

Poland 2026: Record Trade Relations, Key Executive Search Trends and Legal Reforms Highlighted

Business leaders attended the webinar “Update Poland: Economy, Law, and the Labour Market” to discuss the country’s evolving role as a central European economic powerhouse.

The event provided a comprehensive overview of the record-breaking bilateral relations with Germany, shifting recruitment dynamics, and significant legislative changes set to redefine the Polish business landscape in 2026.

Dr. Lars Gutheil, Managing Director of the German-Polish Chamber of Industry and Commerce (AHK Polen), opened the session by [highlighting](#) the unprecedented depth of bilateral economic ties. In 2025, trade volume between the two nations exceeded €180 billion for the first time, positioning Poland closely behind France as Germany’s fourth-largest trading partner.

Addressing [the challenges of a tightening labour market](#), **Christian Tegethoff**, Managing Director, CT Executive Search, provided an overview of HR trends for 2026. Poland is currently experiencing near full employment, with an unemployment rate of just 3.1%.

According to Mr. Tegethoff, this environment has intensified the competition for qualified specialists and leadership. He highlighted that while Polish labour costs remain competitive at €19.1 per hour compared to Germany’s €45, a rapidly rising minimum wage is accelerating the “wage-price spiral”. Mr. Tegethoff also noted that there is a high demand for “bridge builders” - leaders capable of navigating both international corporate standards and local Polish market specifics.

“Poland continues to be a dynamic and competitive market. In executive search, companies need to prioritize direct headhunting strategies over traditional job advertisements and ensure timely, transparent feedback throughout the recruitment process. Partnering with a specialized executive search firm such as CT Executive Search significantly increases the likelihood of securing the right leadership talent for top management positions,” comments Christian.

Dr. Joanna Krawczyk, Associated Partner at LYNX, shed more light on [critical updates to Polish employment law](#) taking effect in 2026. A primary focus of the new legislation is the comprehensive reform of the State Labour Inspection (PIP). Dr. Krawczyk also spoke about the new rules for calculating “length of service,” and the implementation of the EU Pay Transparency Directive.

Dominika Wągradzka, Partner at LYNX, then [spoke about the regulatory shifts](#) designed to streamline business operations. This includes changes to the Polish Holding Law, the digital transformation of the Polish tax system, and deregulation measures in business inspections.

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