

Permission granted to SEZ units for allowing its employees to work from any place outside the SEZ to be applicable up to 31 December 2024

The Ministry of Commerce had amended the Special Economic Zone (SEZ) Rules, 2006, to provide the process, conditions, compliances, etc., to be followed by the SEZ units for permitting its employees to work from home (WFH) or from any place outside the SEZ. In addition, to ensure the harmonised implementation of these rules, the Ministry of Commerce had also notified the Standard Operating Procedures (SOPs) to be followed by the offices of the Development Commissioners (DC).

In this regard, the Ministry has further amended the said rule, i.e., Rule 43A, to substitute work from home with hybrid working effective from 7 November 2023. The expression 'hybrid working' refers to a flexible work model whereby an employer may permit its employees to work from office or from any location outside the employer's office from time to time. SEZ units permitting hybrid working shall intimate the same to the DC by email on or before the date on which the facility for hybrid work is permitted.

The permission to work from any place outside the SEZ shall be applicable till **31 December 2024**

