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# UNI Key Principles For Remote Work

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**UNI is the global union for skills and services**  
We represent 900 trade unions and 20 million  
workers worldwide

# Freedom of association and collective bargaining



Employers must ensure workers' rights to form and join a trade union



Remote work should not weaken social dialogue and collective bargaining



Employers should provide unions with full access to the remote workforce

# Employment rights & relationships with remote workers



Maintain the same collectively bargained rights and conditions for remote workers



Remote work should not be a means to introduce atypical contracts



Remote work is an alternative, not an addition, to office-based work

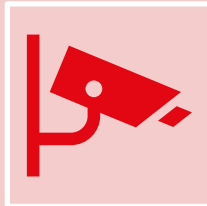


Remote work should not lead to increased workloads or longer hours

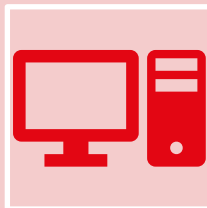


Employers should maintain a relationship with remote workers (all staff and individually)

# Restrict surveillance & monitoring of remote workers



The massive uptake of remote work during the pandemic has led to an increase in the use of worker surveillance tools



Surveillance of remote workers and data storage for disciplinary aims should be restricted. This should be regulated through law and/or a collective agreement

# Remote work should be voluntary



No one wishing to work remotely should be excluded from remote work (unless the employer can justify it)



Remote work should be voluntary, with the possibility to revert to full time at the workplace or to combine remote and office based work



Remote work opportunities should not be an excuse to close workplaces, cut costs or undermine working conditions

# Respect for working hours & the right to disconnect



Remote workers are entitled to rest periods and limits to maximum hours of work



Flexibility to work remotely must always be accompanied by a right to disconnect from work



And a collective approach with commitment from senior management



Physical presence requirements should not be replaced by digital ones. Set a clear and realistic timeframe for the performance of duties

# Health & safety



Employer responsible for the health & safety of all workers



Inc: insurance, liability, sick leave, quality work environments, ergonomics, & violence-free workplaces

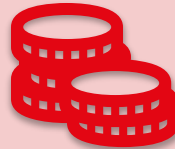


Employers should provide the opportunity for regular direct contact and formal and informal socializing with co-workers

# Work equipment and remote workspace costs



Employers should provide, maintain and replace equipment necessary for regular remote work



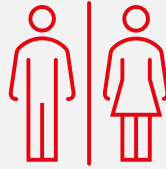
They should compensate for direct and indirect costs necessary to perform duties



Workers' rights and responsibilities on the general organization of the remote workplace should be clarified beforehand



# Remote work should be 'gender-neutral' and open to all



Remote work must be available without discrimination or gendered stereotypes



'Gender-neutral' remote work only possible with cultural shift towards an equal sharing of care and household duties, and access to good and affordable (public) care services



Greater exposure risk to domestic violence for women when working remotely from their home

# Equal access to training and career development



Remote workers should have equal access to employer-funded training and re-/up-skilling



Equal treatment in performance reviews and career development opportunities



Trade unions must work with employers to develop inclusive training for IT skills needed for remote work

# Impact studies and thorough documentation



Before introducing or extending remote work rules, trade unions and employers should thoroughly assess their impact



The employer should provide all workers with clear and detailed remote working information, and complete a health & safety assessment



Trade unions should be involved in all aspects of these assessments, & mitigation, monitoring and evaluation plans

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# THANK YOU



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