

As the new millennium and technology evolved, it became **apparent**³⁸ that files and working tools were no longer paperwork in a **briefcase**³⁹ but digital files, laptops and smartphones. The right not to choose to look at or **respond to**⁴⁰ **after-work**⁴¹ communications was incorporated into the French **labour code**⁴² in 2015, in an attempt to **quell**⁴³ what the French government saw as the **intrusion**⁴⁴ on personal freedom brought about by the digital age.

Spain, Italy and Slovakia, and recently Ireland, have brought in similar laws, and other countries are giving **relevant**⁴⁵ employment laws a **long, hard look**⁴⁶. The **principle**⁴⁷ of the right to disconnect is **gaining traction**⁴⁸, particularly in Brussels, so there is a good chance that European Union legislators⁴⁹ will also be **picking up the baton**⁵⁰ to **roll out**⁵¹ rules to protect workers' rights to be left alone by their bosses across the EU.

The three common elements of such laws are:

- The right of an employee to not to have to **routinely**⁵² perform work outside their normal working hours.
- The right not to be **penalised**⁵³ for⁵⁴ refusing to **attend to**⁵⁴ work matters outside of normal working hours.
- The **duty**⁵⁵ to respect another person's right to disconnect (for example, by not routinely e-mailing or calling outside normal working hours).

It appears reasonable and generally **uncontentious**⁵⁶. So, is it an **open-and-shut case**⁵⁷ and just a matter of time before it is **enshrined into**⁵⁸ most countries' employment legislation? As is often the case, it is not quite as **clear-cut**⁵⁹ as it might appear at first sight⁶⁰.

Not so fast

The Covid pandemic **threw** the world a **curveball**⁶¹, **significantly**⁶² changing the employment **landscape**⁶³. In a **nine-to-five**⁶⁴ office-based **working arrangement**⁶⁵, the

³⁸ **apparent** 'ə'pærənt widoczny, jawny

³⁹ **briefcase** 'bri:fkeɪs aktówka, teczka

⁴⁰ **to respond to sth** tə rɪ'spɒnd tə 'sʌmθɪŋ zareagować na coś, odpowiedzieć

⁴¹ **after-work** 'ɑ:ftə(r) wɜ:k po pracy, po godzinach (tylko przed rzeczownikiem)

⁴² **labour code** 'leɪbə(r) kəʊd prawo pracy (UK)

⁴³ **to quell sth** tə kwel 'sʌmθɪŋ powstrzymać coś, pohamować

⁴⁴ **intrusion** ɪn'tru:ʒn wtargnięcie

⁴⁵ **relevant** 'rɛləvənt odpowiedni, właściwy

⁴⁶ **a long, hard look** ə 'lɒŋ hɑ:d lʊk uważne przyjrzenie się (czemuś)

⁴⁷ **principle** 'prɪnsəpl reguła, zasada

⁴⁸ **to gain traction** tə geɪn 'trækʃn zyskać przychylność/popularność

⁴⁹ **legislator** 'ledʒɪsleɪtə(r) ustawodawca

⁵⁰ **to pick up the baton** tə pik ʌp ðə 'bæʊn przejąć (po kimś) pałeczkę

⁵¹ **to roll sth out** tə rɒl 'sʌmθɪŋ ɔʊt wprowadzić coś na rynek, wdrożyć

⁵² **routinely** ru:'ti:nli zwyczajowo, stale

⁵³ **to penalise sb for doing sth** tə 'pi:nəlaɪz 'sʌmbədi fə(r) 'du:ɪŋ 'sʌmθɪŋ ukarać kogoś za zrobienie czegoś

⁵⁴ **to attend to sth** tu ə'tend tə 'sʌmθɪŋ zająć się czymś, zrobić coś z czymś

⁵⁵ **duty** 'dju:ti obowiązek

⁵⁶ **uncontentious** ʌn'kɒn'tenʃəs

⁵⁷ **an open-and-shut case** ən 'əʊpən ənd 'ʃʌt keɪs niekontrowersyjny, niebudzący kontrowersji

⁵⁸ **to enshrine sth into sth** tu ɪn'fraɪn 'sʌmθɪŋ 'ɪntə 'sʌmθɪŋ zagwarantować coś w czymś (w prawie, konstytucji)

⁵⁹ **clear-cut** klɪə(r) 'kɛt wyraźny, jednoznaczny

⁶⁰ **at first sight** ət 'fɜ:st saɪt **tu:** na pierwszy rzut oka

⁶¹ **to throw sth a curveball** tə 'θrəʊ 'sʌmθɪŋ ə 'kɜ:vbeɪl **tu:** rzucić czemuś kłody pod nogi, popsuć szyki

⁶² **significantly** sig'nɪfɪkəntli znacząco

⁶³ **landscape** 'lændskeɪp krajobraz, pejzaż

⁶⁴ **nine-to-five** naɪn tə faɪv w godzinach pracy (tylko przed rzeczownikiem), od 8.00 do 16.00 (pot.)

⁶⁵ **working arrangement** 'wɜ:kɪŋ ə'reɪndʒmənt porozumienie robocze, uzgodnienie

