

The Labour Code (2023). An Overview.

Years 2019–2021 were far from easy not only in terms of providing healthcare during COVID-19 but also ensuring the economic stability of the state. First and foremost, the approach of workforce towards the way they do things changed dramatically. It has to be reflected in the Labour Code (2023) and the way work has been regulated to adapt to these new conditions.¹

1. The rise of the minimum wage

Due to high inflation in the region of 18% (according to the Main Statistical Office (GUS) the inflation rate in January was around 17,2), the government decided to increase the minimum wage twice. First, in January by PLN 440 and then, in July by PLN 50. It means that the minimum wage will be PLN 3490 and PLN 3600 gross respectively. It is thought to create the biggest challenge to the small and mid-size enterprises employing up to 50 people. According to Lisicki, the director of the Lewiatan department of work, the rise together with other factors generating the increase of costs can and will be a major burden.

2. The rise of the Social Security insurance

The basis of the Social security insurance for the entrepreneurs is 60% of the estimated average salary. The higher the salary, the bigger the insurance. As a consequence, in 2023 it will reach 1418,48, that is 207, 20 more than in the previous year. It makes the record increase.

3. Working remotely

As mentioned before, the year 2023 brought major changes to the Labour Code which enable the employees to perform their work as hybrid, both at home and in the office or remotely. The novelty is that these regulations provide the opportunity to work remotely on demand but also in case of emergency. What is more, it will be a privilege enjoyed by the parents of a child up to 4 years old as well as parents and custodians of a disabled family member and pregnant women.

¹ <https://www.money.pl/gospodarka/nowe-obowiazki-i-wzrost-kosztow-co-czeka-pracodawcow-w-2023-roku-oto-lista-zmian-6861132016159392a.html> (access 26/02/23)

4. The cost of working from home

The new law imposes certain obligations on the employers that were not there before. For instance, they have to equip one with the tools to ensure performing this kind of work but also to cover the essential costs, including the electricity and/or telecommunication services.

DISCUSSION

Read the following statements. If you agree put a tick, if you disagree put a cross and if you have either mixed feelings or some reservations concerning the topics in question put a question mark. Think about the arguments to support your point of view.

A The changes introduced by the government will contribute to working more effectively.

B The rise of the minimum wage can result in the increase of unemployment as the cost of employment for many businesses will be far too high.

C The Social Security insurance growth was unavoidable since the institution has already been struggling and otherwise, the pensions would be below the poverty level.

D Without the possibility of working remotely many considered quiet quitting. Thus, it not only makes one's working hours much more flexible but it also allows someone to have work-life balance as never before.

- **quiet quitting**, the activity of doing the work that you need to do in order to keep your job but doing it without great enthusiasm or effort, and without agreeing to do extra tasks (see Cambridge Dictionary)

WRITING

Prepare a for and against essay in which you will discuss the idea of working remotely in the light of new regulations (220–260 words)²

- Remember to use **impersonal passive** as suggested during the previous classes. If necessary, refer back to the materials provided below.

<https://academic-englishuk.com/impersonal-passive/> (access 26/02/23)



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² <https://www.muratorplus.pl/biznes/prawo/praca-zdalna-w-kodeksie-pracy-2023-nowe-przepisy-o-pracy-zdalnej-od-6-kwietnia-aa-onWC-WHvL-XTEq.html> (access 26/02/23)