

(English version)

Question for written answer E-001377/25
to the Commission
Elena Kountoura (The Left), Konstantinos Arvanitis (The Left)
(3 April 2025)

Subject: Urgent need to regulate teleworking and the right to disconnect in the European Union

In response to a previous question ⁽¹⁾ on the establishment of the right to disconnect and the protection of remote workers at European level, the Commission recognised the challenges posed by the digitalisation of work and the need to address them effectively with the appropriate means. Nonetheless, the proportion of workers who continue to work remotely remains high and the fragmentation of the relevant legislation between Member States makes the need for direct legal protection of teleworkers at European level imperative.

Given that: (a) the risks to the health and safety of teleworkers and the right to disconnect have remained unregulated since the COVID-19 pandemic; (b) the European Parliament has already, since January 2021, called on the Commission to guarantee the right of workers to disconnect from their work without facing any consequences ⁽²⁾; (c) the European Parliament has recently reiterated its call for a legislative proposal regulating teleworking and the right to disconnect ⁽³⁾; and (d) the Commission has initiated the legislative process ⁽⁴⁾ by launching the first-stage consultation of social partners on 30 April 2024, after three years had already been lost to fruitless negotiations, does the Commission intend to speed up the process and promptly move forward with the legislative proposal on teleworking and the right to disconnect, in order to resolve the problem of teleworker exploitation in the Member States without delay?

Submitted: 3.4.2025

Answer given by Executive Vice-President Minzatu on behalf of the European Commission
(4 June 2025)

As a follow-up to the European Parliament's resolution of 21 January 2021 on the right to disconnect and telework, the Commission has launched a two-stage consultation of European social partners on workers' right to disconnect and on telework, pursuant to Article 154 of the Treaty on the Functioning of the EU.

The first stage of this consultation ended in June 2024 and the second stage is currently in preparation. In addition, and in line with the applicable rules on Better Regulation, it continues to pursue evidence gathering and analysis of potential EU action in these areas, including through a dedicated study.

The outcome of this study, as well as the consultations with social partners will feed into the Commission's reflections on the next steps to address the challenges raised by an 'always-on' work culture and telework.

In order to address the challenges related to occupational safety and health, among others, in the context of telework, the Commission is currently also working on the review of the Workplace ⁽¹⁾ and Display Screen Equipment ⁽²⁾ Directives.

¹ Answer given by Mr Schmit on behalf of the Commission (25.01.2024) (P9_RE(2023)003497_EN) [https://www.europarl.europa.eu/RegData/questions/reponses_qe/2023/003497/P9_RE\(2023\)003497_EN.pdf](https://www.europarl.europa.eu/RegData/questions/reponses_qe/2023/003497/P9_RE(2023)003497_EN.pdf)

² Specifically with the European Parliament resolution of 21 January 2021 with recommendations to the Commission on the right to disconnect (2019/2181(INL)).

³ Specifically in paragraph 30 of the European Parliament resolution of 12 March 2025 on the European Semester for economic policy coordination: employment and social priorities for 2025.

⁴ Based on Article 154 of the Treaty on the Functioning of the European Union.

⁽¹⁾ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01989L0654-20190726>.

⁽²⁾ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01990L0270-20190726>.