



Legal Right to Disconnect from Work

[Source: TH](#)

Recently, in a significant labour reform, Australia granted the **legal right to "disconnect" from work** outside of their designated hours.

- This reform allows Workers to **refuse to monitor, read, or respond to work-related communications outside their official hours** unless such refusal is deemed unreasonable.
 - The determination of what constitutes an "unreasonable" refusal will be based on various factors, including the **nature of the employee's role and compensation for extra hours.**
- Australia's legislation is in line with similar laws in **European and Latin American countries**, reflecting a global movement against the **"always on" work culture.**
- France introduced a similar right to disconnect in 2017, aiming to combat the constant connectivity facilitated by smartphones and other digital devices.
- **Industry Concerns:** Australian industry leaders have expressed concerns, labelling the law as rushed, confusing, and potentially disruptive to business operations.
 - Employers are worried about the practical implications, such as the uncertainty of whether they can contact employees after hours for tasks like offering extra shifts.
- India has also explored similar protections with the **Right to Disconnect Bill of 2018.** However, this bill has yet to gain significant legislative traction.

[Read more...](#)

PDF Reference URL: <https://www.drishtias.com/printpdf/legal-right-to-disconnect-from-work>