

Legal update: New legal amendments related to remote and home-based employees

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On 2 May 2025, the Law of Ukraine No. 4339-IX "On Amendments to the Labour Code of Ukraine on Improving the Legal Regulation of Certain Issues of Home and Remote Work" (the "**Law**") came into force. The Law is aimed at regulating issues related to sending home-based and remote employees on business trips and creating favourable conditions for parents whose children are studying remotely.

The main novelties of the Law are as follows:

1. Sending employees on business trips:

- The specific conditions for sending an employee who performs home-based or remote work on a business trip shall be established by the relevant employment agreement or contract.
- If it is necessary to send a remote employee on a business trip, he or she is obliged to notify the employer of their location in any convenient way, including through the use of information and communication technologies.
- In case of a business trip of a remote employee to the employer's premises or another location, the point of departure and return shall be determined by the employer, subject to the employee's consent when agreeing the route of the trip and shall be specified in the employer's internal order regarding the business trip.

2. Temporary transfer to home-based or remote work:

- With the employer's agreement, an employee may work from home or remotely if their child under the age of 14 is enrolled in distance learning, in accordance with an order issued by the head of the school, for the duration of that study.

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Recommendations to the employers in connection with the adoption of the Law.

- Employers engaging home-based or remote employees are advised to update employment agreements with such employees to include the provisions regarding the specifics of business trips.

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For more information, please contact:



Olena Kravtsova

Associate

E olena.kravtsova@wolftheiss.com

T +38044 3 777 500



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