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Answer given by Executive Vice-President Mînzatu
on behalf of the European Commission
(24.4.2026)

Technological developments have brought several changes to the world of work, including advantages such as increasing innovation, flexibility, autonomy and the ability to work remotely. Flexible working arrangements, such as telework, hold great potential both for workers and employers in terms of work-life balance and productivity. However, the risks related to telework, such as increased connectedness, risks to physical and psychosocial health and organisational challenges should not be disregarded.

A 2022 European Foundation for the Improvement of Living and Working Conditions (Eurofound) publication on the environmental effects of telework¹ concluded that telework can be a greener option if supported by specific measures. It noted that the associated potential emission savings depend on many factors, such as the frequency of telework, the distance of commute on non-telework days and the mode of transport, the energy consumption of the worker's home and the employer's office, etc.

Following a 2021 European Parliament resolution on the right to disconnect², the Commission gathered evidence³ and conducted, in accordance with Article 154 of the Treaty on the Functioning of the EU, a two-stage consultation of European social partners⁴ to gather their views on the possible content of EU action in the areas of workers' right to disconnect and telework. The Commission continues to gather evidence and evaluate the implications of the possible policy options in the area of telework⁵. The outcome of the consultation, together with other evidence collected, will feed into the Commission's reflections on the most appropriate way forward.

¹ Eurofound, *Is telework really a 'green' choice?*, 2022, <https://www.eurofound.europa.eu/en/commentary-and-analysis/all-content/telework-really-green-choice>.

² https://www.europarl.europa.eu/doceo/document/TA-9-2021-0021_EN.html.

³ https://employment-social-affairs.ec.europa.eu/study-social-economic-and-legal-context-and-trends-telework-and-right-disconnect-context_en.

⁴ https://employment-social-affairs.ec.europa.eu/news/commission-starts-second-stage-talks-social-partners-right-disconnect-and-fair-telework-2025-07-25_en.

⁵ Besides EU rules, several social partners' agreements concluded at EU level and other social dialogue outcomes incorporate cross-sector or sector-specific rules on telework, including central government administrations (a full list of social dialogue outcomes is available at https://employment-social-affairs.ec.europa.eu/policies-and-activities/eu-employment-policies/social-dialogue/social-dialogue-texts-database_en).