



o Counselling services

o **Digital Detox Centres**, especially for remote workers.

7 **Penalty for Non-Compliance:** Financial penalty of **1% of total employee remuneration** on defaulting organisations.

Need for the Law

1 **Always-on Work Culture:** Smartphones and remote work have blurred boundaries between professional and personal life.

2 **Mental Health Concerns:** Rising burnout, anxiety, and stress, particularly among:

§ Young professionals

§ IT and service-sector employees

§ Gig workers

3 **Power Asymmetry:** Employees often feel compelled to respond due to:

§ Hierarchical pressure

§ Job insecurity

§ Performance evaluations

4 **Global Precedents:** Countries recognising the right to disconnect:

§ France

§ Belgium

§ Ireland

§ Australia

o **Productivity Rationale:** Encourages outcome-based work rather than presenteeism.

Challenges

1 **Diverse Work Structures:** IT services, manufacturing, healthcare, gig economy, and global operations require flexibility.

2 **Enforcement Issues:** Difficulty in monitoring informal communications (WhatsApp, personal calls).

3 **SME Burden:** Compliance costs and administrative challenges for small enterprises.

4 **Operational Flexibility:** Risk of rigidity during emergencies or peak workload periods.

5 **Legislative Limitation:** As a **Private Member's Bill**, chances of enactment remain low without government backing.