

Ius Laboris Webinar

How is the COVID crisis being handled in Eurasia?

Thursday 17 September 2020

13:00 – 13:45 (CEST)

14:00 – 14:45 (MSK)



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AEQUITAS
LAW FIRM

WORKFORCE RESTRUCTURING – RUSSIA

Types of restructuring

**Staff
redundancy**

Liquidation of:

- company
- branch
- representative office

**Transfer to
another job**

**Changes to
working regime:**

- remote work
- downtime
- reduced working hours

**Outsourcing
& outstaffing**

RESTRUCTURING WAGE FUND – UKRAINE

Bonus schemes & additional payments

Severance pay

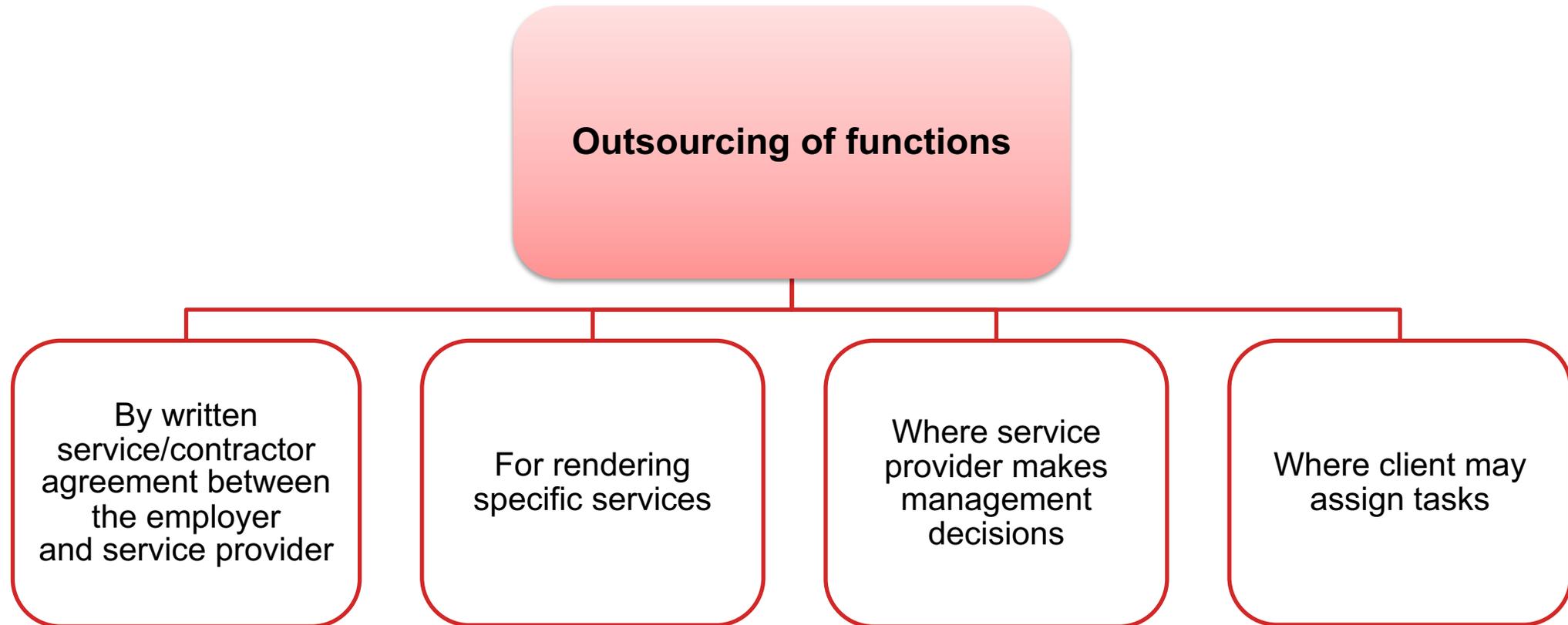
State guarantees:

- minimum wage
- salaries for highly qualified foreign specialists)

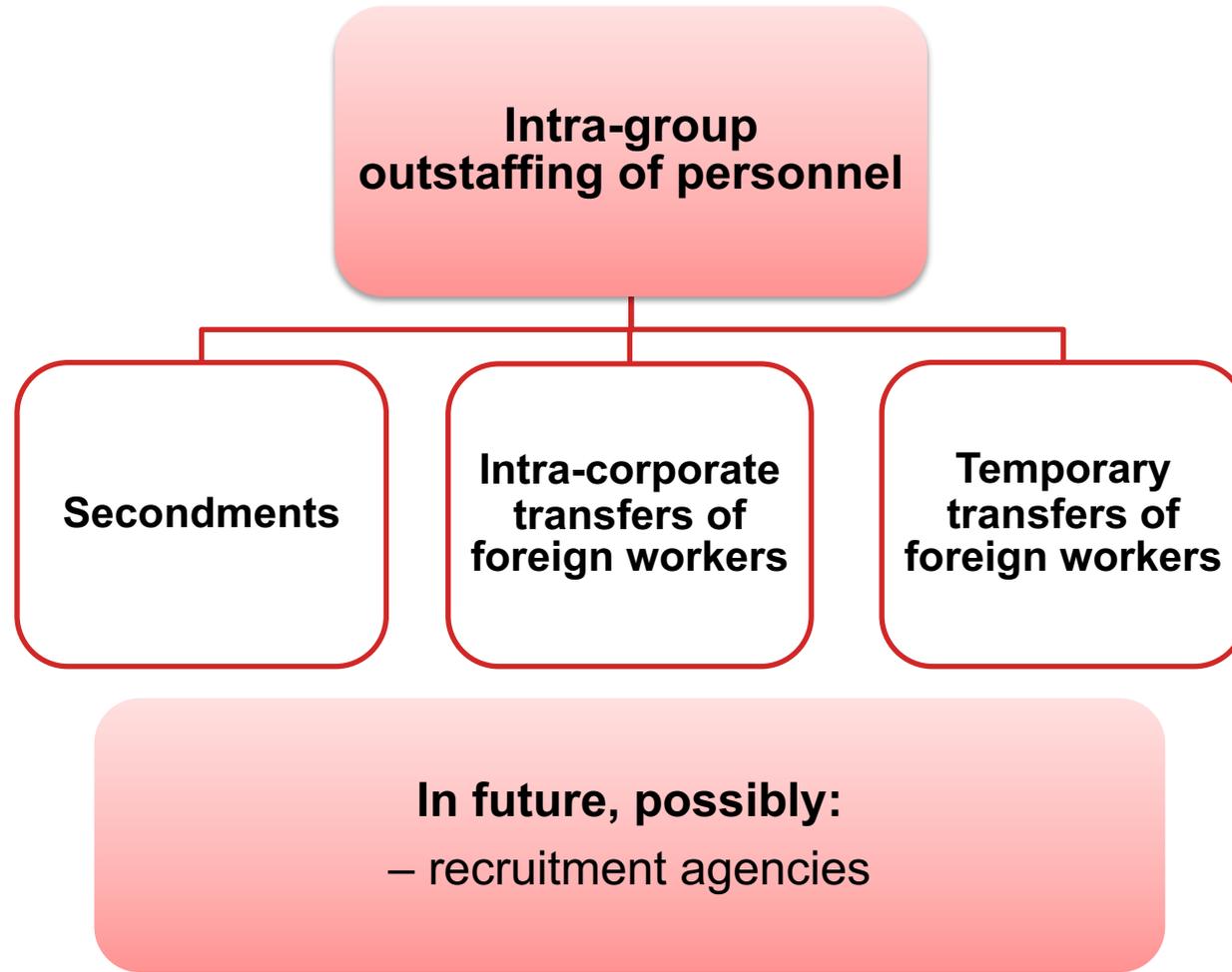
Sick pay

Delays in payroll

OUTSOURCING – BELARUS



OUTSTAFFING – KAZAKHSTAN

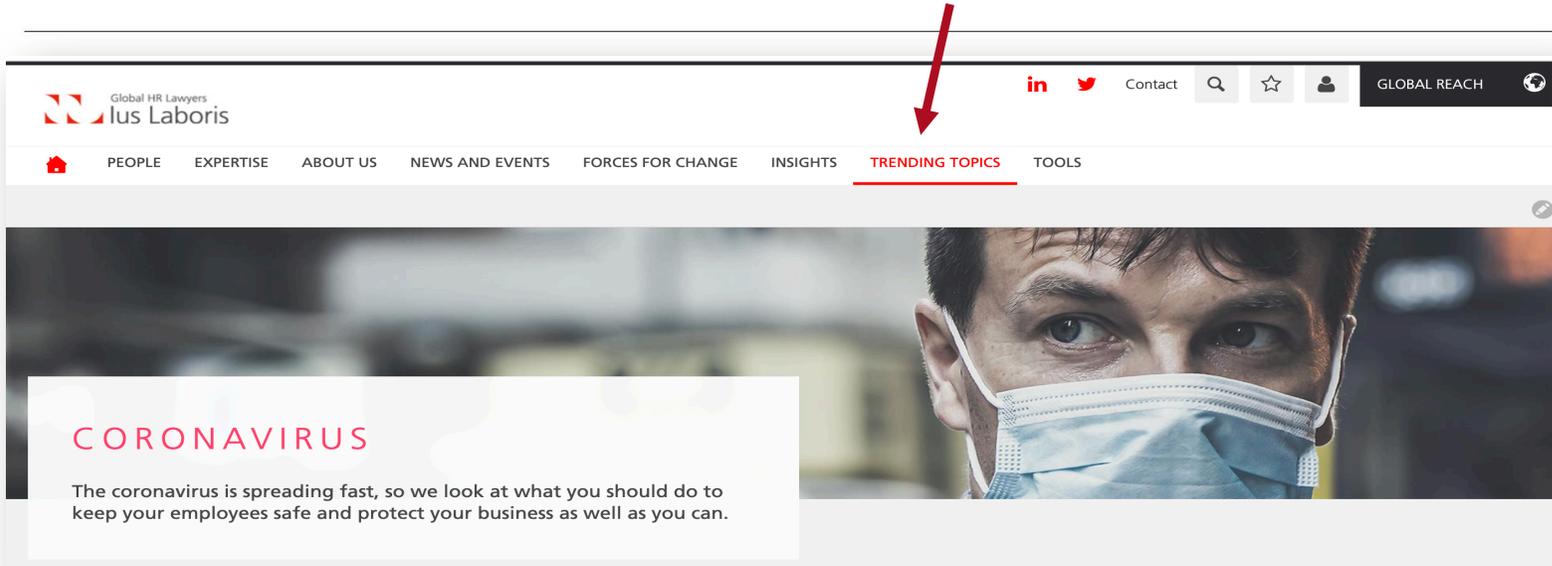


IUS LABORIS – GLOBAL HR LAWYERS

<https://www.iuslaboris.com/en-gb/lawyers/>

The screenshot shows the Ius Laboris website interface. At the top left is the logo with the text "Global HR Lawyers" and "Ius Laboris". To the right are social media icons for LinkedIn and Twitter, a "Contact" link, a search icon, and a "GLOBAL REACH" button with a globe icon. Below this is a navigation menu with "PEOPLE" highlighted in red, followed by "EXPERTISE", "ABOUT US", "NEWS AND EVENTS", "FORCES FOR CHANGE", "INSIGHTS", and "TRENDING TOPICS". On the far right of the menu is "TOOLS" with a dropdown arrow. Below the navigation is a breadcrumb trail: "Home > People". The main heading reads "100% focus: labour, employment and pensions law". Below this is a search bar with the placeholder "Search" and a search icon. Underneath the search bar are three filter buttons: "Choose a position" with a dropdown arrow, "Choose a country" with a dropdown arrow, and "Choose a firm" with a dropdown arrow. To the right of these filters is a "Clear filters" button with a red 'x' icon. On the right side of the page, there is a "Stay Updated" section with a red heading, a horizontal line, and the text "Register for email alerts and access to our Global HR Law Guide". Below this text is a red "Register now" button.

<https://theword.iuslaboris.com/hrlaw/coronavirus>



Sign up for our Guide for International Employers [here](#).

[BACK TO WORK: GUIDE FOR INTERNATIONAL EMPLOYERS](#)



Most people are ready to get back to work and ensure their businesses are back on the road, but the danger to health is still out there. So the big question is how to do it safely. Some of it may involve going back to the office in a safe way and some of it may be about setting up longer term arrangements for home working. We take a look at the issues in our new Back to Work Guide.

Download the [Back to Work: Guide for International Employers](#).

Last update: 15/09/2020

[BACK TO WORK REQUIREMENTS IN 58 COUNTRIES](#)

Each country is at a different phase of COVID-19 and the rules on easing restrictions vary widely. We have surveyed 58 countries across the world and summarised our findings on the key measures governments are adopting to gradually lift restrictions and enable people to get back to work.

Fear of Infection
Generally, across countries, employees are not entitled to refuse to return to the workplace based on a fear of infection. Across all countries providing guidance, just over half stipulate that employees cannot refuse to return to work onsite, unless there are clear indications that the working environment is unsafe or they have specific high-risk group concerns.

Face masks
The majority of countries will require face masks to be worn in the workplace, if social distancing measures cannot be maintained. 47% of the countries offering government guidance, have stated that face masks will only be mandatory within specific client facing industries, such as hospitality, the sale of goods, commercial and service sectors.

Health Screenings
Whilst very few countries have the authority to enforce mandatory healthyCovid-19 testing on employees, 61% of the countries offering government guidance can request for employees to be tested if they are displaying Covid-19 symptoms in the workplace.

Social distancing measures
100% of the countries offering government guidance, expect the same social distancing measures that are expected in public places, to be upheld in the workplace. This would see employees keeping up to 2 metres of distance apart from each other.

[DOWNLOAD THE REQUIREMENTS](#)

WEEKLY WEBINAR SERIES

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How is the COVID crisis being handled in Eurasia?



Irina Anyukhina, Darya Zhuk, Larissa Yemelyanova, Valeriya Savchuk

17 September 2020
13:00 – 13:45 CEST

The economic effects of the coronavirus are being felt by large numbers of companies in the Eurasian region leading many to consider how well their businesses are shaped to meet future challenges. In this webinar, we take a look at measures to help businesses stay afloat in the short term, along with outsourcing and restructuring options for the longer term.

Ius Laboris employment law firms participating in this webinar are: ALRUD (Russia), Vasil Kasil & Partners (Ukraine), COBALT (Belarus) and AEQUITAS (Kazakhstan).

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Alexander Millner-Smith, Jessica Jacobi, Marco Sideri, Linda Hynes, Wouter Van Loon, Ilse Baijens, Søren Terp Kristophersen, Sean Illing

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Restructuring across the APAC region following COVID-19

Kathryn Weaver, Vijay Ravi, Nobuhito Sawasaki, Heidi Fairhall

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Colin Leckey, Inês Reis, Linda Hynes, José Miguel Mestre Vázquez

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Coronavirus: Getting back to work

Orly Gerbi, Dimitrios Kremalis, Nicos Panayiotou, Batuhan Sahmay

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