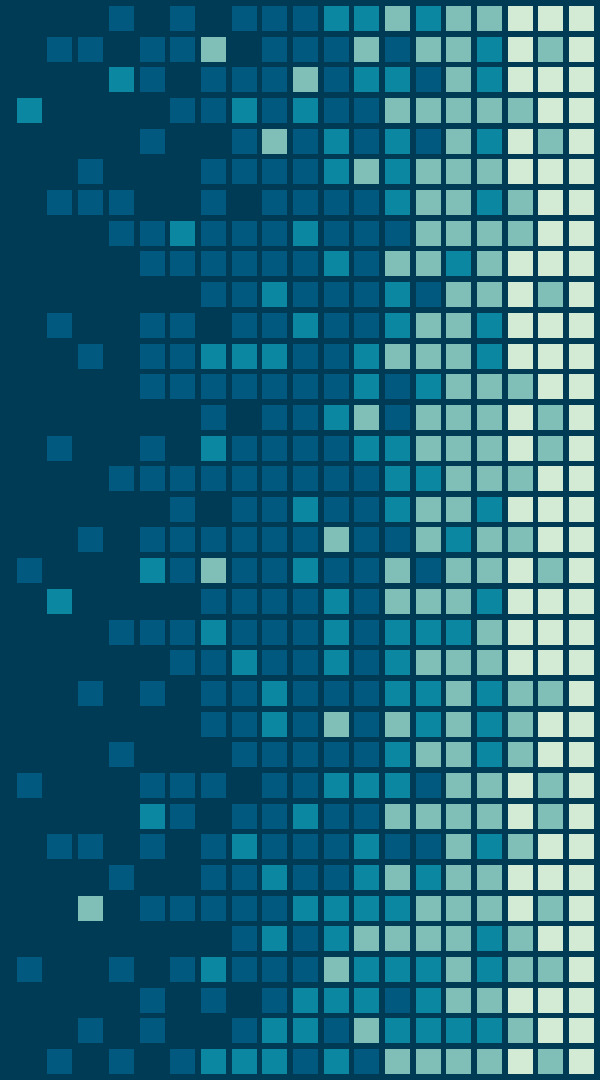


# How Businesses can Adapt to the Current State of Affairs: Working Remotely, Data Privacy and Employment Relations

by : Oladiran Falore

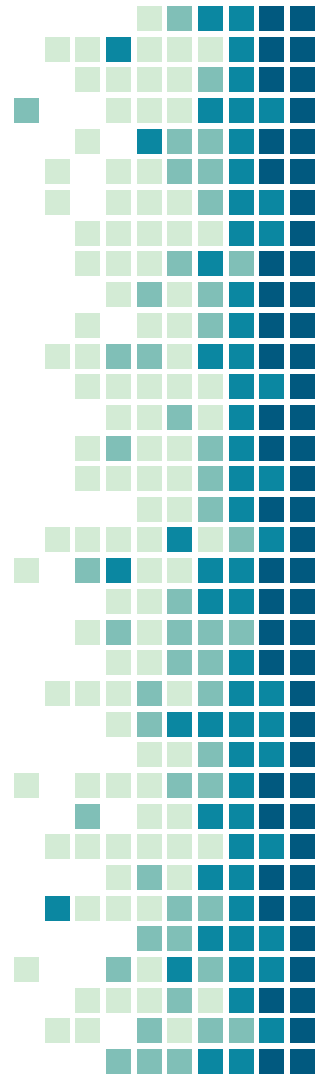
The SP COVID-19 Webinar Series

Wednesday, 15th April 2020



# Remote working: deliverables or physical presence

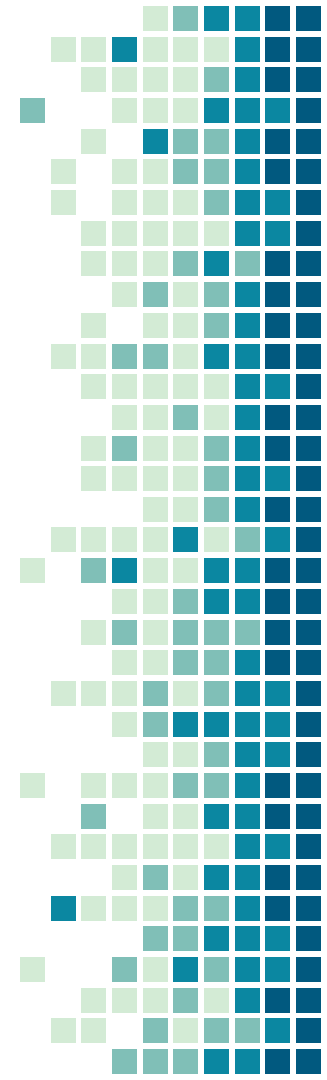
- It is reported that remote access has grown with 44% increase over the last 5 years. *Flex-Jobs and Global Workplace Analytics*
- The Employee Compensation Act 2010 defines "workplace" to include any premises or place where a person performs work or needs to be or is required to be in the course of employment.
- Draw up policies, checklists & guidelines for remote working. This should contain policies on
- **Eligibility** – remote workplaces are not available to all businesses
- **Availability** – clock in and out timing
- **Measuring Productivity** -
- **Responsiveness** – return time and modes of communication
- **Equipment** - computer system, scanner, printer, Electricity and backup power supply etc.
- **Tech support:** Dedicated software, reliable internet access, use of platforms and App e.g. Zoom, Skype, Webex, Gotomeeting, WhatsApp, Teams etc.
- **Environment:** quiet, well lit without distractions
- **Client confidentiality**





# Employment/Labour relations

- Labour relations are governed by Labour legislations and Employment contracts in Nigeria.
- Employment contracts contains agreed terms between the employer and employee
- It is the responsibility of the employer to assign work or task to the employer and also to provide a workstation.
- Most dominant effect of covid-19 – change of workspace



# Challenges

- Technology apathy and illiteracy
- Information system risk/cybersecurity
- Mental torture, family demand, distractions
- Poor internet connection, Electricity and high cost of data



# Questions?

What are the impacts of covid-19 on employment contracts and how is it addressed? (Ononiwu Adaora)

How do we successful work remotely as employees in the pandemic era? (Adaora)

Are employee Furlough policies adaptable this period? (Rosemond Phil-Othihiwa)

I would like to know what other legal implications (apart from frustration of contracts) have arisen due to COVID-19 in respect of contractual obligations. What are the liabilities of an employer in relation to an employee who contracts the virus because such employee was mandated to come to work in person? This is in relation to employees who work in the manufacturing sector, the healthcare sector, the food industry. (Boma Praise George)

Who is liable for injuries sustained at home?

# THANKS!

