

**GOVERNMENT OF INDIA
MINISTRY OF CORPORATE AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO. 3452
ANSWERED ON MONDAY, THE 08th AUGUST, 2022
SRAVANA 17, 1944 (SAKA)**

CONCEPT OF WORK FROM HOME

QUESTION

3452. SHRI GYANESHWAR PATIL:

Will the Minister of CORPORATE AFFAIRS be pleased to state:

- (a) whether the Government has conducted any study about the challenges and benefits of the emerging concept of Work From Home (WFH) in corporate sector;**
- (b) if so, the details thereof;**
- (c) the details of the policy of the Government to encourage the said system of working and to regulate it as per the norms of global industry; and**
- (d) the steps taken by the Government to protect the interests of working class in corporate organizations keeping in view the work from home culture in the country?**

ANSWER

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION; MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF PLANNING AND MINISTER OF STATE IN THE MINISTRY OF CORPORATE AFFAIRS

[RAO INDERJIT SINGH]

(a) to (d):- The Ministry of Electronics & Information Technology (MeitY) has stated that they had constituted an Inter-Ministerial Working Group to address the challenges faced by IT/ITES industry in implementing Work From Home for their employees. The Department of Telecommunications (DoT), Ministry of Communications has issued new Other Service Providers (OSPs) guidelines to reduce the compliance burden for BPO and other IT enabled service providers. These guidelines have done away with the registration requirement for OSPs. Further, the guidelines have also removed several onerous provisions related to furnishing Bank Guarantees by the OSPs towards enabling work from home, providing relief to the entities providing voice-based services. Additionally, the guidelines have also enabled companies to adopt hybrid working models by enabling 'Work from Anywhere' in the country.

Further, the Ministry of Labour & Employment has stated that pursuant to the section 29 of the Industrial Relations Code, 2020, the Central Government has published the draft Model Standing Orders (MSO) on "service sector" in the official gazette dated 31st December, 2020, which, inter-alia, contains the provision regarding "Work from Home", inviting suggestions/objections from all stakeholders including general public. The draft MSO, inter-alia, permits "Work from Home" subject to conditions of appointment or agreement between employer and workers and for such period or periods as may be determined by the employer.