

HRadar Newsletter

July and August 2026

State Labor Inspectorate's reform effective 8 July 2026

On 8 July 2026, regulations regarding the reform of the State Labor Inspectorate (SLI) entered into force.

The most significant changes concern the possibility of converting civil law contracts into employment contracts through administrative decisions. Starting in July, SLI inspections may also be conducted remotely.

We described the changes that entered into force on 8 July 2026 in our Legal Alert dated 3 April in detail. Meanwhile, on 21 July 2026, the President of Poland filed a motion with the Constitutional Tribunal as part of a post-enactment review, alleging that the new regulations violate the principle of freedom of contract. However, this does not suspend the application of the regulations or prevent SLI inspectors from conducting inspections.

[The Act \(in Polish\)](#)

Extension of temporary protection for Ukrainian citizens at the EU level

On 5 August 2026, an EU Council Implementing Decision entered into force, extending temporary protection for Ukrainian citizens until 4 March 2028.

As of 31 July 2026, temporary protection may be granted only to those who have fulfilled their military obligations in Ukraine. However, this restriction will not apply to Ukrainian citizens who, up to and including 30 July 2026, have continuously benefited from temporary protection.

[Decision 2026/1912 \(in Polish\)](#)

New rules for employing certain foreign students effective 1 July 2026

On 1 July 2026, the transitional period for employing certain foreign students ended. Until now, student status was sufficient to take a job without additional documents legalizing employment in Poland.

As of 1 July 2026, only students at institutions of higher education listed in the relevant registry maintained by the Ministry of the Interior and Administration for the purpose of admitting foreign nationals may benefit from this simplified procedure. Public universities, among others, are exempt from the requirement to obtain the Minister's approval.

We recommend verifying whether students that you may plan to hire meet this requirement. Otherwise, there is a risk of illegal employment.

[The Regulation \(in Polish\)](#)

The Act implementing the "Women on Boards" Directive has entered into force

The Act amending the Public Procurement Act, which transposes the "Women on Boards" Directive into Polish law, entered into force on 18 August 2026. The President filed a motion to the Constitutional Tribunal as part of a post-enactment review.

Among the most significant changes is the introduction of an obligation to ensure gender balance on the governing bodies of selected public companies. This requirement is deemed to be met when:

1. the total number of positions on the company's governing bodies held by persons belonging to the underrepresented gender is no less than the number closest to 33% of the total number of positions on the company's governing bodies, and
2. persons of the underrepresented gender hold positions in each of the company's governing bodies.

In addition, a company's shareholders general meeting will be required to adopt a gender balance policy.

The new regulations apply to companies that have headquarters in Poland, which have at least one share admitted to trading on a regulated market in at least one EU member state, and that meet specific size criteria. The regulations do not apply to microenterprises or small and medium-sized enterprises.

[Act \(in Polish\)](#)

New regulations on workplace bullying published

On 4 August 2026, an act amending the provisions of the Labor Code regarding workplace bullying and discrimination was published in the Journal of Laws of the Republic of Poland.

The planned changes include simplifying the definition of workplace bullying and incorporating existing case law in this area into the Labor Code.

An employee who has been subjected to workplace bullying will be able to seek compensation in an amount not less than six times the minimum wage, or damages. In turn, an employer will be able to seek reimbursement for the damage incurred (compensation or damages) from the employee who committed the workplace bullying.

Additionally, employers with at least 10 employees will be required to establish rules, procedures, and the frequency of measures to prevent undesirable behavior toward employees in their internal regulations, unless these are already specified in a collective bargaining agreement or in the work rules.

The Act will enter into force three months after the date of its publication, i.e., 5 November 2026.

[The Act \(in Polish\)](#)

Changes to Occupational Health and Safety Regulations concerning work in high temperatures

On 10 July 2026, a resolution introducing new obligations for employers regarding work in high temperatures was published in the Journal of Laws of Republic of Poland. The changes aim to enhance employees' protection when working both outdoors and indoors.

The new regulations require the implementation of technical or organizational measures once specific temperature thresholds are exceeded. Depending on working conditions, these may include, among other things, additional work breaks or changes to the work schedule.

Furthermore, if the temperature exceeds:

1. 35°C in indoor work areas, or
 2. 32°C during heavy work performed outdoors,
- work must not be performed.

The new resolution will enter into force six months after the date of publication, i.e., 11 January 2027.

[Regulation \(in Polish\)](#)

Proposed new minimum wage

Information regarding a draft regulation on the minimum wage has appeared in the Council of Ministers' list of legislative and programmatic tasks. As of 1 January 2027, the minimum wage is set to increase to PLN 4,950 gross, while the minimum hourly rate will be PLN 32.30. This represents an increase of approximately 3% compared to the current minimum wage, which is PLN 4,806 gross and PLN 31.40 (hourly rate).

During negotiations conducted within the framework of the Social Dialogue Council, no agreement was reached on the amount of the minimum wage. As a result, the Council of Ministers will determine the final amount via a resolution. In accordance with applicable regulations, the amount specified in the regulation cannot be lower than the proposal previously presented to the Social Dialogue Council. The regulation is expected to be issued by 15 September 2026.

[List of legislative and programmatic tasks \(in Polish\)](#)

Contact us!



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