

USING FINGERPRINTS

FOR RECORDING ATTENDANCE AT WORK IN BOSNIA & HERZEGOVINA

NADIA'S EMPLOYER WISHES TO INSTALL FINGERPRINT SCANNERS



Employers in Bosnia and Herzegovina may be tempted to record an employee's attendance at work on the basis of his or her biometrical data, i.e. fingerprints, in order to prevent fraudulent behaviour and the possibility of unauthorized access to the employer's business premises which is often associated with electronic swipe-in/out card systems.

However, strict local personal data protection regulations prohibit that possibility, since this method of recording attendance at work is deemed unnecessary and disproportionate to its purpose.

Wolf Theiss specialists find alternative solutions for clients, as we identify and analyze the weaknesses of the current system and put in place policies which enhance and upgrade the existing record keeping procedures.

WORKING FROM HOME

AT THE EMPLOYEE'S REQUEST IN CROATIA

AFTER YEARS OF WORKING LONG HOURS AND COMMUTING TO WORK, LUKA WOULD LIKE TO HAVE MORE FLEXIBILITY AND WORK FROM HOME

Croatian labour legislation generally welcomes more flexible regimes to working time schedules, such as working from home.

However, in order to ensure full compliance with the applicable legal framework, employers should keep the following two important aspects in mind:

- The employment agreement should be amended to allow such flexibility; and,
- an employer should ensure full compliance with work safety requirements, even if work is occasionally performed from home.



WOLF THEISS UNDERSTANDS THAT EMPLOYMENT LAW HAS ITS SPECIAL CHALLENGES.

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