

On 27 June 2025, the Ministry of Family, Labour and Social Policy announced the rules for the call for applications for the pilot reduced working time programme.

What is the pilot about and is it worth joining?

The following are the terms and conditions announced by the Ministry.

1

What is the Reduced Working Time Pilot Programme?

The pilot reduced working time programme is a test solution consisting of a voluntary reduction in weekly working time, but without any reduction in employee remuneration.

The aim of the programme is to develop and test different reduced working time models, assess the impact of these solutions on employment, productivity, employee health, work organisation or reconciliation of work and private life in the studied entities, and identify legal barriers to the implementation of reduced working time. Following the pilot, good practices are to be developed, reduced working hours are to be made commonplace and implementation into the legal order is to be considered.

2

Who can join the programme?

Employers from both the private and public sectors can apply for the pilot.

What conditions must be met to participate in the recruitment?

- The business must have been in operation for at least 12 months prior to the date of application for participation in the programme.
- At least 75% of the workforce must be employees under a contract of employment, nomination, election, appointment or cooperative employment contract.
- The programme will cover a minimum of 50% of employees.

- Employment is maintained at a level of not less than 90% of that indicated in the application.
- Employee remuneration throughout the programme period is maintained at a level no lower than that in force on the date of commencement of the programme.
- No deterioration in the working and pay conditions of employees covered by the programme.

3 Forms of reduced working time

Among others, the following models will be tested:

- Reduction of the number of working days a week (e.g. introduction of a 3-day weekend)
- Reduction in daily working hours (e.g. to 6 hours)
- Reduction in working hours by granting additional days off per month
- Granting of additional days of annual leave

Other models tailored to the specific needs of the employer are also acceptable.

4 To what extent are working hours reduced?

The target is to reduce working hours by at least 20%, but this is to be done in two stages:

- Stage I – reduction in working time by at least 10% – 6 months
- Stage II – reduction in working time by at least 20% – after 6 months

It is important to note that employees retain the right to full pay throughout the duration of the programme.

5 Financing and support for employers

For the implementation of the pilot in 2025, PLN 10 million has been assigned from the Labour Fund (the total amount in the years 2025-2027 is PLN 50 million). Each employer who takes part in the programme can obtain a subsidy of up to PLN 1 million, provided that the cost of the programme per employee covered by the pilot cannot exceed PLN 20,000. Co-financing is to cover information and promotion activities, as well as costs related to the operation of the programme, including coordination, recruiting participants, monitoring, evaluation or settlements.

6 When to apply?

Applications will be accepted by the Ministry from 14 August 2025 to 15 September 2025.

How does the reduced working time pilot differ from the reduced working time regime already regulated by the Labour Code?

The Labour Code already contains regulations for specific working time systems (Articles 135-138 of the Labour Code and Articles 143 -144 of the Labour Code). One of them is the reduced working time system. However, this system differs from the pilot programme organised by the Ministry. The differences are outlined below:

	Reduced working time system (Art. 143 of the Labour Code)	Pilot Programme
Initiative	At the employee's request	Voluntary participation of the employer
Number of days a week	Fewer than 5 days	Possibility of reducing the working week (e.g. to 4 days)
Daily working time	Extended - up to 12 hours	Reduced - e.g. to 6 hours a day
Impact on total working hours	Total working hours remain unchanged (more hours per day, fewer working days)	Total working time is reduced – no reduction in pay
Impact on remuneration	No impact - full pay for standard working hours	No reduction in pay despite reduction in working hours
Purpose	Organisational flexibility while maintaining full-time employment	Improving employee well-being and productivity

How can we help?

We have outlined the main features of the pilot programme above. If you need our support in preparing to apply for the programme, please let us know.



Contact us!



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