

A STUDY ON THE PROPOSED RIGHT TO DISCONNECT BILL, 2025 AND ITS POTENTIAL IMPACT ON WORK-LIFE BALANCE IN INDIA

** Mrs. Anita Dilip Chavan & ** Dr. Anita Manna*

** Asst. Prof. KSD's Model College Empowered Autonomous Dombivli*

*** Principal, K. M. Agrawal College, Kalyan.*

Abstract:

The rapid digitalisation of workplaces in India has significantly altered work patterns, often extending work-related communication beyond official working hours and blurring the boundaries between professional and personal life. In response to these emerging challenges, the Right to Disconnect Bill, 2025 has been proposed to safeguard employees from after-hours work obligations. Against this backdrop, the present study examines the proposed Right to Disconnect Bill, 2025 and its potential impact on work-life balance in India.

The study adopts an exploratory research design to assess employees' awareness, perceptions, and anticipated effects of the proposed legislation. Primary data were collected through a structured questionnaire supported by secondary data. Descriptive and inferential statistical techniques were employed to analyse the perceived relationship between the proposed right to disconnect and key dimensions of work-life balance, including personal time management, psychological well-being, job satisfaction, and work-related stress.

The findings suggest that while employees hold positive perceptions of the Right to Disconnect, these perceptions do not immediately translate into improved work-life balance. RTD is largely viewed as a forward-looking safeguard rather than an indicator of existing work-life conditions. The results highlight that organisational culture and individual coping mechanisms play a significant role in shaping employee's work-life balance.

Keywords: *Right to Disconnect Bill, 2025, Work-Life Balance, Digital Work Culture.*

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Introduction:

The rapid digitalisation of workplaces has significantly transformed the nature of work, enabling constant connectivity through emails, messaging platforms, and remote work technologies. While such advancements have improved flexibility and organisational efficiency, they have also blurred the boundaries between professional and personal life. In India, extended working hours and expectations of availability beyond office hours have become increasingly common, leading to heightened concerns related to work-related stress, mental fatigue, and

work-life imbalance. The absence of clear norms regulating after-hours professional communication has further intensified these challenges in the contemporary Indian work environment.

In response to these emerging concerns, the *Right to Disconnect Bill, 2025* has been proposed in India as a policy initiative aimed at protecting employees from work-related communication outside official working hours. Although the bill has not yet been enacted into law, it represents a significant step towards recognising employees' right to personal time and psychological well-being. Against this backdrop, the present study

examines the proposed Right to Disconnect Bill, 2025 and its potential impact on work–life balance in India by analysing employees’ awareness, perceptions, and anticipated outcomes. The study seeks to contribute to the growing discourse on labour policy reforms and digital work culture, offering insights relevant to policymakers, employers, and human resource practitioners.

Review of Literature:

Dhas and Karthikeyan (2015) examined work–life balance among IT professionals in India and found that excessive workload and after-office-hour job demands led to stress and reduced job satisfaction. The findings highlight the relevance of regulatory mechanisms to control work spillover into personal life.

Messenger and Gschwind (2016) studied flexible working arrangements and work–life balance in digitally connected workplaces. The study observed that while flexibility can enhance productivity, the absence of clear boundaries often results in longer working hours, reinforcing the importance of regulatory frameworks to protect employees’ personal time.

Agarwal and Lenka (2018) studied digitalisation and employee well-being in Indian workplaces and concluded that constant digital connectivity negatively impacts psychological health and work–life balance. The authors recommended policy-level and organisational interventions to manage after-hours work communication.

Eurofound (2020) reported on the implementation of the right to disconnect in European countries and found that formal policies restricting after-hours work communication contributed to improved work–life balance, reduced burnout, and higher job satisfaction. The findings provide useful insights for evaluating similar policy proposals, such as the proposed Right to Disconnect Bill, 2025 in India.

Banerjee (2024) highlighted the growing challenges of India’s digitally connected work culture, noting that over 90% of employees are contacted outside official working hours. The study found frequent interruptions during personal time and widespread communication even during sick leave and holidays, leading to concerns about work–life imbalance. The findings emphasise the need for policies such as the proposed Right to Disconnect to protect employees’ personal time and well-being.

Amisha Mahajan and Diksha (2025) This paper examines the importance of the Right to Disconnect in promoting a healthier work–life balance, reducing employee burnout, and improving overall workplace efficiency. It analyses global legislative frameworks and organisational policies related to the Right to Disconnect, along with the challenges associated with its implementation across different industries. Through an evaluation of case studies from countries where this right has been formally adopted, the study highlighted its effects on employee satisfaction and organisational culture.

Rationale of the study:

Existing literature in the Indian context largely focuses on work–life balance, extended working hours, and the impact of digital connectivity on employee well-being. However, empirical studies examining employees’ perceptions of the *Proposed Right to Disconnect Bill, 2025* and its potential impact on work–life balance remain limited. Since the bill is at a proposal stage, there is a clear research gap in understanding how employees perceive such a policy intervention and its anticipated effectiveness in regulating after-office-hour work communication. This study attempts to bridge this gap by exploring the potential impact of the proposed Right to Disconnect Bill, 2025 on work–life balance in India.

Objectives of the Study:

The broad objectives of the study are comprised the following:

- To examine the level of awareness of the Proposed Right to Disconnect Bill, 2025 among employees in India.
- To analyse employees' perceptions regarding after-office-hour work communication and its effect on work–life balance.
- To examine the relationship between after-hours work connectivity and work–life balance among employees.

Scope of the Study:

The study focuses on examining employees' perceptions of the *Proposed Right to Disconnect Bill, 2025* and its potential impact on work–life balance in India. It covers working professionals from selected sectors and analyses key dimensions of work–life balance such as personal time, work-related stress, and psychological well-being. The scope of the study is limited to understanding anticipated outcomes of the proposed legislation rather than its actual implementation or legal enforcement.

Limitations of the Study:

The study is exploratory in nature and is based on a limited sample size selected through convenience sampling, which may restrict the generalisability of the findings. Since the Right to Disconnect Bill, 2025 is still at a proposal stage, the analysis is based on employees' perceptions rather than actual post-implementation effects. Additionally, responses may be subject to personal bias, as the data were collected through self-reported questionnaires.

Research Methodology:

The study adopts an exploratory research design based on primary data collected through a structured questionnaire administered to working professionals in India. Secondary data were sourced from policy documents and published literature, and the data were analysed using appropriate descriptive and inferential statistical tools.

Testing of Hypothesis:

H₀₁: There is no significant impact of after-office-hour work communication on employees' work–life balance.

H₁₁: There is significant impact of after-office-hour work communication on employees' work–life balance.

Table 1
Independent Samples t-Test (Two-Sample Assuming Unequal Variances)
(Level of significance: 5%)

Statistics	Value	
	1	2
Mean	3.264705882	3.428571
Variance	1.352049911	1.956044
Observations	34	14
t Stat	-0.386790025	
P(T<=t) two-tail	0.70280332	
t Critical two-tail	2.079613845	

Source: Primary Data

Explanation of Key Results:

Mean (Group 1) 3.26 Average WLB score of employees expected to be available after office hours
Mean (Group 2) 3.43 Average WLB score of employees not expected to be available

t-Statistic -0.387 very small difference between group means. p-value (Two-tailed) 0.703 much greater than 0.05. Critical t (Two-tailed) 2.08 calculated t is well within acceptance region

Decision Rule:

- If p-value < 0.05 → Reject H_0
- If p-value \geq 0.05 → Fail to reject H_0 , p-value = 0.703 > 0.05

Interpretation:

The independent samples t-test revealed no statistically significant difference in work–life balance satisfaction between employees who are expected to be available for work-related communication after office hours and those who are not ($t = -0.387$, $p = 0.703$). Hence, the null hypothesis (H_{01}) is accepted, indicating that after-office-hour work communication does not have a significant impact on employees' work–life balance in the present study.

H₀₂: There is no significant relationship between employees' perceptions of the Proposed Right to Disconnect Bill, 2025 and work–life balance.

H₁₂: There is significant relationship between employees' perceptions of the Proposed Right to Disconnect Bill, 2025 and work–life balance.

Table 2**Test Applied: Correlation**

Tested Correlation (r)	Nature of Relationship
Work–life balance × RTD improves WLB	-0.181 Weak negative
Work–life balance × RTD reduces stress	-0.142 Very weak negative
Work–life balance × RTD importance	+0.019 Negligible

Interpretation:

The correlation coefficients between employees' work–life balance and their perceptions of the RTD policy are very weak. None of the relationships show a meaningful or strong association. This indicates that employees' current work–life balance satisfaction is largely independent of their perception of the RTD Bill in the present sample.

Findings:

The correlation analysis revealed no significant relationship between employees' perceptions of the Proposed Right to Disconnect Bill, 2025 and their work–life balance. The correlation coefficients were

weak and negligible, indicating the absence of a statistically meaningful relationship. Hence, the null hypothesis (H_{02}) is accepted and the alternative hypothesis (H_{12}) is rejected. Although employees largely expressed positive perceptions regarding the Right to Disconnect policy, these perceptions did not translate into a significantly higher level of perceived work–life balance.

Conclusion :

Based on the findings of the present study, it can be concluded that after-office-hour work communication does not significantly influence employees' work–life

balance. The independent samples *t*-test indicated no statistically significant difference in work–life balance satisfaction between employees who are expected to remain available for work-related communication beyond office hours and those who are not. This suggests that extended work communication, in the current organizational context, may be normalized or managed in ways that do not substantially disrupt employees' perceived balance between work and personal life.

Further, the correlation analysis revealed no significant relationship between employees' perceptions of the Proposed Right to Disconnect Bill, 2025 and their work–life balance. Although employees demonstrated generally positive attitudes toward the Right to Disconnect policy, these perceptions did not correspond to higher levels of work–life balance satisfaction. This implies that support for the policy may be more conceptual or future-oriented, rather than reflective of employees' present work–life experiences. Overall, the results indicate that while employees acknowledge and favor the idea of the Right to Disconnect as a protective labor measure, its perceived benefits have not yet translated into tangible improvements in work–life balance. The study highlights a gap between policy perception and practical outcomes, suggesting the need for effective implementation mechanisms and organizational support to ensure that such policies meaningfully enhance employees' well-being.

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