

Poland

NEW REGULATIONS

Changes for Employees
and Entrepreneurs in 2025

- Minimum wage increase
- Additional maternity leave
- Christmas Eve free from work
- Subsidies for the employment of people over 50 years of age



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> Minimum wage increase

- The minimum wage as of **January 1, 2025** is **PLN 4,666 gross**
- The minimum wage has increased by **PLN 366** in 2025
- The minimum hourly rate is **PLN 30.50**

> Additional maternity leave

Thanks to an amendment to the Labor Code, parents of premature babies and children requiring prolonged hospitalization will be able to enjoy **additional maternity leave**.

The amount of leave: Up to 8 or 15 weeks, depending on the week of pregnancy in which the birth occurred, the baby's birth weight and the length of its hospitalization.

> Christmas Eve free from work

Starting in 2025, **December 24 – Christmas Eve – will be a public holiday**.

The law will take effect on **February 1, 2025**.

> Subsidies for the employment of people over 50 years of age

Entrepreneurs will be able to apply for a remuneration subsidy for the employment of a referred:

1. **unemployed person** who has reached the age of 50 and has not reached the age of 60 in the case of a woman, or 65, in the case of a man,
2. **job seeker** who has reached the age of 60, in the case of a woman, or 65, in the case of a man.

The employer will be entitled to a maximum of 50% of the minimum wage. The aim of the changes is to activate seniors professionally.

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