



The beginning of 2026 will bring further significant changes to labour law. Some of them are already in force, while employers must prepare for the rest in the near future. We have compiled the most important information.

1

Inclusion of civil law work in the length of service

From 1 January 2026 in the public sector, and from 1 May 2026 also in the private sector, periods of work performed on the basis of civil law contracts, including B2B contracts, will be included in the total length of service. These changes may affect the scope of many employee rights. From the employer's perspective, it will be particularly important to take non-employee length of service into account when determining holiday entitlements.

2

Suspension of legislative work on the reform of the powers of the National Labour Inspectorate

At the beginning of the year, the National Labour Inspectorate was to gain new powers to recognise civil law contracts as employment contracts on the basis of its own decision, after conducting an inspection. However, the turn of the year brought news that work on the draft bill in its current form had been completed. In our opinion, this does not mean that the National Labour Inspectorate reform has been completely abandoned, but at the time of preparing this material, no information was provided on the form and timing of the resumption of any work.

3

Amendment to the Labour Code

In January, the President signed an act amending the Labour Code and the Act on the Company Social Benefits Fund. The provisions will come into force within 14 days of the Act being published in the Journal of Laws and will enter into force on 27 January 2026. The scope of the changes is discussed below.

■ **Change in the form of providing certain documents**

As part of the amendment, the form of submission of certain documents has been changed to paper or electronic form (previously, in most cases, paper-written form was required).

The amendment applies to the following documents:

- information about the monitoring used in the workplace,
- information about the transfer of the work establishment,
- consultation with the trade union organisation at the work establishment regarding the intention to terminate an employment contract,
- documents concerning work schedules and working time systems,
- documents concerning the rules for compensation for overtime and night work,
- applications for unpaid leave.

■ **Change in the date of payment of compensation for unused holiday leave**

The amendment also changes the deadline for paying compensation for unused holiday leave. Once the regulations come into force, it will be:

- payday,
- and if the payday falls before the date of termination or expiry of the employment relationship, the equivalent shall be paid within 10 days of the date of termination or expiry of the employment relationship.

■ **Amendment to the Act on the Company Social Benefits Fund**

Once the provisions come into force, the Social Fund Regulations will have to be consulted not with one, but with several employees selected by the staff to represent their interests. The amendment to the Act changed the previous singular form 'employee' to the plural form 'employees'.

4

Pay transparency

An amendment to the Labour Code came into force on 24 December 2025, according to which :

- employers are obliged to use gender-neutral job titles, including in recruitment,
- employers are obliged to inform job applicants about the remuneration, its initial amount or range (based on objective, neutral criteria, in particular with regard to gender) and the relevant provisions of the collective labour agreement or remuneration regulations. – if the employer is covered by a collective labour agreement or has remuneration regulations in place.

In December 2025, a draft bill implementing the Pay Transparency Directive was also published. Work on the bill should be completed by June 2026. We reported on the details of the draft in the [previous issue of HR LEX PRESS](#).

5 Changes in collective agreements

Collective agreements and the rules for their registration are regulated in a separate act – the Act on Collective Labour Agreements and Collective Agreements, which came into force at the end of last year. The main purpose of the changes was to systematise the existing regulations and adapt them to EU regulations.

6 Work on changing the definition of mobbing

On 27 November 2025, the Standing Committee of the Council of Ministers adopted a draft act introducing a new definition of mobbing into the Labour Code and strengthening protection against undesirable behaviour in the workplace. In the coming months, we can expect work on the draft amendment to continue.



Get in touch!



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