

# CYBER SECURITY CHALLENGES IN REMOTE WORK ENVIRONMENT STRATEGIES AND SOLUTIONS FOR SECURING TELECOMMUTING

Ms. Tanya Gupta

Assistant Professor Parul Institute of Law Parul University  
M: +91 7888275782  
E-mail: advocatetanyagupta@gmail.com

## Abstract

**Motive:** Convenience and comfort are the ones which an individual seek always, and having opportunity to work with comfort is, what we know in today's world as remote work. With comfort comes certain challenges and its solution is one which we are seeking with the help of this paper. **Methodology:** Boon in remote work seen almost in all industries after Covid-19 give rise to research upon the relation among employer and employee, the development and engagement of the employee, their work progress and legal complications. Here, the author focused on interaction with people and personal experiences to frame this research paper. **Observation:** Working remotely leads to positive and negative implications on the workstyle of an employee. Easy connect with the family while being innovative on work, avoidance & ignorance is the other aspect of remote work. With this, certain legal parameters to be looked upon where the law makers need to make emphasis upon to form the legislation. **Effects:** Saving money, achieving goals, adapting new habits, advancing self, enhance relation, productive working, innovative industry, improved workforce, etc. are the pragmatic effects seen on the employee and work which is done remotely. Acts like The Information Technology Act, PoSH Act etc. were interpreted to give the meaning to remote work.

**Keywords:** Remote Work, Employee, Workplace, Legal Implications, Solutions

## INTRODUCTION

The working style of an individual could play a major role in framing one's working habit and their progress of work, which was never ascertained before Covid-19. Remote work or work from home/anywhere or online work or telecommuting work is not something which started at the time or after Covid-19, it does pre-exist but during the time of Covid-19, remote work got the fame as "Necessity is the mother of Invention".

Remote work in literal sense means working from any place i.e., working online being off-site. An early old age working style emphasizes sticking with a desk system or chair & table to give effective results to the work. In today's scenario, with the rapid change in the society, this is new addition of giving liberty to an employee from any place across the globe.

A way to reach home to home and giving an opportunity to work to a housewife or females of the house is the best way to define remote work. This acts as a support system to many of the females in India whereas also giving its input to build the Indian Economy and growth in Indian GDP.

Sectors like medical and administrative are few of the setup where remote work still can't be appropriately applied. Whereas IT sector is the only sector which could give the best definition to remote work. For such, the only requisite is a good internet network area and permission from the employer/organization.

Freedom always comes with certain restrictions, similarly work place freedom also doesn't come easily to an individual. It requires patience, perseverance and discipline to work efficaciously. An employee working remotely has to make constant efforts to prove themselves at work in comparison to an employee working at an office in the typical desk setup.

As the concept of remote work gives us the right to work with our convenience at any place, it also comes with the duty to maintain the secrecy and security of the information of the organization. Workplace at different places defined in distinct manner in various legislation and also could be understood by various judicial precedents.

## LITERATURE REVIEW

Remote work has become increasingly prevalent, driven by technological advancements and the need for flexible work arrangements. However, along with its benefits, remote work poses various legal challenges for employers and employees. This literature review examines the legal aspects of remote work, including challenges and potential solutions.

Therefore, for the purpose of research, Indian and international legislation related to labour law are examined in detail, various articles of Indian Constitution are referred to, labour law policies were studied in brief and

United Nations rules and regulations were analysed.

## METHODOLOGY

Researching the legal aspects of remote work challenges and solutions requires a systematic approach to investigate the legal implications of remote work practices comprehensively. The author is required to identify the key legal areas which may include labour laws, tax laws, data protection and privacy regulations, occupational health and safety regulations, contract laws etc. Also, with this consider the international implications which consist of examining treaties and international labour standards

### Research Objective:

The key objective of the author is to investigate the legal challenges in remote work and identify effective solutions associated with it. It also focuses on ensuring compliance with labour laws and other relevant legal frameworks in diverse organizational contexts.

Another objective of the research is to discover and study the legal implications of remote work arrangements, including employment contracts, securing the private and confidential information, various rights such as intellectual property rights, and working health and welfare/protection regulations.

The author also emphasizes establishing the impact of remote work on employee rights, including access to benefits, protections against discrimination, harassment, unfair treatment, and mechanisms for dispute resolution and legal redress.

### Research Design:

Conducting legal analysis to examine relevant laws, regulations, cases and judicial precedents pertaining to remote work. This involves reviewing statutory provisions, case laws, administrative guidelines, and scholarly literature on employment law, data privacy, intellectual property, and other legal domains relevant to remote work.

### Data Collection Methods:

Reviewing legal documents, such as statutes, regulations, court opinions and legal commentaries to identify relevant legal provisions and precedents related to remote work. Conducting interviews with legal experts, practitioners, academicians and scholars specializing in labour law, labour relations, data privacy, and related fields.

### Research Method:

The research methodology used for forming research paper by the author is **Empirical Research**. Here, collecting empirical data through surveys, interviews, case studies, or observational studies to examine how legal rules are implemented, interpreted, and experienced in remote work contexts.

## DEFINITION OF WORKPLACE

The workplace can be defined as the physical location or environment where people perform their jobs and carry out work-related activities. However, this definition encompasses more than just a physical space; it also includes the social, cultural, and organizational aspects that influence how work is conducted.

In the context of remote work, the definition of the workplace expands beyond a traditional physical location to encompass any environment where work is conducted remotely. Remote work, also known as telecommuting or telework, allows employees to perform their job duties from a location outside of a centralized office setting, often utilizing digital tools and technology to communicate and collaborate with colleagues.

In Indian legislation, the term "workplace" is defined and interpreted in various laws to encompass different contexts and settings where employment-related activities occur. Below are some key definitions of "workplace" as specified in various Indian statutes:

"The Factories Act, 1948"<sup>1</sup>:

Under "Section 2(m) of the Factories Act, 1948, "workplace" is defined as any premises where manufacturing processes are carried out with the aid of power or where 20 or more workers are employed, or any premises specified by the appropriate government, where manufacturing processes are carried out without the aid of power."

"The Mines Act, 1952"<sup>2</sup>:

---

<sup>1</sup> ACT NO. 63 OF 1948

<sup>2</sup> ACT NO. 35 OF 1952

In accordance with "Section 2(j) of the Mines Act, 1952, "workplace" refers to any place, excavation, or works where mining operations are carried out."

"The Shops and Establishments Act":<sup>3</sup>

The definition of "workplace" may vary across states as "each state in India has its own Shops and Establishments Act. Generally, "workplace" under these acts refers to any premises where commercial or business activities are conducted, such as shops, establishments, offices, or any place of work."

"Industrial Disputes Act, 1947"<sup>4</sup>

"Section 2(j) of the act defines "industry" means any business, trade, undertaking, manufacture or calling of employers and includes any calling, service, employment, handicraft, or industrial occupation or avocation of workmen;"

In simple words in the ambit of this legislation, "workplace" typically refers to the premises where industrial or manufacturing processes take place and where the legal jagrons of working conditions are specified and are particularly applicable."

"The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013"<sup>5</sup>:

"Section 2(o)<sup>6</sup> defines "Workplace" under this act as any place visited by an employee arising out of or during the course of employment, including transportation provided by the employer for the journey to and from the place of employment."

Deriving out of written above-mentioned definitions, under Indian legal framework we could ascertain the meaning of "workplace" but Indian legislation does not specifically define a "remote workplace" in a comprehensive manner. However, the concept of remote work or telecommuting has gained prominence, especially in light of the COVID-19 pandemic, prompting legislative and regulatory adaptations to accommodate flexible work arrangements.

Remote work allows employees the flexibility to work from various locations, such as their homes, co-working spaces, cafes, or any place with an internet connection. This work ability empowers working employees to make a job environment that suits their preferences and maximizes their

---

<sup>3</sup> ACT NO. 4 OF 2019

<sup>4</sup> ACT NO. 14 OF 1947

<sup>5</sup> ACT NO. 14 OF 2013

<sup>6</sup> The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

productivity. Remote workplaces rely heavily on digital infrastructure, including fast moving broadband service access, digital meetings through telecommunication, remote meetings or video chats software, messaging channels, and collaboration tools. Remote work blurs the boundaries between work and personal life, as employees have greater control over their schedules and can adapt their work hours to accommodate personal commitments or preferences. Achieving a healthy working-life balance is the need of the hour in flexible work environments to prevent burnout and maintain overall well-being.

With remote work comes heightened concerns around cybersecurity and data privacy. Employers keep a check and must imply as strong as security preventives to secure confidential data & make sure remote workers adhere to security protocols when accessing company systems and data from remote locations. While there may not be a direct statutory definition of a remote workplace, certain laws and regulations in India acknowledge and accommodate remote work arrangements to some extent. For example:

"The Information Technology Act, 2000<sup>7</sup> (IT Act)":

The Information Technology Act, 2000 gives an outline and mind of the legislature for electronic/digital transactions, including provisions related to electronic records, digital signatures, and electronic authentication. These provisions facilitate remote work by recognizing electronic communication and documentation as valid and enforceable.

"The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013"<sup>8</sup>:

This act defines "workplace" broadly to include "**any place** visited by an employee arising out of or during the course of employment, which could encompass remote work settings. Employers are required to ensure a safe working environment for employees, including those working remotely."

It is quite pertinent to make a notation that while Indian legislation may not explicitly define a remoteworkplace, the legal principles and obligations regarding employment, health and safety, data privacy, and other relevant aspects still apply to work from home arrangements. The job providers and working personnels engaging in work from home setup should ensure conformity with current legislations, rules, provisions and regulations, including those governing employment contracts, data

---

<sup>7</sup> ACT NO. 21 OF 2000

<sup>8</sup> ACT NO. 14 OF 2013

protection & working health and welfare/protection regulations, to mitigate legal prospects and ensure the well-being of remote workers.

## COMPLIANCE OF LABOUR LAWS

In India various legislations are available which talks about the practices of working laws like: “Apprentices Act, 1961”<sup>9</sup>, “Employees State Insurance Act, 1948”<sup>10</sup>, “Employees Provident Fund And Misc. Provisions Act”<sup>11</sup>, 1952”, “Factories Act, 1948”<sup>12</sup>, “Industrial Disputes Act, 1947”<sup>13</sup>, “Labour Laws (Exemption From Furnishing Returns & Maintaining Registers By Certain Establishments) Act, 1988”<sup>14</sup>, “Payment of Bonus Act, 1965”<sup>15</sup>, “Payment of Gratuity Act, 1972”<sup>16</sup>, “Workmen’s Compensation Act, 1923”<sup>17</sup>, “Maternity Benefit Act, 1961”<sup>18</sup>, “the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”<sup>19</sup>, “The Contract Labour (Regulation and Abolition) Act, 1970”<sup>20</sup>, “The Shops and Establishments Acts (State-specific)”, etc.

Employers in industry establishment concepts must frame and certify standing orders that specify the terms and conditions of the workplace for employees. The employer is required to provide the information of the workplaces apart from the numbers of registers they manage under specific state government departments for labour. Compliance involves drafting standing orders, obtaining certification, and displaying the certified standing orders prominently in the workplace. It also involves obtaining registration, adhering to working hour restrictions, providing mandatory holidays, maintaining registers, etc.

This raises the question of very definition of “workplace” in the context of remote work or telecommuting work. Why it is necessary to specify a definite place as a workplace even in the context of remote work? A definite workplace assists in determining the physical location of the work for any organization/industry. It also helps in determining the jurisdiction in matters of dispute between employer and employee. The jurisdiction under the Civil Procedure Code (CPC) of 1908 refers to the authority or power conferred upon courts to hear and decide civil cases. Under the CPC, jurisdiction can be categorized into several types:

<sup>9</sup> ACT NO. 52 OF 1961

<sup>10</sup> ACT NO. 34 OF 1948

<sup>11</sup> ACT NO. 19 OF 1952

<sup>12</sup> ACT NO. 63 OF 1948

<sup>13</sup> Act No. 14 of 1947

<sup>14</sup> ACT NO. 51 OF 1988

<sup>15</sup> ACT 21 OF 1965

<sup>16</sup> ACT NO. 19 OF 1972

<sup>17</sup> ACT NO. 8 OF 1923

<sup>18</sup> ACT NO. 53 OF 1961

<sup>19</sup> ACT NO. 14 OF 2013

<sup>20</sup> ACT NO. 37 OF 1970

**Territorial Jurisdiction:** The territorial jurisdiction indicates the earthly or physical area within which a court premises is situated and has the authority to hear and adjudicate legal matters.

**Subject Matter Jurisdiction:** This pertains to officials of a court to listen and adjudicate legal matters of a particular identity or involving specific types of claims.

**Pecuniary Jurisdiction:** It is related to the monetary value or amount of the claim involved in a civil case.

## DATA PROTECTION & SAFETY

Remote work environments may lack the robust security measures present in traditional office settings, giving rise to the fear of information in the form of important data misuse or breaches, non-permissible access, & cyberattacks. Ensuring information protection and safety for remote work presents unique challenges and requires careful consideration of legal aspects to mitigate risks and comply with relevant regulations.

Employees working remotely may use personal devices and unsecured networks, exposing sensitive data to vulnerabilities such as malware, phishing attacks, and unauthorized access. Similarly, International remote work arrangements may involve the risk of transfer of personal data across borders, raising legal and regulatory challenges regarding data sovereignty, jurisdictional compliance, and international data transfer mechanisms.

One of the best solutions for securing data is to have remote access management. Implementing remote approach management suggestions to keep a track and control employee use of sensitive data, restricting access based on job roles, and implementing least privilege principles to minimize the risk of data exposure. Employers may deploy last point security suggestions, such as anti-virus softwares, end point detection and response (EDR) tools, and mobile device management (MDM) systems, to protect electronic appliances used for remote jobs from security threats.

At a workplace, employers may employ encryption technologies to secure data & information in transaction and

at hold, applying discretionary access controls like multi-factor authentication, & using virtual private networks (VPNs) to protect data transmitted over public networks. Also, with time conducting legal reviews of remote work policies and practices to ensure adherence with data & information safeguarding legislations, rules, provisions & regulations, including periodic evaluation, audits and assessments of data processing activities and security measures.

## EMPLOYEE BENEFITS AND PROTECTION

Employee benefits and protection in the context of remote work pose unique challenges and require careful consideration of legal aspects to ensure compliance with relevant regulations and safeguard employees' rights. It is crucial considerations for both employers and employees to ensure fair and equitable treatment, promote well-being, and mitigate potential risks associated with remote work arrangements.

First and foremost is that employers should extend healthcare benefits to remote workers to ensure they have access to medical care, including health insurance coverage, telemedicine services, and wellness programs. Employees may not be physically present in a traditional office; managers are still liable to make a safe work place. This should have access to paid time off, sick leave, and other types of leave benefits consistent with those provided to on-site employees. Employers must prioritize data privacy and security when employees work remotely. This includes implementing measures to safeguard sensitive company information, providing training on cybersecurity best practices, and ensuring compliance with data protection regulations. Remote workers are entitled to the same legal protections and employment rights as on-site employees. Employers should ensure compliance with labour laws, employment contracts, and regulations specific to remote work, including issues related to taxation, employment status, and remote work agreements.

## CAN REMOTE WORK BE CLAIMED AS A BASIC FUNDAMENTAL RIGHT WITHIN PURVIEW OF THE INDIAN CONSTITUTION?

Article 21<sup>21</sup> of the Constitution of India states the right to life and personal liberty, stating that "no person shall be deprived of his life or personal liberty except according to procedure established by law." While the freedom to work and earn a livelihood is an essential component of the human existence and individual liberty, whether remote work specifically can be considered a FR u/Art. 21 would depend on various factors including legal interpretation, societal norms, and judicial precedents.

There haven't been specific cases in India where remote work has been claimed like fundamental right u/Art 21. However, courts have interpreted Article 21 expansively to include various rights and liberties that are essential for a dignified life. These are inclusive of the freedom to livelihood and the freedom to work in specific contexts.

Whether remote work could be considered a fundamental right under Article 21 would likely depend on arguments presented in court cases, evolving societal norms, and legislative actions. It would also

### <sup>21</sup> CONSTITUTION OF INDIA

depend on how courts interpret the freedom to livelihood and individual liberty in manner of changing work environments such as remote work.

In the case of *Melissa Perry v. National Association of Home Builders*<sup>22</sup> [2020 WL 5759766], the Federal Court in Maryland, USA, considered the following: "instances of employer hiring employee in a different jurisdiction to work out of his home and provided an allowance to support office expenses; were examples which conferred jurisdiction to the home jurisdiction."

The US courts have consistently held that the forum state court does not acquire jurisdiction simply because the defendant knew that an employee lived in the forum state and worked from home. Consequently, when the worker was only allowed to stay at his home station and work remotely from home,

It is worth noting that while remote work may not be explicitly mentioned as a basic fundamental/human right u/Art 21, certain aspects relating to it, like freedom to decent working conditions, freedom to equal opportunity, and freedom from discrimination, could potentially be argued within the framework of Article 21 and other relevant constitutional provisions.

Certainly, let's delve a bit deeper into the considerations around whether remote work could be claimed as a basic fundamental/individual human right u/Art 21:

**Evolution of Work:** Nature of the work has evolved significantly over time, with technological advancements enabling remote work opportunities. In the context of Article 21, courts may need to adapt their interpretation to reflect the changing realities of the modern workplace.

**Dignity of Life:** Article 21 encompasses the right to a dignified life. Advocates of remote work as a fundamental right may argue that the ability to work remotely contributes to one's dignity by providing flexibility, reducing commute-related stress, and enabling a better work-life balance.

**Access to Livelihood:** The freedom to work and earn for living is an integral part of Article 21. Remote work can

potentially enhance access to employment opportunities, especially for individuals who face barriers to traditional forms of employment due to factors like disability, caregiving responsibilities, or geographical constraints.

**Equality and Non-Discrimination:** Article 21 prohibits discrimination and ensures equality before the law. Advocates may argue that denying the option of remote work could differentiate amongst certain categories, such as individuals with disablement, deformities or those residing in remote areas with limited job opportunities.

**Public Interest Considerations:** While individuals may assert a right to remote work under Article 21, the state may also have legitimate interests in regulating remote work arrangements for reasons such as ensuring productivity, protecting workers' rights, and promoting social welfare. Balancing individual rights with broader societal interests is often a key consideration for courts.

**Legal Precedents and International Conventions:** Courts may also consider precedents from other jurisdictions where similar issues have been litigated, as well as relevant international conventions and treaties that recognize the right to work and other related rights.

Ultimately, whether remote work can be claimed as a fundamental right under Article 21 would depend on how courts interpret the constitutional provisions in light of evolving social, economic, and technological contexts, as well as the specific arguments and evidence presented in legal proceedings.

In the reputed case of **Mangala A.G. vs. Union of India WP(C) NO. 23423 OF 2021** <sup>23</sup> "the legal position seems to be very clear that, when a person is permitted to work from home merely as a concession or a convenience, place from where the person so work is not sufficient to confer any jurisdiction."

A significant measure taken by the govt. of India in this context is the amendment to the rules specified in Rule 43A of the Special Economic Zone (SEZ) Rules 2006. The Ministry of Commerce and Industry has brought an amendment to the SEZ Rules to ease the "work from home" model for 100% of the working professionals of the SEZ unit. This lighting of the provision stretches till December 31, 2023.

## DISCUSSION AND SUGGESTIONS

By implementing appropriate legal aspects, policies and procedures, organizations can effectively manage remote work arrangements while mitigating legal risks and making sure the execution of the relevant laws and regulations. Additionally, nurturing an environment of trust, communication, and collaboration can help promote the success and well-being of remote workers.

<sup>23</sup> WP(C) NO. 23423 OF 2021

Some key legal aspects related to remote work and consider some suggestions:

**Employment Contracts and Agreements:** Ensure that employment contracts clearly outline remote work arrangements, including expectations regarding work hours, communication channels, data security protocols, and performance metrics.

**Data Protection and Privacy:** Apply strong data protection ways to protect sensitive data transmitted or accessed remotely. Ensure compliance with related data/information safeguarding legal implications and regulations, such as the "General Data Protection Regulation (GDPR) in the European Union" or the "Personal Data Protection Bill in India".

**Work Health and Safety:** Assess and mitigate potential health and safety risks associated with remote work environments, such as ergonomic issues, mental health concerns, and isolation. Provide guidance and resources to remote workers to help them maintain a healthy work-life balance and address any work-related stressors.

**Intellectual Property Rights:** Clarify ownership of intellectual property created during remote work hours through explicit contractual provisions. Implement policies to address issues related to confidentiality, non-disclosure, and intellectual property infringement in remote work settings.

**Tax and Compliance:** Understand the tax implications of remote job arrangements for both the job providers and working professionals, including potential liabilities in multiple jurisdictions. Ensure implication of current labor governing legislations, employment rules and regulations & taxation requirements applicable to remote work.

**Security and Cybersecurity:** Imply powerful cybersecurity actions to protect remote workers & organizational assets with the cyber warnings, like phishing attacks, malware, & impermissible authorization.

Provide training & organize knowledgeable programs to liberate remote workers about cybersecurity finest practices & <sup>24</sup> potential risks associated with remote work.

**Dispute Resolution and Legal Recourse:** Establish mechanisms for resolving disputes arising from remote work arrangements, including informal grievance procedures and formal mediation or arbitration processes. Ensure that remote workers have access to legal recourse and representation in case of employment-related disputes or violations of their rights.

**Compliance with Employment Laws:** Ensure the imposition of applicable employment laws, regulations, & labor standards, including minimum wage requirements, overtime provisions, and leave entitlements. Stay updated on legal developments and regulatory changes that may impact remote work arrangements, particularly in the context of evolving work trends and technologies.

## CONCLUSION

Remote work presents a myriad of challenges and opportunities, particularly concerning its legal aspects. This study has shed light on the complexities involved in ensuring legal compliance, protecting employee rights, and mitigating risks associated with remote work arrangements.

We have identified several key challenges, including data protection risks, compliance with labor laws, health and safety concerns, and taxation issues. These challenges are exacerbated by the evolving nature of remote work and the lack of specific legal frameworks tailored to remote work environments.

Despite these challenges, we have also explored various solutions and strategies to address them effectively. Implementing robust data protection measures, developing comprehensive remote work policies and agreements, providing flexible benefits packages, and fostering open communication channels are among the solutions identified to promote legal compliance and safeguard employee rights in remote work settings.

It is evident that collaboration among employers, legal professionals, policymakers, and other stakeholders is essential to navigate the legal complexities of remote work and create a supportive legal framework that balances the needs of employers and employees.

In addition to the challenges and solutions highlighted, it's crucial to recognize the importance of ongoing adaptation and learning in the realm of remote work and its legal dimensions. As technology evolves and work practices continue to change, new legal challenges may emerge, requiring continuous monitoring, assessment, and adjustment of policies and practices.

Remote work becomes increasingly prevalent and ingrained in the fabric of modern workplaces, there is a growing need for policymakers to revisit and update existing labor laws and regulations to better accommodate remote work arrangements. This may involve clarifying legal definitions, establishing guidelines for remote work practices, and ensuring that employees' rights and protections are upheld in remote settings.

Nurturing an environment of imposition & accountability in the organizations is paramount to maintaining legal integrity in remote work environments. This includes providing regular training on legal requirements, promoting ethical conduct, and empowering employees to raise concerns or seek assistance when needed.

Lastly, it's essential to recognize that the legal aspects of remote work are interconnected with broader societal and economic trends, such as globalization, digitalization, and workforce diversity. As such, addressing legal challenges in remote work requires a holistic approach that considers not only legal frameworks but also social, cultural, and economic factors shaping the future of work.

In conclusion, while remote work or telecommuting work presents legal challenges, it also offers opportunities for innovation, flexibility, and inclusivity in the modern workplace. By embracing these opportunities, embracing proactive operations, & fostering venture among stakeholders, workplaces can navigate legal difficulties in remote work and create a sustainable and legally compliant work environment that benefits both employers and employees alike.

## REFERENCES

- [1] Constitution of India by V.N. Shukla
- [2] Adams & Reese LLP. (2021). Legal considerations for remote work arrangements.
- [3] Baker McKenzie. (2021). Navigating the legal complexities of remote work arrangements.
- [4] Epstein Becker Green. (2020). Legal considerations for remote work: Workplace safety and liability issues.
- [5] Rebitzer, J., & EEOC. (2021). Emerging legal issues in remote work arrangements.
- [6] Rosenblum, L. (2020). Remote work and employment law compliance: Navigating the new normal.
- [7] SHRM. (2022). Remote work litigation trends and best practices.
- [8] Yarborough, C. (2021). Legal challenges of remote work: Data privacy and security considerations.