



EUROPEAN COMMISSION  
DIRECTORATE-GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION

The Director-General (acting)

Brussels,  
EMPL.B1/KB/rb ARES(2024)

**Subject: First-phase consultation of social partners under Article 154 TFEU on a possible EU action in the area of telework and workers' right to disconnect**

Dear Madam, Dear Sir,

The European Parliament Resolution of 21 January 2021 on the right to disconnect (2019/2181(INL)), adopted under Article 225 TFEU, called for legislative action on the right to disconnect and telework at EU level. In its response, the Commission confirmed its intention to follow up with a proposal for a legislative act, in full respect of the proportionality, subsidiarity and better law-making principles.

The Commission had initially invited the social partners to find commonly agreed solutions to the challenges of digitalisation, telework and the right to disconnect. Subsequently, the social partners had started negotiations in October 2022 and informed the Commission about their outcome in November 2023.

As a result, the Commission is pursuing its follow-up to the European Parliament Resolution and is hereby seeking the views of the European social partners on the need, direction and scope of a potential EU initiative in the area of telework and workers' right to disconnect, in line with Article 154 TFEU. Please find enclosed the first-phase consultation document.

I would be grateful to receive your responses to this consultation by 11/06/2024.

Please send your replies to: [EMPL-SOCIAL-DIALOGUE@ec.europa.eu](mailto:EMPL-SOCIAL-DIALOGUE@ec.europa.eu).

Yours sincerely,

Andriana Sukova

Enclosure: First-phase consultation document

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