

### **Work-life balance – comment in a nutshell**

- ✓ The new regulations, which are to enter into force on August 1, 2022, will include parental and paternity leaves, as well as introduce completely new, previously unknown institutions (e.g. leave from work due to force majeure).
- ✓ **Leave from work due to force majeure** in urgent family matters caused by illness or accident, if the employee's immediate presence is necessary for 2 days or 16 hours. During the period of this leave, the employee retains the right to remuneration **in the amount of half of the remuneration**.
- ✓ **Carer's leave of up to 5 days** in a calendar year to provide personal care or support to a family member or household member who requires substantial care or support due to serious medical reasons. The provisions **do not provide for the right to remuneration** for the time of carer's leave.
- ✓ Parental leaves will be extended. The rule will be a leave of 41 weeks. Each of the employees - parents of the child will have the exclusive right to 9 weeks of parental leave from the leave dimension.
- ✓ The period during which the employee is entitled to **paternity leave** will be shortened **to the child's 12th month of life** (earlier to the child's 24th month of life).
- ✓ **Flexible work organization:** employees looking after the child until they are 8 years old will have the right to apply for the so-called flexible work organization (e.g. flexible working time, individual working time schedule). This application will not be binding on the employer.