

# HR LAW BRIEF: CEE

07/2024

## 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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**MOLDOVA: REFERENDUM ON EU MEMBERSHIP**

On 20 October 2024 Moldovans will vote on the question "Are you in favour of Moldova joining the European Union". This step has the potential to open up new employment prospects, enhance labour standards and stimulate business growth within the country. The implementation of EU employment standards could further enhance the quality of life for workers.

**UKRAINE: UKRAINE STOPS ISSUING PASSPORTS TO MEN OF MILITARY AGE**

On 23 April 2024, the Ukrainian government adopted a resolution leading to changes in the procedure for obtaining passport documents for men aged 18 to 60 located outside Ukraine. This is due to new Ukrainian mobilisation regulations, which are scheduled to take effect on 18 May 2024. Men of conscription age who have applied for a passport after 25 April 2024 at foreign facilities of the Ukrainian company called "Document" will be able to collect their passports only on the territory of Ukraine. This restriction does not apply to individuals who submitted passport applications prior to this date. This may have a significant impact on the current workforce in the number of entities engaging Ukrainian workers across CEE as they may be required to return to Ukraine.

**CZECH REPUBLIC: PLANNED REVOLUTION IN LABOUR LAW**

Czech Republic plans to amend its Labour Code as from 2025 to introduce more flexibility. Key planned changes cover: (i) extension of the probationary period to four months, with the possibility of extending it to even eight months; (ii) new rules of termination of employment; (iii) changes to the calculation of the notice period and (iv) reducing the notice period in case of an employee's fault. Another aspect of the amendment is the improvement of the parents' work-life balance. This will allow employees to return to the same position after parental leave until their child is two years old. What is important from practical point of view for foreign companies, the planned changes will allow paying wages in foreign currency.

**LITHUANIA: CHANGES FOR FOREIGN WORKERS**

Lithuanian parliament will work on amendments to the law to ensure that foreigners wishing to work in Lithuania will need a temporary residence permit. This will impose additional requirements on employers who intend to employ foreigners. The size of the foreign worker quota is to be no more than 1,4% of the size of Lithuania's permanent population (around 40,000 foreign workers). Companies employing foreigners in Lithuania may be required to adapt to the new situation soon.

**POLAND: CIVIL LAW CONTRACT WILL BE SUBJECT TO SOCIAL INSURANCE**

All civil law contracts will be subject to social security contributions as from 2025. The planned changes will result in a significant increase in costs for companies, while reducing the net remuneration of workers. Retaining the net remuneration at the same level will require considerable increase in the companies' costs – even up to almost 40%. However, entrepreneurs require time to adapt to the changes, which may necessitate a postponement of the date when the reform comes into force.

**ROMANIA: NEW RULES ON HARASSMENT PREVENTION**

Romania ratified the International Labour Organisation's Convention No. 190/2019 on the elimination of violence and harassment at work. Romania has undertaken to improve legislation in the area of harassment at work and to ensure the application of the law at all levels, including victims' access to safe and effective reporting and dispute resolution procedures. The ratification of the Convention will result in an obligation for employers to revise their current anti-bullying policies and bring them into line with the new requirements.



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