

A close-up photograph of a laboratory setting. A glass pipette is positioned at the top center, with a single drop of clear liquid about to fall into one of the many clear glass test tubes arranged in a grid. The background is a soft, out-of-focus blue. The overall scene suggests scientific research or laboratory testing.

CORONAVIRUS (COVID – 19) GUIDANCE
HR frequently asked questions across multiple jurisdictions

March 2020

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions

CONTENTS

UNITED KINGDOM – Mark Kaye (mark.kaye@bcplaw.com).....	1
UNITED STATES – Charles Jellinek (cbjellinek@bcplaw.com).....	2
ALBANIA – Ralf.peschek@wolftheiss.com	3
AUSTRIA – Ralf.peschek@wolftheiss.com	4
BELGIUM – Chris.Engels@claeysengels.be	5
BOSNIA & HERZEGOVINA – Lana.sarajlic@wolftheiss.com	6
BULGARIA – Hristina.dzhevlekova@wolftheiss.com	7
CANADA – KPoirier@blg.com	8
CHINA – Cora Kang (cora.kang@bcplaw.com).....	9
CROATIA – Dora.gazi@wolftheiss.com	10
CZECH REPUBLIC – Jitka.logesova@wolftheiss.com.....	11
FRANCE – Sarah Delon-Bouquet (sarah.delonbouquet@bcplaw.com).....	12
GERMANY – Katharina von Rosenstiel (katharina.Rosenstiel@bcplaw.com)	13
HONG KONG – Phyllis Cheng (phyllis.cheng@bcplaw.com).....	14
HUNGARY – Barnabas.buzasi@wolftheiss.com	15
INDIA – Amit@bhasinandbhasin.com	16
INDONESIA – Marius Toime (marius.toime@bcplaw.com).....	17
ISRAEL – Nbromberg@barlaw.co.il	18
ITALY – SBelloni@grimaldilex.com	19
LUXEMBOURG – Therese.Lallart@Castegnaro.lu.....	20
NETHERLANDS – Maureen.te.poel@loyensloeff.com.....	21
POLAND – Bartlomiej.rackowski@rackowski.eu	22

CORONAVIRUS (COVID – 19) GUIDANCE










HR frequently asked questions across multiple jurisdictions

REPUBLIC OF IRELAND – Koconnell@MHC.ie	23
ROMANIA – adelina.iftime-blagean@wolftheiss.com	24
RUSSIA – Nadezhda.ilyushina (nadezhda.ilyushina@bclplaw.com).....	25
SERBIA – milos.andjelkovic@wolftheiss.com	26
SINGAPORE – Manoj Purush (manoj.purush@bclplaw.com)	27
SLOVAK REPUBLIC – jozef.vircik@wolftheiss.com.....	28
SLOVENIA – teja.balazic-jerovsek@wolftheiss.com	29
SOUTH AFRICA – Yeleni.bruinders@bowmanslaw.com	30
SPAIN – Isuarez@suarezdevivero.com.....	31
SWEDEN – Fredrik.Dahl@vinge.se.....	32
SWITZERLAND – a.neukom@thouvenin.com.....	33
UNITED ARAB EMIRATES (“UAE”) – Sabaa Alyanai (sabaa.alyanai@bclplaw.com)	34
UKRAINE – Ralf.peschek@wolftheiss.com	35
THE BCLP TEAM.....	36

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










UNITED KINGDOM – Mark Kaye (mark.kaye@bclplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Employers should listen to concerns and seek to resolve issues if possible. If an employee has a particular health issue, this should be taken into consideration. Annual leave, flexible/remote working or unpaid leave could be offered. Any government guidance related to flexible/remote working should be taken into account by the employer and adhered to, if possible. Employees who fail to obey a reasonable instruction to attend work can be disciplined and will not be entitled to be paid for such an absence.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Travel to 'at risk' areas should be avoided unless absolutely necessary. Employers should also consider the use of alternative communication methods. Forcibly requiring an employee to travel to an area which is deemed to be "at risk" may put the employer at risk of legal claims (e.g. constructive dismissal etc.) being brought by employees. Indeed, given the increasing restrictions around mobility, requiring any form of travel may now expose an employer to the risk of such claims.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling, but employers may consider putting in place policies which provide that where personal holidays to "at risk" areas are booked, any subsequent isolation period should, to the extent possible, be taken as annual leave. This approach would need to be handled with caution. A more practical approach may be to agree to a remote working regime (where possible).</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Those infected (or deemed infected by government authorities) will be entitled to sick pay as normal under statute/contract. NB* The UK government has advised that those who are required to self-isolate should be treated as if they have the coronavirus. It has also announced that, in relation to coronavirus sickness absence, statutory sick pay (SSP) will be paid from the first day of absence (rather than the fourth) and employers with less than 250 employees will be refunded up to 14 days SSP. Medical certificates for employees who are self-isolating can be obtained from 111 and such employees will be entitled to SSP.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Public Health England ("PHE") will assess the matter and after conducting a risk assessment, will advise on actions to be taken. This may be less prevalent as the situation evolves, particularly as testing is now only available for serious (hospitalised) cases. Details for PHE can be found here. Employers will be considering steps ranging from deep cleaning potentially infected areas to a total office closure.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Employers should put in place contingency plans to deal with workplace closures. In particular, employers should stress test the robustness of their IT systems in the event that widespread remote working is required. Consideration will also need to be given to ensuring that confidential and/or price sensitive information is not compromised.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Yes. However, if an employee is not sick and is willing and able to attend work, but their employer instructs them not to come to work, they should continue to receive their normal salary and benefits.</p>
 <p>What physical measures should employers be taking?</p>	<p>Employers should consider making hand sanitisers available at all entry and exit points; displaying hygiene awareness signs; enhancing existing office cleaning services and, where possible, avoid unnecessary physical interactions between staff and customers (e.g. by encouraging IT-based communication).</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Employers should remain vigilant in relation to complaints or grievances which could indicate discriminatory behaviour towards employees of an origin connected to a country deemed to be "at risk".</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










UNITED STATES – Charles Jellinek (cbjellinek@bcplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom. It should be noted that dialogue with the employee regarding reasonable accommodation under the Americans with Disabilities Act and similar state laws may be required. A generalized fear is not a basis to refuse to attend work. Employees are only entitled to refuse to attend work if there is a reasonable expectation that toxic substances or other health hazards are present, and exposure to them will shorten life or cause a substantial impact.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Employers cannot prohibit otherwise legal activity, such as travel abroad by an employee and risk legal exposure, reduced employee morale, and negative publicity if done. However, employees should be educated before engaging in such travel to try and work out a solution, and you can – and should – monitor employees returning from travel for signs of illness.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>In many jurisdictions throughout the United States, entitlement to sick pay is governed by the employer's policies, and in others, paid sick leave is a requirement of law. Employers should review their policies and the legal requirements in the state / locality where the employee works.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Employers should consider sending home all employees who came into contact with the person to ensure the infection does not spread. The employer should consider enhanced deep cleaning of any affected workspaces.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. Additionally, employers should comply with notice obligations under the federal WARN Act and similar state laws regarding plant closures and mass layoffs. Compensation obligations should be reviewed, as well as any impact on coverage under health plans.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










ALBANIA – Ralf.peschek@wolftheiss.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the virus?	Please see answer above in relation to the United Kingdom. Please also note that if the employee has a particular health issue the opinion of the company's doctor would also be required.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the Coronavirus are they entitled to sick pay?	Those infected will be entitled to sick pay as normal under the legislation on social and health contributions. The same treatment shall be applied for those that are required by the government authorities to self-isolate.
 What should we do if someone suffering from the virus comes into the workplace?	Please see the second paragraph of the answer above for the United Kingdom. Please note that the relevant authority for Albania is the Public Health Institute.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	No, unless the government authorities have instructed people to self-isolate.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










AUSTRIA – Ralf.peschek@wolftheiss.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 Can an employee be stopped from holidaying to an 'at risk' area?	Generally, employees cannot be stopped from travelling. Further, the employer cannot demand that a subsequent 14 day isolation period is taken as annual leave, as the taking of annual leave must be agreed between employer and employee. (Please also see our answer in the row below).
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	If an employee is infected this will be treated as "normal sick leave" and the employee should continue to be paid as would be the case for any other sickness absence. Employers are obliged to pay their employees if they are held in quarantine (e.g. due to contact with infected individuals or similar). Employers can apply to the federal government for reimbursement of such pay.
 What should we do if someone suffering from the coronavirus comes into the workplace?	If the employee is in the workplace, the relevant health authorities should be contacted by calling: +43 1450 (Healthhotline).
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










BELGIUM – Chris.Engels@claeysengels.be

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom. In addition, the employer is advised to involve the company doctor.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom. Government advice should also be taken into account.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	If an employee is off sick, they will be incapable of working and the execution of the employment contract will be suspended. The 'normal rules' apply, meaning that the employee will be entitled to a guaranteed salary for a certain period of time (if they can provide the required medical certificates).
 What should we do if someone suffering from the coronavirus comes into the workplace?	The employer should ask the employee to stay at home and visit their doctor. If possible, other employees that have been working closely with such an employee should also be required to work from home. Such employee(s) should be asked to regularly check their temperature and visit a doctor in case of doubt. Employers should also assess whether there are adequate safety and hygiene measures in the workplace to protect employees.
 What if the workplace needs to be closed?	Companies impacted by the consequences of the coronavirus (for example because they no longer receive deliveries from China) can invoke the system of temporary unemployment due to force majeure. The system of economic unemployment can also be invoked if a specific and external cause can be proven. It may also be possible to agree on a collective closure after consultation with any relevant works council, trade union delegation or employees. In those circumstances, the employees must be informed by a posted message, which is added to the work rules.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom. In addition, the Federal Public Service Employment, Labour and Social Dialogue has made available on its website a detailed list of different prevention measures for the workplace (in Dutch and French).
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










BOSNIA & HERZEGOVINA – Lana.sarajlic@wolftheiss.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom. Employers cannot force employees to undertake work travel to an 'at risk' area. An employee is entitled to refuse where the travel may be considered an imminent threat to their own health or life or that of third parties.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Please see answer above in relation to the United Kingdom (with the exception of the government announcement).
 What should we do if someone suffering from the coronavirus comes into the workplace?	The competent public health authorities, depending on who has territorial jurisdiction, should be contacted to assess the matter and perform a risk analysis.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










BULGARIA – Hristina.dzhevlekova@wolftheiss.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Employers are advised to assess the risks of work travel and provide employees with updated information as well as the opportunity to speak to a doctor before travel. Sending vulnerable employees should be avoided. The employee cannot refuse to undertake work travel which is for a period less than 30 days, but they can ask for the termination of their contract based on the employer not providing safe and healthy work conditions.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, if it is confirmed that the employee has contracted coronavirus, the usual sick pay rules apply.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The employer should inform the health authorities as soon as possible and the employee should also contact their personal physician who can issue a sick leave certificate for the employee. The employer should inform its workforce that there was a sick employee at the workplace and can advise the other employees to test for the coronavirus.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom. It should be noted that the employer cannot force an employee to 'self-isolate'. This can be required by the health authorities and the employee will be entitled to compensation through National Health Insurance.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










CANADA – KPoirier@blg.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that forcibly requiring an employee to travel to an area which is 'at risk' may result in an occupational health and safety investigation.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>There is no requirement to pay infected employees (or those deemed infected by government authorities) unless required by contract/ statute. Employees who are sick or asked by government authorities to remain in quarantine may be eligible to receive Employment Insurance benefits, regardless of whether they have the coronavirus.</p> <p>If working remotely is not possible and self-isolation results from business travel, employees should receive their normal salary and benefits. Self-isolation following personal travel to an 'at risk' area should be treated on a case-by-case basis, with the application of relevant workplace policies.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Please see the second paragraph of the answer above in relation to the United Kingdom.</p> <p>Please note that instead of PHE it will be Local Public Health Authorities who will assess the matter before advising on any actions to be taken.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










CHINA – Cora Kang (cora.kang@bclplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom. Employees may only lawfully refuse to enter the workplace if there are justifiable concerns for their health and safety.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. The employer cannot force its employees to undertake work travel to an "at risk" area.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>During a period of quarantine or medical observation, the employee's salary and employment-related entitlements should remain unchanged. If the employee needs to receive medical treatment after the quarantine period, their salary should be paid in accordance with the relevant rules regarding salary payment during medical treatment periods.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>An employer can prevent an employee who is suffering from the coronavirus from coming into the workplace. The employer may suggest (but cannot demand) that the employee seeks medical treatment. If the employee refuses to seek medical treatment, the employer can report this to the relevant authority.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Employers cannot require employees to self-isolate as this can only be required by the relevant authorities. While a request to work from home can be made, an employer is prohibited from penalizing an employee who is unable to work from home as requested. Employers should be mindful as to whether any requests or restrictions on how an employee should work may constitute changing the conditions of employment without consent.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










CROATIA – Dora.gazi@wolftheiss.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom. Please note that under Croatian law there is no concept of constructive dismissal, but the employer may be liable for damages.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Those infected will be entitled to sick pay as normal under the legislation on social and health contributions. The same treatment should be applied to employees who are required by the government authorities (i.e. Public Health Institute) to self-isolate.
 What should we do if someone suffering from the coronavirus comes into the workplace?	The Croatian Public Health Institute ("HZJZ") should be contacted to assess the matter and perform a risk analysis.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










CZECH REPUBLIC – Jitka.logesova@wolftheiss.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. It should be noted that if the employer forces the employee to travel to an area which is deemed to be "at risk", the employee can refuse to undertake the travel without any disciplinary proceedings. The Czech Labour Code stipulates that the employee is entitled to refuse to perform work which they reasonably consider to pose a direct and significant threat to their life or health.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling, but employers can require employees after their return from an "at risk" area to take their annual leave. They must be informed about this step at least 14 days in advance, unless a shorter period was agreed with regard to the annual leave.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, employees who are absent from work because of sickness or isolation based on the decision of the Public Health Authority, are entitled to statutory sick pay as follows: a) for the first 14 days of sickness, the employee receives sick pay from the employer which amounts to 60% of the employee's average salary; and b) from the 15th day of sickness, sick pay is paid to the employee by the Czech Social Security Authority.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The Public Health Authority will assess the matter and after conducting a risk assessment, will advise on actions to be taken. Also, please see the United Kingdom response above in relation to other possible measures.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










FRANCE – Sarah Delon-Bouquet (sarah.delonbouquet@bclplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>An employee may be justified in refusing to travel to an 'at risk' area and would be entitled to 'withdraw' if they reasonably consider that they may be exposed to serious and imminent danger to life or health (risk of death or permanent or prolonged temporary incapacity) and alerts the employer.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, there are also specific measures for employees that are quarantined (and not sick) and who cannot work remotely. Special social security indemnities corresponding to 50% of base salary (which is subject to a cap) would be paid for up to 20 days.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Occupational health services should be informed. Closing down all or part of the workplace may need to be considered alongside potentially putting all or part of the employees in quarantine. The works council should be kept informed and this may require consultation.</p>
 <p>What if the workplace needs to be closed?</p>	<p>The works council should be informed and consulted on this decision. The employer may be entitled to receive partial indemnification from the French government, subject to certain conditions. The employer may request employees to take (paid) rest days off, if this is provided by company collective agreement.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Yes. The employer can also request the employee to work remotely if justified. The employee would need to continue to be paid, but this salary may be partially covered by social security indemnities for those employees who cannot work remotely if a doctor's prescription is obtained for such isolation.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










GERMANY – Katharina von Rosenstiel (katharina.Rosenstiel@bcplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>The employer may only issue instructions to its employees in its "reasonable discretion", balancing the interests of other parties. If an area is deemed to be "at risk", it is likely to be unreasonable to force an employee to travel to such an area unless material business interests are at risk. If there are no material business interests, the employee may refuse such a trip without having to fear sanctions under labour law. Indeed, given the increasing restrictions around mobility, requiring any form of travel may now not be considered to be an exercise of "reasonable discretion".</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling. It would only be possible to impose a ban on leave - and the employer would need good reasons for this. The employer should consider asking a returnee from an at "risk area" to stay at home for a certain period in order to protect the other employees from infection. The employer would be obliged to continue to provide salary and benefits in the normal way.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Those infected (or deemed infected by government authorities) will be entitled to sick pay as normal under statute/ contract. The employer may receive compensation for such payment from the competent authority on request.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The employer should contact the local health authority for guidance and send the employee home or isolate him/her. Please see the second paragraph of the answer above in relation to the United Kingdom with regard to practical measures.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. If the workplace is closed and employees cannot work remotely, the employer must continue to pay employees during such absence from work. State aid may be available to compensate the employer for such financial loss.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










HONG KONG – Phyllis Cheng (phyllis.cheng@bcplaw.com)

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	An employee who contracts the coronavirus or is subject to a quarantine order is entitled to statutory/contractual sickness allowance.
 What should we do if someone suffering from the coronavirus comes into the workplace?	An employer is required to ensure that the workplace complies with all relevant health and safety laws. Please see the second paragraph above in relation to the United Kingdom with regards to office cleaning and practical steps.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Yes, as long as the employer's request is made reasonably (e.g. the employee has returned from an 'at risk' location or has had close contact with a person suffering from the coronavirus). An employee ordered by an employer to stay at home should be entitled to their normal pay and benefits under their employment contract.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions









HUNGARY – Barnabas.buzasi@wolftheiss.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom. Please also note that the fact that an employee travelled to an "at risk" area may serve as a lawful reason to order the employee to isolate for 14 days. This approach would need to be handled with caution.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Yes. If the isolation/quarantine of the employee is ordered by the Hungarian Public Health Agency, the employee will be entitled to sick pay.
 What should we do if someone suffering from the coronavirus comes into the workplace?	The Hungarian Public Health Agency should be contacted to assess the matter and perform a risk analysis.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










INDIA – Amit@bhasinandbhasin.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Employees cannot demand leave on the basis of fear. They cannot even ask for their leave to be adjusted on account of such fear. Employees who are absent without any medical condition can be subjected to disciplinary action.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Employees cannot be stopped from taking personal vacations. However they can be placed on leave for the quarantine period if they travel to a high risk area. The leave for the quarantine period can be adjusted from the outstanding leave account or be given without pay, at the discretion of the employer.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>The employer may use its discretion to adjust the employees leave from the leave account or permit leave with/without pay.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Please see the second paragraph of the answer above in relation to the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. Employees will be given full salary for the period of closure irrespective of whether the employees can work remotely.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that Indian companies are also installing thermal scanners at the entrances to their workplaces to scan employees for symptoms.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










INDONESIA – Marius Toime (marius.toime@bclplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>The employer may point to preventative measures to stop a coronavirus outbreak, under prevailing Health Ministry guidance. Any grounds for claiming that the employer has not looked after the health and wellbeing of its employees should be addressed. Employees who fail to obey a reasonable instruction to attend work can be disciplined.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that the Ministry of Foreign Affairs has issued a travel ban for Indonesian citizens travelling to China and a travel notice advising against travel to Singapore. The Ministry of Manpower's informal position is that overseas travel is generally not recommended during this time.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Full salary and benefits must be provided during sick leave, subject to limited exceptions such as continuous sickness for up to 2 years.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The Ministry of Manpower has issued a circular letter stating that if there is a coronavirus infection in the workplace, the employer must report each case to the local manpower agency. The employer must also act in the best interests of its employees and use efforts to prevent a disease outbreak, for example by way of office shutdown or deep clean. The authorities may also order a mandatory shutdown of the workplace.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Employers are entitled to instruct employees to stay away from the workplace, but must continue to pay normal salary and benefits. Subject to the employment agreement or company regulation, the employer may encourage self-isolation but cannot force the employee to do so. The employer must pay the employee's salary and provide benefits in full if the employee is required to stay at home, even if they cannot undertake any work during this time.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










ISRAEL – Nbromberg@barlaw.co.il

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>The authorities have advised the Israeli public not to travel to 'at risk' areas. Therefore, it is not recommended that an employer demands an employee travels to an 'at risk' area.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>An employee cannot be stopped from undertaking personal travel to an 'at risk' area but an employer may advise against such travel. According to governmental instructions, employees who entered Israel from certain countries* as well as employees who were in close contact** with a coronavirus patient and employees returning from international travel are required to remain in isolation for a period of 14 days. * China, Thailand, Singapore, Hong-Kong, Macau, South Korea, Japan, Italy, France, Germany, Switzerland, Spain and Austria (subject to change). ** less than 2 meters for at least 15 minutes.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Employees diagnosed with the coronavirus as well as those in self-isolation are entitled to sick leave from their employer (subject to sufficient accumulation of sick days).</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>A person suffering from the coronavirus is required to be evacuated by the National EMS Organization to an isolation hospital. Attending the workplace under these circumstances is forbidden. An employee in home isolation must inform the Ministry of Health as well as their employer.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>No. Unless the employee has returned to Israel from certain countries or was in close contact with a coronavirus patient in which case they are required to stay in home isolation regardless of the employer's demands. Additionally, it is forbidden to terminate the employment of an employee who is unwell with coronavirus or in self-isolation.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










ITALY – SBelloni@grimaldilex.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Please see answer above in relation to the United Kingdom.
 What should we do if someone suffering from the coronavirus comes into the workplace?	The employer has an obligation to safeguard the health and safety of employees at the workplace. The employer should forbid infected employees from accessing the workplace. Please see the second paragraph of the answer above in relation to practical measures in the United Kingdom.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










LUXEMBOURG – Therese.Lallart@Castegnaro.lu

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling, but employers may consider putting in place policies which provide that where personal holidays to "at risk" areas are booked, any subsequent 14 day isolation period must be financially supported by the employer if the latter imposes such an isolation period. This isolation period cannot be taken as annual leave or be unpaid. If the isolation period is duly certified by the Sanitary Inspectorate, the absence will be mainly supported by the National Health Fund and partly by the employer.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Those infected (or deemed infected by government authorities) will be entitled to sick pay as normal under statute/ contract. Those who are required by the Sanitary Inspectorate to self-isolate should be treated as if they have the coronavirus. Sickness absence in relation to Coronavirus is mainly supported by the National Health Fund for the duration of the illness.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Employers should refuse the employee access to the workplace and immediately contact the Luxembourg Sanitary Inspectorate. Please see answer in the second paragraph above in relation to the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that if the business is partially or totally interrupted by the coronavirus, employers could place employees on accidental or involuntary technical unemployment.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










NETHERLANDS – Maureen.te.poel@loyensloeff.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Travel to 'at risk' areas should be avoided unless absolutely necessary. Employers should also consider the use of alternative communication methods. The employee may refuse to travel to an 'at risk' area.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Please see answer above in relation to the United Kingdom.
 What should we do if someone suffering from the coronavirus comes into the workplace?	Please see the second paragraph of the answer above in relation to the United Kingdom. The relevant authority is the Joint Health Service ("GGD").
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Under the Working Conditions Act, an employer should take all reasonable measures to provide a safe working environment. Please see answer above in relation to the United Kingdom for specific examples.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










POLAND – Bartłomiej.rackowski@rackowski.eu

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Poland does not, however, have the concept of constructive dismissal. The employee could, however, terminate their employment.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom, however, the subsequent isolation period cannot be treated as annual leave. Paid leave, or remote working or so-called "telework" can be put in place. "Telework" requires special internal policies.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes the employee will be entitled to sick pay.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The employer should notify the District Sanitary-Epidemiological Station (Powiatowa Stacja Sanitarno-Epidemiologiczna), the so-called Sanepid. More information can be found here. The employer should then undertake such actions as prescribed by Sanepid. In any event, the employer should undertake reasonable actions to protect the health of its employees.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see the answer above in relation to the United Kingdom. If the employer is unable for legal or practical reasons to provide an employee with work, it has to continue to pay remuneration.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










REPUBLIC OF IRELAND – Koconnell@MHC.ie

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom. In addition, forcing an employee to travel to an "at risk" area, would likely constitute a breach of an employer's health and safety obligations.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Please see answer above in relation to the United Kingdom. There is, however, no statutory obligation to pay employees in respect of sick leave. If an employer operates a sick pay policy, this should be applied as normal.
 What should we do if someone suffering from the coronavirus comes into the workplace?	The employee should immediately be sent home on sick leave and directed to HSE guidance in respect of a suspected case of coronavirus. Please see the second paragraph of the answer above in relation to practical measures in the United Kingdom.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










ROMANIA – adelina.iftime-blagean@wolftheiss.com

Issue	Advice
 What if an employee refuses to attend work due to fear of the coronavirus?	Please see answer above in relation to the United Kingdom.
 What if an employee refuses to undertake work travel to an 'at risk' area?	Please see answer above in relation to the United Kingdom. Please also note that there is no concept of constructive dismissal under Romanian law, but the employer may be liable for damages.
 Can an employee be stopped from holidaying to an 'at risk' area?	Please see answer above in relation to the United Kingdom. Please also note that the fact that an employee travelled to an "at risk" area may serve as a lawful reason to order the employee to self-isolate for 14 days. This approach would need to be handled with caution.
 If an employee is off sick due to the coronavirus are they entitled to sick pay?	Yes. Undiagnosed employees would be entitled to isolation/quarantine leave (with sick pay), while diagnosed employees will be under sick pay leave.
 What should we do if someone suffering from the coronavirus comes into the workplace?	The Romanian Public Health Department should be contacted to assess the matter and perform a risk analysis.
 What if the workplace needs to be closed?	Please see answer above in relation to the United Kingdom.
 Can an employee be required by their employer to 'self-isolate'?	Please see answer above in relation to the United Kingdom. Please also note that in some cases, there is a low risk that such action may be perceived as infringement of the right to work, even if the employee receives all salary rights and benefits.
 What physical measures should employers be taking?	Please see answer above in relation to the United Kingdom.
 How should employers deal with discriminatory behaviours?	Please see answer above in relation to the United Kingdom.

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










RUSSIA – Nadezhda Ilyushina (nadezhda.ilyushina@bclplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>There is no official guidance or instructions on this matter. Accordingly, the United Kingdom approach may be applicable.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>There is no official guidance or instructions on this matter. Therefore, the standard provisions of the Russian Labour Code will apply. These establish that the employee cannot refuse to go on a business trip or travel unless they belong to a protected category of employee (pregnant women, women having minor children, etc.). Forcibly requiring an employee from a protected category to travel to an "at risk" area may put the employer at risk of a labour dispute. However, if an employee is forcibly sent on a business trip and contracts the coronavirus, the employer may be liable in civil or administrative law.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Those infected (or deemed infected by government authorities) will be entitled to the standard statutory sick pay, unless the employer has a more beneficial policy in place.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>There is no statutory regulation applicable to the entire Russian Federation. Accordingly, the employer should report cases to the relevant authorities and follow their instructions. There is, however, a specific regulation with respect to Moscow: The employer must arrange for regular body temperature control for all its employees. If a higher temperature is detected, the employer must suspend the relevant employee from duty and send them home, where the employee should seek medical assistance.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Remote working or leave (paid or unpaid) could be offered. The employer may also proclaim "idle time" and send employees home. During the "idle time" employees receive 2/3 of their base salary.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Generally no. If an employee is not sick and is willing and able to attend at work, but their employer instructs them not to come to work, they should continue to receive their normal salary and benefits. There is a specific regulation for Moscow: if an employee arrives from a country where the coronavirus was detected, they must self-isolate for 14 days, even if asymptomatic. Such self-isolation is subject to standard sick pay for 14 days, even if asymptomatic.</p>
 <p>What physical measures should employers be taking?</p>	<p>In relation to Moscow only, the employer must assist employees with self-isolation, provide relevant information to the state authorities, ensure the deep cleaning of potentially infected areas and arrange for regular body temperature control for employees.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SERBIA – milos.andjelkovic@wolftheiss.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that there is no concept of constructive dismissal under Serbian law, but the employer may be liable for damages.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>An employee's personal travel is outside the domain of the employer. Accordingly, the employer may not prevent an employee travelling to an "at risk" area. An employer could, however, consider putting in place a policy requiring an employee to undertake a coronavirus test prior to returning to work. Any policy requiring an employee to take the test should be carefully analysed.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, those infected (or deemed infected by government authorities) will be entitled to sick pay as normal under statute/ contract.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The Serbian Ministry of Health and Institute for Public Health "Dr. Milan Jovanovic Batut" should be contacted to assess the matter and perform the risk analysis.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>In principle, the isolation may be ordered by a medical doctor of the employee. The employer may, in the event of a real and direct danger, request the employee to cease work and proceed to safety.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SINGAPORE – Manoj Purush (manoj.purush@bclplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Generally, unless prior authorisation was obtained, an employee is contractually obliged to attend work and the employee is likely to be in breach of their employment contract if they fail to do so. It is, however, recommended that employers exercise flexibility and support their staff as best as possible.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that the Singapore Ministry of Health ("MOH") has advised travellers to avoid all travel to the Hubei province and to defer non-essential travel to the following "at risk" areas: mainland China (outside Hubei), South Korea, Japan, Northern Italy and Iran. If an employee refuses to undertake work travel to such "at risk" areas, they should not be penalised. Employers in Singapore are urged to exercise flexibility where possible with regards to countries which are not "at risk" but have suspected cases of coronavirus.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling. If an employee travels to an "at risk" area, such employee will be placed on a mandatory government imposed 14 days Stay-Home Notice (SHN) from the date of arrival in Singapore. For other regions, employers should not require employees to stay away from the workplace. If they wish to do so, they must pay these employees their full salaries during this period. Employers who require employees who are not under a Government-imposed SHN to stay away from the workplace by using their annual leave entitlements without consent or putting them on no-pay leave, may have their work pass privileges suspended.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, such employees are entitled to salary and other employment-related entitlements as long as their contract of service is still in force. Employers are not permitted to withhold such payments on the ground of sickness. Employers should remain flexible and consider providing additional medical coverage if an employee has used up their medical benefits under their contract.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Government officials from the MOH are likely to commence contact tracing. Employers should comply with any requests for information. Upon being notified of a confirmed case employers should immediately vacate and cordon-off the part of the premises where such employee worked and carry out cleaning and disinfection of the area.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. Further, if it is not feasible for an employee to work from home, employers should exercise flexibility and treat such absences as paid hospitalisation leave or paid outpatient sick leave.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Generally, if employers have reasonable concerns that an employees' presence in the workplace will have an adverse effect on the employee's safety at work and/or that of their colleagues, it would be reasonable to ask the employee to self-isolate.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom. Employers can also consider additional measures such as encouraging employees to take their temperature regularly and monitor themselves for respiratory symptoms.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SLOVAK REPUBLIC – jozef.vircik@wolftheiss.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>The Public Health Office currently recommends avoiding all non-essential travel to 'at risk' areas. Slovak labour law provides that an employee is entitled to refuse travel to the 'at risk' areas if such travel is considered a direct threat to the employee's health.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling. The Health Ministry of Slovak Republic has recommended that any person returning from an 'at risk' area must monitor their health during the incubation period and inform a physician or the medical emergency services if they develop any respiratory symptoms.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Employees will be entitled to compensation during the first 10 days of quarantine (during the first 3 days of quarantine such compensation will be equivalent to 25% of the daily assessment base and from the fourth to tenth day it will be based on 55% of the daily assessment base). From the eleventh day of quarantine the employee is entitled to sickness benefit calculated on the basis of 55% of the daily assessment base.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The Regional office will order quarantine or another type of isolation to those that become infected. The employer should also disinfect the workplace in accordance with any instructions received from a doctor or regional authority. Only biocidal products registered by the Centre for Chemicals and Chemical Preparations are suitable for disinfection of the workplace.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. If mass anti-epidemic safety measures are ordered and the workplace needs to be closed, it is probable that employees will be entitled to salary compensation equal to their average income. Employers should also consider remote working and seek to maximize the employee's ability to work remotely.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>If the regional public health authority recommends that the employee should not enter the workplace, the employer may consider the possibility of ordering an employee to work remotely or take paid leave. The employee should be consulted during this process. An employer may also order collective leave for 2 weeks, if agreed by employee representatives.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SLOVENIA – teja.balazic-jerovsek@wolftheiss.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>An employee is obliged to perform work in accordance with their contract of employment. However, an employee may refuse to work if their life or health is directly endangered because required safety measures have not been put in place.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Although constructive dismissal claims would not be applicable, employees could potentially claim that the employer infringed their dignity rights and claim damages.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>An employer may not prevent an employee from travelling to an 'at risk' area. An employer could however consider putting in place a policy requiring an employee to undertake a coronavirus test prior to returning to work. Any policy requiring an employee to take the test should be carefully considered.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, employees suffering from coronavirus and placed in isolation are entitled to sick pay calculated as 90% of their base pay. This compensation is borne by the Health Insurance Institute of Slovenia. If the employee is simply sick (and not in isolation) the regular rules on reimbursement of sick leave pay will apply.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The National institute of Public Health will assess the matter and advise on appropriate actions. Please see the second paragraph of the answer above in relation to the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>The employer may, in the event of real and direct danger, request the employee to cease work and proceed to safety.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SOUTH AFRICA – Yeleni.bruinders@bowmanslaw.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from undertaking personal travel. However, given the spread of the coronavirus employers may consider putting policies in place which provide that holidays to "at risk" areas should be avoided and that the employer reserves the right to refuse approving an employee's time off for travel to those areas. These policies would, however, have to be carefully drafted. As an alternative measure, an employer may consider implementing policies which provide that employees must obtain credible travel advice before travelling and any subsequent 14-day isolation period should, to the extent possible, be taken as annual leave or unpaid leave. This approach would need to be handled with caution.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Please see answer above in relation to the United Kingdom. Once an infected person has exhausted their sick leave entitlement, annual leave or unpaid leave should be considered. Alternatively, special leave which is either partially paid/ unpaid at an employer's discretion can be considered.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Currently, employers do not have any reporting obligations to the government in respect of a suspected infection. However, legislation stipulates that employers must take such steps as may be reasonably practicable to eliminate or mitigate any potential threat to the health of employees, as well as individuals who are not employees but may be impacted by the business operation. Please see the second paragraph above in relation to the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SPAIN – Isuarez@suarezdevivero.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Where an employee decides not to attend work based merely on a subjective view and/or social alarm they could be sanctioned. It is currently uncertain as to whether any sanction would be considered unfair due to the sensitivity of this matter. Employers should warn employees prior to issuing a sanction.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>According to the Government, travel to an "at-risk" area should be avoided unless it is essential and other measures (e.g. videoconference) cannot be used instead. The employer cannot forcibly require its employees to travel to an "at risk" area.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Employers cannot prevent their employees from undertaking personal travel to an 'at risk' area . However, the employer can advise the employee not to travel due to the risk to both themselves and their work colleagues.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>If an employee becomes sick from the coronavirus they would be covered by Spanish Social Security medical assistance.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The employer must communicate the situation to the health authority and may also communicate this situation to the risk prevention service, which may then adopt measures they deem appropriate.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. In addition, employers can consider reducing working hours, suspending employment contracts or even dismissing employees. Such decisions should always be based on well-founded business reasons.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>One of the measures contemplated in the guide published by the Spanish Government is remote working. If the employer has a suspicion that an employee is infected, the employer may require the employee to remain at home. If such an approach is not based on real and serious evidence, remote working must be agreed with the employee.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SWEDEN – Fredrik.Dahl@vinge.se

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom. If the concerns of the employee are so strong that they cannot work, the employee can go on sick leave, which will require a doctor's certificate after 7 days (which cannot be waived by the employer).</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>The employer cannot require an employee to travel to areas identified by the Swedish Health Authority as a "risk area" (currently Iran, South Korea and a number of regions in China and Italy) as this will be regarded as a breach of the employer's obligation to provide a secure work environment for the employees. A refusal by the employee will not constitute legal grounds for dismissal.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>No, employees cannot be stopped from travelling, but employers may consider putting in place policies which provide that where personal holidays to "at risk" areas are booked, the employee during any subsequent 14 days isolation period should, to the extent possible, work from home or be released from work with pay. It will not be possible to force employees to use vacation days or take unpaid leave.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>If an employee is diagnosed with the coronavirus, they will (in accordance with the Communicable Diseases Act) be isolated and the employee will receive compensation from the national insurance office. The employer will not have to pay any salary.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>A person who has been diagnosed with the coronavirus will be isolated by a doctor and it will be a crime to leave the hospital or the areas of isolation as defined by the doctor. Please see paragraph 2 of the answer above in relation to practical measures in the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>No, the employer can only forbid an employee from temporarily attending the office. If an employee is not sick and is willing and able to attend work, but their employer instructs them not to come to work, they should continue to receive their normal salary and benefits.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










SWITZERLAND – a.neukom@thouvenin.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom. In addition to disciplinary measures (including immediate dismissal for cause), the employer can also withhold salary payments. However, if there is a suspected case of coronavirus in the company and an employee's immune system is weakened, the balance of interests is different and the employee may stay at home.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>As long as the Federal Department of Foreign Affairs does not impose travel restrictions for the destination of the journey, there is not a sufficient reason for employees to refuse short trips to these places. However, travel to 'at risk' areas should be avoided unless absolutely necessary.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Where an employee is prevented from working by personal circumstances for which they are not at fault, such as illness, the employer must continue paying the employee's salary for a limited period of time.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>Employers should remove any infected employee from the workplace immediately. Please see also the second paragraph of the above answer in relation to the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom. In addition employers might consider short-time work or, if the respective notice period is observed, order the taking of compulsory holidays.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions










UNITED ARAB EMIRATES (“UAE”) – Sabaa Alyanai (sabaa.alyanai@bcplaw.com)

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an ‘at risk’ area?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that forcibly requiring an employee to travel to an area which is deemed to be “at risk” may put the employer at risk of an ‘arbitrary’ dismissal claim (similar in concept to a ‘constructive dismissal’ claim in the UK).</p>
 <p>Can an employee be stopped from holidaying to an ‘at risk’ area?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, provided the employee produces a UAE Ministry of Health attested doctor’s note (available through accredited clinics), they will be entitled to paid sick leave as per statute/contract.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The employee should be advised to contact the applicable UAE health authorities, including, “Estijaba” on 8001717, Ministry of Health on 80011111, or the Department of Health on 800342 (the “Authorities”). The Authorities will assess the matter and advise on what action is to be taken. Employers should consider measures ranging from deep cleaning potentially infected areas to a total office closure.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to ‘self-isolate’?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom. In addition, disciplinary action can be taken where this is found to be the case.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions

UKRAINE – Ralf.peschek@wolftheiss.com

Issue	Advice
 <p>What if an employee refuses to attend work due to fear of the coronavirus?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>What if an employee refuses to undertake work travel to an 'at risk' area?</p>	<p>Please see answer above in relation to the United Kingdom. Please also note that in theory employees may try to terminate their employment due to the employer's lack of compliance with requirements regarding labour safety and seek severance payments amounting to three months' salary (unless a higher amount is provided by a collective bargaining agreement) or seek damages.</p>
 <p>Can an employee be stopped from holidaying to an 'at risk' area?</p>	<p>Generally, employees cannot be stopped from travelling. However, employers may agree that the employee will work from home for a period after returning from the 'at risk' area.</p>
 <p>If an employee is off sick due to the coronavirus are they entitled to sick pay?</p>	<p>Yes, provided that a work incapacity certificate is provided by the relevant authorised body. The employee must be paid normal salary for the first 5 days of sick leave. From the 6th day of sick leave, 50% to 100% of average salary will be paid (depending on the length of service). From the 6th day the payments are made by the Social Security Fund of Ukraine (subject to limits). Employees suspended from work by instruction of the State Sanitary and Epidemiological Service ("SSES") are entitled to receive a social insurance allowance.</p>
 <p>What should we do if someone suffering from the coronavirus comes into the workplace?</p>	<p>The SSES should be informed immediately. The SSES will provide advice on further action to be taken. Please see the second paragraph of the answer above in relation to the United Kingdom.</p>
 <p>What if the workplace needs to be closed?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>Can an employee be required by their employer to 'self-isolate'?</p>	<p>If instructed by the SSES, employers must remove (suspend) employees suffering from the coronavirus, as well as those who were in contact with such employees. Employees refusing to undergo a mandatory medical examination can also be removed (suspended). In the absence of such instruction, employers cannot generally force employees who are not sick to self-isolate. In practice, employers may agree with employees that they will work remotely and continue to receive their normal salary and benefits.</p>
 <p>What physical measures should employers be taking?</p>	<p>Please see answer above in relation to the United Kingdom.</p>
 <p>How should employers deal with discriminatory behaviours?</p>	<p>Please see answer above in relation to the United Kingdom.</p>

CORONAVIRUS (COVID – 19) GUIDANCE

HR frequently asked questions across multiple jurisdictions

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This document provides a general summary only and is not intended to be comprehensive nor to provide bespoke legal advice. The comments in this document are relevant as at the date on which they were provided by the contributing law firms. Given the fast moving nature of the coronavirus outbreak and that fact that most countries are introducing new legislation and measures (particularly, social isolation measures) on a daily basis to address it, employers will need to adopt a dynamic approach. Specific legal advice should always be sought in relation to the particular facts of a given situation.

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