

COVID-19 and Labour Regulations

Ukraine – Eterna Law

1. OBLIGATION TO WORK

The pandemic does not cancel employees' obligation to work, unless the operation of certain businesses (e.g. restaurants, cinemas etc) is subject to governmental restrictions; or an employee tests positive for COVID-19.

2. RIGHT TO TELEWORK

This is subject to the employer's discretion. Employers are not obliged to transfer employees to remote work (even though it was encouraged at the beginning of pandemic).

3. HEALTH AND SAFETY

The employers are generally obliged to ensure safe working conditions. However, there are requirements and rules specific to businesses engaged in the service industry. They also bear liability for violating these regulations.

4. FURLOUGH BENEFITS

Employees are entitled to furlough during the whole period of quarantine (without limitation of days of such furlough). Employers, of course, cannot urge employees to use this right. They can do that only voluntarily.



5. COVID-19 AND HEADCOUNT REDUCTION

COVID-19 does not affect the procedure of termination of employment in any way. In case a company needs to reduce its staff - it needs to go through regular procedure and notify employees 2 months in advance.

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