

HR LAW BRIEF: CEE

02/2024

Dear Readers,

We are back with another edition of our HR Law Brief: CEE. Again, it's a 3-minutes read to bring you up to speed with the latest news from Central-Eastern Europe.

As always, you will find the Brief attached in PDF, and in an editable version below – use whichever is easier for you to read and share.

If you need any support in the CEE region, let us know.



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CZECH REPUBLIC – NEW PRIVILEGES FOR NON-EMPLOYEES

Starting January 2024, so called “agreement-based workers” have been granted broader privileges – similar to those enjoyed so far only by employees. Most working time provisions will now apply to the local “DPP” (“agreement on work performance”) and “DPC” (“agreement on work activity”) agreements, which brings agreement-based work much closer to standard employment relationship. Most importantly, agreement-based workers will now need to be issued a working time schedule, will have the right to paid annual leave, and may be entitled to premiums for work on public holidays, weekend or night work.

POLAND – STRETCHING OR YOGA MAY BE TAX-DEDUCTIBLE

Polish tax authorities have issued a decision allowing an employer to classify expenses of certain relaxation activities for employees as deductible costs. In an individual, but innovative interpretation obtained by an IT company, the tax authorities confirmed that massages, yoga lessons or other activities organized to improve the health and physical well-being of employees can be deducted as expenses.

SLOVAKIA – MORE WORKING DAYS

September 1st is no longer a public holiday in Slovakia. It used to be a day-off in celebration of the adoption of the Slovak constitution. As of the new year, Slovaks are working one day more – however, not much will change in 2024 already, as September 1st falls on a Sunday.

HUNGARY – SCREEN TIME LIMITS LIFTED

Starting this year, the 6-hour daily limit for working in front of a screen monitor in Hungary has been abolished. Employers are also no longer required to organise work so that the actual working time in front of a screen does not exceed 75% of an employee’s daily working time.



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