

Hiring individuals without legal presence. Key tips in Russia, Kazakhstan, Belarus and Ukraine

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Issues for discussion



Structuring contractual relations with individuals



Protection of IP rights



Protection of sensitive information

Structuring contractual relations with individuals



Available options

- employment, work and services contracts, agency model etc.
- main terms of commercial arrangements



Protection of the company's IP rights

- to what extent can these issues be regulated by foreign laws?
- crucial considerations, under national legislation, for IP rights transfer



Pros & cons

- choice of option
- pros & cons of options
- registration formalities,
- labour law implications
- potential legal & tax consequences



Protection of the company's sensitive information

- confidentiality arrangements
- mandatory terms under national legislation

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Thanks for your attention!

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