

COVID-19: The Future World of Work

SNAPSHOT FAQs on Homeworking

Global

[Sample Guide](#)

Many employees have become used to working from home during the coronavirus pandemic. We have seen a rise in the number of formal requests for homeworking and an increasing number of businesses are allowing (and in some cases even obliging) some of their staff to become homeworkers on a more permanent basis. In this guide, we provide a snapshot on key issues for employers to consider in certain countries globally when implementing homeworking policies and/or considering homeworking requests around their organisation.

Please note that this guide is intended as a high-level overview only and should not be regarded as a substitute for legal advice. It was updated on 7 October 2020 to reflect recent developments in various jurisdictions. We recommend that you always check the latest position with your local Labour & Employment lawyer.

Where “✓/✗” responses are given they may be dependent on the facts and so specific advice should always be taken.

See our checklist on [page 41](#) setting out our top ten issues to consider when entering into/formalising homeworking arrangements.



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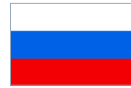
Italy



Netherlands



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Russia



Saudi Arabia



Singapore



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Spain



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UK



USA



Employer Checklist

Further Resources

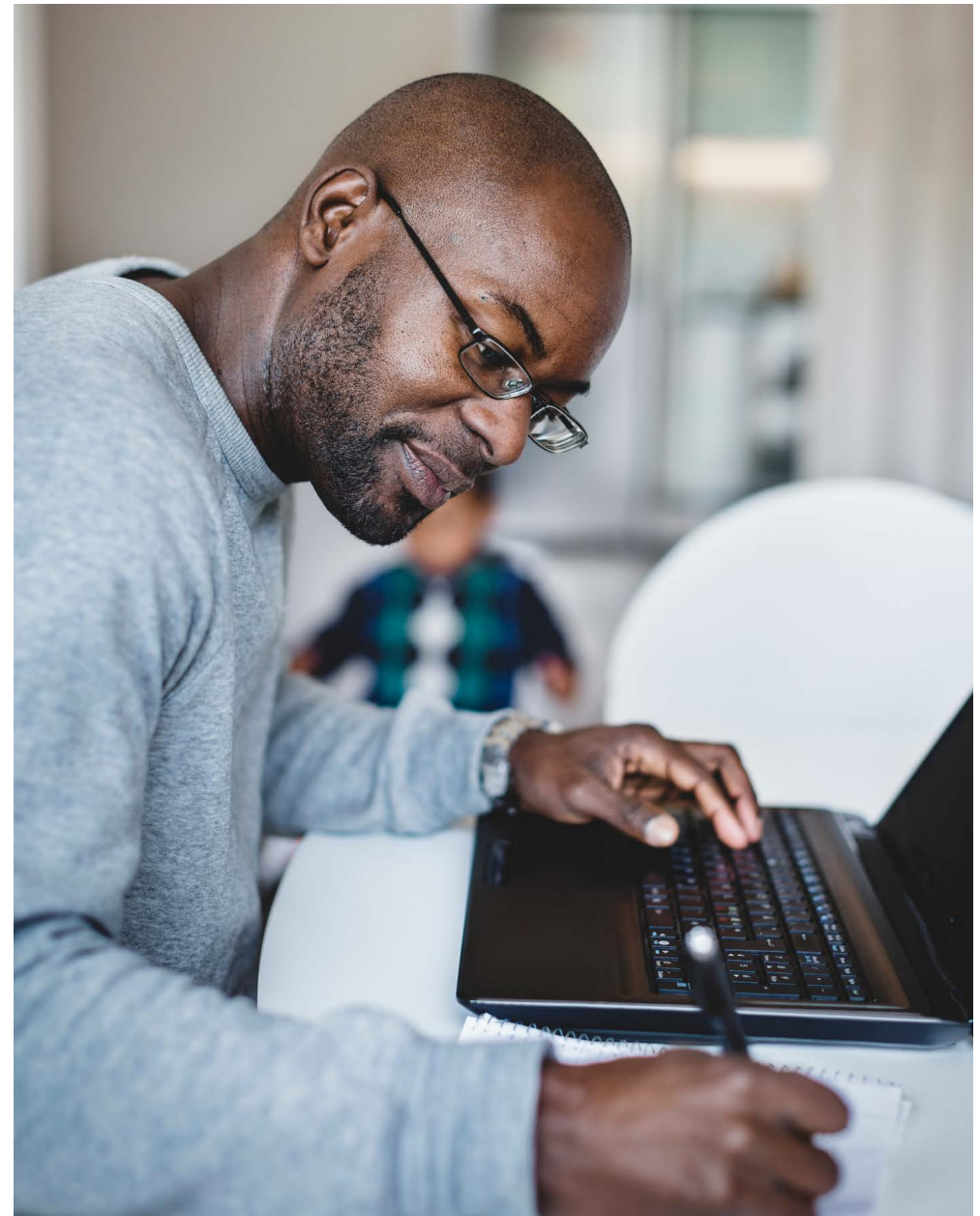
Global Edge

[Global Edge](#) is an award-winning product that gives instant access to the latest employment law developments in 38 countries plus the EU, direct to a mobile device or desktop. It is an invaluable tool for inhouse counsel and HR professionals in global organisations providing up to date, clear guidance on 30 employment law topics and tracks upcoming legislation – of particular relevance as businesses prepare their workforce for the return to work. It also contains dedicated knowledge hub on COVID-19 for further information as well as a special section on pensions.

Global Snapshot FAQs on Homeworking

This guide contains answers to the following questions for each of the jurisdictions listed on page 2. If you would like to have access to a copy of the full guide, please do not hesitate to [contact us](#).

Do employees have a legal right to request working from home?
Can employers lawfully reject requests to work from home?
Can employees bring a claim if their request to work from home is rejected?
Can employers insist on a trial period?
Must employers prioritise certain requests, e.g. from parents or carers?
Can employers impose homeworking?
Must employers carry out a risk assessment before allowing staff to work from home?
Are employers required to reimburse their staff for any costs incurred by them in working from home?
Are employers required to have a homeworking policy in place?
Is there any specific legislation in place governing homeworking?
Is there any guidance for employers on homeworking?



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