

Teleworking trends and challenges in the times of COVID-19

Legal considerations of teleworking

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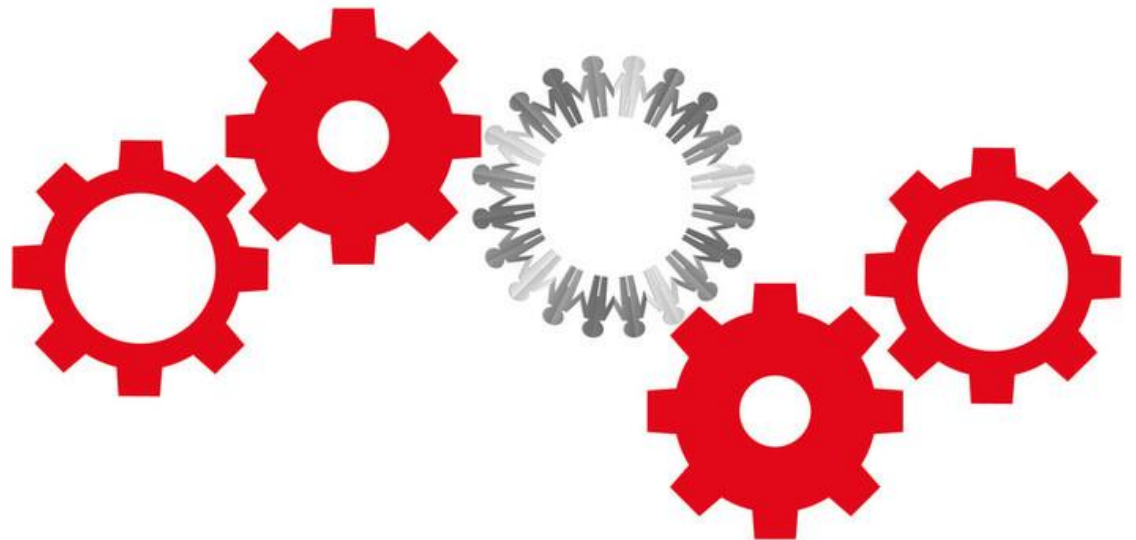
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What areas of the law need to be considered?

- contract law
- health and safety, including working time
- data protection
- tax
- social security
- immigration



Working from a home office

- place of work - can the employer require home working?
 - no general right to insist
 - right under the contract or technically a breach?
 - exceptions
 - Italy – smart working provisions
 - France – Labour Code
 - Government recommendations
- equipment and costs
- risk assessments
- insurance
- working time
- confidentiality and data security



Working from a home office

- tax
- social security
- immigration
- applicable law



Questions?

