

Right to Disconnect Bill, 2025

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Why in news?

The Right to Disconnect Bill, 2025 was introduced in the Lok Sabha as a private member bill.

- **Purpose** - To create **clear & enforceable boundaries** between professional demands and personal time, as digital communication, constant connectivity, and remote work have increasingly blurred the work-life balance.
- **Objective** - To foster better quality of life, healthier work-life balance, and reduce burnout caused by constant digital connectivity.

*India currently follows a **48-hour work week**, one of the more demanding globally.*

Provisions of the bill

- **Not obliged to respond** - Employees should not be compelled to respond to official communication after work hours or on holidays.
- **Right to refuse after-hours contact** - It seeks to give employees the legal right to refuse work-related calls, messages and emails outside official working hours and on holidays without fear of disciplinary action.
- **Scope of communication covered** - The right applies to all forms of communication like phone calls, texts, emails, video calls, etc.
- **Emergency rules** - Employers and employees must mutually agree on emergency contact rules, if needed.
- **Overtime pay** - If employees work beyond office hours, they must be paid overtime at their normal wage rate.
- **Institutional Mechanism** - It proposes creation of an **Employees' Welfare Authority** to safeguard this right.

- **Counselling support** - Additional support includes counselling services to increase awareness of reasonable technology use.
- **Digital detox centres** - Proposed to set up digital detox centres to help workers reduce distractions and focus on personal relationships.
- **Penalty** - It suggests a penalty of **1% of the total employee remuneration** for organisations that violate this right.

***Private member Bill** is a bill introduced by a member of the Parliament other than a minister; however, private member's bills rarely become law and are usually withdrawn after the government responds.*

References

1. [Times of India | Right to Disconnect Bill, 2025](#)
2. [NDTV | Right to Disconnect Bill, 2025](#)
3. [Hindustan Times | Right to Disconnect Bill, 2025](#)

