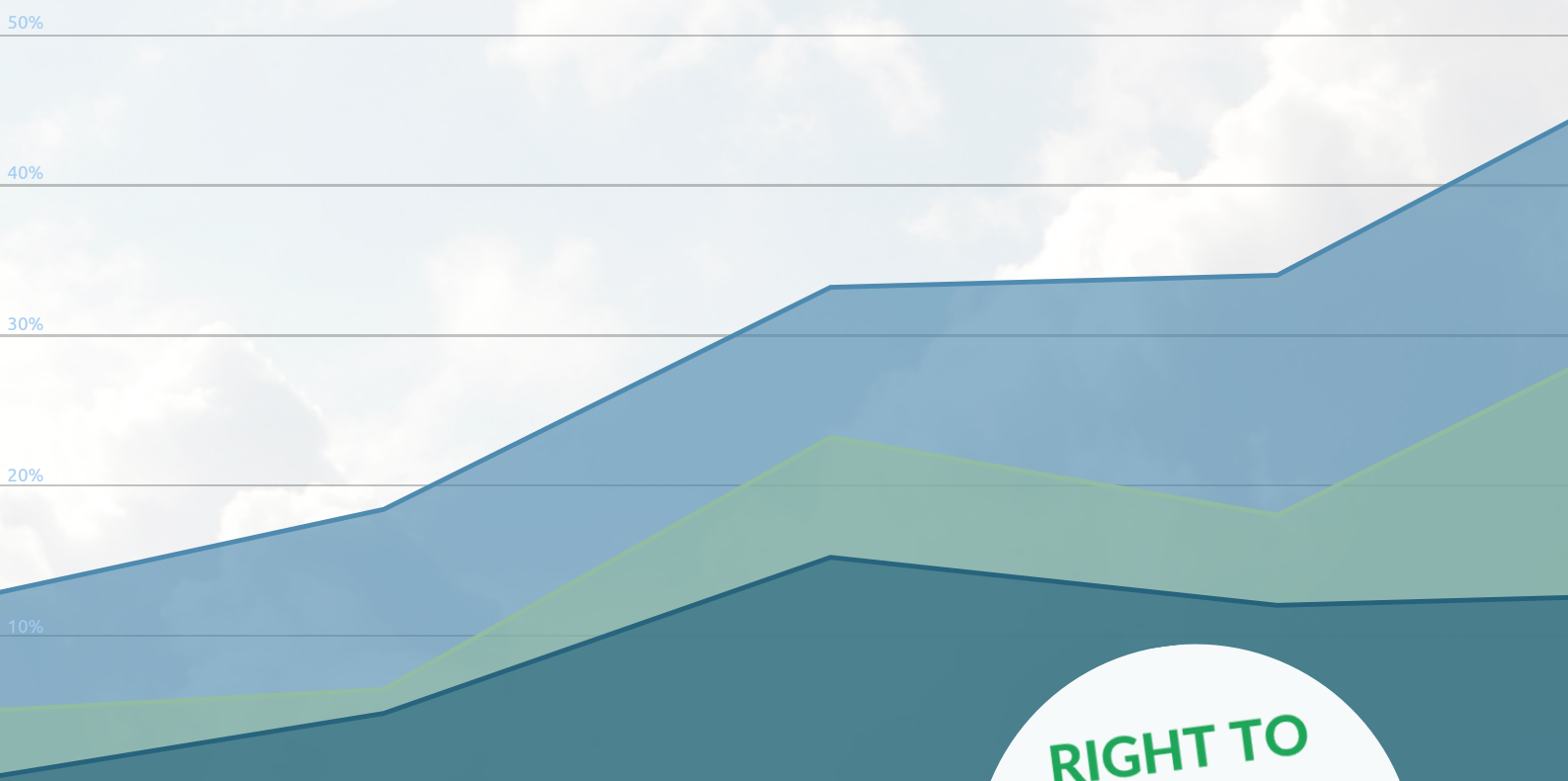
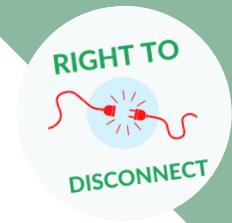


EUROPEAN COMMISSION STAFF SURVEY ON THE EFFECTIVE APPLICATION OF THE “RIGHT TO DISCONNECT”

Brussels, March 2023



Introduction



1. WHAT IS THE RIGHT TO DISCONNECT?



Just two years ago, the European Parliament adopted a resolution on a crucial principle of social policy, the right to disconnect.

The right to disconnect refers to the right of workers not to be professionally solicited outside working hours, thus enabling workers to switch off work-related tools (such as phone calls, emails or other messages) and not respond to employers' requests outside working hours without being threatened by dismissal or other retaliatory measures.

This right also calls upon employers to avoid promoting a professional culture of 'always online', in which workers who waive their right to disconnect are favoured over those who do not. Workers reporting situations of non-compliance with the right to disconnect in the workplace should also not be penalised.

The aim of the right to disconnect is therefore to guarantee a fundamental principle, the protection of workers' health and safety, as well as fair working conditions, including work-life balance.

The increasing digitalisation of our society has certainly brought clear benefits such as greater flexibility and greater autonomy. On the other hand, this has led to more intensive work situations and extended working hours, so that the boundaries between private and professional life have become blurred. On the other hand, the increasing digitalisation and widespread teleworking are forcing some managers to over supervise workers, in the form of intrusive video supervision and/or hyper-control of the use of digital media, sometimes impinging on workers' right to privacy and private life.





2. IS THE RIGHT TO DISCONNECT ACTUALLY WELL KNOWN AND APPLIED THROUGHOUT THE EUROPEAN COMMISSION?



Since 2021, **TAO -The Independents** has claimed that the right to disconnect should be part of our 'working culture', and has called on our administration to properly regulate the overuse of online work.

We welcome the fact that it is currently included in the Commission Decision on working time and hybrid work of 24 March 2022 for hours between 19:00 and 8:00 (period of disconnection), except in cases of urgency, and with prior agreement related to the nature of the

work, which – such as TAO recalls – must be interpreted restrictively as an exception to the general principle.

In order to ascertain the actual degree of fulfilment by our institution of this important right, and to be able to assess the situation with a view to the review of the Commission decision scheduled for September, **TAO** proposed that staff of the European Commission participate in this survey.

We thank European Commission staff for their time and for their valuable contribution.

Your **TAO** team

For further reading :

Right to disconnect : Teleworking is NOT instant messaging

New decision on working time and hybrid working : A few breakthroughs, some shortcomings and a clause for review in 18 months

www.tao-afi.eu/telework



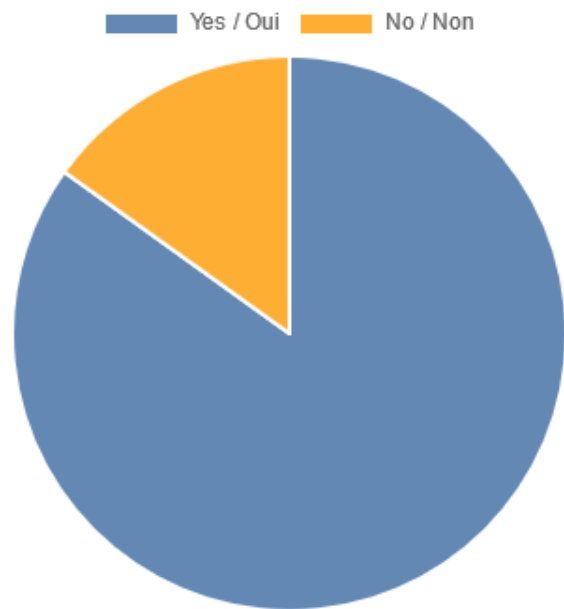
eu-survey results



Period of survey : 09-31 March 2023

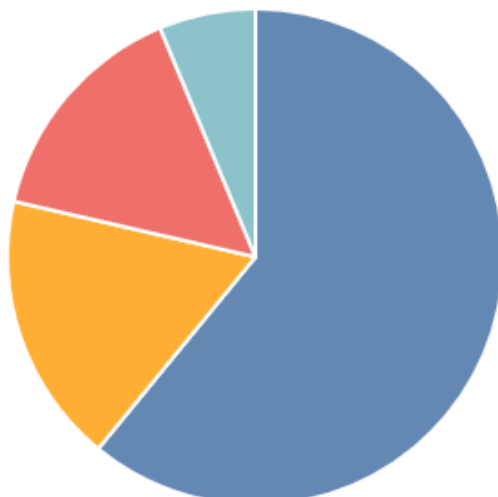
1 Are you aware of your right to disconnect? Etes-vous au courant de votre droit à la déconnexion?

Yes/ Oui	84.5%
No / Non	15.03%
No answer	0.46%



2 Does your service comply with the principle to disconnect? Est-ce que votre service respecte le principe de déconnexion?

Legend: Generally yes / En général oui (blue), Yes, always / Oui toujours (orange), Rather not / Plutôt non (red), No / Non (teal)



Generally yes/ En général oui	60.59%
Yes always / Oui toujours	17.56%
Rather not / Plutôt non	15.03%
No / Non	6.25%
No answer	0.57%

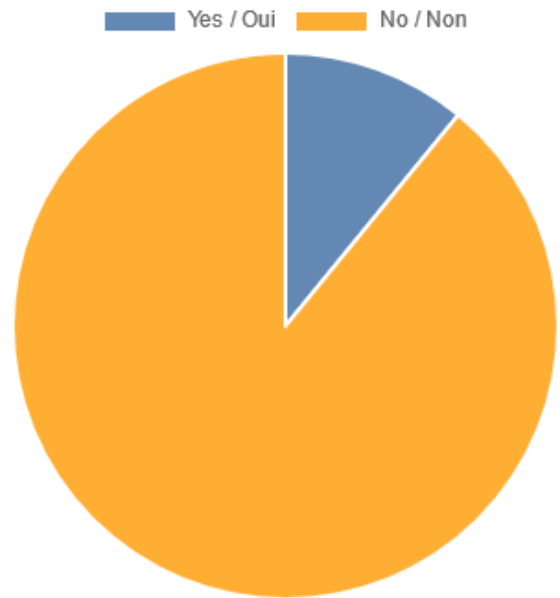
eu-survey results



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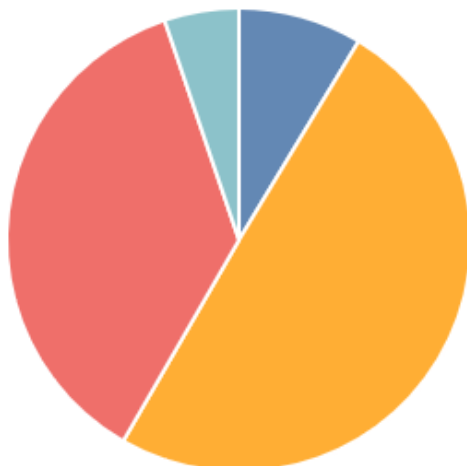
3 Are you obliged to react regularly to emails between 19.00 and 8.00? Etes-vous régulièrement obligé(e) de réagir aux e-mails entre 19.00 et 8.00?

Yes/ Oui	10.9%
No / Non	88.79%
No answer	0.31%



4 On week-ends and holidays? Les weekends et jours fériés?

■ Yes / Oui ■ No / Non
■ Exceptionally / Exceptionnellement
■ Approved in advance with line-manager / Préalablement



Yes/ Oui	8.57%
No / Non	49.43%
Exceptionally / Exceptionnellement	36.31%
Approved in advance with line-manager / Préalablement agréé avec le line-manager	5.17%
No answer	0.52%

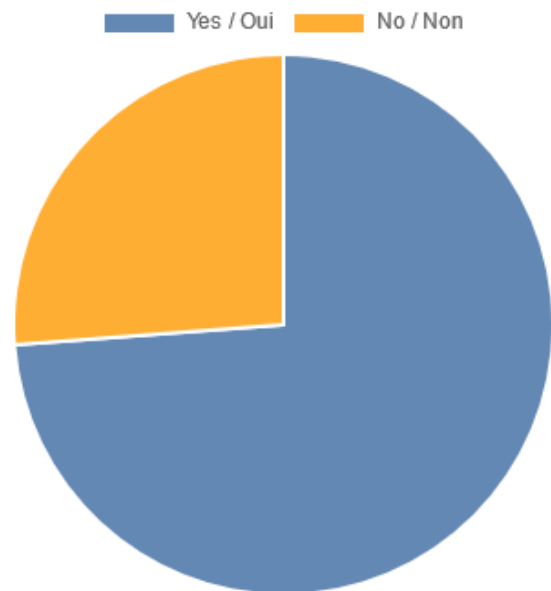
eu-survey results

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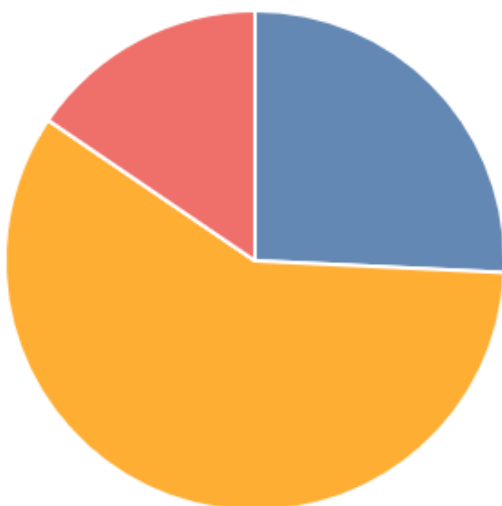
5 Do you work, on your own initiative, outside the hours of 19.00 to 8.00? Travaillez-vous de votre propre initiative en dehors des heures 19.00 et 8.00?

Yes/ Oui	73.4%
No / Non	26.03%
No answer	0.57%



6 If you work outside working hours, do you do it regularly or on an ad hoc basis? Dans le cas où vous travaillez en dehors des heures de travail, le faites-vous de façon régulière ou ponctuelle?

Legend:
■ Yes, regularly / Oui, régulièrement (Blue)
■ Yes, ad hoc / Oui, ponctuellement (Orange)
■ No / Non (Red)



Yes, regulary / Oui, régulièrement	25.31%
Yes, ad hoc / Oui, ponctuellement	57.75%
No / Non	15.24%
No answer	1.7%

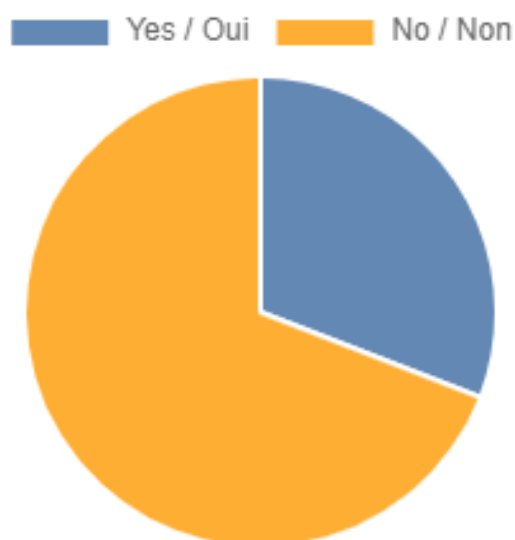
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7 If you are asked to work outside normal hours on an ad hoc basis, is this a requirement of your hierarchy? Si l'on vous demande de travailler ponctuellement en dehors des heures normales, s'agit-il d'une exigence de votre hiérarchie?

Yes/ Oui	30.01%
No / Non	67.15%
No answer	2.84%



8 Are you satisfied with the exercise of the right to disconnect in the EC? Etes-vous satisfait avec l'exercice du droit de déconnexion à la CE?

Yes / Oui	66.37%
No / Non	31.87%
No answer	1.76%

