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Changes to pay transparency

Partial EU Directive implementation in PL: **24 December 2025**

Full implementation: **by 7 June 2026 (?)**

Key 2025 changes:

- 1) Ban on inquiries about, and benchmarking to, past salaries.
- 2) Obligation to inform about salary levels / ranges early in recruitment process.
- 3) Gender neutrality in job advertisements.
- 4) Pay gap reporting starting from January 2026(?).

Internal pay increase vs external hiring:

Different salary levels for the same work?



Reclassifying B2B & civil contracts

New powers of National Labor Inspectorate

Expected implementation: **1 January 2026 (?)**

Key changes:

- 1) Administrative decisions reclassifying contracts into employment relationships.
- 2) Immediate enforceability (including retroactive impact on tax & social security).
- 3) Higher financial penalties.
- 4) Remote audits by the National Labor Inspectorate.
- 5) Increased cooperation between public authorities.

Is Poland's competitive edge gone?

Updated risk assessment for business services
relying on contract flexibility



Downsizing and restructuring:

Planning and phasing out to navigate around formal obstacles





Let's connect and talk!



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