

# HR LAW BRIEF: CEE

08/2024

## 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

**HUNGARY: SANCTIONS FOR ILLEGAL EMPLOYMENT OF FOREIGNERS INCREASED**

Employers operating in Hungary should now ensure that they're fully compliant in their employment of foreigners, and that all the third-country workers have valid residence and work permits where necessary. Hungary's government decided that the standard amount of an individual fine for non-compliance should be increased fivefold and set at HUF 150,000 (approx. €390) per violation, with maximum combined fine capped at HUF 25,000,000 (approx. €65,000). This increase goes in hand with Hungary's increase of penalties for employers related to violations of occupational safety regulations, already discussed in our HR Law Brief CEE 06/2024. Further changes in Hungary in this area are expected to give more authority to works councils, which hope to have a say in employer's decision on employing foreigners.

**POLAND: NEW EQUIPMENT FOR WORKPLACES NOW MANDATORY**

Friday, 17 May 2024, marked the expiry of the six-month transition period for adapting workplaces to the new statutory requirements regarding the equipment offered to individuals using computers in their daily work. All employers must now provide additional monitor or a stand, as well as a keyboard and mouse, for those working on laptops. Interpretations of the new law vary, in particular as regards to the equipment offered to hybrid workers commuting with their laptops between two independent workspaces located in the office and at home. Companies that have yet to adopt a consistent approach in offering such auxiliary equipment must now hurry to close the compliance gap.

**CZECH REPUBLIC: HIGHER ALLOWANCES AVAILABLE FOR EMPLOYERS**

Czech Republic, as of 1 April 2024 has increased the amount of the allowance available to companies employing persons with disabilities. The maximum amount available is now CZK 15,700 (approx. €624), increased from CZK 14,200 (approx. €564). This is an additional incentive to employers operating in Czech Republic to rethink their policies and approach to engaging individuals with disabilities – not only to ensure that they take advantage of the maximum allowance amounts available to them, but also to benefit from access to broad, underrepresented talent pool, and to highlight the employers' commitment diversity, equity and inclusion efforts.

**BULGARIA: RIGHT TO DISCONNECT**

Under new changes to Labor Code in Bulgaria, effective April 2024, the employers and employees now test out the practical use of new rules relating to the so-called right to disconnect, i.e. employee's right to uninterrupted rest and freedom from employer's attempts to communicate with them remotely or electronically during non-working hours. The statutory rules, aiming to improve the employees' opportunities to maintain good work-life balance, can be modified by the parties and adjusted to their needs through relevant provisions in individual employment contracts. For companies operating in Bulgaria, this means that information and trainings on the updated rules for reaching out to Bulgarian colleagues should be delivered to all managers worldwide who interact remotely with such teams.

**ROMANIA: SINGLE PARENTS UNDER BROADER PROTECTION**

A new law adopted in Romania has awarded protection for employees who are single parents – the employers now cannot force such individuals to perform work at night, defined as work between 10:00 pm and 06:00 am. Similar right has been offered so far only to women workers – pregnant, breastfeeding, or those who have recently given birth – but now covers a significantly broader group. Consequently, employers in Romania should verify if their needs for work to be performed during nighttime can still be satisfied with the current headcounts, but in a way that ensures compliance with new rules. Violations of the regulations on night work are subject to fines ranging between RON 1,500 (approx. €300) to RON 3,000 (approx. €600) per violation.

**UKRAINE: CONTINUED REVIEW OF JOB TITLES**

Following the January 2024 change in the legislation relating to updated formal list of professions, the employers in Ukraine continue to modify internal documents and contracts, reviewing job titles used across their organizations. The official Classifier of Professions, published by the government, is mandatory for all employers, and the job positions used by the companies must correspond to the updated Classifier catalogue. 2024 changes impacted mostly technical and IT roles, as the government removed 9 previously used job titles (mostly more general and broader ones), modified some, and introduced over 40 new positions – some of them as specialized, up-to-date and narrow as "artificial intelligence engineer".

FOLLOW US:

