

HR LAW BRIEF: CEE

03/2024

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.

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



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HUNGARY – INITIAL OR PERIODIC MEDICAL EXAMINATIONS MAY NOT BE NEEDED SOON

As from September 1, 2024, Hungarian legislation will introduce a narrower list of jobs / occupations in which initial or periodic medical examinations will be compulsory. However, the employers may still at their discretion decide whether particular job / occupation – even if not on a compulsory list – still requires conducting such medical examinations.

LITHUANIA – LIMITATION OF “THIRD-PARTY HIRING” FOR FOREIGNERS

Lithuania has decided to combat the practice of obtaining residence permits for foreigners through the so-called shell companies. The only goal of such entities is to obtain a residence permit and then hire them to work for other companies. New regulations will require that a company inviting and then hiring foreigners actually conducts business activity in Lithuania. Failure to meet this requirement may result in a ban on obtaining residence permits or its change for 6 months.

LATVIA – COMPENSATION FOR REMOTE WORK WITHOUT TAX AND SOCIAL SECURITY CONTRIBUTIONS

As from 2024, in Latvia compensation of remote work expenses of up to EUR 40 per month is not subject to personal income tax or social security contributions. However, to benefit from this change, the employer must meet the several requirements set out in the law.

POLAND – RESUMES (CV) CAN BE STORED FOR LONGER

Employers in Poland may store resumes (CVs) even up to three years after the recruitment is completed. This is due to possible candidates' allegations regarding e.g., discrimination during a recruitment process. The recent judgement cleared up the employers' doubts and confirmed that such action is justified and does not constitute unwarranted processing of personal data.



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