

March 2024



#35latSEKA

TOP 10 NEWS

OHS, FIRE SAFETY, ENVIRONMENTAL PROTECTION, LABOUR LAW, FIRST AID

For 35 years now we have been building a culture of safety together

seka.pl

WORK-RELATED COSTS OF DEPRESSION



Depression poses a considerable challenge due to its abundance and social effects. The economic work-related implications are also important, estimated at approx. 210 billion dollars per year in the USA alone. In Poland, in 2014 they were estimated at 1 – 2.6 billion zlotys per year. A significant portion of these costs are due to lost workdays and the withdrawal of people affected by depression from the labour market.

MONETARY ALLOWANCE FOR LAUNDERING WORKWEAR



Under the Labour Code, the employer is obliged to provide the employee with work clothes and footwear if the employee's own clothes may be damaged, become significantly dirty or due to special technological, sanitary or health and safety requirements.

If the employer is unable to provide laundry services for workwear, the employee may perform these activities themselves. The condition for such action is the payment by the employer to the employee of a financial equivalent to cover the incurred costs.



RULES FOR REIMBURSEMENT FOR CORRECTIVE GLASSES/CONTACT LENSES



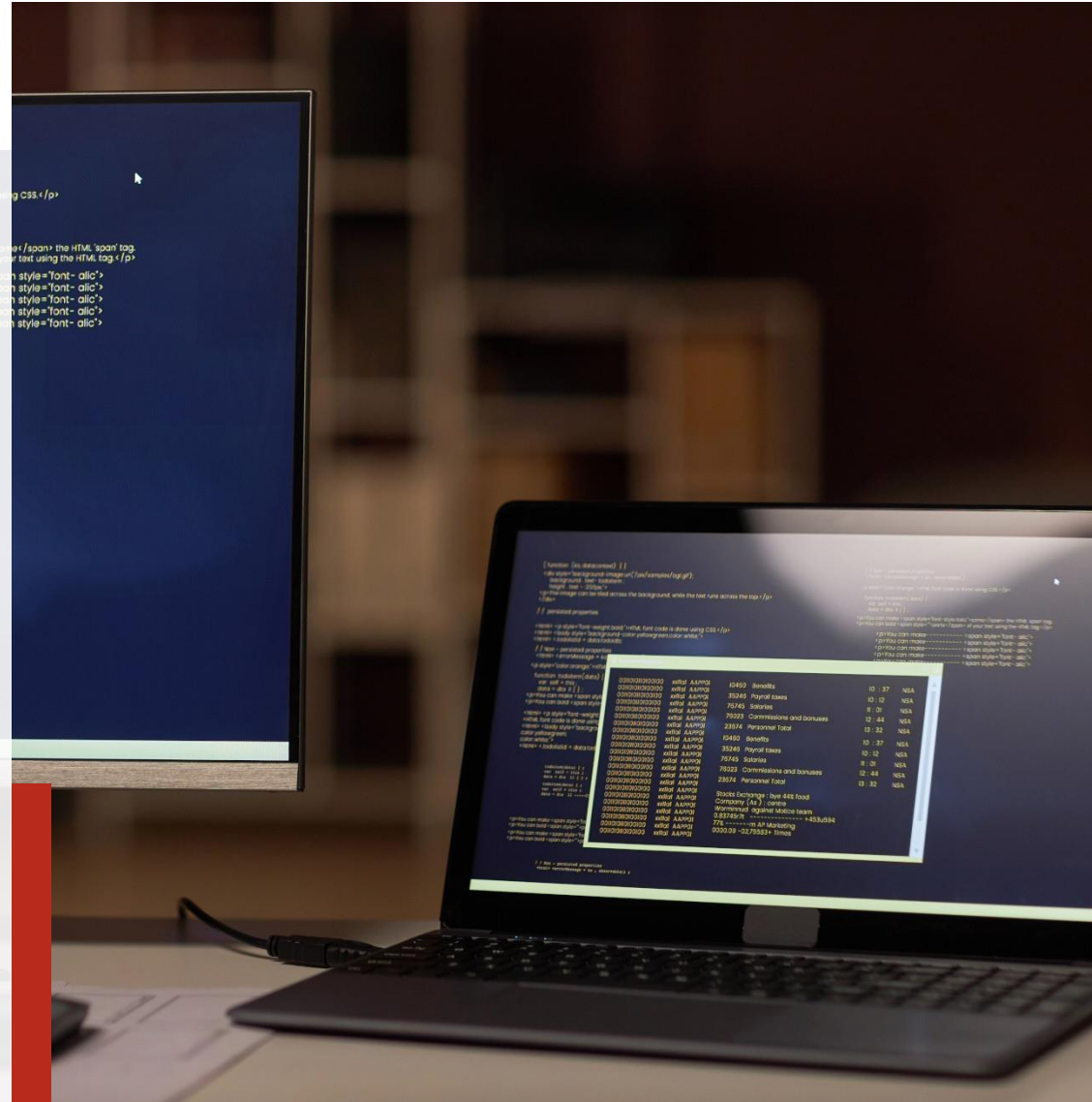
The employer is obliged to provide the employee with corrective glasses/contact lenses if the results of preventive examinations show the need to wear them while performing work. The condition is that the employee spends at least half of the daily working time in front of a computer screen.

Labour law regulations do not explicitly specify how employers should provide employees with corrective eyewear, nor do they establish rules, deadlines, or procedures for applying for reimbursement for the scope and amount, as well as the frequency and circumstances of replacement. These issues should be regulated by internal regulations.

TIME IS RUNNING OUT TO MAKE CHANGES!

According to the amended regulation of the Minister of Family and Social Policy on the safety and hygiene of work at workstations equipped with computer screens of 17 November 2023, employers have until 17 May this year to introduce the following changes:

- A work station where an employee uses a laptop for at least half of their daily working time should be equipped with a stationary monitor, keyboard, and mouse.



TIME IS RUNNING OUT TO MAKE CHANGES!

- The chair included in the workstation should, in addition to meeting the previous technical requirements, be equipped with adjustable armrests.
- The employer is obliged to provide employees with corrective glasses or contact lenses, if recommended by an occupational physician.



POLES' BAD EATING HABITS AT WORK

The implementation of actions supporting healthy eating is becoming increasingly popular in Polish enterprises. According to research, 90% of Polish employees believe that their diet should be rich in vegetables and fruits, and 65% are convinced that they eat healthy. Unfortunately, the reality is much less optimistic. It turns out that only half of us eat enough fruits, and 44% struggle with improper body weight.



EMPLOYEES' DIGITAL SKILLS INCREASINGLY VALUED



From the report "Demand Forecast for Competences and Qualifications in Selected Industries in the Context of Economic Changes", prepared by the Lewiatan Confederation, it emerges that employers attach particular importance to expanding the digital skills of their employees.

The practice of requalifying new employees in terms of digital skills, or 'reskilling', is rarely used by employers. The preferred strategy is to hire new employees with the appropriate skills.

DO WE WANT A FOUR-DAY WORKING WEEK? A SURVEY

ClickMeeting and the Polish Economic Institute have investigated the opinions of Poles and Polish companies on the four-day work week. There is no consensus.

- **66%** of Poles support the introduction of a four-day workweek.
- **19%** are against that solution.
- **15%** of the respondents have no opinion in the matter.



DO WE WANT A FOUR-DAY WORKING WEEK? A SURVEY



According to the PIE's research:

- **51%** of businesses maintain that it is impossible to introduce the solution.
- **36%** of large **and 35%** of medium-size business are not planning on introducing a four-day working week.
- **5%** of medium-size businesses and **8%** of large enterprises were ready to consider implementing the solution.

ARE POLES AFRAID OF ARTIFICIAL INTELLIGENCE?

One in five Polish employees (22.22%) do not feel any fear associated with the development of AI technology, considering their industry to be resistant to change in the future. This is according to the ADP report “People at Work 2023: A Global Workforce View”. One in eight Poles (12.27%) aged 45-54 do not believe that any profession is resistant to change in the future. According to the research, 14.55% of Poles expect that the number of their responsibilities will decrease in the next five years due to the introduction of artificial intelligence, and 22.27% of respondents are considering changing jobs due to the lack of prospects in their current profession as a result of the development of this technology.

See more at www.seka.pl

IMPACT OF AIR QUALITY ON WORK QUALITY



88% of respondents in the latest Pracuj.pl survey believe that air quality can affect their overall well-being and work quality. Moreover, nearly 1/3 of the respondents indicate that polluted air in their city or district can influence both their housing and employment decisions.

THE NUMBER OF RESTRICTED PESEL NUMBERS IS RISING

Since November 2023, it has been possible to restrict one's PESEL number. In the first days of March 2024, the number of citizens who have taken advantage of this new data protection option had already reached two million. However, our data will be fully protected from June 1st. That is when financial institutions will be required to check the database of restricted numbers.

A PESEL number may be restricted in two ways:

- Electronically, via the mObywatel application or via the gov.pl website.
- In person, at one's local council office, at bank branches, Savings and Credit Cooperatives, and post offices.



Magazyn Seka online

KULTURA BEZPIECZEŃSTWA WELLBEING ROZWÓJ I SZKOLENIA DOBRE PRAKTYKI

SEKA S.A. ma w swoim DNA i misji edukowanie w zakresie szeroko rozumianego bezpieczeństwa. Jest to działanie nie tylko wynikające z podpisanych umów z klientami, ale także z obszaru społecznej odpowiedzialności biznesu.

Chcemy podnosić społeczną świadomość i wiedzę z zakresu bezpieczeństwa pracy, jakości życia oraz promować kultury bezpieczeństwa w pracy i życiu pozazawodowym człowieka.

magazyn.seka.pl



Czytaj online!

