill, including its significance, potential impact, and challenges in the Indian context. It will analyze the possible conclusions that can be drawn as a result of the cause or actions of this legislation on employee rights, workplace culture, and organizational efficiency, highlighting why such a Bill is essential for modernizing India's labor laws.

The 'Right to Disconnect' Bill offers a timely and necessary intervention to restore balance and protect the rights of its workforce. The proposed legislation is not just about providing an interval of rest or relief from work; it is about empowering employees, encouraging the development of ideas for healthier work environments, and redefining the future of work in a way that aligns with the evolving needs of society and taking action to prepare for or control an expected situation.

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2. Global Context:

Comparative study related to the Right to Disconnect

Country	Constitutional Framework	Legislative Process	Implementation Highlights	Date of Enactment	Legal Remedies
France	Guarantees a fair work environment and personal well-being through the Constitution.	Fast-tracked via Article 49 para 3 of the French Constitution.	Article 55 of the El Khomri Law requires companies to regulate digital communication	9 Aug 2016	Complaints to labor authorities; court actions for enforcement
Italy	The Constitution ensures fair working conditions; Law no. 81/2017 emphasizes disconnection.	Modernized labor laws for remote work; contracts mandate digital disconnection terms.	Employers must define the terms of disconnection in contracts.	2017	Complaints to labor authorities; legal action to uphold constitutional rights.
Spain	Constitution 1978 supports privacy and fair working conditions in Article 18.	Integrated into data protection laws addressing work communications.	Employers specify work hours; a cultural shift towards valuing well-being.	2018	Labor complaints; court remedies for data protection and privacy violations.
Germany	Basic Law Articles 1 & 2 protect dignity, privacy, and personal development.	Inspired by France, formalized labor law reforms.	Clear boundaries for work communication outside hours.	2021	Complaints to labor authorities; court claims for enforcement.
Slovakia	The Constitution ensures personal freedom and fair working conditions (Articles 16, 19).	Amended labor laws with public consultations and legislative approval.	Employers are required to set communication guidelines.	January 1, 2022	Regulatory oversight by labor authorities; judicial remedies for violations.
Luxem-Bourg	The Constitution protects personal freedom and work-life balance Articles 11, 12.	Labor law updates are proposed, debated, and approved by parliament.	Employers must define clear disconnection rules.	January 1, 2024	Complaints to the labor inspectorate; court action for enforcement or damages.
Philippines	The Constitution safeguards workers' welfare and privacy (Article XIII, Section 3).	Bill introduced in Congress; under review as of 2024.	Discussions are ongoing; not yet enacted.	Pending	Expected remedies: complaints to labor authorities and legal recourse once enacted.
Canada	The Charter of Rights and Freedoms supports fair work standards implicitly.	Ontario passed Bill 27, mandating written policies on disconnection.	Employers with 25+ employees must outline disconnection policies.	January 1, 2022	Complaints to the labor ministry, legal action for damages, or enforcement.
International	UDHR Articles 23 & 24; ICESCR Articles 7 & 10 emphasize work-life balance and rest.	Promoted through ILO standards and UN recommendations.	The framework is adopted differently across nations.	Varies	National labor laws, constitutional protections, and remedies through courts or regulatory bodies.
India	The Bill would allow employees to disconnect from work without fear of negative consequences.	It would protect mental health, improve work-life balance, and set a positive standard for modern work practices.	The Bill needs to be passed into law, and companies will have to update their policies to comply.	Pending	Employees are expected to be available all the time, leading to stress and lower productivity.

Significance of the 'Right to Disconnect' in India:

India's Laws Related to the Right to Disconnect

As of 2025, India has no specific law on the "Right to Disconnect." However, existing laws and regulatory frameworks touch on aspects related to work-life balance and the potential for digital overload. Overview of the legal landscape in India:

Existing Legislation and Frameworks

1. **Industrial Disputes Act, 1947 - Work Conditions:** The act addresses labor disputes and employment conditions. However, it doesn't mention the Right to Disconnect. This act suggests fair working conditions, reasonable work hours, and rest periods.
2. **The Factories Act, 1948 - Working Hours and Rest:** This Act included rules related to working hours, overtime periods, and rest periods for factory workers. So indirectly this supports disconnecting from the work.
3. **The Shops and Establishments Act - State-Level Legislation:** States in India have their own Shops and Establishments Act provisions to govern working conditions for workers, working hours, and leaves for employees in shops and commercial establishments, thus it supports the principles of work-life balance.
4. **The Code on Wages, 2019- Fair Wages and Working Conditions:** Consolidates wage-related laws and provides fair wages to all workers based on their skills and fair working conditions. These codes do not specifically cover the Right to Disconnect.
5. **The Code on Social Security, 2020- Employee Welfare:** Provides for various aspects of social security and welfare benefits for employees. Indirectly supports conditions that can affect work-life balance.

Recent Developments and Discussions

1. **Proposals and Bills- Draft Bills:** In recent years, draft bills have been proposed that measure and address work-related stress and promote work-life balance. These proposed bills included the right to disconnect, but have not been enacted into law.
2. **Corporate Policies - Employer Initiatives:** Some companies in India have begun adopting internal policies that align with the principles of the Right to Disconnect, aiming to manage work-related communications and respect employees' time.

Constitutional Protections

1. **Fundamental Rights - Article 21** guarantees the right to life and personal liberty, which is interpreted to include the right to a healthy work-life balance and protection from excessive work demands.
 - o **Article 19(1) (g):** Provides the right to practice any profession or occupation, subject to reasonable restrictions, which could support the development of balanced work practices.

Judicial Interpretations - Right to Privacy: The Supreme Court of India recognized the right to privacy as a fundamental right in the Landmark Judgment of **K.S. Puttaswamy vs. Union of India (2017)**. This recognition supports the idea that employees should be able to disconnect from work and maintain personal privacy.

2. The 'Right to Disconnect' aims to introduce clear boundaries between work and personal time, offering several key benefits that are particularly relevant to the Indian context:

- Protecting Mental and Physical Health
- Enhancing Productivity and Job Satisfaction
- Promoting Work-Life Balance
- Creating a Sustainable Work Culture
- Aligning with Global Standards
- Empowering Employees with Legal Protection
- Supporting Women and Caregivers in the Workforce

Research Methodology

The research methodology related to the "Right to Disconnect" as a step toward work-life balance in India encompasses qualitative and quantitative approaches to ensure an understanding of the subject. The methodology is as follows:

1. Research Design

A mixed-method research design, combining exploratory and descriptive approaches:

- **Exploratory:** To understand the current recognition and perspectives about the "Right to Disconnect" among organizations.
- **Descriptive:** To analyze the potential meaning of executing the "Right to Disconnect" on work-life and organizational culture in India.

2. Objectives of the Study

- To examine the "Right to Disconnect" among Indian professionals.
- To examine the correlation between after-work communication and employee well-being.
- To examine employer perspectives on implementing the "Right to Disconnect."
- To examine the impact on work culture, productivity, and work-life.

3. Data Collection Methods

a. Primary Data Collection

1. Survey

- o **Sample Size:** Responses from 500 workforces taken from different sectors, including IT, Healthcare, Education, and the Manufacturing Industries.
- o **Participants:** workforces- Employees, managers, HR professionals, and policymakers.
- o **Instrument:** Structured questionnaire with both closed-ended and open-ended questions.
- o **Focus Areas are:**
 - Examine awareness about the "Right to Disconnect. among working people.
 - Examine the Impact of after-work communication on work-life balance.
 - Examine the Perceptions of organizational readiness for such a policy.

o Data collection was done through In-person interviews and Google Forms.

1. Interviews

- o Semi-structured interviews include open-ended questionnaires and closed-ended questionnaires with 20

working professionals, including employees, HR managers, and labor law experts.

- Focused on the challenges and benefits of the implementation of the "Right to Disconnect."

b. Secondary Data Collection

- Reviewed literature on work-life balance, labor laws, and employee rights.
- Done Analysis with global case studies of countries that have "Right to Disconnect".
- Examined the drafts and publications on labor organizations.

4. Sampling Technique

- Stratified Sampling is used to get samples from various industrial workforces.
- Purposive Sampling is used to examine Policymakers and experts.

5. Data Analysis

1. Quantitative Analysis

- Statistical analysis is done by using software like SPSS.
- Hypothesis testing was done to understand the relationship between after-work communication and work-life balance, and its impact on personal and Professional life.

2. Qualitative Analysis

- Thematic analysis is done by interviews to identify the challenges and overcome those challenges through suggestions related to the "Right to Disconnect."
- Content analysis is done of related case studies and Policies.

Ethical Considerations

- Taken consent from all participants.
- Confidentiality of respondents.
- Ensured no bias in data interpretation and reporting.

Expected Outcomes

- Examined the feasibility and readiness of Indian organizations for the "Right to Disconnect."
- Suggestions are taken for policymakers and organizations to implement work-life balance.
- Suggested A framework for rights to disconnect in India.

Detailed Data Collection Plan for Survey

The Survey aimed to gather data from 500 respondents to analyze the impact and perceptions of the "Right to Disconnect" in India.

1. Survey Objectives: The survey is designed to:

1. Examined the awareness related to the "Right to Disconnect" among Indian workforces.
2. Examined the impact of after-work communication on personal life and professional life.
3. Evaluated opinions for the implementation of the "Right to Disconnect" policy in India.

2. Target Population and Sampling

Target Population:

- Workforces from different sectors- IT, healthcare, education, manufacturing, and service sectors.
- White-collar job holders like HR Managers, Team Leaders, and Employers.

Sample Size:

- Total: 500 respondents.
- Samples from Employees and self-employed people: 400 samples taken.
- White collar job holders like HR professionals/employers: 100 samples taken.

Sampling Technique:

- Stratified Sampling: Ensured representation across industries, roles, and geographic locations.
- Random Sampling: Taken employee participants within the stratified groups.

3. Survey Mode

- Online Survey: Circulated links of Google Forms via email and WhatsApp groups of workforces and through professional networks such as LinkedIn.

Survey Structure

The survey consists of 20 questions divided into four sections.

Section A: Demographics (5 Questions)

Objective: To capture the background information of participants.

1. Age:

- Below 25
- 25–34
- 35–44
- 45–54
- Above 54

2. Gender:

- Male
- Female
- Non-binary/Prefer not to say

3. Industry/Sector: (Dropdown list with options)

- IT, Healthcare, Education, Manufacturing, etc.

4. Job Role:

- Entry-level, Mid-level, Senior-level, HR, Employer, etc.

5. Location:

- Urban, Semi-Urban, Rural

Section B: Awareness and Knowledge (5 Questions)

Objective: To evaluate awareness about the "Right to Disconnect."

6. Have you heard about the "Right to Disconnect"?

- Yes
- No

7. If yes, where did you learn about it?

- Social Media, News, Workplace, and Others

8. Do you know any country where the "Right to Disconnect" is implemented?

- Yes (Specify)
- No

9. Does your organization have policies restricting after-hours communication?

- Yes, No, Not Sure

10. Rate your knowledge about the "Right to Disconnect":

- 1 (No Knowledge) to 5 (Extensive Knowledge)

Section C: Impact of After-Hours Communication (5 Questions)

Objective: To explore the effects on work-life balance and well-being.

11. How often are you contacted after working hours?

- Never, Rarely, Sometimes, Frequently, Always

12. What is the primary mode of after-hours communication?

- Email, Phone Calls, Messaging Apps, and Others

13. How does after-hours communication affect your personal life?

- Negatively, No Impact, Positively

14. Have you experienced stress or burnout due to after-hours work communication?

- Yes, No, Unsure

15. Rate the impact of after-hours communication on your overall work-life balance:

- 1 (No Impact) to 5 (Severe Impact)

Section D: Opinions on the Right to Disconnect (5 Questions)

Objective: To gather opinions on the policy's potential implementation.

16. Do you support the idea of a "Right to Disconnect" policy in India?

- Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree

17. What benefits do you think such a policy could bring? (Select all that apply.)

- Improved Work-Life Balance, Reduced Stress, Increased Productivity, and Others

18. What challenges do you foresee in implementing the policy? (Open-ended)

19. Would you prefer working for an organization that enforces a "Right to Disconnect"?

- Yes, No, Not Sure

20. What measures should be taken to implement such a policy effectively? (Open-ended)

Ethical Considerations

- Participation is voluntary, with informed consent collected at the beginning of the survey.
- Data will remain anonymous and confidential.
- Participants have the option to skip questions or withdraw at any time.

Data Analysis Plan

- **Quantitative Analysis:**
 - Statistical tools like SPSS or Excel for frequency distributions, correlations, and trend analysis.

- **Qualitative Analysis:**

- Thematic analysis for open-ended responses to identify key patterns and themes.

Key Provisions of the Proposed Bill:

1. Establishing Official Work Hours

- Employers must define official working hours, including start and end times, breaks, and overtime, as per international standards.
- No After-hours communication, unless in defined situations.
- These rules must be written and declared in workplace policies and contracts.

2. Employee Rights

- Employees should not be penalized for not responding to after-work communications.
- They have the right to refuse or choose such communication.
- A complaints or feedback mechanism must be established for improvements.

3. Employer Responsibilities

- Employers need to declare written policies related to the 'Right to Disconnect'.
- Regular training programs are needed for a healthier atmosphere between employers and employees.
- Policies must be created via communication with employees or unions.

4. Exceptions

- Emergencies or urgent work may require after-working hours, but must be defined.
- Employees must be compensated for after-working hours work through pay or time off.
- Employers can minimize disruptions through efficient communication systems and planning.

Challenges and Concerns:

1. Employer's Resistance:

- Operational disturbance and Need: Quick communication is important in industries like Health, IT, finance, and media, especially for global operations.
- Loss of Client Trust: Limited to after-hours responsiveness might harm reputation and client relations, and trust.
- Increased Costs: Policy updation, training, and monitoring add a financial burden, particularly for small businesses.

2. Defining Urgency

- Doubtfulness because of Vague definitions of "emergency" could lead to misuse.
- Sector Variations and their Urgency differ across industries, requiring tailored guidelines.
- Enforcement: Monitoring all those compliances across all diverse sectors is challenging work.

3. Cultural Shift

- Commitment Perception: Always-on culture values availability; disconnection occurs as unprofessional.
- Management Mindset: Shifting focus from availability to productivity is a difficult situation.
- Hesitations from Employees: Fear of being seen as uncooperative may discourage employees from using their rights and create the image of not untrustworthy.

4. Lack of Awareness, Preparedness, and proper planning.

Training Gaps: Limited resources or no resources for training related to disconnection policies.

- Policy Challenges: Small businesses may struggle with creating effective, proper policies.

5. Balancing Flexibility with Accountability

- Remote Work: Blurred boundaries in hybrid setups complicate disconnection implementation.

- Fair Application: Ensuring protections for all roles is difficult, including executives, and requires leadership commitment.

Possible Impact on the Indian Workforce:

1. Improving Employee Well-being

- Reduced Stress - state of exhaustion: Limiting after-work pressure can improve mental health.
- Quality of Life: Work-life balance between Personal and professional can consistent job satisfaction.
- Long-term Health Benefits: Stress-related illnesses will decrease, encouraging a healthier workforce.

2. Boosting Organizational Efficiency via systematic planning and considering possible emergencies.

- Increased Productivity: Rested employees can perform with focus and creativity.
- Reduced expenses: A balanced work culture improves employee possession and an experienced workforce can give the best result and reduce hiring costs.
- Attracting Talent with Creativity and Best Results: Work-life balance can attract the best-skilled workforce with talent and creativity.
- Better Team Morale: Respecting the personal time of the workforce improves team dynamics and commitment towards target achievements.

3. Setting Standards for Labor Reforms

- Activate Progressive Laws: Encourages flexible work as per the requirement, and planning will enhance mental health support.
- Fair Work Conditions: Promotes ethical and humane workplace policies with planning.
- Global Reputation: Positioning India as a progressive country with modern labor laws.
- Empowering Advocacy Groups: Strengthens the push for fairer labor practices for all sectors.

4. Promoting Gender Equality and Inclusivity

- Work-Life Integration for Women: Supports caregivers and encourages gender equality.
- Fair Workload Distribution with Proper Planning: Ensures equitable workloads across roles, with possible challenges, and fulfills targets.

Recommendations for Effective Implementation of the Right to Disconnect

To ensure the 'Right to Disconnect' Bill is successfully implemented, proper planning and strategic steps are needed. Here are key suggestions:

1. Need Efforts: Policymakers, businesses, civil society, and Parliamentarians should work together to address potential challenges and support the Right to Disconnect Bill's adoption.
2. Clear Guidelines: Policymakers must develop and communicate clear guidelines on what constitutes after-hours work and how to handle emergencies related to the right to disconnect.
3. Training Programs: Implement ongoing training for managers and employees in - workforce to understand and apply new policies effectively and manage them effectively on an ongoing basis.

4. Support Systems: Establish support solution systems, like grievance-solving mechanisms, to handle any issues or disputes related to the Right to Disconnect Bill.
5. Monitor and Adjust: Regularly monitor the implementation process and be ready to make adjustments based on feedback and evolving needs to make this win win for all.
6. Promote Awareness: Raise awareness about the benefits of the Right to Disconnect Bill and its importance for work-life balance to encourage acceptance and compliance.

Awareness Campaigns:

The 'Right to Disconnect' means that employees can turn off work-related communication outside of their working hours. This helps them relax and avoid burnout and get ready mentally to face another day effectively. For employers, it leads to happier and more productive workers. Both employers and employees should understand and support this idea to improve work-life balance and the overall well-being of humanity.

- Educational Workshops and Training Programs: Arrange Training workshops, webinars, and training to teach employers and employees about the new 'Right to Disconnect' law. These sessions should explain the law, its benefits, and how to put it into practice. Encourage open discussions about setting a work-life balance.
- Public Awareness Campaigns: Start nationwide Public awareness campaigns using digital media, social platforms, and traditional ads to spread the word about the 'Right to Disconnect'. Share success stories from other countries, implement the Right to Disconnect law, and show how the law can lead to healthier and productive work environments for all.
- Collaboration with Industry Associations and Labour Unions: Work with industry groups, labor unions, and professional associations to spread the word about the 'Right to Disconnect'. These partnerships can help create specific guidance for different sectors, making sure the information is relevant and useful for various types of workplaces.
- Promoting Mental Health Benefits: Focus on how the 'Right to Disconnect' can improve mental health, reduce stress, and enhance quality of life in your campaigns. Show employees how disconnecting leads to long-term health benefits to encourage them to support.

Customizing Policies:

The 'Right to Disconnect' provides a basic standard. Companies should be able to create customized policies that fit their operations while still following the main ideas of the Bill.

- Industry-Specific Guidelines: Create industry-specific guidelines to help organizations tailor their disconnection policies. For instance, guidelines for IT firms, healthcare providers, and manufacturing units should address their unique work needs. These guidelines can offer advice on setting working hours,

establishing boundaries, and handling emergency communications specific to each sector.

- **Role-Based Flexibility:** Encourage organizations to adjust their disconnection policies based on employees' roles. For example, client-facing roles might need different rules than back-office jobs.
- **Periodic Policy Reviews:** Recommend that companies regularly review disconnection policies to keep them up-to-date and effective. As industries and work practices change, policies should be adjusted to reflect new realities.
- **Inclusive Policy Design:** Ensure disconnection policies are inclusive of all employee types, including remote workers, freelancers, and part-time staff. Policies should address specific challenges faced by groups like women, caregivers, and people with disabilities, fostering a supportive work environment for everyone.

Monitoring and Compliance:

Effective monitoring and compliance are essential for successfully implementing the 'Right to Disconnect'. Strong oversight ensures that the law's provisions are followed correctly, preventing misuse and ensuring it achieves its intended goals.

- **Establishing a Monitoring Body:** Establish a dedicated government or independent monitoring body to oversee the implementation of the 'Right to Disconnect'. This body should inspect company policies, manage complaints, and ensure compliance with the law. It should collaborate with labor departments and industry regulators to streamline enforcement.
- **Grievance Redressal Mechanisms:** Establish easy-to-use grievance redressal mechanisms for employees to report violations of the 'Right to Disconnect'. Ensure the complaint process is transparent and accessible, allowing employees to raise issues without fear of retaliation. The monitoring body should handle complaints quickly and enforce penalties to prevent non-compliance.
- **Periodic Audits and Reporting Requirements:** Require companies to undergo periodic audits and submit reports to show compliance with the 'Right to Disconnect'. Organizations should detail their disconnection policies, employee feedback, and how they handle grievances. Regular audits will ensure that companies are genuinely implementing the law, not just paying lip service.
- **Clear Penalties for Non-Compliance:** Set clear penalties for organizations that do not comply with the 'Right to Disconnect'. Penalties might include fines or public disclosure of non-compliance, which could harm the organization's reputation. Clearly defined consequences will encourage companies to follow the law and highlight the importance of respecting employees' rights.

Supporting Organizational Culture Change:

For the 'Right to Disconnect' to be truly effective, a cultural shift within organizations is essential. Employers need to move away from the always-on mentality and

embrace a work culture that values boundaries and personal time.

- **Leadership Commitment and Role Modeling:** Encourage organizational leaders to lead by example when it comes to the 'Right to Disconnect'. When leaders respect disconnection boundaries and avoid sending after-hours communication, it sets a strong example for the rest of the organization and emphasizes the importance of following the law.
- **Integration into Performance Metrics:** Incorporate respect for disconnection boundaries into performance metrics and appraisals. Recognizing and rewarding managers who uphold these values will encourage a culture that prioritizes employee well-being over constant availability.
- **Promoting Work-Life Balance Programs:** Pair the 'Right to Disconnect' with broader work-life balance initiatives like flexible working hours, mental health support, and wellness programs. These additional measures will strengthen the Bill's goals and promote a more comprehensive approach to employee well-being.
- **Training Managers to Support the 'Right to Disconnect':** Offer targeted training for managers on supporting their teams with disconnection policies. The training should include strategies for managing workloads, setting realistic deadlines, and communicating effectively without intruding on personal time. Well-trained managers can drive a successful cultural shift towards respecting work-life boundaries.

Leveraging Technology for Implementation:

- **Technology can support the 'Right to Disconnect' in several ways:**
- **Automated Communication Controls:** Use technology to enforce disconnection policies, such as automatic email responders that notify senders of an employee's off-hours status or settings that delay email delivery until the next working day.
- **Employee Wellness Platforms:** Implement digital wellness platforms that provide resources for managing work-life balance, offer real-time feedback on workload stress, and give access to mental health support.
- **Data Analytics for Monitoring Work Patterns:** Employ data analytics tools to track work patterns and identify potential breaches of disconnection boundaries. Analyzing communication trends can help organizations adjust policies and ensure compliance. technology solutions that help enforce disconnection policies, such as automated email responders that inform senders of an employee's off-hours status. Companies can also implement settings that delay the sending of emails or messages until the next working day, reducing after-hours work pressure.

Conclusion:

The 'Right to Disconnect' Bill represents a crucial advancement in India's labor laws, addressing the impact of technology on work-life balance. As digital connectivity increasingly blurs the lines between work and personal life, this Bill establishes a legal framework to protect employees'

well-being by ensuring they can disengage from work outside official hours. This legislation aims to restore necessary boundaries, combat digital fatigue, and prevent the negative effects of an always-on work culture.

By allowing employees to fully disconnect from work-related communications during this time, the Bill is expected to reduce stress and burnout, leading to better mental health. Well-rested employees are generally more focused and efficient, enhancing overall productivity. The Bill aligns with global best practices, placing India alongside progressive countries like France, Italy, Spain, and Portugal, which have successfully implemented similar measures.

The Bill also addresses the evolving needs of remote and hybrid work models by formalizing the right to disengage, benefiting employees in various work arrangements, including freelancers and part-time workers. Implementing this Bill will prompt significant organizational and cultural changes, encouraging companies to adopt work cultures that respect personal time, thereby improving employee morale and job satisfaction. This cultural shift towards valuing work-life balance will lead to better management practices and a more positive work environment, setting a new standard for labor practices and employee rights in India.

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