



Dear Readers,

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

PROTECTION AGAINST SEXUAL ORIENTATION DISCRIMINATION ALSO FOR B2B

According to the opinion of the Advocate General of the CJEU, issued on 8 September at the request of a Polish court, the EU directive prohibiting workplace discrimination based on sexual orientation also protects the self-employed (B2B). The case in question concerned a TVP journalist whose contract was not renewed after he appeared in a video clip about LGBT people celebrating Christmas. The ruling is expected at the end of the year.

RECORD INCREASE IN CONTRIBUTIONS FOR ENTREPRENEURS

Due to the expected average monthly salary, the 2023 social security contribution base is likely to be as high as PLN 4161. It means that the contribution will increase by PLN 207.20 per month and by PLN 2486.40 per year, constituting an increase of 17.1%.

UNEMPLOYMENT FELL TO 4.9% IN AUGUST

As initially reported by the Ministry of Labour and Social Policy, the number of unemployed people in August fell by 2,100 compared to July. The unemployment rate was 4.9%.

EMPLOYERS SHOULD BE MORE FLEXIBLE WHEN RECRUITING

On 7 September, the CJEU ruled that recruitment and selection processes should be more flexible, taking into account all of the circumstances concerning a candidate instead of focusing on ticking all the boxes, such as having a specific diploma. A candidate cannot be rejected because they do not have one of the diplomas specified in the job offer. Ref: T-713/20

WORK WITH COVID-19 NOT LONGER POSSIBLE

Because isolation and quarantine regulations do not apply anymore, an infected employee who receives a sick note cannot work, even remotely. Given the increasing number of infections, there are serious concerns about the impact it may have on the labour market.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Relationships with trade unions: Working with trade unions within the limits of the law and external company rules** - 13 September 2022, 11:00-11:45, online. More: [here](#).
- **10 key rules of motivating employees** - 14 September 2022, 11:00-12:00, online. More: [here](#).
- **HR Wellbeing Forum 2022** - 15-16 September 2022, 11:00-12:00, hybrid form. More: [here](#).