**Training Fiche Template**

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| **Title** | **Special suspension of some social employer’s obligations** | |
| **Keywords (meta tag)** | Suspension, reduction, social obligations | |
| **Language** | English | |
| **Objectives  / Goals / Learning outcomes** | * Grasp the main adeas of anti-crisis regulations related to limiting the social obligations at employment matters, * Learn how to use anti-crisis solutions by reducing or limiting some employers‘ social obligations, * Know more about anti-crisis pandemic solutions in Polish labour law during COVID-19’ s period. | |
| **Training area: (Select one)** | | |
| **Online / Digital Marketing / Cyber-Security** | | **x** |
| **E-Commerce / Financing** | |  |
| **Digital Well-Being** | |  |
| **Smart work / Digital Nomads** | |  |
| **Description** | A number of anti-crisis legal institutions have been introduced in Poland, which are aimed at facilitating the organization of work of employees and flexible development of work (e.g. flexible work time institutions), as well as limiting the social obligations of employers and solutions aimed at providing financial support to entrepreneurs in order to maintain workplaces. The aim of this training is learning more about anti-crisis possibilities related to suspension, reduction or limiting some social benefits of employers’s obligations during crisis time. | |
| **Contents arranged in 3 levels** | **Special suspension of some social employer’s obligation:**   * Collective agreements with employees representatives on suspension, reducing or limiting some social benefits or obligations; * Solutions directed to reduction of working time and idle time; * Flexible working time solutions; | |
| **Self-evaluation (multiple choice queries and answers)** | **1.** During the period of the state of the epidemic and the state of epidemic threat, the obligations to perform periodic medical examinations have been:  **a.- suspended,**  b.- excluded,  c.- restricted.  2. Maythe employer grant the employee the leave, within the time limit indicated by him, without the employee's consent and without the leave plan?  a.- No,  **b.- Yes,**  c.- Only in urgent cases.  3. The amount of severance pay for employees with financial problems is limited to:  **a.- 10 times the minimum renumeration,**  b.- 15 times the minimum renumeration,  c.- 5 times the minimum renumeration.  4. The obligation to establish or operate a company social benefit fund was suspended:  **a.- for employees in difficult economically situation,**  b.- for all employees,  c.- for one year.  **5.** The non-competition egreement can be terminated with:  a.- one day note,  b.- two weeks note,  **c.- seven days note.** | |
| **Resources (videos, reference link)** | https://www.gov.pl/web/tarczaantykryzysowa; https://www.gov.pl/web/tarczaantykryzysowa/dodatkowe-wsparcie;  <http://yadda.icm.edu.pl/yadda/element/bwmeta1.element.ekon-element-000171604369>;  <https://www.uzp.gov.pl/zamowienia-covid-19/tarcza-antykryzysowa-dla-biznesu-cykl-wideokonferencji2>;  https://www.parp.gov.pl/tarcza#harmonogram; | |
| **Related material** |  | |
| **Related PPT** | ESMERALD\_....................pptx | |
| **Bibliography** | *Coronavirus (COVID-19): SME Policy Responses*, OECD, updated 15 July 2020.  *Raport o stanie sektora małych i średnich przedsiębiorstw w Polsce*, PARP, Warszawa 2020; M. Latos-Miłkowska, *Collective Agreements in the Anti-Crisis Shield*, Praca i Zabezpieczenie Społeczne 2020/10. Ł. Pisarczyk, A. Boguska, *Sfera zatrudnienia w działaniach antykryzysowych. Wybrane zagadnienia*, Monitor Prawa Pracy, 2020/9.  M. Karkowska, *Between the letter of the law and practice. Responses to top-down regulations related to the spread of COVID-19 in 2020 and 2021*, Studia BAS, 1(69)2022.  M. Mędrala, *Ograniczenia praw zatrudnionych w tarczy 4.0 – niektóre refleksje w kontekście zasad konstytucyjnych*, Monitor Prawa Pracy 9/2020. | |
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