

HR LAW BRIEF: CEE

01/2024

Dear Readers,

Being up to date is the key to navigate your business in line with the everchanging laws and regulations. At PCS | Littler we are local everywhere, especially in the Central and Eastern Europe.

Welcome to our new series HR Law Brief: CEE. Every two weeks, we will bring you the latest HR law insights from Poland and other CEE countries. You can find them attached hereto and below in editable version so you can easily copy and pass on to others within your organization & beyond.

In case you need any assistance in the CEE region, please let us know.



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IMPLEMENTATION OF THE WHISTLEBLOWER PROTECTION DIRECTIVE IN POLAND

The Polish government has announced that the EU's directive on the protection of whistleblowers will be implemented still in the first quarter of 2024. Legal entities with at least 50 employees will be required to implement the relevant notification channels within 1 month of the law's entry into force. The directive was originally to be implemented by December 17, 2021 – as soon as Poland meets its obligation, Estonia will become the last EU country to still fall behind.

INCREASE IN MINIMUM WAGE IN LITHUANIA

As of January 1, 2024, the monthly minimum wage for full-time employees will be 924 EUR. This represents an increase of EUR 84 compared to the current rate of EUR 840.

WORK PERMIT LIMIT IN ROMANIA

The Romanian government has backtracked on its announced increase in the work permit limit for non-EU nationals in 2024 and left the quota at 100,000. Employers are expected to find it difficult to recruit their workforce, especially as embassies are already significantly overloaded with the number of applications.

NO MORE RUSSIAN LANGUAGE IN LATVIA

Russian will no longer be included in job offer requirements or job interviews in Latvia. With the exception of certain professions, Russian will not be required from employees. Employers will no longer be able to discriminate against an employee or candidate for a job based on lack of Russian language skills. The proposal is part of the trend of continued elimination of the Russian language from the public space in Latvia.



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