

HRadar Newsletter

July 2025

Pay transparency

On 23 June 2025, a new Labour Code provision introducing an obligation to list salary ranges in job advertisements was published in the Journal of Laws.

An employer must now inform a person applying for job vacancy of:

- the initial salary or a salary range based on objective, neutral criteria, particularly in terms of gender, and
- the relevant provisions of the collective bargaining agreement or the remuneration regulations.

The employer must also provide this information:

- **in the recruitment notice for the position,**
- **before the job interview** - if the employer did not announce the recruitment for the position or did not provide this information in the recruitment notice, or
- **before the employment relationship is established** - if the employer did not announce the recruitment for the position, or did not provide the information in the recruitment notice or before the job interview.

The employer should provide the above information in advance to allow the candidate to become familiar with it, ensuring informed and transparent negotiations. Information may be provided in either a paper or electronic form.

The employer will also have to ensure that job advertisements and job titles are gender-neutral, and that the recruitment process is conducted in a non-discriminatory manner.

The new regulations will come into force on **24 December 2025**.

Extension of protection for Ukrainian citizens

On 25 June 2025, a draft law amending the Act on Assistance to Citizens of Ukraine in Connection with the Armed Conflict on the Territory of Ukraine was published.

The main purpose of the proposed legislation is to extend the legal stay of Ukrainian citizens who arrived in Poland from 24 February 2022.

Currently, the stay of Ukrainian citizens is considered legal until 30 September 2025. This period is proposed to be extended until 4 March 2026.

The draft is at the stage of government work. The new regulations are expected to take effect 14 days after the date of publication.

Electronic form and changes to Company Social Benefits Fund

On **11 June 2025**, the draft legislation amending the Labour Code and the Act on Company Social Benefits Fund was published.

The Labour Code's new regulations will introduce the possibility for employers to submit more documents electronically. The new regulations on the Company Social Benefits Fund will require that provisions for the Company Social Benefits Fund be agreed upon with at least two employees.

The draft is at the stage of government work. It is expected to enter into force 14 days after the date of publication.

New draft legislation on mobbing

On **5 June 2025**, a new draft amendment to the Labour Code's provisions on mobbing was released.

The latest draft introduce several changes, among others:

- a clarification that mobbing will not be merely incidental behaviour,
- an employee subjected to mobbing is entitled to claim compensation from the employer of no less than twelve times the minimum wage.

The draft is at the stage of government work. The law is expected to come into force 21 days after publication.

Minimum wage proposal

On 12 June 2025. The Council of Ministers adopted a proposal for a minimum wage and a minimum hourly rate in 2026.

How much would the minimum wage be from January 1, 2026?

- minimum wage - PLN 4806 gross (in 2025 it is PLN 4666)
- minimum hourly rate for civil law contracts - PLN 31.40 gross (PLN 30.50)

The Council of Ministers will present the proposal to the Council for Social Dialogue, where further agreements will take place.

This newsletter has been prepared to alert our Clients to certain significant developments in the Polish law. It is not purported to be a legal advice concerning any particular situation or circumstances of any of our Clients, and it should not be relied upon as such. If you have any questions concerning the developments discussed in this newsletter and their potential impact on your business in Poland, please kindly contact the partner of our Firm responsible for your engagement.

Contact us!



Agnieszka Fedor

Partner, attorney-at-law

☎ +48 505 782 677

✉ agnieszka.fedor@skslegal.pl



Magdalena Krupska-Kacprzyk

Associate

☎ +48 882 784 717

✉ magdalena.krupska@skslegal.pl