

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**RAJYA SABHA**

**UNSTARRED QUESTION NO. 3297  
TO BE ANSWERED ON 24.03.2021**

**REGULATION OF WORK FROM HOME**

**3297. SHRI A. VIJAYAKUMAR:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether there is sudden increase of 'Work From Home' ((WFH) cultures in Indian industry especially in IT sector;**
- (b) if so, whether WFH has made many youngs to be worn out and more stressful due to no timing of works at par with physical attendance; and**
- (c) if so, the measures taken to regulate WFH and fix time of WFH at par with physical timing?**

**ANSWER**

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI SANTOSH KUMAR GANGWAR)**

**(a) to (c): Ministry of Labour & Employment has enacted a comprehensive legislation i.e. the Factories Act, 1948 for taking care of the occupational safety, health and welfare issues of the workers working in the factory premises registered under the said Act. No provision related to work from home has been prescribed under the Factories Act, 1948. The Factories Act, 1948 has been subsumed in the Occupational Safety, Health and Working Conditions (OSH&WC) Code, 2020.**

**Further, Rule 10 of the draft Model Standing Orders for Service Sector, 2020, under the Industrial Relations Code, 2020, provides that subject to conditions of appointment or agreement between employer and workers, employer may allow a worker to work from home for such period or periods as may be determined by employer.**

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