



English Version

Remote Work – Mandatory Regime

The Emergency State is in force as of January, 15, 2021.

Among the various measures imposed, we highlight those related to the mandatory remote work regime.

- The remote work regime must be adopted regardless of the employment relationship, whenever the duties allow it and the employee has conditions to perform it.*
- No agreement between the employer and the employee is required.*
- Regardless of the number of employees or the location of its premises, this obligation applies to all companies.*
- Remote work it is not mandatory to employees working in essential services, as well as to employees integrated in pre-school education facilities of the social and solidarity sector and to educational and training offers in basic and secondary education.*
- The employer must provide the employee with the necessary equipment and working tools for the provision of remote work.*
- When such provision is not possible and the employee agrees thereto, remote work can be carried out using their own means, the employer being responsible for programming and adapting them to the provision of the required work.*
- Employees working on a remote work regime have the same rights and duties as any other employee, without reduction in pay, particularly with regards to normal working hours limits and other working conditions, health and safety and repair of occupational injuries or occupational disease, maintaining the right to be paid the meal allowance that was already due.*
- When the adoption of remote work is impossible, the employer should adopt the remaining measures, notably mismatching working hours and organising working times.*

The breach to comply with the adoption of a remote work regime is considered very serious misconduct and may lead to the application of fines varying between €2,040.00 and €61,200.00.

€ 2.040,00 e € 61.200,00.