



**Dear Readers,**

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

### **AI REGULATION NOW IN FORCE**

The EU's AI Act, a landmark regulation governing artificial intelligence, took effect on 2nd February. This legislation prohibits certain AI practices, including the use of systems that employ subliminal or manipulative techniques, and those designed to draw inferences about people's emotions, for example in the workplace. The Act also mandates that employers ensure their personnel working with AI are adequately trained and competent. Developing and implementing internal AI usage policies is also recommended.

### **STATISTICS POLAND: PAY GAP STILL WIDE**

New data from Statistics Poland (GUS) for July 2024 reveals a persistent pay gap between men and women. The average gross salary for men was PLN 8,195.07, while women earned an average of PLN 7,769.06 gross. This disparity exists across all age groups, with the largest gap observed among those aged 35-44. The difference begins to narrow only after age 55. Addressing this pay gap is a key concern, particularly with the upcoming implementation of the EU's Pay Transparency Directive.

### **SALE OF COMPANY EQUIPMENT EXCLUDED FROM THE HEALTH CONTRIBUTION BASE**

While fixed assets were excluded from the health contribution base at the start of the year, uncertainty remained regarding the sale of lower-value items, such as company phones or office furniture. The Ministry of Health has now clarified that health contributions are not required on income from the sale of equipment valued over PLN 1,500.

### **TEMPORARY EMPLOYMENT AGENCIES ELIGIBLE FOR PFRON FUNDING**

The State Fund for Rehabilitation of Disabled Persons (PFRON) has confirmed that only temporary work agencies, as formal employers, are eligible to receive salary subsidies for employees with disabilities. This clarification addresses concerns raised by an agency that also operates as a sheltered workshop, which questioned whether it could include temporary employees in its subsidized employment figures and receive salary subsidies for them. The Office of Competition and Consumer Protection (UOKiK) has also clarified that while user employers can list temporary employees in their employment statistics, they are not entitled to receive PFRON subsidies for these individuals.

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## **UPCOMING EVENTS**

- **Webinar: How does workplace bullying definition change impact the employers?** - 11 February 2025, 11:00-11:45, online. Registration: [here](#).
- **Employer and employee in court: Navigating the redefined workplace bullying cases** - 17 February 2025, 11:00-11:45, online. Registration: [here](#).
- **Conference: Restructuring in the workplace** - 18 February 2025, 11:00-13:10, online. Registration: [here](#).
- **Conference: Employment disputes** - 26 February 2025, 9:00-14:00, online. Registration: [here](#).
- **HR Lab Poznań: Pay transparency and DE&I in the workplace** - 26 February 2025, 11:00-14:00, on-site, Poznań. Registration: [here](#).
- **The road to transparency: Understanding pay transparency – key terms for salary review** - 27 February 2025, 11:00-11:45, online. Registration: [here](#).