MODULE 1

References and further resources

Foundations of Remote and Hybrid HR Work



Lesson 1.1 · The remote and hybrid landscape

Resource	Type	Link
Eurostat (2026). Employed persons working from home by professional status (lfsa_ehomp). EU Labour Force Survey	report	https://doi.org/10.2908/LFSA_EHOMP
European social partners (2002). Framework agreement on telework. EUR-Lex summary	law	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=legissum:c10131
Directive (EU) 2019/1158 on work-life balance for parents and carers, art. 3(1)(f)	law	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32019L1158
Eurofound (2023). Hybrid work in Europe: Concept and practice	report	https://www.eurofound.europa.eu/en/publications/all/hybrid-work-europe-concept-and-practice
Riso, S. and Cabrita, J. (2026). The shift to hybrid working: Management challenges. Eurofound	report	https://doi.org/10.2806/1938813
Adrjan, P. et al. (2025). Working from home after COVID-19: Evidence from job postings in 20 countries. Labour Economics, 96, 102751	article	https://doi.org/10.1016/j.labeco.2025.102751
EURES, the European job mobility portal	tool	https://eures.europa.eu
Eurofound (2026). The shift to hybrid working: Management challenges — digital story	article	https://www.eurofound.europa.eu/en/publications/all/the-shift-to-hybrid-working-management-challenges-digital-story
ILO. How to practice teleworking effectively (short video)	video	https://www.youtube.com/watch?v=_6PJzs-LIDU
EURES (2023). Remote work: a guide for new employees	article	https://eures.europa.eu/remote-work-guide-new-employees-2023-09-21_en

Lesson 1.2 · The remote HR role and its career pathways

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Resource	Type	Link
ESCO, European Skills, Competences, Qualifications and Occupations (European Commission)	tool	https://esco.ec.europa.eu
Europass (European Commission): free CV, cover letter and skills profile	tool	https://europass.europa.eu
EURES, the European job mobility portal	tool	https://eures.europa.eu

Lesson 1.3 · Working effectively without supervision

Resource	Type	Link
EU-OSHA, OSHwiki (2020, updated 2022). Practical tips to make home-based telework as healthy, safe and effective as possible	article	https://oshwiki.osha.europa.eu/en/themes/practical-tips-make-home-based-telework-healthy-safe-and-effective-possible
Directive 2003/88/EC concerning certain aspects of the organisation of working time	law	https://eur-lex.europa.eu/eli/dir/2003/88/oj
Lei n.° 83/2021 (Portugal): Labour Code art. 199.°-A	law	https://diariodarepublica.pt/dr/detalhe/lei/83-2021-175397114
Ley 10/2021 (Spain), art. 18	law	https://www.boe.es/buscar/act.php?id=BOE-A-2021-11472
BusinessEurope, ETUC, CEEP, SMEunited (2020). European Social Partners Framework Agreement on Digitalisation	report	https://businesseurope.eu/node/10926
WHO (2019). Burn-out an "occupational phenomenon": International Classification of Diseases	article	https://www.who.int/news-room/detail/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases
EURES (2024). Remote workers and their right to disconnect: regulating telework in the EU	article	https://eures.europa.eu/remote-workers-and-their-right-disconnect-regulating-telework-eu-2024-05-17_en
European Parliament (2021). Resolution with recommendations to the Commission on the right to disconnect	report	https://www.europarl.europa.eu/doceo/document/TA-9-2021-0021_EN.html

Lesson 1.4 · Your digital workspace: set-up and security basics

Resource	Type	Link
Council Directive 90/270/EEC on work with display screen equipment. EU-OSHA summary	law	https://osha.europa.eu/en/legislation/directives/5

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EU-OSHA, OSHwiki. Practical tips for home-based telework	article	https://oshwiki.osha.europa.eu/en/themes/practical-tips-make-home-based-telework-healthy-safe-and-effective-possible
National Cyber Security Centre, Switzerland (2020). Home Office: End User Guideline	report	https://www.ncsc.admin.ch/dam/ncsc/en/dokumente/infos-private/ncsc-home-office-anleitung-enduser.pdf.download.pdf/ncsc-home-office-anleitung-enduser-en.pdf
National Cyber Security Centre Finland. Home network and router security	article	https://kyberturvallisuuskeskus.fi/en/ncsc-news/instructions-and-guides/home-network-and-router-security
European social partners (2002). Framework agreement on telework	law	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=legissum:c10131
NIST (2025). SP 800-63B-4, Digital Identity Guidelines: Authentication and Authenticator Management	report	https://doi.org/10.6028/NIST.SP.800-63b-4
ENISA (2020). Tips for cybersecurity when working from home	article	https://www.enisa.europa.eu/node/11442
Regulation (EU) 2016/679, General Data Protection Regulation, art. 33	law	https://eur-lex.europa.eu/eli/reg/2016/679/oj
EU-OSHA. Napo works from home to stop the pandemic (short animation)	video	https://osha.europa.eu/en/additional-resources/youtube/napo-works-home-stop-pandemic
ILO. How to practice teleworking effectively (short video)	video	https://www.youtube.com/watch?v=_6PJzs-LIDU

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