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Ref.No.MAIT/PY/2489

June 14, 2022

Shri Vipul Bansal, IAS  
Joint Secretary  
Ministry of Commerce & Industry

**Sub:** Request for an Urgent Meeting to discuss Industry Requirements relating to Provision of Work from Home (WFH) in SEZs

Respected Sir,

*Greetings from MAIT, India's apex industry body empowering IT, Telecom & Electronics Hardware Sector!*

Please refer to our letter Ref. No. MAIT/PY/2478, dated 19<sup>th</sup> May 2022, reg Recommendations on Industry Requirements relating to revision of SEZ Act.

Consequent to COVID pandemic, many IT Units operating out of SEZ shifted some portion of their workforce for business continuity purposes to "Work from Home (WFH)". There has been a recurrence of COVID spike in recent days, specifically in Maharashtra. In light of the above, industry would like to make the following recommendations:

a) **Permanent Provision for Work from Home for Units operating from SEZ**

As industry is typically operating with around 30%-50% of their staff working from home and if work from home is not provided to employees it would further add to the burden of already rising attrition rate impacting the organizations' efficiency. While SEZ rules allow companies to provide Work from Home, however, the provision is valid till 30<sup>th</sup> June 2022 only. Therefore, it has become extremely critical to provide flexibility to the companies to have WFH as a **permanent feature through suitable provision**.

We would like to request you to, therefore, consider that **employees of SEZ units can work from home on a permanent basis** and propose to the Ministry to allow **at least 50% of a company's workforce to permanently operate from home**. This would be important to specify to avoid a case-by-case approval process.

b) **Allow reduction in operational area on account of permanent work from home**

Given companies are now looking to enable WFH on a permanent basis, we would like to request the Ministry to consider permitting such units to **reduce their operational area in SEZs** subject to meeting export obligation and accommodating the staff appropriately in the space reserved.

We would also like to mention here that the industry is growing and while the area is being reduced at one place there is growth in additional operational area in other Tier-2 cities by the industry, adding to overall economic development, thus making states self-reliant by creating opportunity for the locally skilled people.

Since, the deadline for WFH provision for units operating from SEZ is to expire on 30<sup>th</sup> June 2022, thereby impacting the business continuity of the Indian electronic industry, we urge you for a **meeting at your good office on 15<sup>th</sup> June 2022 (Wednesday)** to discuss these issues with you and resolve a sustainable solution for the IT units operating out of SEZ.

With regards,



George Paul  
CEO

Enclosure:

- Circular on WFH Permission to IT/ITES units issued by Noida SEZ – A similar extension has been given by Dy Development Commissioner, Noida SEZ