

# New recruitment obligations enter into force as early as 24 December 2025

We would like to remind you that on 24 December 2025 an amendment to the Polish Labour Code will enter into force, partially implementing the requirements of the EU directive on pay transparency.

The aim of the introduced changes is to ensure pay transparency already at the recruitment stage. At the same time, the legislator strengthens anti-discrimination standards in recruitment and introduces a prohibition on asking job candidates about their remuneration in their current and previous workplaces.

## 1. OBLIGATION TO PROVIDE THE CANDIDATE WITH INFORMATION ON REMUNERATION FOR THE APPLIED POSITION

The employer will be required to provide the candidate with information on:

- » the initial remuneration or its range (salary band), determined on the basis of objective and neutral criteria;
- » the applicable provisions of a collective bargaining agreement or remuneration regulations (if the employer is covered by them).

### NOTE:

The concept of “remuneration” should be interpreted broadly. It covers not only the basic monthly salary, but all pay components and work-related benefits, including, among others:

- » remuneration supplements (e.g. seniority allowance, functional allowance);
- » bonuses, including discretionary bonuses;
- » awards;
- » severance payments;
- » benefits in kind;
- » other benefits (e.g. pension benefits, private medical care, a MultiSport card).

### WHEN MUST THE INFORMATION BE PROVIDED?

The information must be provided to the candidate sufficiently in advance to allow them to

review it and to ensure informed and transparent negotiations.

The information may be provided at any stage of the recruitment process:

- » in the job advertisement,
- » before the job interview,
- » before entering into the employment contract.

**NOTE:**

The Polish legislator grants employers significant flexibility as to the timing of providing the information. It could be provided at any stage of the recruitment process, but no later than before entering into the employment contract.

**IN WHAT FORM MUST THE INFORMATION BE PROVIDED?**

The information should be provided in paper or electronic form (e.g. handed over during the job interview or sent by e-mail). Oral communication is insufficient.

## 2. GENDER NEUTRALITY OF JOB ADVERTISEMENTS AND RECRUITMENT PROCESSES

The employer will be required to ensure that:

- » job advertisements and job titles are gender-neutral,
- » the recruitment process is conducted in a non-discriminatory manner.

In practice, this means that job advertisements and job titles should not suggest the gender of the person to be employed.

## 3. PROHIBITION ON ASKING THE CANDIDATE ABOUT CURRENT OR PREVIOUS REMUNERATION

The employer will no longer be allowed to ask the candidate to disclose information about their remuneration, both in their current job and in

previous employment relationships. It is, however, permissible for the candidate to share such information voluntarily.

If you have any questions, please feel free to contact our employment law team.

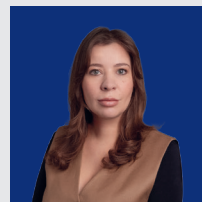
### CONTACT US



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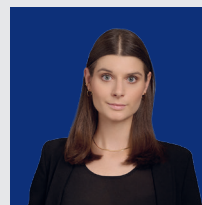
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