Employment

Employment law in Poland is undergoing its most significant transformation in a decade. Between the EU pay-transparency directive, new collective-bargaining rules, and – critically – the 2026 reform empowering the National Labour Inspectorate (PIP) to administratively reclassify B2B contracts as employment, the compliance stakes for businesses have never been higher.

We provide end-to-end, commercially focused advice that helps domestic and international clients navigate this evolving landscape while protecting operational flexibility and reputation.

Our services include:

HR Advisory & Employment Documentation

Drafting and reviewing employment documentation, developing HR policies and advising on performance management, flexible working and family-friendly arrangements.

B2B Audits & Reclassification Risk Management

Assessing B2B relationships for employment reclassification risks, reviewing contractual terms and working practices, and recommending practical solutions to ensure compliance while preserving business flexibility.

Discrimination, Bullying & Harassment

Providing strategic advice and representation in sensitive workplace matters, combining effective legal action with careful management of financial and reputational risks.

Employment Disputes

Representing clients in complex and high-profile employment disputes, with a pragmatic, commercially driven approach focused on achieving proportionate and effective outcomes.

"They are thoughtful and incredibly supportive. You can see that they are working in your best interest."
Director of Koenig & Bauer AG

"Brilliant team with fantastic expertise and an unrivalled client experience."
The Legal 500

LEADING FIRM
Legal500
EMEA
2026

Find out more:

"Ability and experience comparable to that of a large firm, combined with a very personal level of service."
CEO of Wienerberger Ceramika Budowlana Sp. z o.o.

"Very dedicated, organised team, pro-active and knowledgeable - keep things simple."
The Legal 500

Recent examples of our work:

- Advised **Wienerberger Ceramika Budowlana Sp. z o.o.** from an Austrian-listed building materials group, on the most demanding labour law issues in Poland.
- Advised **DKMS Group**, one of the world's leading nonprofit organisations dedicated to combating blood cancer and blood disorders, on compliance matters and its international development.
- Advised **Eracent Sp. z o.o.** on restructuring of its employment.
- Advised **Saginomiya Seisakusho**, a Japanese-listed manufacturer of industrial equipment, on the restructuring of its Polish operations and related employment matters.
- Advised **Arla Foods S.A.** (a company from Arla Foods amba group) on the labour law issues.
- Advised **Koenig & Bauer AG** on HR policies and risk management.

International reach

Woźniak Legal is a Polish member of New Circle, an alliance of 13 independent law firms across Europe and Asia. It enables us to coordinate local legal advice when a matter extends beyond Poland.

NEW CIRCLE

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