



February 2021

**European Parliament's [legislative proposal](#) to the European Commission on the right to disconnect**

Currently there is no EU-level legal framework directly defining and regulating the right for a worker to be able to disengage from work and refrain from engaging in work-related electronic communications, such as emails or other messages, during non-work hours. The Working Time Directive (2003/88/EC), however, refers to a number of rights that indirectly relate to similar issues. At its January 2021 plenary meeting the European Parliament adopted the report with 472 votes in favour, 126 against and 83 abstentions. Parliament's Employment and Social Affairs Committee prepared the proposal (rapporteur Alex Agius Saliba (S&D, Malta)) accompanied by a wide consultation of stakeholders. It aims to reaffirm the right of no professional solicitation outside working time with full respect for working time legislation and working time provisions in collective agreements and contractual arrangements. This is a very timely initiative in the context of the ongoing digital transformation of the world of work that has been accelerated through the coronavirus lockdown measures. In her political guidelines, Commission President Ursula von der Leyen committed to responding to any Parliament legislative initiative with a legislative act, in full respect of the proportionality, subsidiarity and better law-making principles.

**[The right to disconnect](#)**

*At a glance by Nora Milotay, January 2021*

This document gives a short summary of the research and legislative background of Parliament's initiative. It also briefly summarises its content. The right to disconnect is already part of policy discussion or has already been legislated on in half of the Member States. In addition, many initiatives at company level aim to regulate the possible negative impacts of communication technologies on workers' lives.

**[The future of work. Trends, challenges and future initiatives](#)**

*Briefing by Monika Kiss, February 2021*

The transformation of the world of work has been in policy discussions for a long time. The briefing - part of the EP think tank's Ideas papers series thinking about the future of EU policies - summarises the pre- and post-pandemic challenges around this transformation. It identifies EU 24 initiatives that could help to address these challenges short to mid-term.

**[Social and employment policies in Europe](#)**

*Briefing by Nora Milotay, September 2020*

The coronavirus outbreak has brought about a triple crisis: economic, social and environmental. It has also shown the interconnectedness of these issues at their core. This paper - also in the Ideas paper series - looks into the EU actions that could support the update of Member States' labour markets and welfare states and bring social, economic and environmental considerations more on a par in the EU policy context.

**[A new directive on work-life balance](#)**

*Briefing by Nora Milotay, July 2019*

The briefing gives an insight into the details of the development of the EU's work life balance directive proposed in 2017 accompanying the European Pillar of Social Rights. These are strongly related to the possible future directive on the right to disconnect. Hence its development highlights challenges a new proposal might face.

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