

The labour law is clear: workers performing comparable jobs (those for which similar qualifications, effort, and responsibility are required), particularly regardless of their gender, should receive the same pay. However, despite being enshrined in several binding legal acts, the principle of equal pay remains difficult to implement in practice. This is evidenced, in particular, by the gender pay gap - the average difference in earnings between women and men. It has remained at a noticeable level for years in most developed countries, prompting lawmakers around the globe to search for both potential causes of this phenomenon and possible solutions.

Recently, the fact that employers - as the stronger parties to the employment relationship - have incomparably more information about the amount of wages paid to individual employees has been cited as one of the main obstacles to the better fulfilment of the principle of equal pay. Consequently, in practice it is difficult for employees to realize that they are being paid unequally compared to their co-workers, which prevents them from enforcing their rights. To address this problem, some countries have adopted pay transparency measures - solutions aimed at ensuring that employees have access to more information about employers' pay policies. In 2023, the European Union adopted Directive 2023/970, which obliges member states, including Poland, to introduce pay transparency measures.

In Poland, no pay transparency measures have been in effect so far. On the contrary, the principle of protecting pay secrecy is rather emphasized in our country (also in the legal sense). The issue of earnings is largely treated as a social taboo - there is even a saying that "gentlemen do not talk about money" (Polish: "Dżentelmeni o pieniądzu nie rozmawiają"). As a result, implementing Directive 2023/970 into Polish law could be a significant challenge and may necessitate a shift in the existing approach to setting and discussing salaries.

This research will focus on the legal aspects of pay transparency. The main objective of the project will be to compare the international concept of increasing pay transparency with the current standards of Polish labour law in this area. The goal is to determine how Polish regulations should be modified to, on the one hand, correctly implement Directive 2023/970 and benefit from the best practices of countries where pay transparency mechanisms are already in place, while on the other hand taking into account the existing domestic legal and social context.