



THE RIGHT TO DISCONNECT

**ENTERS A NEW PHASE
ON JULY 1 2026**

**NEW LEGISLATION,
NEW PRACTICES**

OGB•L
Finance Sector

Starting on July 1, 2026, the right to disconnect in Luxembourg will take on a new dimension. Until now, this issue was largely a matter of good practice or, in the most advanced companies, part of an HR or CSR policy. From now on, the Inspectorate of Labour and Mines (ITM) will be able to inspect and sanction companies that have not implemented a system compliant with the law. Here is an overview.

“Free for a quick call?”

Who has never received a message on WhatsApp, Teams, or by email at the end of the day, while commuting, in the evening, or even while on vacation? Who has never received a “Not urgent, but when you have five minutes” message sent on a Saturday afternoon?

This type of requests, long considered normal, should no longer be the norm after July 1, when Luxembourg employers will be required to define and implement the right to disconnect.



In practice, this means they will have to establish rules governing:

- The practical arrangements for disconnecting and their implementation through technical measures;
- Awareness-raising and training initiatives;
- Compensation measures for exceptional derogations.

In other words, a simple internal memo or a superficial charter will no longer be sufficient. The framework must be real, clear, and enforceable. Otherwise, the ITM may intervene and impose administrative fines of up to €25,000, depending on the circumstances.

Putting an end to permanent availability

As a reminder, the Luxembourg Labour Code already provides for 11 consecutive hours of daily rest and 44 hours of weekly rest. The new framework strengthens this principle by taking greater account of the realities of digital work, where the boundaries between professional and private life are becoming increasingly blurred.

The issue is not merely the sending of a late message. The real challenge often lies in the implicit expectation of a response. For years, many employees have been answering calls, messages, or emails outside working hours without any clear organization, regulation, or compensation. The new law aims to put an end to this grey area.



Teleworking and grey areas

Teleworking makes the issue even more urgent. Working from home does not mean being reachable at all times. Remote workers have the same rights as all other employees, and their availability schedules must be clearly defined. Here too, ambiguities that too often allow work to continue beyond scheduled hours, without compensation or recognition, must be eliminated.

Traceability and regulation

Another important development is that employers must define more precisely what constitutes on-call duty, what qualifies as a genuine exceptional emergency (for example, a critical system failure, business continuity requirements, or regulatory obligations), and what constitutes employees' working time, by recording the start, end, and duration of working hours.

In the same spirit, employers must be able to record certain overtime periods or exceptional interventions. This requirement for traceability becomes particularly important in a context of remote and hybrid work, where some hours worked still too often remain invisible.

The right to disconnect does not, of course, eliminate genuine emergencies or on-call arrangements. However, it requires these situations to be better distinguished, better justified, and better organized.

What about employee representatives?

The right to disconnect is also an occupational health issue. Digital fatigue, mental overload, the pressure to always be available, and the gradual erosion of boundaries between professional and private life have very real consequences. Behind messages sent “just to check” often lies a work organization that relies on the silent exhaustion of teams.

This is why staff delegates, trade unions, and employee representatives have a central role to play. Their task is not merely to comment on the law but to ensure its practical implementation in every company. Employees must be able to work without being kept on a digital leash outside their working hours.





A right to be defended collectively

This new step will only be useful if it is genuinely applied. The right to disconnect must become a tool for collective protection, not merely a symbolic gesture. It should help rebalance the relationship between professional and private life, limit abuses, and remind everyone that total availability is neither normal nor acceptable.

The law provides that the right to disconnect should be introduced through a collective agreement or, failing that (if no collective agreement exists within the company or sector concerned), through internal company regulations.

July 1 therefore marks a turning point. OGBL Financial Sector will devote all its efforts to defending and improving the Collective Labour Agreements in the banking and insurance sectors to establish a genuine right to disconnect.

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