



Dear Readers,

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

CRITICISM OF THE BOSS DOESN'T ALWAYS JUSTIFY FIRING

The European Court of Human Rights (ECtHR) recently ruled that an employee's email criticising their boss and employer to a small group of colleagues cannot be grounds for dismissal. This kind of action would violate the employee's freedom of expression. In the considered case, a dismissed IT worker sent a message to HR highlighting irregularities in their supervisor's management style. The employer saw this as a personal attack and an overstep of acceptable criticism, disrupting company harmony and order. The Court, however, emphasised the need to balance these conflicting interests. Since the email was well-reasoned, lacked offensive language and the recipients were limited to HR, dismissal was deemed an excessive penalty. (ECtHR judgment of 20th February 2024, application no. 48340/20).

PLN 1,500 MONTHLY BOOST FOR WORKING PARENTS

Tomorrow, the government is set to work on the "Active Parent" program, offering three new benefits for working parents. "Active Parents at Work," "Active in the Nursery," and "Active at Home". Parents with children aged 12-35 months who meet specific work activity criteria will be eligible for a monthly benefit of PLN 1,500 (€350) for 24 months.

POLAND REMAINS EU RUNNER-UP IN LOW UNEMPLOYMENT

Poland continues to boast one of the lowest unemployment rates in the EU, according to Eurostat data for February 2024. With an unemployment rate of just 2.9% and 517,000 unemployed individuals, Poland remains in second place. This stable labour market situation is further confirmed by the Statistics Poland report published on 28th March 2024. Link to the report: [here](#).

PLATFORM WORK DIRECTIVE: A SHIFT TOWARDS EMPLOYEE STATUS?

New regulations are being developed at the EU level to govern work performed through digital platforms. One potential consequence of these changes is a shift in employment status for individuals currently classified as self-employed. This would create a legal presumption that individuals meeting at least two out of five specific criteria outlined in the directive would be considered employees. These criteria focus on such aspects as compensation, supervision, control, working hours, and independence.

WHISTLEBLOWER PROTECTION LAW NEARS COMPLETION

After extensive negotiations, the Ministry of Family, Labour and Social Policy has finalised a bill on whistleblower protection. While details are still emerging, the draft reportedly includes changes such as reduced compensation for retaliation and the involvement of the Ombudsman in the whistleblowing process. Link: [here](#).

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UPCOMING EVENTS

- **Webinar: 10 key rules of online termination meetings** - 9 April 2024, 11:00-11:45, online. More: [here](#).
- **Workshop: Managing relations with trade unions – communication guidelines and handling requests and letters from trade unions** - 10 April 2024, 11:00-11:45, online. More: [here](#).
- **VII HR Congress. Debate: Rethinking Employee Benefits** - 10-11 April 2024, Katowice. More: [here](#).
- **No, because of GDPR! Background screening and employees' online activity – latest market practices** - 11 April 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: Pay transparency directive - get ready now!** - 15 April 2024, 11:00-11:45, online. More: [here](#).
- **Conference: Company social fund 2024** - 25 April 2024, 11:00-14:00, online. More: [here](#).
- **HR Lab Kraków: DE&I and pay transparency in the workplace** - 6 June 2024, 11:00-14:00, Cracow. More: [here](#).