



Dear Readers,

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

PAY TRANSPARENCY – NEW TOOL TO SUPPORT EMPLOYERS WITH REPORTING OBLIGATIONS

The Ministry of Family, Labour and Social Policy (MRPiPS), in cooperation with the Statistics Poland office, is developing a new tool to help employers meet their reporting obligations under the upcoming pay transparency regulations. Employers will be able to input specific indicators required by the directive into the tool, which will then submit the data to the relevant monitoring authority. While the final version is still in development, it is expected to make reporting much easier for employers. More about the announcement [here](#).

THE MINISTRY IS WORKING TO BAN UNPAID INTERNSHIPS

The Ministry of Family, Labour and Social Policy is working on a law that would ban unpaid internships. At the same time, the EU is preparing a similar directive. Under the proposed rules, interns would be entitled to pay and comparable working conditions to employees performing similar tasks - unless any differences can be justified by clear, objective reasons. The new law will also introduce a definition of a “fake internship,” which will help interns better protect their rights and make it easier for authorities to carry out inspections. The changes are expected to take effect in 2026. The government announcement is available [here](#).

COMMISSIONER FOR HUMAN RIGHTS ON DRAFT LAW ON DISCRIMINATION AND WORKPLACE BULLYING

A new draft law aims to update the legal definitions of discrimination and workplace bullying. In a recent opinion, the Commissioner for Human Rights supported the proposal to expand the definition of discrimination to include the concepts of assumption and association. At the same time, the Commissioner raised concerns about a recurring issue in the draft. The proposal mistakenly treats the behaviour used for comparison as hypothetical, rather than the unfavourable treatment of the employee itself. According to the Commissioner, this shows that the legislators’ might have misunderstood the definition in the EU directives. The opinion is available [here](#).

MRPiPS: THIRD MEETING ON LABOUR INSPECTION REFORM

Last week, the Ministry of Family, Labour and Social Policy (MRPiPS) held the third meeting of the team working on the reform of the Labour Inspectorate (PIP). The main goal of the reform is to strengthen the protection of employee rights. Key areas of focus include improving the effectiveness and reach of workplace inspections, including the use of remote monitoring tools, developing procedures for converting civil law contracts into employment contracts, and introducing tougher penalties for employers who violate labour laws. Link [here](#).

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UPCOMING EVENTS

- **Trust and check: Balancing monitoring and trust - how to build a positive and compliant workplace** - 5 August 2025, 11:00-11:45, online. Register: [here](#).
- **The Road to Transparency: Pay transparency. How to prepare for reporting?** - 6 August 2025, 11:00–11:45, online. Register: [here](#).
- **Webinar: Four-day workweek in practice – pilot program and what it means for employers** - 7 August 2025, 12:00, online. Register: [here](#).