**Title: New labor law in France requires companies to provide more flexible working arrangements**

A new labor law has been enacted in France, and it will require companies to provide more flexible and accommodating working arrangements for their employees, in order to improve their work-life balance and well-being.

The new labor law, which is known as the "Right to Disconnect" law, will apply to all companies that have more than 50 employees, and will come into effect on January 1, 2023.

According to the new labor law, companies will be required to:

\* Establish and implement a clear and specific policy on the use of digital devices and tools for work-related purposes, outside of the normal working hours and days.

\* Provide their employees with the necessary resources, training, and support, to enable them to effectively and efficiently manage their work-related digital communications and activities, outside of the normal working hours and days.

\* Respect and protect their employees' right to disconnect from work-related digital communications and activities, outside of the normal working hours and days, and to not be penalized, discriminated, or retaliated against, for exercising this right.

The new labor law is expected to have a significant and positive impact on the way of working of companies in France, and to contribute to the improvement of their employees' work-life balance, well-being, and productivity.