

20/01/2026

## Mandatory implementation of the right to disconnect as of 1 July 2026!

Since the Law of 28 June 2023, employers must implement a system ensuring employees' right to disconnect outside working hours.

The 3-year period granted to employers to comply with this obligation is coming to an end.

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**You have until 30 June 2026 inclusive to implement such a right to disconnect scheme.**

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**Failing this, from 1 July 2026, the ITM may impose an administrative fine of between EUR 251 and EUR 25,000 on the company.**

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Our Employment Law Department is at your disposal to assist you with any issues relating to the right to be disconnected and, if necessary, the implementation of a policy on the right to be disconnected.

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## EXPERTISE

EMPLOYMENT & SOCIAL

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## KEY CONTACT

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