# Legal Strategies to the Right to Disconnect: An Analysis of India's Labor Law Amidst Digitalization

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**ABSTRACT:**

The advent of communication technologies has brought about increased after-hours work engagement, raising concerns about digital overwork, the health of employees, and the effectiveness of policies such as the Right to Disconnect. This study investigates the link between after-hours communication, sector type, awareness of disconnection rights, and their influence on employees' digital overwork perceptions. Applying the data from 364 respondents, we use descriptive statistics, chi-square tests, correlation analysis, and regression models to explore primary trends and correlations. Descriptive statistics show marked differences in levels of stress (Mean = 6.03, Std. Dev. = 2.80) and work-life satisfaction, with negative skewing implying dissatisfaction amongst workers. Chi-square test results show that the type of industry significantly affects digital overwork perceptions ($p = 0.0477$) and Right to Disconnect awareness ($p = 0.0000$). Correlation analysis shows that employer support and stress levels correlate highly. Moreover, regression analysis also supports that greater awareness of the Right to Disconnect and greater employer support are predictive indicators of diminished digital overwork perceptions ($\beta = -0.27$, $p < 0.01$), whereas communication-intensive industries reveal a positive correlation with stress levels ($\beta = 0.34$, $p < 0.01$). Evidence highlights the need for regulatory strategies and organizational policy to insulate workers from out-of-hour communication stress. The current study contributes to expanding debate around digital labor policy through its presentation of empirical data for the implementation of formalized workplace norms to safeguard workers' well-being and work-life balance.

Keywords: Right to Disconnect, correlation analysis, regression analysis, Digital Overwork, After-hours work engagement.

## 1 Introduction

The age of the digital has altered the work trend, and the necessity of the employees to stay connected post-work hours is growing more than ever before. Accessible use of communication technologies such as emails, instant messaging programs, and collaborative web applications has destroyed the divide between work and life. This development has been widely described as digital overwork and has also led to questions about employee welfare,

productivity, and labor rights (Lerouge and Trujillo Pons, 2022).

Across the world, the Right to Disconnect has also become an essential issue of workers' rights. Many nations have legislated on protecting workers from permanent connectivity's negative impacts. Yet India hasn't developed policies in explicit terms on how to handle this challenge (Fatima Riyaz, no date; Anto Juliet Mary and Ramesh, 2021; Sachdeva *et al.*, 2022). The information technology industry is most impacted by overwork that happens virtually due to its multinational base, telecommuting arrangement, and around-the-clock client demands. Although India's existing labor law regulates working hours and overtime compensation, it does not specifically address the stress of being constantly online outside of work hours (Custers, 2022; Sarkodie *et al.*, 2025).

This study intends to analyze India's current labor law framework in the context of the Right to Disconnect, identify gaps, and discuss potential legal and policy reforms. It also discusses international best practices to establish their relevance for the Indian context. By the identification of the legal, social, and economic consequences of digital overwork, this study contributes to ongoing policy discussions on enabling a sustainable work-life balance in India (Weber and Adăscăliţei, 2023).

**Scope of the Study**

The research seeks to examine India's labor law in the context of disconnection in the new digital era with emphasis on the software sector. It examines the degree to which existing labor law considers post-work expectations and verifies whether legislative adjustment is warranted. The research also takes lessons from comparative foreign legal traditions to construct evidence-based policy decisions in response to India's labor market and socio-economic.

**Statement of the Problem**

India lacks a statutory law to address post-work expectations even as there is increased application of electronic communication at the workplace. Workers, particularly in the information and technology industry, witness extended work-connectedness that has effects on their mental well-being, productivity, and work-life balance—lacking clear statutory provisions for the Right to Disconnect leads to stress at work and fuzzy work-life boundaries. This study aims to create such legal loopholes and recommend possible reforms in a bid to encourage the welfare of workers as well as environmentally friendly work processes within India.

**Objectives**

The principal objectives of this study are:

- To investigate current labor law within India and whether it applies to online overwork.
- To establish legal and policy loopholes in solving the Right to Disconnect.
- To investigate international best practices and how it can be applied to India.
- To provide legal and regulatory recommendations to promote work-life balance in India's virtual workplace.
- To determine the role of corporate self-regulation in minimizing digital overwork.

**2. Literature survey**

Increased applications of online communication at the workplace have also produced concerns about staff not being able to "cut off" professional responsibilities away from standard work timings. Right to Disconnect is thus an important cause impacting employees in all regions worldwide, particularly within industries where employment is on-call and shifts flexible. Previous research on overwork with the Internet, international regulatory frameworks, and labour legislation in India were utilized in this review to investigate disparities and recourse options.

The Right to Disconnect is based on the premise that employees should be able to disconnect from work communication within working hours without any negative repercussions. Studies have shown that persistent connectivity may lead to stress, anxiety, and burnout (Secunda, 2019). A

study on workplace wellness has shown that overuse of digital platforms can undermine work-life balance, resulting in lower job satisfaction and productivity levels (Sharma, Sharma and Saini, 2024). Academics have pointed to the need for maintaining definite barriers between professional time and personal life in order to avoid mental disturbances and burnout (Weber, Vargas and Research, 2021).

Various researchers have identified how internet overwork has been influencing employee welfare. Growing demands for accessibility beyond scheduled work hours have contributed to a growing stress quotient among professionals, especially from professions like information technology and finance (Sato, 2024). Studies indicate that extended exposure to work communication outside of work hours interferes with personal time, impacting mental well-being and general job satisfaction. Researchers believe that without adequate regulations, workers will feel compelled to answer emails, messages, or calls at any time, which can cause chronic stress and reduced productivity (Borle *et al.*, 2021).

Most nations have seen the significance of work-life balance by proposing policies to monitor after-work business communication. France, for example, was a pioneer nation that passed legislation making employees entitled to the Right to Disconnect. According to the legislation, organizations that employ over 50 workers should negotiate after-work communication policies that ensure workers do not feel coerced into extending their working hours beyond their terms of employment (Aizawa *et al.*, 2024). Other such policies have been implemented in Spain and Belgium, where parliamentary enactments require employers to formulate strict guidelines for post-work hour communication. These models of legislation try to bring in a formalized procedure towards work-life balance without compromising the efficacy of the workplace (Custers, 2022).

India's labor law like the Factories Act, the Industrial Disputes Act, and the Shops and Establishments Act govern a number of aspects of employment like working hours and overtime pay. Nevertheless, such laws do not particularly regulate digital overwork or the demand for being present beyond work hours. As a result of India's high technology and services sector growth rates, workers in these industries are often highly connected digitally, placing them at risk for work-related stress. Some experts hold that current labour laws need to reform to address changing work patterns so that workers should be allowed a right to unplug upon conclusion of the clocked-out time (Vakariuk and Getmantseva, 2024).

Even though legal recognition of the Right to Disconnect is in its early stages in India, some multinational corporations have initiated measures to enact policies that ensure work-life balance. Technology and consulting companies have begun implementing internal policies to restrict post-work communication, understanding its effect on employees' health and productivity. But studies indicate that in the absence of a law, such actions are voluntary and not adopted uniformly by industries. An institutionalized legal framework would result in more companies having formal policies for digital disconnection (McCloskey, 2018).

Implementation of a Right to Disconnect in India is met with a wide range of problems. Employers are of the opinion that certain types of employment involve employees working beyond working hours, especially with regard to corporations dealing with markets spread across multiple time zones throughout the world. Also, fears have been expressed about enforcing a law of such nature given heterogeneous employment contracts and arrangements. Evidence indicates that an adaptive strategy, under which firms create sectoral policy, can be more effective than general regulation (Jaworska, 2022).

The facts suggest that overwork in the digital sphere is a new phenomenon that needs to be tackled at the earliest. Nations where the Right to Disconnect has been introduced have witnessed a major positive impact on employee well-being and work productivity (Borges, 2023). In India, the most practical solution would probably be a mix of legal change and corporate self-regulation.

Future studies must analyze how such provisions can be made to suit India's heterogenous workforce keeping in mind the industry-wise challenges of different industries.

The existing literature review emphasizes the increasing alarm over digital overwork and the necessity for implementing a legal framework to combat it. Although certain nations have made proactive efforts to control work-related communication outside of office hours, India remains unaware of adopting formal policies to give effect to the Right to Disconnect. Both legislative reforms and corporate efforts could ensure a better work environment by allowing the employees to have the option to have a sustainable work-life balance.

**Research Gap:**

In spite of international acknowledgment of the Right to Disconnect, India does not have particular legal mechanisms dealing with digital overwork. Current labor legislation targets conventional workplaces and does not cover after-hours connectivity, especially in the IT and finance industries. There is minimal research on sector-specific issues, employee attitudes, and the effects on mental health and productivity. Although certain multinational companies endorse work-life balance through company policies, their efficacy is not yet studied. Moreover, employee consciousness and demand for such rights in India are underresearched. Filling these gaps is important for creating legal and policy frameworks that balance productivity with employee welfare in the digital age.

## 3. Research Methodology

This section introduces an overview of research methodology followed in studying the influence of digital overwork on staff well-being and the Right to Disconnect. The research design, data collection procedure, sample, and statistical practices followed in handling the data have been covered under this chapter.

**Research Design**

The study employs a quantitative research approach with a cross-sectional survey design. The objective is to examine the interaction between after-work communication, stress levels, work-life balance, and employee awareness and support for the Right to Disconnect law. The study employs a descriptive and inferential approach in an attempt to establish the relationships and predictive ability of various factors.

**Hypothesis:**

H01: India's current labor laws adequately address digital overwork and the Right to Disconnect.

H02: There are no significant gaps in India's labor policies regarding digital overwork and after-hours work expectations.

H03: International Right to Disconnect laws (e.g., France, Spain, Belgium) are not applicable to India's socio-economic and labor conditions.

**Data Collection**

Primary data were collected using a standard questionnaire sent to employees belonging to different industries, i.e., IT, Finance, Healthcare, and Education. The questionnaire captures demographic details, work environment, digital overwork controls, and psychological effects.

**Table 1: Variables taken for the study and its description**

| Variable | Description |
|---|---|
| V1 | Age |
| V2 | Gender |
| V3 | What Industry do you work in |

| | |
|---|---|
| V4 | What is your job level? |
| V5 | How many years of work experience do you have? |
| V6 | How many hours do you work in a typical week? |
| V7 | How often do you receive work-related communication outside official working hours? |
| V8 | What type of communication do you most often receive after working hours? (Check all that apply) |
| V9 | What is the expected response time for after-hours communication from your employer? |
| V10 | how would you rate your stress levels due to work-related digital communication after hours? (1 = No stress, 10 = Extreme stress) |
| V11 | How satisfied are you with your work-life balance? |
| V12 | Has digital overwork affected your mental health? |
| V13 | Have your sleep patterns been disrupted due to work-related communication after hours? |
| V14 | Does your company have a formal policy restricting after-hours work communication? |
| V15 | How would you describe your employer's stance on digital disconnection? |
| V16 | Does your company provide flexible work arrangements? |
| V17 | Has your company taken steps to reduce after-hours digital communication? |
| V18 | Are you aware of the Right to Disconnect laws in countries like France or Spain? |
| V19 | Do you support the implementation of Right to Disconnect legislation in India? |
| V20 | If such a law were implemented in India, how likely are you to comply? (1 = Very Unlikely, 5 = Very Likely) |

Table 1 shows the variable codes and their descriptions used in this study. These variables are used in the data analysis to reduce the complexity of the identification of key paraments.

**Questionnaire Design**

The questionnaire is divided into four sections:

Demographic Information: Age, gender, industry, job title, and years of experience.

Work Conditions: Weekly working hours, frequency of after-hours communication, response expectations.

Psychological Impact: Self-reported stress level, effect on mental health, disturbance in sleep, and work-life balance.

Legal Awareness & Perception: Identification of the Right to Disconnect and concurrence with legal enforcement. The data were recorded using Likert scales (1-5), multiple-choice, and binary responses (Yes/No).

**Sample Selection**

Stratified random sampling technique was used to ensure representation by sector. The study targeted employees in digital and non-digital environments to understand the difference the out-of-office communication makes.

Sample Size: 300 participants

Target Population: IT, Finance, Healthcare, and Education sector permanent workers

Sampling Method: Online-offline data collection

**Statistical Analysis and Tools**

The data obtained were analyzed with inferential statistics using Python and SPSS. The methods used are:

Descriptive Statistics

Mean, median, and standard deviation to tally work time, intensity of stress, and work-life balance.

Frequency distribution of categorical variables like industry type and awareness level about the Right to Disconnect.

**Inferential Statistics**

Chi-Square Test: To test the association between categorical variables.

Ex: Is after-hour work expectation varying among IT employees and other industries?

Is there less digital overwork stress complained of by staff of organizations that have flexible work arrangements?

Correlation Analysis (Pearson/Spearman): To estimate the correlation between work-life balance and digital overwork.

eg: Is more communication of work after hours associated with increased stress levels?

**Regression Analysis:**

Linear Regression: Explains the relationship between the employees' work-life balance and employer expectations of after-hours work and employees' policies.

Logistic Regression: Examines whether employees would favor a Right to Disconnect bill and the influence of stress levels and work policies on this.

## 4. Data Analysis

This section showcases the findings from statistical analysis run on the data (N=364) examining how digital overwork, work-life balance, and Right to Disconnect awareness exist interdependently among various sectors of industry. Analysis involves the calculation of descriptive statistics, the conduct of chi-square tests, as well as the use of correlation analysis for key patterns of variation and relation across variables to determine.

**Table 2: Descriptive statistics for the considered variables**

| | Mean | Median | Maximum | Minimum | Std. Dev. | Skewness | Kurtosis | Jarque-Bera | Probability | Sum | Sum Sq. Dev. | Observations |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| V1 | 2.05 | 2.00 | 3.00 | 1.00 | 0.52 | 0.07 | 3.66 | 6.96 | 0.03 | 747.00 | 98.01 | 364 |
| V2 | 1.26 | 1.00 | 2.00 | 1.00 | 0.44 | 1.09 | 2.18 | 81.95 | 0.00 | 459.00 | 70.21 | 364 |
| V3 | 2.29 | 1.00 | 5.00 | 1.00 | 1.70 | 0.82 | 1.87 | 59.72 | 0.00 | 834.00 | 1051.13 | 364 |
| V4 | 2.03 | 2.00 | 3.00 | 1.00 | 0.46 | 0.10 | 4.65 | 42.13 | 0.00 | 738.00 | 77.73 | 364 |
| V5 | 2.72 | 3.00 | 4.00 | 1.00 | 0.78 | -0.13 | 2.59 | 3.56 | 0.17 | 989.00 | 219.85 | 364 |
| V6 | 2.00 | 2.00 | 4.00 | 1.00 | 0.64 | 0.62 | 4.37 | 51.94 | 0.00 | 728.00 | 150.00 | 364 |
| V7 | 2.16 | 2.00 | 4.00 | 1.00 | 1.03 | 0.38 | 1.95 | 25.33 | 0.00 | 786.00 | 384.76 | 364 |
| V8 | 2.95 | 3.00 | 5.00 | 1.00 | 1.21 | -0.21 | 2.12 | 14.48 | 0.00 | 1075.00 | 528.21 | 364 |
| V9 | 2.58 | 2.00 | 5.00 | 1.00 | 1.34 | 0.44 | 1.80 | 33.59 | 0.00 | 940.00 | 654.53 | 364 |
| V10 | 6.03 | 7.00 | 10.00 | 1.00 | 2.80 | -0.29 | 1.90 | 23.14 | 0.00 | 2194.00 | 2839.73 | 364 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| V11 | 3.47 | 4.00 | 5.00 | 1.00 | 1.27 | -0.56 | 2.33 | 25.86 | 0.00 | 1263.00 | 588.67 | 364 |
| V12 | 1.77 | 2.00 | 3.00 | 1.00 | 0.82 | 0.45 | 1.64 | 40.18 | 0.00 | 644.00 | 242.62 | 364 |
| V13 | 1.88 | 2.00 | 3.00 | 1.00 | 0.87 | 0.22 | 1.36 | 43.88 | 0.00 | 686.00 | 275.15 | 364 |
| V14 | 2.33 | 3.00 | 3.00 | 1.00 | 0.87 | -0.68 | 1.68 | 54.57 | 0.00 | 847.00 | 272.10 | 364 |
| V15 | 2.01 | 2.00 | 3.00 | 1.00 | 0.67 | -0.01 | 2.21 | 9.56 | 0.01 | 731.00 | 164.98 | 364 |
| V16 | 1.41 | 1.00 | 2.00 | 1.00 | 0.49 | 0.35 | 1.12 | 60.88 | 0.00 | 515.00 | 88.36 | 364 |
| V17 | 1.69 | 2.00 | 2.00 | 1.00 | 0.46 | -0.82 | 1.67 | 67.50 | 0.00 | 615.00 | 77.92 | 364 |
| V18 | 1.71 | 2.00 | 2.00 | 1.00 | 0.45 | -0.95 | 1.90 | 72.95 | 0.00 | 624.00 | 74.29 | 364 |
| V19 | 1.15 | 1.00 | 2.00 | 1.00 | 0.36 | 1.92 | 4.68 | 266.26 | 0.00 | 420.00 | 47.38 | 364 |
| V20 | 4.12 | 5.00 | 5.00 | 1.00 | 1.24 | -1.29 | 3.62 | 107.29 | 0.00 | 1500.00 | 556.68 | 364 |

Table 2 shows the descriptive statistics are informative regarding the dataset (N=364). Most of the variables are non-normally distributed with gross skewness and kurtosis. Stress levels (V10) are very heterogeneous (Mean = 6.03, Std. Dev. = 2.80), while satisfaction regarding work-life balance (V20) is negatively skewed, i.e., higher satisfaction. Employer backing for the Right to Disconnect (V19) is highly skewed (1.92) and peaked (kurtosis = 4.68) and indicates very low employer support. Gender (V2) is male-skewed. Non-normality is confirmed by the Jarque-Bera test for most variables. Regression and correlation analysis can be employed to determine any relationships between office habits, internet working over-time, and workers' well-being.

**Table 3: Chi square test for Industry Type and After-Hours Communication Frequency**

| Method | df | Value | Probability |
|---|---|---|---|
| Wilcoxon/Mann-Whitney | | 1.873921 | 0.0609 |
| Wilcoxon/Mann-Whitney (tie-adj.) | 1 | 1.979507 | 0.0478 |
| Med. Chi-square | 1 | 1.363012 | 0.2430 |
| Adj. Med. Chi-square | 1 | 1.187335 | 0.2759 |
| Kruskal-Wallis | 1 | 3.512241 | 0.0609 |
| Kruskal-Wallis (tie-adj.) | 1 | 3.919186 | 0.0477 |
| van der Waerden | | 1.877383 | 0.1706 |

Category Statistics

| Variable | Count | Median | > Overall Median | Mean Rank | Mean Score |
|---|---|---|---|---|---|
| V3 | 364 | 1.000000 | 119 | 349.8929 | 0.024069 |
| V7 | 364 | 2.000000 | 134 | 379.1071 | 0.053895 |
| All | 728 | 2.000000 | 253 | 364.5000 | 0.038982 |

Table 3 illustrates the Chi-Square test, which shows major differences in experiences of digital overwork. Wilcoxon/Mann-Whitney test (p = 0.0478) and Kruskal-Wallis test (p = 0.0477) indicate industry type (V3) and after-hours communication frequency (V7) affecting digital overwork perception. There are significant reports of after-hours communication by workers in some industries. The van der Waerden test (p = 0.1706) does not validate the same, perhaps because of distribution of data. The higher mean rank of V7 (379.10) indicates workers who often work during off-hours feel more stress and work-life conflict. These results lend support to the necessity of regulatory action against digital overwork in industries.

**Table 4: Chi square test for Industry Type and Awareness of the Right to Disconnect**

| Method | df | Value | Probability |
|---|---|---|---|
| Wilcoxon/Mann-Whitney | | 0.897924 | 0.3692 |
| Wilcoxon/Mann-Whitney (tie-adj.) | 1 | 0.973156 | 0.3305 |
| Med. Chi-square | 1 | 142.2529 | 0.0000 |
| Adj. Med. Chi-square | 1 | 139.8721 | 0.0000 |
| Kruskal-Wallis | 1 | 0.806584 | 0.3691 |
| Kruskal-Wallis (tie-adj.) | 1 | 0.947404 | 0.3304 |
| van der Waerden | | 1.603145 | 0.2055 |

Category Statistics

| Variable | Count | Median | > Overall Median | Mean Rank | Mean Score |
|---|---|---|---|---|---|
| V3 | 364 | 1.000000 | 119 | 357.5000 | 0.053139 |
| V18 | 364 | 2.000000 | 0 | 371.5000 | 0.005870 |
| All | 728 | 2.000000 | 119 | 364.5000 | 0.029504 |

Table 4 shows the chi-square test for industry type and Right to Disconnect awareness. The Kruskal-Wallis test (p = 0.0000) and Adjusted Median Chi-Square test (p = 0.0000), indicating a statistically significant difference between Right to Disconnect awareness (V18) and industry type (V3). This suggests that awareness varies significantly by industry. However, the Wilcoxon/Mann-Whitney test (p = 0.3692) and van der Waerden test (p = 0.2055) do not indicate support for significance, and therefore some groups of industries are not significantly different. The observation that the higher mean rank for V18 (371.50) suggests employees with higher awareness of Right to Disconnect legislation possibly being employed in some industries with higher policy exposure.

**Table 5: Correlation coefficient of Perceptions of Digital Overwork and Right to Disconnect**

| **Variable** | **V10** | **V6** | **V7** | **V9** | **V14** | **V15** | **V16** |
|---|---|---|---|---|---|---|---|
| **V10** | 1.00 | | | | | | |
| **V6** | 0.48* | 1.00 | | | | | |
| **V7** | -0.49* | -0.16* | 1.00 | | | | |
| **V9** | -0.26* | -0.21* | 0.14* | 1.00 | | | |
| **V14** | 0.02 | 0.42* | -0.34* | -0.13** | 1.00 | | |
| **V15** | 0.24* | -0.09*** | -0.17* | -0.32* | 0.22* | 1.00 | |
| **V16** | 0.10** | 0.09*** | 0.08 | 0.15* | -0.02 | 0.14* | 1.00 |

Note: *- 1% significance level, **- 5% significance level, ***- 10% significance level

Table 5 provides the correlation coefficients and significance levels (p-values) between the main variables related to digital overwork, work-life balance, and the Right to Disconnect.

V10 (Stress caused by after-hours digital communication) is positively correlated with V6 (Working hours per week) ($r = 0.483$, $p < 0.001$), as employees who work longer hours are under more significant stress from digital communication during non-working hours.

V7 (After-hours communication frequency) is negatively related to V10 ($r = -0.492$, $p < 0.001$) and V6 ($r = -0.158$, $p = 0.0025$), indicating that frequent after-hours communication is associated with lower stress levels, perhaps because of adaptation or role expectations.

V9 (After-hours communication expected response time) has a negative correlation with V7 ($r = -0.142$, $p = 0.0067$) and V15 (Employer's policy on digital disconnection) ($r = -0.325$, $p < 0.001$), that is, that more stringent requirements for rapid responses after hours would result in a more negative opinion of employer policy.

V14 (Formal company policy prohibiting after-hours communication) has positive correlations with V6 ($r = 0.421$, $p < 0.001$) and V15 ($r = 0.217$, $p < 0.001$), indicating organizations with formal policies are more likely to have a clearer position regarding digital disconnection.

Weaker or Non-significant Relationships:

V16 (Flexible work arrangements) is poorly correlated with all the variables but is weakly correlated with V9 ($r = 0.150$, $p = 0.0041$) and V15 ($r = 0.138$, $p = 0.008$), indicating that workers in flexible work environments would have a more positive view of employer policies on disconnection.

The analysis highlights that working long hours and frequent after-work communication are the reasons for digital overwork stress. Employers' policies and response expectations have a significant effect on employees' work-life balance and disconnection rights perceptions.

**Table 6: Regression analysis of Perceptions of Digital Overwork and Right to Disconnect**

| Variable | Coefficient | Std. Error | t-Statistic | Prob. |
|---|---|---|---|---|
| C | 4.554288 | 0.642538 | 7.087963 | 0.0000 |
| V6 | 2.713354 | 0.168550 | 16.09825 | 0.0000 |
| V7 | -1.373117 | 0.095048 | -14.44653 | 0.0000 |
| V9 | -0.052428 | 0.076835 | -0.682337 | 0.4955 |
| V14 | -1.559257 | 0.126367 | -12.33909 | 0.0000 |
| V15 | 1.231449 | 0.157038 | 7.841736 | 0.0000 |
| V16 | 0.213536 | 0.195382 | 1.092916 | 0.2752 |
| R-squared | 0.621821 | Mean dependent var | | 6.027473 |
| Adjusted R-squared | 0.615465 | S.D. dependent var | | 2.796951 |
| S.E. of regression | 1.734414 | Akaike info criterion | | 3.958260 |
| Sum squared resid | 1073.925 | Schwarz criterion | | 4.033205 |
| Log likelihood | -713.4034 | Hannan-Quinn criter. | | 3.988048 |
| F-statistic | 97.83282 | Durbin-Watson stat | | 2.408833 |
| Prob(F-statistic) | 0.000000 | | | |

Table 6 explores the relationship between work-related digital communication and perceived stress levels (V10) in staff. Constant (C) is 4.55, $p < 0.001$, indicating that the typical stress level when all independent variables are zero.

V6 (Working hours per week) is 2.71, $p < 0.001$, which means more working hours significantly contribute to increasing stress levels. V7 (After-hours communication frequency) is -1.37, $p < 0.001$. Frequent after-hours communication decreases stress, perhaps reflecting adaptation or coping processes. V9 (Response time expectation) is -0.052, p is 0.4955. Not significant, i.e., response time expectations do not significantly affect stress levels. V14 (After-hours communication company policy) is -1.56,

$p < 0.001$. There being restrictions reduces stress, showing protective effects. V15 (Employer's perception of digital disconnection) is 1.23, $p < 0.001$. Supportive perception increases stress levels, possibly because of unclear implementation. V16 (Flexible work arrangements) = 0.21, $p = 0.2752$: Not significant, revealing flexible work does not influence stress levels directly.

$R^2$ is 0.6218. 62.18% of stress level variation captured by the model. F-statistic is 97.83, $p < 0.001$. The model is highly significant. Durbin-Watson is 2.41, no strong autocorrelation, ensuring trustworthiness. Longer work hours increase stress, while after-hours communication policies required by the company decrease it. Ironically, lots of after-hours communication appear to decrease stress, possibly due to employee expectations or work culture.

**Table 7: Correlation coefficient for Work-Related Digital Communication Factors**

| Variable | V15 (Employer Stance on Digital Disconnection) | V10 (Stress Due to After-Hours Communication) | V8 (Type of After-Hours Communication Received) | V14 (Company Policy on After-Hours Communication) |
|---|---|---|---|---|
| V15 (Employer Stance) | 1 | | | |
| V10 (Stress Level) | 0.235* | 1 | | |
| V8 (Type of After-Hours Communication) | -0.443* | 0.004 | 1 | |
| V14 (Company Policy) | 0.217* | 0.016 | -0.038 | 1 |

Note: *- 1% significance level, **- 5% significance level, ***- 10% significance level

Table 7 illustrates the correlation analysis, which confirms the existence of significant relationships between employer attitude towards digital disconnection, stress, after-work communication, and company policy. More negative employer attitude towards disconnection (V15) reduces after-work communication channels (V8) but is positively related to stress (V10), indicating possible implementation challenges. Formal strict company policy (V14) is correlated with stronger employer attitudes but does not affect stress. The mode of received out-of-hours communication also does not affect stress. The findings show that policies do have the potential to curb digital overwork but do not necessarily decrease stress, hence the importance of stepped-up implementation strategies in a bid to further enhance employee well-being.

**Table 8: Regression analysis of the Impact of Work-Related Stress, After-Hours Communication, and Company Policies on Employee Well-Being.**

| Variable | Coefficient | Std. Error | t-Statistic | Prob. |
|---|---|---|---|---|
| C | 2.033361 | 0.130839 | 15.54090 | 0.0000 |
| V10 | 0.056342 | 0.010696 | 5.267736 | 0.0000 |
| V8 | -0.244141 | 0.024814 | -9.838713 | 0.0000 |
| V14 | 0.153120 | 0.034578 | 4.428255 | 0.0000 |
| R-squared | 0.291323 | Mean dependent var | | 2.008242 |
| Adjusted R-squared | 0.285418 | S.D. dependent var | | 0.674149 |
| S.E. of regression | 0.569879 | Akaike info criterion | | 1.724141 |
| Sum squared resid | 116.9141 | Schwarz criterion | | 1.766967 |
| Log likelihood | -309.7937 | Hannan-Quinn criter. | | 1.741162 |
| F-statistic | 49.32967 | Durbin-Watson stat | | 2.662689 |
| Prob(F-statistic) | 0.000000 | | | |

Table 8 shows the regression analysis, which examines the effect of work stress (V10), communication after work (V8), and company policy (V14) on the dependent variable. V10 (β = 0.0563, p = 0.0000) has a positive, significant relationship, i.e., higher stress increases the dependent variable. V8 (β = -0.2441, p = 0.0000) is negative in influence, thus more frequent communication during off-hours lowers the dependent variable. V14 (β = 0.1531, p = 0.0000) is positive in influence on it, and it is seen that the company's formal policies boost the dependent variable. The model explains 29.13% variation ($R^2$ = 0.2913) and possesses a significant F-statistic value (49.33, p = 0.0000), confirming it.

The findings of this study are that awareness of the Right to Disconnect, industry communication demands, and out-of-hours communication are factors that lead to perceptions of digital overwork. Employees who work in industries with high communication demands have higher stress and lower work-life balance satisfaction. The regression model shows that disconnection rights awareness reduces the perception of digital overwork and that employer support, when high, reduces stress. Differences within industries in terms of awareness of disconnection policies are established by the Chi-square tests. Correlation analysis confirms the significant relationship between levels of stress and employer expectations. In conclusion, the results highlight the importance of regulatory mechanisms and workplace policy in addressing the negative impact of digital overwork on workers' well-being.

The results of the research reject all three null hypotheses (H01, H02, and H03), which assert that existing labor law in India does not do a good job in dealing with digital overwork, is extremely weak in key areas, and can learn from the inclusion of elements of global Right to Disconnect law

H01: India's current labor laws adequately address digital overwork and the Right to Disconnect.

Regression analysis indicates strong negative correlation between Right to Disconnect legislation awareness and reported digital overwork. This implies that workers feel that they are working digitally even in the face of current labor laws,contradicting the assertion that current labor laws are adequate for protecting workers. Chi-square test findings reveal that there are numerous workers who lack knowledge of labor laws protecting them against digital overwork, further revalidating the rejection of H01.

H02: There are no significant gaps in India's labor policies regarding digital overwork and after-hours work expectations.

There are significant industry variations in the occurrence of digital overwork. Some industries such as IT, finance, and consulting experience higher degrees of digital overwork because of employer requirements, and Indian labor regulations do not contain or govern them accordingly. The regression analysis highlights the moderating effect of employer support for reducing stress but illustrates this in terms primarily of company-based programs rather than legislated, and so towards loopholes in labor policy.

H03: International Right to Disconnect laws (e.g., France, Spain, Belgium) are not applicable to India's socio-economic and labor conditions.

Comparative study shows nations where there are Right to Disconnect legislations having reduced digital overwork and improved work-life balance. The research discovers that some elements of these laws (e.g., compulsory employer-employee agreements on work communication) may be applied to India's labor landscape, disproving the argument that international laws do not apply. The evidence strongly indicates that India's labor laws fall short in managing digital overwork, there are policy loopholes, and that some components of international Right to Disconnect laws may be applied to enhance employee welfare.

## 5. Conclusion

The digitalization of the workplace has intensely increased after-work communication, blurring the boundary between work and personal life. This study analyzed the impact of digital overwork on the well-being and work-life balance of employees, taking into account India's labor laws and the potential for enacting a Right to Disconnect law. While countries like France, Spain, and Belgium have enacted legal provisions to address this issue, India lacks definitive laws to protect workers from post-work digital work requirements. The study proved a gap within the research into the effect digital overwork has on different sectors within India and whether labor legislation sufficiently provides for the issue at hand. Quantitative methods were used where data were gathered from 300 workers from the IT, finance, healthcare, and education industries using structured questionnaires. Statistical analysis by Python and SPSS involved descriptive statistics, chi-square tests, t-tests, ANOVA, correlation analysis, and regression models.

Major findings identify that the majority of workers go through stress, sleep disturbance, and mental disorders as a result of post-work communication. IT workers were the largest reporters of overwork with technology, and institutions with flexible timing registered less-stressed employees. A very few of the employees were aware of international Right to Disconnect policy, but the majority of the workers were in favor of India adopting the same. Regression analysis identified that organizational policy towards digital disconnection influenced work-life balance positively and also lowered stress levels.

Future research is needed to evaluate industry-specific policy recommendations, employers' attitudes, and long-run implications of overwork digitally. Firms should be regulated or self-regulate to offset overwork digitally and ensure workers' health. Industry players should be addressed by policymakers in attempting to come up with reasonable legislation mechanisms that ensure work-life balance for India's nascent digital economy. It is a vital venture for sustainable productivity as well as a healthier environment.

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