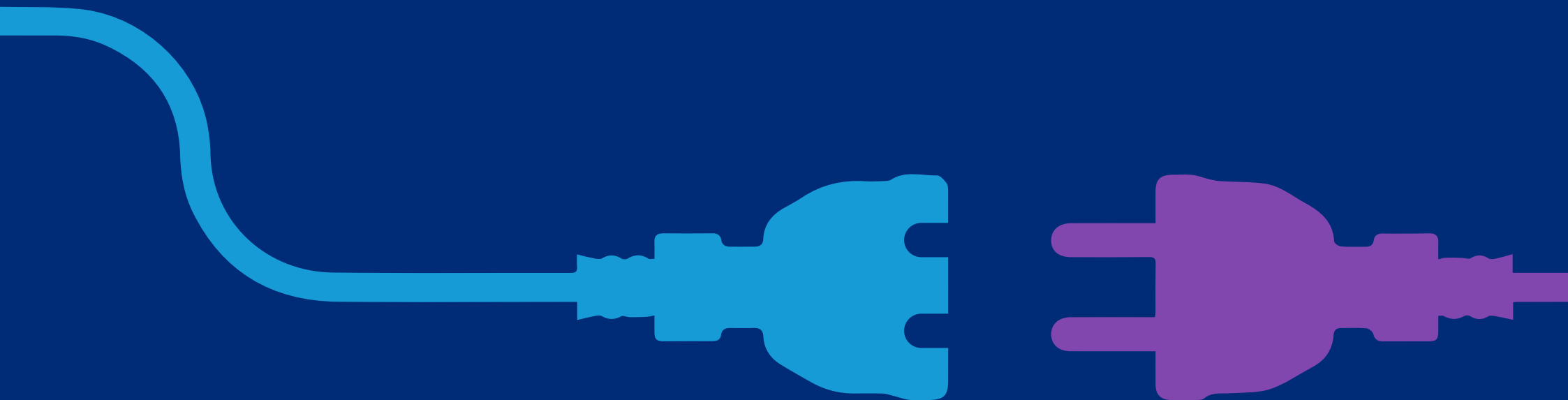


Your guide to staying compliant with right to disconnect laws



A legal right to disconnect from work

The statutory right to disconnect is a growing trend in many countries, aiming to protect employees' wellbeing and work-life balance. Several countries have already adopted legislation on the right to disconnect, including Belgium, France, Italy, Spain, and Australia. These laws require employers to establish clear policies and guidelines around after-hours communication and respect employees' right to disconnect during nonworking hours. Compliance with these laws is not only a legal requirement, but also demonstrates a commitment to employee wellbeing and can enhance employee satisfaction and productivity.



Know the law

It is essential to understand the specific requirements and provisions of the right to disconnect laws in the markets where your company operates. Consult with legal experts or employment law specialists to ensure compliance with local regulations. Stay updated on any changes or proposed legislation that may impact your organization's obligations. Several countries have already adopted right to disconnect laws and some are considering adoption. You can also view the [Worldwide Benefits and Employment Guidelines](#) for your market to learn more.



Review and update policies

Review your existing policies and procedures related to after-hours communication. Ensure that these policies align with the principles of the right to disconnect laws. Update policies to clearly define expectations regarding after-hours communication, including email, phone calls and other forms of digital communication. Your policy could be written to apply to all markets where employees work, regardless of whether there is right to disconnect legislation in place.

Your policies may include:

- Established work hours based on job level or role
- Expectation of response to phone calls, email or other digital messages
- Practices for out of office communication, for example, an auto reply email



Establish clear boundaries

Clearly communicate to employees the boundaries and expectations regarding after-hours communication. Encourage employees to disconnect from work-related communication during nonworking hours unless there are exceptional circumstances. Emphasize the importance of work-life balance and the right to personal time.



Start with leadership

When leaders follow the right to disconnect guidelines, it fosters trust and respect among team members. Employees feel more comfortable disconnecting from work-related communication when they see their leaders doing the same. This promotes a healthier work environment where individuals can recharge and maintain a healthy work-life balance.



Provide training and awareness

Educate employees and managers about the right to disconnect laws and the organization's policies. Conduct training sessions to raise awareness about the negative impacts of constant connectivity and the benefits of disconnecting from work. Encourage open discussions on work-life balance and mental health.



Implement technology solutions

Explore technology solutions that can help manage after-hours communication effectively. Consider implementing tools that allow employees to schedule and delay the delivery of emails, set automatic out-of-office messages, or establish designated quiet hours when nonurgent communication is discouraged.



Address common challenges

When implementing right to disconnect policies, you may encounter several common challenges. One challenge is resistance from employees or managers who may be accustomed to constant connectivity and find it difficult to disconnect from work-related communication during nonworking hours. To address this, raise awareness about the negative impacts of constant connectivity and emphasize the importance of work-life balance.

Another challenge is staying consistent with your disconnect policies and practices. Regular communication and reminders can help reinforce policies and boundaries.

Consider adopting incentives to encourage the desired behavior and shift the employee mindset. For example, you could create a program to donate money to a charity for each employee that leaves work “on time”.

Concerns about productivity may also arise as some may worry that disconnecting from work could hinder performance. To address this, emphasize the importance of rest and rejuvenation for overall productivity and encourage employees to take breaks and disconnect from work to maintain a healthy work-life balance.

Review statutory and supplemental benefit details for social security, retirement, medical, death, disability and more with Worldwide Benefit & Employment Guidelines (WBEG).

[Learn More](#)



The right to disconnect is a significant aspect of promoting work-life balance and protecting employees' mental health. As the importance of these issues continues to grow, it is likely that more countries will adopt legislation on the right to disconnect. By proactively creating an environment where the right to disconnect is the norm, organizations can prioritize employee wellbeing, enhance productivity and contribute to a healthier work culture.



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