

# RIGHT TO DISCONNECT WEBINAR RESULTS

The Malta IT Law Association (MITLA) organised a free-to-attend webinar on the Right to Disconnect on **23<sup>rd</sup> March 2021**.

The webinar hosted a discussion on the right to disconnect that was put forward to the EU Commission by **Maltese MEP Alex Agius Saliba**.

The right to disconnect is a proposed right regarding the ability of people to **disconnect from work** and primarily not to engage in work-related electronic communications such as e-mails, calls or messages **during non-work hours**.

## The webinar established the following key outcomes:



The right to disconnect **should not be** a one size fits all solution and we **cannot set rules for all industries and situations**



The general health and well-being of employees **should be a priority**



**The state needs a strategy** to emerge post-pandemic, to help us regain traction as fast as possible



**The need for all social partners** to be involved in discussions, before any legislative stance is taken



The ability to disconnect lies with the **employee not the employer**; and what we must do is ensure that employees who want to disconnect are **not penalised**. Employees have a right to choose **whether they want to disconnect or not**, but this right should not impose on other employees



**The need for realisation** that the physical and digital world mirror each other, and just as employees **are not expected to be at their place of employment 24/7, neither can they be expected to be digitally connected 24x7**



The need to explore the right to disconnect not necessarily as a fundamental human right regulated by law, **but also as a guiding principle**, focusing more on self-regulation and **open discussions between employers' associations and unions** of workers as well as the use of charters