

Poland's Pre-Employment Pay Transparency Rules — Phase 1 of the EU Pay Transparency Directive

Gender Equality · Good practice · Poland

Quality score: 41/100

Evidence strength: Moderate

Summary

Poland's first-phase transposition of the EU Pay Transparency Directive requires employers to disclose salary ranges in job ads or before interviews, use gender-neutral job titles, and bars questions about salary history — effective 24 December 2025, ahead of full transposition.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-14

[Ministry of Family, Labour and Social Policy \(Poland\)](#) — accessed 2026-09-14

[Ogletree Deakins — Poland: Pay Transparency Measures Employers Must Implement by 24 December 2025](#) — accessed 2026-09-14

[RSM Poland — Employers' obligations under the Pay Transparency Directive](#) — accessed 2026-09-14

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