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TELEWORKING EXPERIENCE IN FOREIGN COMPANIES

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Abstract. The article shows the experience of implementing teleworking in large foreign companies. The author explains the relevance of the topic by the rapid development of distance employment in Russia and the need to take into account international experience to reduce the number of errors in the non-standard employment forms application. The author systematizes the advantages of using remote work for employees and employers. The article provides data about the telework in Allianz Insurance UK and Ernst & Young. There were analyzed the forms of distance employment, the conditions for its provision, prevalence, key criteria and specialties that can be transferred to remote work in Allianz Insurance UK. It is revealed that the company uses the same tools for assessing the labor results for remote workers and traditionally employed. Then there were analyzed the formal and informal teleworking forms, the key criteria that allow to work remotely, and the success criteria of the transition to remote work in Ernst & Young. It is concluded that it is important for Russian enterprises to take into account certain aspects of the transition to teleworking. This article may be of interest to HR professionals, undergraduate and graduate students.

Keywords: teleworking; remote employment; telework; working conditions; working time.

JEL codes: J 21; M 55.

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