



Member survey results

LEGAL ASPECTS OF REMOTE WORK

MAY 2020

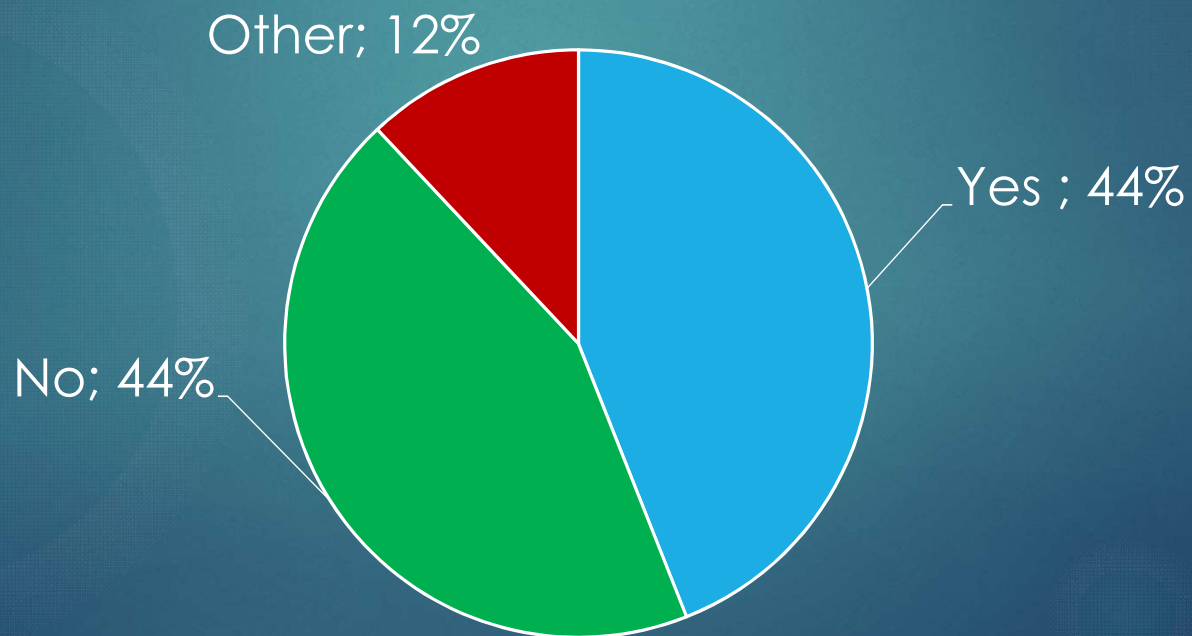
AmCham Latvia
Thought leadership hub

Overview

- ▶ Online anonymous survey sent to 136 members
- ▶ 15 or 11% responses collected
- ▶ Conducted from April 17-April 30

Equal number of respondents both have and have not conducted review of employment contracts re. remote work

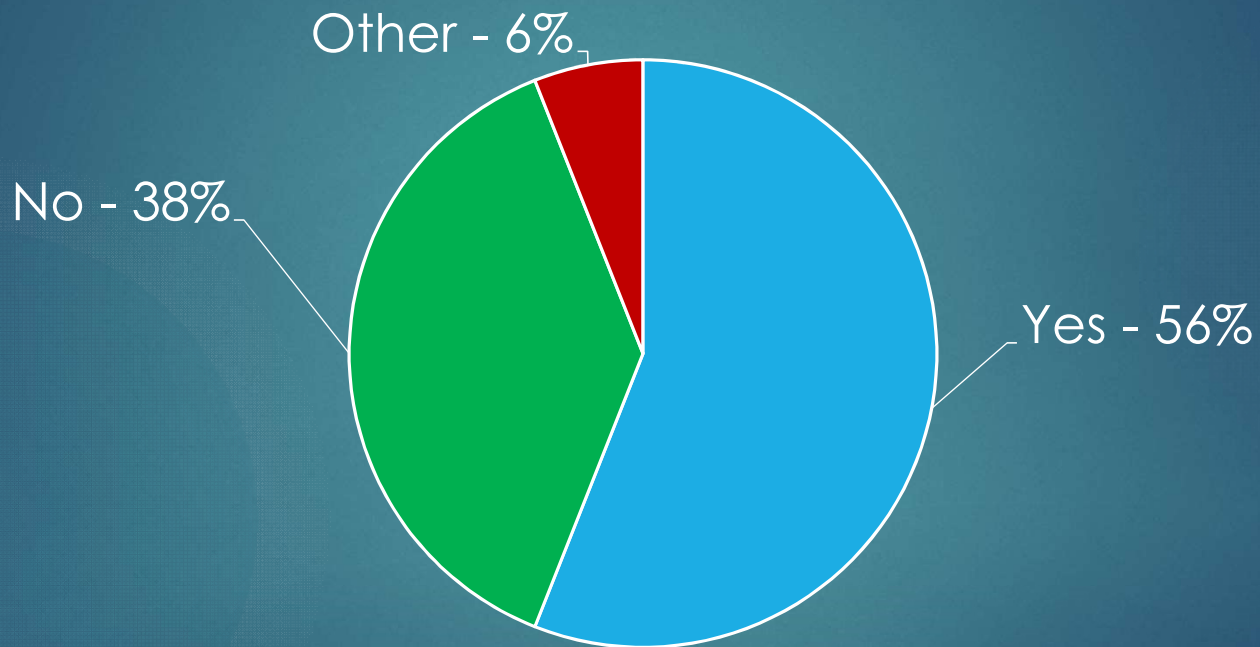
Have you conducted review of employment contracts with regard to remote work or your current contracts already provided such possibility?



How has work from home been implemented?

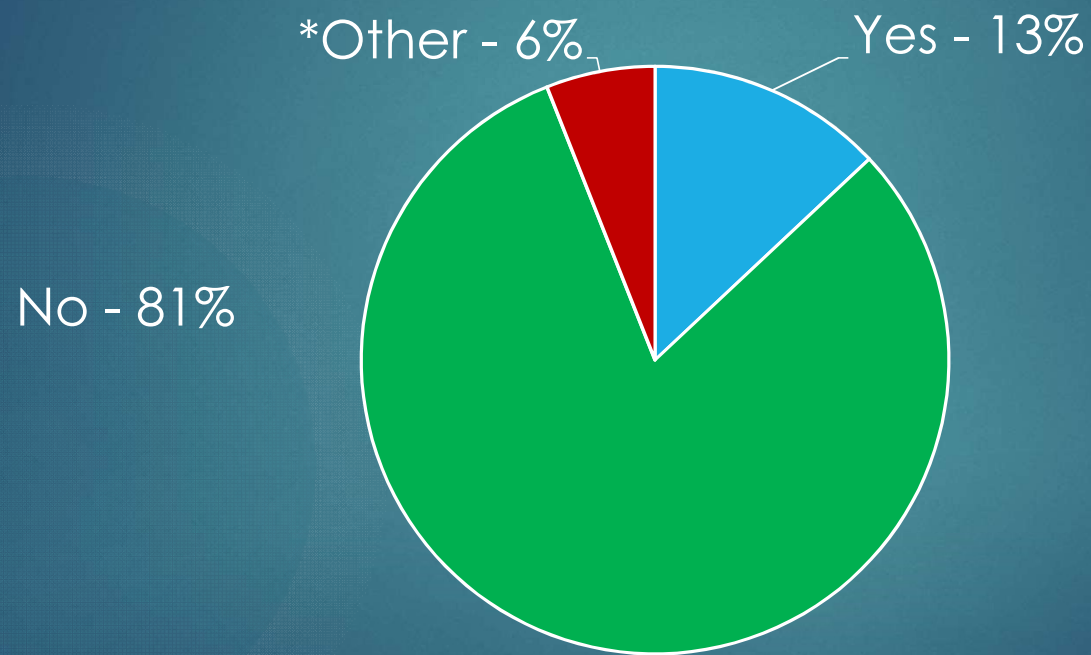
- ▶ Internal Rules of Conduct provides the option of remote work and it is approved by the direct supervisor
- ▶ WFH guidelines have already been implemented in the company
- ▶ According to WFH employees have to submit an application and after it is approved, HR department issues the order

56% of respondents admit there should be immediate revisions in the labor legislation related to remote work in emergency situations



Do you think there should be immediate revisions in the labor legislation related to remote work in emergency situations such as the current pandemic-related emergency?

81% of respondents had no difficulties agreeing with employees on covering costs or providing working tools related to remote work



*Other: No difficulties, no questions about costs, company provided all tools and equipment necessary for remote work

Solutions for conducting remote work

- ▶ Work conditions
- ▶ Well-being of employees
- ▶ Legal aspects

Solutions: work environment

- ▶ Access to the same devices, tools & programs and internet connection as in the office
- ▶ Support employees with ergonomic working environment
- ▶ Employees should take full responsibility of their work conditions
- ▶ Ensure all company security rules are observed

Solutions: well-being of employees

- ▶ Arrange regular remote meetings for all employees on different themes to keep up team spirit
- ▶ Check-ins via video conferences, frequent written and webinar updates
- ▶ Regulation to support working parents

Solutions: legal aspects

- ▶ Defined working time and work safety regulations in accordance with the Labor Safety Law
- ▶ The liability of employer should be stated accordingly
- ▶ Absence of any legal ground to require employees to work from home if they wish to work from the office
- ▶ Ensure employees have electronic signature for remote signing of amendments to labor contract, vacation applications etc.