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WORK FROM HOME AND THE NEED FOR RIGHT TO DISCONNECT: AFTERMATH OF THE COVID-19 PANDEMIC

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Divyanshu Priyadarshi**

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Abstract

The Covid-19 pandemic has disrupted the work culture of people and organisations across the world. 'Work-from-Home' (WFH) has become the norm in many organisations. It allows employees to keep their jobs, continue working towards the growth of the organisation and limit exposure to the virus. However, WFH comes with its own set of downsides, where, the slow breakdown of work-life balance is the most common problem. The right to disconnect aims at giving a right to employees to not answer any work-related calls or Emails beyond working hours and on holidays. There is data which shows that during the pandemic many employers assign work even after scheduled working hours. Since the job market is at an all-time low, an employee has no option but to complete the task given or carry the risk of being removed from the job. This type of work culture has begun to show side effects on the mental and physical health of employees and hence a law needs to be put in place to protect the well-being of such persons. Indeed, there may be certain exceptional circumstances where an employee needs to put in extra hours. For such exceptional situations a policy must be in place which should also compensate employees for working extra hours. Supriya Sule, a Member of Parliament had introduced a private members bill, the Right to Disconnect Bill in 2019, aiming to give employees the right to refuse work related calls after office hours. The bill lapsed. However, the question that remains is whether we need a law to demarcate our work and personal life. This paper attempts

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to discuss the pros and cons of having such a right to disconnect and provides suggestions to create a balance between the rights of the employees and the work demand by employers.

Introduction

The new Corona virus (Covid-19) is an infectious disease that had first shown its traces in China and now has spread to nearly every country in the world. In December 2019, the first case of the unknown virus was registered in Wuhan, a city in Eastern China which initially began as an epidemic but became a globally affected pandemic. This disease is not airborne but is contagious. It spreads from person to person because of which WHO has suggested, to follow respiratory hygiene, hand hygiene and practice the method of social distancing, which means to maintain a minimum distance of 1 meter from yourself and others. Therefore, in order to control the rate of infection, the biggest lockdown was imposed by the Government of India on 24th March 2020. On May 12th, 2020, Hon'ble Prime Minister of India, Shri Narendra Modi, had announced a special package of Rs. 20 lakh crores to be given to the citizens of the country which would be equivalent to India's 10% GDP with the basic aim to provide aid to the people to fight the COVID-19 pandemic. During his address to the nation, he announced a campaign of making India a Self-Reliant country, also called the Aatma Nirbhar Bharat, that aimed for getting the growth of India back. The five major pillars of this movement were stipulated to be, Infrastructure, Economy, Vibrant Demography, System, and Demand.[1] The impact of Covid-19 has shown disruptions in the economy of the entire world and no one knows how long this impact will be witnessed. Every sector of the economy is facing troubles and during this period, the Indian Industrialists are making the employees, "Work from Home" (WFH). This is a benefit for the employees as they are at least not unemployed during this crisis. The transition to the Work from home model, was smoothly done by the IT industry, where they continued to provide service to their clients without any obstructions such as lowering the productivity or compromising with the quality, and this was possible only because of two reasons, that is, its strictness towards quality check and availability of communication bandwidth from homes even in small towns.[2]

But if the concept of "Work from Home" is a benefit to the Employers, it has shown an

1 PIB Delhi, *Press Release - Aatma Nirbhar Bharat Package – Progress So Far*, Ministry of Finance (May 12, 2020) https://pib.gov.in/PressReleasePage.aspx?PRID=1638112.

2 Dr Sridhar Mitta, *Work from home has been 'successful' during Covid-19 lockdown. What next*, The Economic Times (Apr. 30, 2020) https://economictimes.indiatimes.com/magazines/panache/work-from-home-has-been-successful-during-covid-19-lockdown-what-next/articleshow/75470580.cms?from=mdr.

opposite impact on the Employees because all the boundaries of work conditions have been removed and most of the employers approach the employees on their will, despite the working hours being fixed between 9 am to 5 pm. During the period of lockdown, the employers and the employees are digitally connected mainly through emails or occasional calls, but often the employers take undue advantage of their liberty to use these connections anytime they want. The employees in this lockdown are no longer going to or coming from work, because of which their personal life and work-life has been mixed. This has caused disruptions in the work-family balance and often leads the employees to reach a situation of burnout which affects their mental health.

In a study done in 2016, it was found that the non-working hours, would not be considered as leisure time and the employees were supposed to be available for any work given by the authorities because the employee's activities would be constrained and then there will be a restriction in his recovery from work.[3] The 'always-on' culture, where it is expected to reply to any work-related call, at any point of the day decreases the energy levels of the employees and it is necessary to change this norm. It is very important for the employees to work with their maximum efficiency but if the employees are not satisfied with their working conditions, they will not be able to give their fullest potential to the company. Optimum utilization of resources is considered to be a key factor in the success of any company and if that is not fulfilled, it will be a loss to not only to its profits but also affects its growth. Employees can give their best performance only when there is a proper balance maintained between their private and work life, and until and unless the work pressure is moderate and balanced they will not be capable enough to perform to their best ability. It is necessary for the employees to disconnect themselves from work and spend time with family and friends to give them the motivation to work with diligence. There exists a co-responsibility between both the employer and the employee to establish a 'right to disconnect', where the employee must adapt to the skill of disconnecting from work after working hours are over and the employer must respect this right through a change in the work culture and making some policies.[4] Therefore for a better workforce environment, it is a need to make a law that gives the employees the right to reject any work assigned by their superiors after the prescribed working hours, that is, 9 a.m. to 5 p.m.

3 Jan Dettmers, Tim Vahle-Hinz and et al' "*Extended Work Availability and Its Relation With Start-of-Day Mood and Cortisol*" 21(1) Journal of Occupational Health Psychology 105-118 (2016).

4 Jessica Fairbairn of Harris & Company LLP, *The Right to Disconnect: The Darker Side of Mis□Managed Flexible Working Arrangement* Employment Law Conference (2019) https://1juibf12bq823l3a7515u1i5-wpengine.netdna-ssl.com/wp-content/uploads/2020/04/TheRighttoDisconnect.pdf.

The Need and Origin of Right to Disconnect

The right to disconnect is a right established for Employees to disconnect themselves from their work, or the employees will have the right to say no to any work-related communications, that is, calls, messages or emails during non-working hours. A lot of countries have already included the right to disconnect in their law, and this right has also been mentioned in the policies of some MNC's. In this situation, even if the employer tries to contact the employee after working hours, the employee is under no obligation to answer that call or mail immediately.[5]

Due to the spread of Covid-19, Work from home will be the new normal for the majority of the companies, but this new system has shown a lot of negative impacts on the health of the employees. While working from home, the employees are not physically separated from the work environment, because after the working hours are over, and the clock strikes 5 pm, there is no shutting down of computers or departing to homes, which was a daily routine when the employees were working from their office. The present situation is, that the employees are sitting in the same environment throughout the day because of which the employees can reach a point of Burnout which is termed as 'Burnout Syndrome'. Restlessness, Stress, Anxiety, Insomnia, Cognitive Overflow Syndrome (COS) and backaches are some of the side effects that people faced from working continuously from home as the country entered the fifth week of lockdown that was imposed to prevent the spread of the Coronavirus.[6]

Working from home, during this lockdown has reduced the interaction of employees to any person other than their family which can lead to isolation and loneliness. Several studies were done for statistically calculating the weighted average effect of certain factors such as the odds ratio of social isolation, loneliness and living alone where it was found that the odds ratio stood at 1.29, loneliness was 1.26 and living alone was 1.32, to an average of 29%, 26%, and 32% respectively, which has increased the likelihood of mortality rate.[7] The employees are supposed to fulfil a deadline that is assigned to them by their authorities, because of which there is a need to work extra despite the fixed working hours. During the time where employees were working in the office, they were paid for the overtime they

5 Von Bergen, Clarence & Bressler, Martin & Proctor, Trevor, *On the Grid 24/7/365 and the Right to Disconnect*. 45(2) Employee Relations Law Journal. 3-20 (2019).

6 Ha Ngoc Do, Anh Tuan Nguyen and et'al., *"Depressive Symptoms, Suicidal Ideation, and Mental Health Service Use of Industrial Workers: Evidence from Vietnam,"* 17(8) International Journal of Environmental Research and Public Health 29 (2020).

7 Holt-Lunstad J, Smith TB, Baker M & et. al., *Loneliness and social isolation as risk factors for mortality: a meta-analytic review*., 10(2) Perspect. Psychol. Sci., 227-237(2015).

did but in the case of work from home, employees work day and night without any extra money received for overtime and they are not in a situation to refuse any work given by the authorities because there is always a fear of losing their job. The rate of unemployment was 8.75% in March and had reached its peak, which was 27.1% at the end of the week, that is, May 3 after which it began to decline. In the first three weeks of June the unemployment rate had dropped from 17.5% to 11.6% and now stood at 8.5%.[8] Therefore it becomes necessary to bring a law, that is, the right to disconnect for the employees to protect their interests. This right is necessary under circumstances to make sure the balance between work and private life and also to prevent depression, anxiety or any other health issue. This right becomes more important when the work from home hours are extended because that would mitigate the overall anxiety and stress level that employees might feel because of the impact of Covid-19.[9]

The present scenario has ultra-connected the world, where many countries have realized right to disconnect to be a significant boundary between work and home. The importance of the right to disconnect was first realized in France which was the first nation to enact this legislation. In January 2017, a new employment law was passed by France that would allow all the workers in an organization with more than 50 employees to negotiate the conditions of 'right to disconnect' from work after the working hours are over.[10] Article 55 under Chapter II "Adapting the Labour Law to the Digital Age" of the Labour Code was introduced by the labour minister Myriam El Khomry that aimed to protect the workers against the problems that arise with the progressing digital technology in the workplace. They realized that working day and night not only affects the well-being of the employees but also productivity and therefore it was a need to disengage the employees from work. The first case concerning right to disconnect was filed against a British Company, named Rentokil Initial. This company was charged 60,000 euros, for failing to respect the right to disconnect of one of its employees .[11] The concept of 'always on' indicates that every employee is permanently connected through digital tools and other sources of connection and therefore it was a necessity to disconnect the employees from work after working hours for their optimal well-being. We work in a result-oriented society because of which there is always an urge to work more than the allotted time and give the result, therefore it is an

8 CMIE, *Monthly report, 2020*, Centre for Monitoring Indian Economy (Apr., 2021) https://unemploymentinindia.cmie.com/.

9 Stoewen, Debbie L. "*Wellness at work: Building healthy workplaces*" 57(11) The Canadian veterinary journal , 1188-1190 (2016).

10 Pansu, Luc. *Evaluation of 'Right to Disconnect' Legislation and Its Impact on Employee's Productivity* 5 International Journal of Management and Applied Research. 99-119 (2018).

11 *Id.*

automatism and clearly an addiction to unlock phones every 10 minutes. The possibility of immediate connectivity can sometimes create a false expectation of constant availability, which causes employers to contact workers outside their work hours, thus making them feel in a state of permanent alert.[12] Italy had passed the law of right to disconnect in 2017. However, the main purpose of the Italian Law was to make dependent work more flexible, accompanying the changes produced in the labour market because of the advancement of new digital technologies.

As a matter of fact, before passing the French Law, there were no collective agreements, that were dealing with the matter of disconnection, as opposed to the pronounced activity.[13]. Similarly, the legislature of the Philippines' had introduced a bill that would provide the right to disconnect after working hours. Netherlands, Luxembourg, Québec, India and Canada had all proposed the idea of adopting such a right. In November 2018, Spain adopted the "Data Protection and Digital Rights Act." The major aim of this act was to provide the right to disconnect during holidays and resting periods. New York is said to be a "city that never sleeps," and in spite of this, a bill had been introduced by the legislature that gave the employees a right to disconnect from work-related communications. Employers with over ten employees would benefit from this law as it would prohibit their employees to attend to any emails or call during the course of the normal working hours (except in situations of an emergency).[14] Even Spanish Lawmakers realized the importance of disengaging the employees from work after working hours, therefore they recently passed a new regulation to protect the interests of the employee. All the companies in Spain would have to establish detailed internal policies related to right to disconnect after working hours are over (irrespective of headcount) under this new regulation. The policies apply to all the employees who are home-based workers and even management workers.[15] The employees who were working remotely would be guaranteed the right to disconnect too, according to the Spanish law. In 2014, Daimler, a German automobile maker, had introduced a software that would automatically delete emails, an employee would get during a vacation. Therefore, whenever a Daimler employee was on a vacation, and a work-related email was sent to him, there were three options available, if it is an emergency situation, mail a colleague, or he can either delete the mail, or the last option is to email again once the

12 Secunda, Paul M., *The Employee Right to Disconnect*, 9(1) NDJICL, Article 3 (2019).

13 Fairbairn, *supra* note 4.

14 The Right to Disconnect Bill, 2018, No. 211 of 2018, Bill by Supriya Sule,

15 Lois Rodriquez and Nadège Dallais, *Outside The US, Countries Are Increasingly Recognizing An Employee Right To Disconnect* The Employer Report, (Dec. 19, 2018) https://www.theemployerreport.com/2018/12/outside-the-us-countries-are-increasingly-recognizing-an-employee-right-to-disconnect/#page=1

employee is back from his vacation.[16] The European Union had voted in 2015 to regard the time spent in commuting (to and from work) as work.[17]

The Indian Position

The never-ending demands of the Employers made us realize the need for the right to disconnect to be consolidated by a law in India, therefore, the right to disconnect bill has been recently introduced in Lok Sabha by Mrs Supriya Sule who is a Nationalist Congress Party politician and also a Member of the Parliament. MP Supriya Sule had introduced a private member bill called the "Right to Disconnect Bill, 2018" with the basic idea of reducing work-related stress. A private Member is one who is a member of the Parliament but is not a minister, that is, not a member of the Cabinet (Executive). In India, the Private Member Bill discussion is done on alternate Friday afternoons throughout the session time which is generally between 2 pm and 6 pm. The drafting of the PMB's is done by the MP's themselves or by their offices and the Parliament Secretariat checks for its legal consistency. Since India's Independence, the last being 1970, only 14 Private Member Bills have become law. The recent bill that was introduced by Mr Tiruchi Siva in 2014 was "The Rights of Transgender Persons Bill", which was passed in the Rajya Sabha after a gap of 45 years since the passing of the last Private Member Bill. The introduction of a PMB can be only done with a month notice along with the copy of 'Statement of Objects and Reasons' which describes the reason behind the introduction of the bill.[18] The relative precedence of Private Members' Bills after their introduction, as regards the subsequent legislative stages, is determined by a ballot held in accordance with the orders made by the Chairman. If the bill is passed on the ballot, a draw of lots is held on the day not less than fifteen days before the day of the draw of lots.[19] After the introduction of the Right to disconnect bill in 2018, which aimed at relaxing the work-life of employees, a lot of debates and discussions took place. The major aim of the bill was to empower the employee with the liberty to not respond to employer's calls, texts or emails after office hours with the basic aim of

16 M. Kaufmann, *Deutsche Konzerne Kämpfen gegen den Handy-Wahn*, Spiegel Job & Karriere (Feb. 17, 2014) http://www.spiegel.de/karriere/erreichbar-nach-dienstschlussmassnahmen-der-konzerne-a-954029.html, (Reference is made to the internal politicy of the German company Daimler).

17 Press Release No 99/15, *The journeys made by workers without fixed or habitual place of work between their homes and the first and last customer of the day constitute working time,* Court of Justice of the European Union (Sept. 10, 2015) https://curia.europa.eu/jcms/upload/docs/application/pdf/2015-09/cp150099en.pdf.

18 Lok Sabha Secretariat, "*Private Members' Bill and resolutions,"* Lok Sabha Secretariat (16th ed., Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha, New Delhi-110 005, 2019).

19 Shakdher, "*S. L. The Process of Legislation,"* Lok Sabha Secretariat (New Delhi, 2nd edn., 1967).

striving for a work-life balance and reducing work-related stress and anxiety. This bill was applicable to all those companies having an establishment of more than 10 employees and aimed to ensure compliance. The Employee Welfare Authority was to be set up, which would have included the Ministers of Communication, Labour and IT. Section 7 of this bill also stated that if an employee chooses not to respond to his employer after his stipulated work hours, no disciplinary action can be taken against him. According to the bill, overtime compensation would have been provided to all those employees who work outside of the agreed-upon conditions. Apart from this, the Government of India would have been obliged to provide, employee counselling, digital detox centres, and other resources that would enable an employee to connect with the people around him and help him to free himself from all kinds of digital distractions.[20] This bill is yet to be discussed in Lok Sabha.

It has been observed that less than 5% of the private member bills are even debated in Lok Sabha. According to a research done in 2015, barely 5% of private bills were discussed in the 13th Lok Sabha, whereas the 14th Lok Sabha discussed 3% of the bills, while the 16th Lok Sabha discussed only 2.85% of the private member bills.[21] There have been 165 Private Member Bills introduced in the Rajya Sabha over the last three years, whereas, only 18 PMBs were discussed. According to Parliamentary Rules, a private member's Bill that is introduced but not discussed in Rajya Sabha lapses when Member retires and there is an expectancy of 6 years for a private member bill to be discussed, before its lapse.[22]

Why the Bill was not Viable?

It was believed that even if the right to disconnect was introduced as a law, the implementation would have been a huge challenge. If the working hours were fixed from 9 am to 5 pm, and, any mishap occurs after working hours, the employees can easily refuse to not come and help because they have the right to disconnect from calls related to work after working hours are over. It was believed by the HR of Indian companies that the backlog of work was a reality in India, because of which disconnecting would not have been possible and therefore they believed that this bill would not be viable in India. In recent years, a perception also seems to have been built that the passage of such a bill would mean that the government is incompetent and far removed from the needs of the people. As a result, the

20 The Right to Disconnect Bill, *supra* note 14, Cl. 18.

21 Ministry of Parliamentary Affairs, *Statistical Handbook 2019*, Government Of India (Apr. 3, 2019) https://mpa.gov.in/.

22 PRS, *Private' efforts at legislation: How they are made, how often they succeed,* PRS Legislative Research (Nov. 6, 2018) https://hi.prsindia.org/node/822221.

passage (and even discussion) of PMBs is not encouraged and therefore at times the private member is requested to withdraw the bill and the government re-issues the bill on the same rationale.[23] The bill lapsed because of lack of discussion in Lok Sabha but MP Supriya Sule has planned to take this up again in her next tenure because of her will to make a law on right to disconnect.

The laws that deal with matters related to labor and employment are called labor laws. These laws were established with the major aim to resolve any conflict between the Employee and the Employer in matters related to pension, wages, or insurance of employees, etc. These Labour laws of our country apply to IT Industries as well, where they are referred to as Employment Laws or Industrial Laws. Certain Labour Laws such as the Factories Act, 1946, The Industrial Disputes Act, 1947, and other Labour laws of the State do not apply to the IT industries, but apart from these, all the other laws are applicable to IT Industries.[24]

Certain statutes have mentioned the fixed working hours or the rules regarding payment for overtime work. Section 59(1) of Chapter VI of The Factories Act, 1948, clearly states that if a worker is doing overtime, that is, working more than nine hours on a day or either working more than forty-eight hours in any week, he shall be entitled to extra wages that would be twice his ordinary rate of wages.[25] The same is mentioned under Chapter VI of The Mines Act 1952 where it clearly states under Section 30(1) that, no adult employed above ground in a mine shall be required or allowed to work for more than forty-eight hours in a week or either work for more than nine hours on any day.[26] Section 33(1) states those laws that are regarding overtime rules where it is clearly mentioned that in a mine, if a person works for more than nine hours in any day above ground, or either works below ground for more than eight hours in any day or works for more than forty-eight hours in any week, whether below ground or above ground, for such overtime work, he shall be entitled to wages that would be twice his ordinary rate of wages, and the time period of overtime work shall be calculated on a weekly or daily basis, whichever is more favorable to him.[27] Apart from these, other laws such as the Minimum Wages Act, 1948, also state the same under Section 24(1). This section mentions the number of hours that shall constitute a normal working day. In the case of an adult, the normal working hours would be 9

23 *Id.*

24 Sulekha Kaul, *India: Labor Laws In India - (Indian) Industrial Disputes Act, 1947*, MONDAQ (Sept. 6, 2017) https://www.mondaq.com/india/employee-rights-labour-relations/625206/labor-laws-in-india--indian-industrial-disputes-act-1947.

25 The Factories Act, 1948, No. 63, Acts of Parliament, § 59.

26 The Mines Act, 1952, No. 35, Acts of Parliament, § 30.

27 *Id.,* § 33.

hours whereas, in the case of a child, it will be 4 hours.[28] Taking into consideration the Contract Labour (Regulation & Abolition) Act, 1970, whereas as per Rule 79 of the Act, it is compulsory for every contractor, to maintain a Register of Overtime work by every employee in Form XXIII which would contain all the details relating to hours of extra work, overtime calculation, name of the employee, etc.[29]

Section 19(1) of the Plantation Labour Act, 1951 also expressly mentions that no adult worker shall be allowed to work on any plantation in excess of [forty-eight hours] a week and no adolescent or child for more than [twenty-seven hours] a week. Clause 2 and Clause 3 of Section 19 mentions that if an adult worker works on any plantation in excess of the number of hours that constitute a normal working day or even for more than forty-eight hours on any day or in any week, he shall, with respect to the overtime work done, be entitled to twice the rates of ordinary wages: Provided that no worker as such shall be allowed to work for more than nine hours on any day and not more than fifty-four hours in a week. Work done on any closed holiday, in any week in the plantation, will be a case of overtime work, and therefore that worker shall be entitled to twice the rates of ordinary wages.[30]

Even when it comes to the employment of women, there have been special laws made that gives certain rights to them, that would protect their interests, where clause (b) of Sub-Section 1 of Section 66 of the Factories Act, 1948 states that no woman shall be required or allowed to work in any factory except between the hours of 6 a.m. and 7 p.m., provided that the State Government may, by notification in the Official Gazette in respect of a class or description of factories or any factory or group, make changes in the limits laid down under clause (b), but such a variation shall not authorize the employment of any woman between the period of 10 p.m. and 5 a.m.[31] The Apprentices Act, 1961, also mentions that no apprentice shall be required or allowed to work overtime. But if the approval has been taken by the Apprenticeship Adviser who shall grant such an approval only if he is satisfied that such overtime is in the public interest or in the interest of the training of the apprentice. The daily hours of work of an apprentice shall not be more than 8 hours per day and weekly would not be more than 45 hours and not less than 40 hours. However, in the case of a short term apprentice, he may be engaged to work up to the maximum limit of 48 hours in a particular week and the training hours of an apprentice should not be between

28 The Minimum Wages Act, 1948, No. 11 Acts of Parliament, § 24.

29 The Contract Labour (Regulation & Abolition) Act, 1970, No. 37, Acts of Parliament, § 29.

30 The Plantation Labour Act, 1951, No. 69, Acts of Parliament, § 19.

31 The Factories Act, supra note 5, § 66.

10:00 p.m. to 6:00 a.m. except when the prior approval has been taken from the Apprentice Advisor.[32] Therefore, it becomes evident from the above-mentioned facts that it has been stated in law, that every worker who is under employment of a particular company under any industry, has been prescribed the fixed working hours and the employer has to abide by the mentioned laws.

This should be noted that India has ratified the Hours of Work (Industry) Convention, 1919, which was adopted by the General Conference of the International Labour Organisation. This Convention specifies the maximum work hours for industrial undertakings, where it should not exceed eight hours in a day and forty-eight hours in a week. In situations where it is a necessity to carry out the process continuously, the maximum working hours in a week should not be more than fifty-six hours.[33]

Suggestions and Conclusions

As we move towards the modernization of the existing concept of labour rights, there are certain laws that are ignored in the way. right to disconnect can be considered as a rest period for employees because every employee has the right to maintain their work-life integration, productivity, and health. This agenda was also discussed in the 107th Session of the International Labour Conference, 2018. The practice of effective disconnection is equally important and inclusive of digital connection. It is necessary that while signing the employment contracts, the clause of right to disconnect should be clearly mentioned, where the option of negotiation should be available to the employees. If there is non-compliance in following the policies, there should be legal actions that should be taken against the companies and if any situation arises where there is a need to work extra hours, then the payment for overtime should be provided to the employees.

Apart from this, a Charter can be established that mentions all the details (the procedures about exercising the employee rights) where exceptional circumstances of working extra and the policy of disconnection is clearly mentioned so that there is compliance at all levels of management. Most importantly, Employee welfare Committee /Authority should be there for both private and corporate, in spite of the company having 10 or more than 10 employees because basics need to be corrected first. Exploiting an employee and taking advantage of their situation is wrong and therefore such an exploitation must be controlled

32 The Apprentices Act, 1961, No. 52, Acts of Parliament, § 15.

33 International Labour Organization (ILO), The Hours of Work (Industry) Convention, 1919, Jun. 13, 1921 U.S.T. 19 1311 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C001.

because the profit-making entities can go up to any extent.

The quest for an effective disconnection and a demographic change in the workplace culture could help in changing the norm because the mind set of blaming the work culture is wrong. Managers of the companies will have to set up systems to regulate the use of digital tools to make sure that the family time of the employee is respected. Our legislators did not provide a detailed, rigid regulation in favor of individual autonomy, but now it is a necessity to have an enforceable solution with the minimum set of general rules for digital disconnection.