

**Dear Readers,**

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

**NEW EU DIRECTIVE ON PAY TRANSPARENCY**

On Thursday, 30th March, the European Parliament enacted a directive on pay equality. It aims to reduce the gender pay gap between women and men. On average, women in the EU earn 13% less than men for the same work. The new regulations will enable employees to request information about individual and average pay levels in the company, divided by gender. Furthermore, pay secrecy will be prohibited and companies will have to draw up pay reports. If the reports show a 5% pay gap, the employer will have to make changes to the pay structure. Moreover, companies will be required to include pay ranges in job advertisements or provide such information before the first recruitment interview. Member states will have to introduce effective and deterrent sanctions for breaches of the regulations. However, the Council of the EU must still vote the directive up before it is published in the Official Journal. After that, member states will have three years to transpose it into national law.

**MORE INFORMATION IN EMPLOYMENT CERTIFICATE**

New employee rights resulting from work-life balance laws require employers to include more information in the employment certificate. According to the draft regulations drawn up by the Ministry of Family and Social Policy, the employment certificate will have to include information on how many days an employee used for remote working, force majeure and parental leave.

**MORE DOCUMENTS IN EMPLOYEE RECORDS**

Changes will also apply to employee records. Part B is to include employee requests together with the employer's response. The employee may request:

- a change of their employment contract to an indefinite-term contract
- more transparent and predictable working conditions
- to be given the reasons for terminating their employment contract during the probationary period.

Moreover, this part of employee records should include any documents concerning flexible work organization.

**NEW REMOTE WORK LAWS START ON GOOD FRIDAY**

This week, on Friday, 7th April, new remote work laws will come into force. It is the last call to introduce necessary internal regulations or to adapt the existing ones to the new requirements.

**AMENDMENT TO COLLECTIVE DISPUTE RESOLUTION LAW IS GETTING WORSE**

The latest changes to the bill amending the law on collective disputes have raised employers' hackles. The legislator dropped the expected regulation that would enable checking the legality of the strike referendum. Controlling the process of initiating a strike and its legality will still not be possible. Moreover, the concept of a dominant employer has still not been defined. The list of potentially contentious issues got even longer, which can be a great hindrance to constructive dialogue and negotiations.

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**UPCOMING EVENTS**

- **Webinar: Saving with the Company Social Fund – what are the benefits?** - 4 April 2023, 11:00-11:45, online. More: [here](#).
- **SOS PCS | Littler - Employer in Crisis: What steps to take when an employee blackmails their employer with a harassment claim?** - 5 April 2023, 11:00-11:45, online. More: [here](#).
- **Training: What's new in employment law? An overview of the most significant changes** - 5 April 2023, 10:30-12:30, online. More: [here](#).
- **Let's talk about money: Payroll and compliance - when pay inequality happens and how to fix it?** - 6 April 2023, 11:00-11:45, online. More: [here](#).