



directly incorporate²² the so-called "right to disconnect"²³.

The right to disconnect was pioneered²⁴ by the French in a Supreme Court²⁵ ruling²⁶ back in 2001, which stated:

"The employee is under no obligation either to²⁷ accept working at home or to bring there his files and working tools."

¹¹ stock market stɒk 'mɑ:kɪt rynek akcji/rynek papierów wartościowych

¹² high-powered hat 'paʊəd na wɪsɒkɪm stanowisku, o wielkich wpywach

¹³ sacrosanct 'sækrəsənt nienaruszalny, święty regardless of sth rɪ'gɑ:dles əv 'sʌmθɪng pomimo czegoś

¹⁶ to infiltrate sth tu 'ɪnfɪtrət 'sʌmθɪng zdobywać

coś (od środka), przenikać do czegoś

¹⁷ mainstream 'meɪnstri:m główny nurt

to blur sth tu blɜ:(r) 'sʌmθɪng zatrzeć coś

(granice między czymś a czymś)

¹⁹ boundary 'baʊndrɪ granica

²⁰ assumption ə'sʌmpʃn założenie

²¹ to text sb tu tɛkst 'sʌmbədɪ wysyłać do kogoś wiadomość tekstową/SMS

²² to redress sth tu rɪ'dres 'sʌmbədɪ naprawić coś, przywrócić (równowagę)

Redressing²² the Balance

The term^{24/7} has been around since the 1980s and refers to 24 hours a day, seven days a week. At first, it was just applied to services to show they were available round the clock, but in time, became synonymous with a working culture in which the employee was expected to be available at all times. It was particularly prevalent² in demanding, high-expectation environments such as cutting-edge¹⁰ technology companies, stock market¹¹ trading, management consultancy and high-powered¹² law firms. No times were sacrosanct¹³, not evenings, weekends or even holidays - whatever needed to be done, had to be done, regardless of the hour. In a milder¹⁶ form, that philosophy infiltrated¹⁶ the mainstream¹⁷ in, at the very least, a blurring¹⁸ of the boundaries¹⁹ between work and personal time, and an assumption²⁰ that if the work demanded it, calling, e-mailing or texting²¹ the employee after hours was OK. Not anymore.

PORTUGAL'S PARLIAMENT RECENTLY APPROVED NEW RULES THAT WILL MAKE IT ILLEGAL FOR EMPLOYEES TO CONTACT THEIR EMPLOYERS OUTSIDE OF THEIR NORMAL WORKING HOURS.

parliament 'pɑ:lɪmənt parlament

²³ outside of X hours 'aʊtəsaɪd əv 'aʊəz poza godzinami X (np. pracy)

²⁵ fine fɑɪn grzywna, mandat

²⁶ to contribute to sth tu kən'trɪbjʊt tu 'sʌmθɪng

przyczyniać się do czegoś

²⁷ domestic de'mestɪk krajowy, tu: domowy

homeworking 'həʊmwɜ:kɪŋ praca zdalna (z domu)

furthermore 'fɜ:(ðə'mɔ:(r) co więcej, ponadto

permission pə'mɪʃn zgoda, zezwolenie

³¹ forbidden frəm dɔɪŋ sth fə'bɪdn frəm 'dʊ:ɪŋ

samething kɔ'rem zabrania się robienia czegoś

³² to incorporate sth tu ɪn'kɔ:pəreɪt 'sʌmθɪng

włączyć coś

³³ right to disconnect raɪt tu 'dɪskə'nekt prawo do odłączenia się (od pracy, sieci itp.)

³⁴ to pioneer sth tu 'paɪə'neə(r) 'sʌmθɪng zapoczątkować coś

³⁵ Supreme Court su:'prɪm kɔ:rt Sąd Najwyższy

³⁶ ruling 'ru:lɪŋ wyrok (sądu), orzeczenie

³⁷ to be under no obligation to do sth tu bi 'aʊdə(r) nəʊ 'ɒblɪ'geɪn tu dʊ 'sʌmθɪng nie być zobowiązany do zrobienia czegoś