

An overhead view of a business meeting around a light-colored wooden table. Several people are seated around the table, some with their backs to the camera. The table is cluttered with business documents, including line graphs, bar charts, and spreadsheets. Two silver laptops are open on the table. There are also two white coffee mugs, a pair of glasses, and a tablet. A yellow banner is overlaid on the top right of the image.

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**DL 53/2023  
DECENT WORK AGENDA**

## **WHAT IS GOING TO CHANGE?**

From the regulation of the social support dimension of the Decent Work Agenda, the following changes to labour legislation are highlighted:

- Young students and young students working during school holidays can accumulate annual earnings up to € 10 640 (14 national minimum wages) with family allowance, scholarship and survivors' pensions;

- The periods for granting the father's exclusive initial parental allowance are 28 and 7 days, in cases of compulsory or optional enjoyment, respectively, and may be suspended during the period of hospital stay of the child;
- The adoption allowance shall include, in addition to the initial parental allowance, the father's exclusive initial parental allowance and the extended parental allowance, and shall also apply to foster families;

- The percentages for calculating the amount of allowances (e.g. initial parental allowance 90% and extended parental allowance 40% where parental responsibility is effectively shared) are changed;
- Some social benefits, such as the initial parental allowance and the extended parental allowance, are now cumulated with income from work;

- In cases where initial parental leave is combined with part-time work, beneficiaries are entitled to the corresponding initial parental allowance;
- The worker's absence due to illness not exceeding three consecutive days may be justified by self-declaration of illness, up to a maximum of twice a year.

## **WHAT ADVANTAGES DOES IT BRING?**

The amendments mean a strengthening of social protection in a number of areas, including:

- Work-life balance for workers;
- Sharing and accompanying children;
- Financial situation of young student workers and young students;
- Social protection in situations of illness, maternity, paternity, adoption and death.

## **WHEN DOES IT ENTER INTO FORCE?**

This Decree-Law enters into force on 6 July 2023 and takes effect from 1 May 2023.

The new scheme applies to benefits in progress, provided that the periods to be taken are declared to the management body, until 7 August 2023.