



Dear Readers,

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

DRAFT BILL ON PAY TRANSPARENCY PUBLISHED

A draft bill was published on 16 December intended to reinforce the right to equal pay for men and women for equal work or work of equal value. The fundamental aim of the legislation is to eliminate the gender pay gap. Under the new rules, employees will be granted the right to access information on average pay levels for those performing the same roles, broken down by gender. Furthermore, companies with a workforce of at least 100 people will be required to report their pay gap figures on a regular basis. In instances where a pay disparity exceeds 5% and cannot be justified by objective criteria, the employer will be required to carry out a corrective audit in cooperation with staff representatives. The bill also introduces a ban on pay confidentiality clauses and sets out high financial penalties for non-compliance, reaching up to PLN 50,000. The regulations are currently planned to take effect on 7 June 2026. Source: *here*.

NEW RULES FOR CONFIRMING INITIAL HEALTH AND SAFETY TRAINING

An amendment to the regulation on health and safety training came into force on 12 December 2025, abolishing the previous requirement that the completion of the initial training must only be confirmed in writing. Under the new rules, both employees and managers of organisational units may confirm the completion of general and workplace-specific training in electronic form. This includes confirmation via email, provided the method allows for the clear identification of the individual. The regulations concerning the option to carry out health and safety training remotely remain unchanged. Source: *here*.

MINISTRY EXPLORES THE POSSIBILITY OF REGULATING OUTSOURCING

The Sejm Committee on Petitions has requested the Ministry of Family, Labour and Social Policy to assess the potential impact of introducing new outsourcing regulations. The aim of the analysis is to create a legal framework that allows for a clear distinction between legal process outsourcing—based on the performance of a specific service and responsibility for its outcome—and the illegal 'leasing' of employees. The Ministry is currently analysing the validity of such solutions.

LABOUR INSPECTORATE PUBLISHES 2026 INSPECTION PLAN

The National Labour Inspectorate (PIP) has announced its inspection plan for 2026, which outlines a target of 50,000 inspections. A primary focus will be placed on companies operating via electronic service platforms and their associated entities. Inspectors will also check compliance regarding Employee Capital Plans (PPK), remote working arrangements, anti-bullying measures, and gender pay equality. Furthermore, the PIP intends to conduct 200 targeted inspections to verify the legitimacy of employment under contracts based on the Civil Code. The inspectorate also announces the application of new guidelines based on advanced risk analysis, using data and algorithms developed by the Social Insurance Institution (ZUS). This should make it possible to accurately identify entities with a higher risk of non-compliance, which will significantly increase the effectiveness of inspections.

POLISH AUTHORITIES JOIN FORCES AGAINST DISGUISED EMPLOYMENT

The Social Insurance Institution (ZUS), the National Labour Inspection (PIP), and the National Revenue Administration (KAS) are developing a collaborative data exchange system, the key element of which will be an algorithm that identifies companies misusing contracts based on the Civil Code and self-employment arrangements. By analysing data from contribution payers and patterns of cooperation with sole proprietorships, the tool will be able to highlight specific "red flags" indicating potential irregularities. Once the new regulations come into effect, these authorities expect to carry out far more accurate and data-driven inspections.

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UPCOMING EVENTS

- **Workshops: Managing relations with trade unions. Partners in dialogue** - 8 January 2026, 11:00 – 11:45, online. Register: *here*.
- **On unions with unions: Trade union membership under scrutiny – time for a review** - 13 January 2026, 11:00 – 11:45, online. Register: *here*.
- **Conference: 10 key changes in HR law for 2026** - 15 January 2026, 11:00 – 12:50, online. Register: *here*.