

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.

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.

EXPERTISE

EMPLOYMENT & SOCIAL

KEY CONTACT

Christian JUNGERS Partner

Anissa BALI Partner

Celine DEFAY Partner

Philippe NEY Partner

Christophe NEY Partner

Sandra RAPP Counsel

