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FROM ON-SITE WORK TO THE HYBRID MODEL: HOW LABOR LEGISLATION ADAPTS TO THE DIGITAL ERA

CONTRACTS

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REMOTE WORK BECOMES A STRUCTURAL MODALITY

It is no longer a temporary solution but an established form of labor organization. Companies are integrating it into their productivity and well-being strategies, with hybrid models that combine on-site and remote work.

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LABOR CONTRACT REFORM FOR GREATER STABILITY

Current legislation prioritizes permanent contracts and limits the abusive use of temporary contracts. Greater clarity is required in project-based contracts, and new figures adapted to remote and international work have been introduced.

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NEW RIGHTS FOR DIGITAL WORKERS

Rights such as digital disconnection, connectivity assistance, and the employer´s obligation to guarantee safe conditions in the remote work environment are reinforced.

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ADAPTATION CHALLENGES FOR ORGANIZATIONS

Companies must update internal policies, invest in technology, train their leaders, and ensure regulatory compliance to effectively manage distributed teams.

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