

GOVERNMENT OF INDIA
MINISTRY OF CORPORATE AFFAIRS
LOK SABHA
UNSTARRED QUESTION NO. 668
ANSWERED ON MONDAY, FEBRUARY 06, 2023
MAGHA 17, 1944 (SAKA)
STUDY ON WORK FROM HOME
QUESTION

668. SHRI KHAGEN MURMU:

**Will the Minister of CORPORATE AFFAIRS
be pleased to state:**

- (a) whether the Government has conducted a study on challenges faced during Work From Home (WFH);**
- (b) if so, the details and findings thereof;**
- (c) whether the Government is planning to extend the option of WFH, even post COVID-19, keeping in view that it will also have other benefits like less vehicles on road; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

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):- Ministry of Labour and Employment has stated that pursuant to 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. However, the Industrial Relations Code, 2020 has not come into effect till date.

The Ministry of Electronics & Information Technology (MeitY) had stated on 03.08.2022 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 MeitY has stated on 02.02.2023 that they have not conducted any further study on the challenges faced during work from home. Department of Personnel & Training vide order dated 06.02.2022 has conveyed the decision that all employees at all levels, without any exemptions, shall attend office on regular basis with effect from 7th February, 2022. Therefore, the facility of Work from Home in respect of Government employees had been withdrawn.
