

HR LAW BRIEF: CEE

05/2024

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.



Sławomir Paruch ✉

attorney at law, partner
at PCS | Littler
+48 604 198 589



Marcin Sanetra ✉

attorney at law, partner at PCS | Littler,
qualified to practice in Poland and New York
+48 502 487 721



Bartosz Tomanek ✉

advocate, partner
at PCS | Littler
+48 502 487 699

POTENTIAL COMPETITION NOW UNDER PROTECTION (HUNGARY)

The Hungarian Supreme Court confirmed that a contractual non-compete also applies to potential future competition. An employee joining a company that seeks and invests in the development of competitive activities violates the non-compete even if the company has not yet launched a competing product or service on the market.

GREATER BURDEN ON THE EMPLOYEE (CZECH REPUBLIC)

As part of its fiscal reforms, the Czech government has restored the burden on the employee side to bear the cost of sickness insurance, as it was previously paid by the employer. The cost of the insurance is 0.6% of the monthly assessment base (remuneration), which brings the total social insurance burden to 7.1% of the assessment base.

LOWER RATES (ROMANIA)

As of March 2024, the minimum salary threshold for EU Blue Card holders has dropped significantly. The new threshold has been set at RON 7,567 gross per month (approx. EUR 1,540). The previous threshold was set at RON 13,578 gross per month (approx. EUR 2,730), a decrease of approximately 45%.

PARTIALLY OPENED BORDERS (ROMANIA/BULGARIA)

Bulgaria and Romania are preparing for partial entry into the Schengen area. From March 31, 2024, border controls are abolished for air/sea travel between Bulgaria, Romania and other Schengen countries. Both countries are issuing Schengen C visas from April 1, 2024.

GENDER-NEUTRAL LANGUAGE (ESTONIA)

Labour laws in Estonia have been adjusted following the recently introduced possibility of same-sex marriage. Words such as 'mother' or 'father' have been replaced by the term 'partner' to include a less discriminatory approach towards eligible employees. Employers should verify their internal regulations whether they comply with newly adopted regulations.

PLATFORM DIRECTIVE GETTING CLOSER (POLAND AND OTHER EU MEMBER STATES)

An agreement on the Platform Directive has been reached in the EU. The directive aims to revolutionize employment models applicable on digital platforms, and introduce the presumption of a regular employment relationship for those hired there. The proposal for the directive is awaiting a vote in the European Parliament.



FOLLOW US:

