

## The “Right to disconnect” from emails after working hours...

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**Being unable to fully disconnect from work can result in adverse mental and physical health implications for staff**, which is why several Member States, including France and Germany, have passed legislation to make it illegal for companies to email their employees after working hours.

Several studies demonstrate that the line between the office and private life is becoming increasingly unclear, and

that employees are finding it ever harder to distance themselves from the workplace. They physically leave their office, but they do not leave their work. Work related emails, SMS's, and even WhatsUp texts are invading our home life, and staff risk a digital burnout due to the inability to rest.

If you have received urgent emails from your boss while spending your holidays with family or friends, you are aware of that feeling of anxiety in your chest which is the consequence from never being fully able to unplug from work.

**Can EU staff fully enjoy their time off, or must they remain attached to the office by a kind of electronic leash around their necks?** Ask your family members, relatives and friends and let us know what they think about it? Based on the feedback received, which will remain anonymous, **Union Syndicale** will prepare a structured proposal to protect staff from the risk of a digital burnout.

**Union Syndicale believes that EU institutions should follow the best practices of the Member States and introduce the 'Right to disconnect' from emails after working hours.**



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