

# Work on Sundays and Public Holidays in Shared Service Centres

On 10 February 2014 the president signed amendments to the Labour Code that extend the list of work that may be carried out on Sundays and public holidays. The amendment allows shared service centres situated in Poland to provide cross-border services. The amendment comes into force 14 days after promulgation, which in practice most probably means mid-March 2014.

Foreign investors who decide to locate shared service centres in Poland have long demanded such an amendment. The current restrictions in Art. 15110 of the Labour Code concerning work on Sundays and public holidays prevent entities in countries where Sundays and Polish public holidays are normal working days from receiving services from Poland without interruption.

Under the amendment, work on Sundays and public holidays will be permitted in the case of employees providing services with the use of electronic means of communication or telecommunication equipment and that are received abroad, if pursuant to the provisions applicable to the recipient of the services the above-mentioned days are working days, and also in the case of employees carrying out work ensuring that above-mentioned services can be provided.

The amendment has been warmly welcomed by the shared services sector, which is currently estimated as employing more than 120,000 persons in Poland. Another demand of the sector is that they should be permitted to check data on any criminal convictions of employees, which is particularly important for financial sector investors, especially investment funds regulated in the United States and subject to US legal requirements with regard to their foreign subsidiaries.

It is argued that these amendments will contribute to the further development of the shared services sector and hence to the increased competitiveness of the Polish economy.

## Contact



**Anna Hałas - Krawczyk**  
Counsel

T: +48 22 627 11 77

E: [anna.halas@cliffordchance.com](mailto:anna.halas@cliffordchance.com)



**Grzegorz Nowaczek**  
Associate

T: +48 22 627 11 77

E: [grzegorz.nowaczek@cliffordchance.com](mailto:grzegorz.nowaczek@cliffordchance.com)

This publication does not necessarily deal with every important topic or cover every aspect of the topics with which it deals. It is not designed to provide legal or other advice.

[www.cliffordchance.com](http://www.cliffordchance.com)

Norway House, ul. Lwowska 19, 00-660 Warsaw, Poland

© Clifford Chance 2014

Clifford Chance, Janicka, Krużewski, Namiołkiewicz i wspólnicy spółka komandytowa

Abu Dhabi ■ Amsterdam ■ Bangkok ■ Barcelona ■ Beijing ■ Brussels ■ Bucharest ■ Casablanca ■ Doha ■ Dubai ■ Düsseldorf ■ Frankfurt ■ Hong Kong ■ Istanbul ■ Jakarta\* ■ Kyiv ■ London ■ Luxembourg ■ Madrid ■ Milan ■ Moscow ■ Munich ■ New York ■ Paris ■ Perth ■ Prague ■ Riyadh ■ Rome ■ São Paulo ■ Seoul ■ Shanghai ■ Singapore ■ Sydney ■ Tokyo ■ Warsaw ■ Washington, D.C.

\*Linda Widyati & Partners in association with Clifford Chance.