



Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

APPLICATIONS FOR 800+ BENEFIT OPEN FROM 1 FEBRUARY

The new benefit period will last from 1 June 2024 to 31 May 2025. To receive the 800+ benefit an online application must be submitted to the Social Insurance Institution. On 1 February 2024 the Institution started to collect the requests. More details: [here](#).

CJEU: REFUSAL OF PAYMENT FOR UNUSED HOLIDAY LEAVE IS UNACCEPTABLE

A retired Italian official was refused pay for 79 days of unused holiday leave because the employment contract was terminated by him. The case was referred to the EU Court of Justice, who ruled that the Italian law prohibiting payment of an allowance for unused holiday leave is incompatible with the EU law. If the employer cannot prove they ensured the employee had the possibility to use the paid leave, it cannot be forfeited upon termination, and the allowance has to be paid. CJEU judgement of 18 January 2024, case ref no C-218/22.

ACCORDING TO EUROSTAT POLAND WITH THE SECOND LOWEST UNEMPLOYMENT RATE IN THE EU

In December 2023, the unemployment rate in Poland stood at 2,7%. This makes Poland one of the leading EU countries with the lowest unemployment rate, with only Malta ahead at 2,4%. The Czech Republic came third (2,8%). The highest unemployment was recorded in Spain, at 11,7%. The unemployment rate in the euro area was 6,4%, while the average rate in the EU was 5,9%.

WORK ON EXTENDING TEMPORARY PROTECTION FOR UKRAINIAN CITIZENS IN POLAND ACCELERATES

The list of the Council of Ministers works was updated with an amendment to the act on assistance for citizens of Ukraine in connection with the armed conflict on the Ukrainian territory. The amendment will provide for the extension of temporary protection and the validity of certain immigration documents until 30 June 2024. At the same time, the government announced work on further extension, until 4 March 2025. Source: [here](#).

THE MINISTRY OF INTERIOR AND ADMINISTRATION WORKS ON MIGRATION STRATEGY FOR 2025-2030

The Ministry of Interior and Administration started working on a comprehensive migration strategy for Poland for 2025-2030. The work schedule aims to have the strategic document in place by the end of this year. It will be followed by relevant legal acts implementing the new migration policy in the first half of 2025, including a new act on foreigners. Source: [here](#).

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner and **Oskar Kwiatkowski**, trainee attorney-at-law, lawyer.

UPCOMING EVENTS

- **Webinar: 10 rules of a dismissal meeting** - 6 February 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: Social media policy** - 8 February 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Strategically on HR and labour law in 2024** - 8 February 2024, 12:00-13:00, online. More: [here](#).
- **Conference: 10 most important changes in HR law in 2023** - 15 February 2024, 11:00-12:40, online. More: [here](#).

HR LAW BRIEF: CEE

Welcome to our new newsletter HR Law Brief: CEE. Read: [here](#).