

Decent Work – Depends on You

Remote Work and Home Working



Iceland
Liechtenstein
Norway grants



Project DFPO-1.002-0002-C01 "Cooperation for Decent Work"
The project is implemented with the financial assistance of the
Fund for Bilateral Relations between the EEA 2014-2021



Remote Work and Home Working

"Remote work" and "home working" have a lot in common - in both cases, the workplace is different from the employer's premises. The workplace may be the worker's home or any other suitable place of their choice.

Labour law, however, distinguishes between "remote work" and "home working" and defines specific rules for the employers and the workers when agreeing on one of the two types of work.

THE DIFFERENCE BETWEEN "REMOTE WORK" AND "HOME WORKING"

REMOTE WORK

Applicable for services using information technologies.

The employment contract may explicitly exclude the possibility of night work or overtime.

It may be combined with work from the employer's premises ("combined work").

The worker is responsible for organising their working time to be available and working when the employer and their business partners are operational.

HOME WORKING

It is predominantly used for production or services.

Overtime or non-standard working hours are not allowed.

The worker determines the beginning, end and distribution of working time within its legally established duration.

The workers decide on the rest breaks.

Remote Work and Home Working

The similarities between "REMOTE WORK" and "HOME WORKING"

- Both mean work under an employment contract, which specifies the exact location of the chosen workplace and the specific working conditions.
- Employers must provide for the health and safety of these workplaces.
- Employers and the Labour Inspectorate have the right to access the workplaces.
- Remote workers and home workers must receive the same payment and treatment as the other workers in the enterprise.
- Remote workers and home workers have all labour and social rights, like other workers.

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**Remote workers or home workers are not "invisible".
Legislation protects their labour and social rights.**

Check out the other information materials for the workers and employers at the website of GLI EA www.gli.government.bg.

Use the online form in the "Contacts" section of GLI EA website to send a report if your employment rights have been violated.

GLI EA Helpline: 0700 17 670