Teleworking trends and challenges in the times of COVID-19

Legal considerations of teleworking

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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?