

HR LAW BRIEF: CEE

02/2025



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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POLAND: NEW PROPOSAL FOR A DEFINITION OF WORKPLACE BULLYING

On 20 January 2025, a draft amendment to the Labour Code redefining workplace bullying was published. The key changes that employers should focus on are: (i) new definition of workplace bullying that makes it easier to pursue claims; (ii) internal regulations must be updated and expressly indicate how employers counteract workplace bullying; (iii) minimum amount of compensation increased to 6-times minimum remuneration (in 2025 it will be approx. EUR 6,500). Employers should expect more workplace bullying claims and an increase in the number of internal investigations.

LITHUANIA: MINIMUM WAGE INCREASE FROM 2025

From January 2025, the minimum monthly wage in Lithuania will be EUR 1,038 instead of the previous EUR 924 - an increase of approximately 12%. After the change, the income of those earning the minimum wage, excluding taxes, will increase by EUR 69. Employers will need to adjust their remuneration policies accordingly and check if their salary structure complies with new regulations.

UKRAINE: BENEFITS FOR ADDITIONAL PART-TIME WORKERS RESUMED

Back in January 2023, Ukraine was facing an issue with the payment of temporary disability and maternity benefits to insured persons who work part-time in addition to their main employment. They did not receive benefits at their second workplace if they were already receiving them at their main workplace. The new law will come into force on 4 April 2025 and from this date, allowances due will be resumed. Until now, employers may have had to face unsatisfied employees who have had their benefits unjustly revoked. In the near future, this situation will change, and we recommend familiarizing employees and payroll departments with this amendment.

CZECH REPUBLIC: SALARY PAYMENTS IN FOREIGN CURRENCY ARE BEING DISCUSSED

The Czech Republic is planning to allow salaries to be paid in foreign currency, addressing issues faced by foreign employees. Currently, salaries are restricted to local currency, but this change would enable to pay for work in EUR, USD or any other foreign currency. If passed, employers may need to update their payroll systems and amend remuneration regulations.

HUNGARY: POSSIBLE NEW OBLIGATIONS CONCERNING CYBERSECURITY

In January 2025 a new law on cybersecurity came into force. The new law expands the entities subject to mandatory registration. However, entities being already on the mandatory register under the previous law must submit a list of EU member states where they provide services by 15 February 2025. What might be important for employers, the new legislation lays down more detailed requirements for the person responsible for the security of electronic information systems (Information Security Officer - ISO). It also expands the scope of mandatory cybersecurity audits to take place every two years. Employers should make sure of compliance with the new legislation both in terms of their internal procedures and in practice.

SLOVAKIA: UPDATE OF DATA PRIVACY DOCUMENTATION REQUIRED

As of 16 December 2024, the Office for Personal Data Protection of the Slovak Republic has changed its registered seat to a new address. While this seems to be an insignificant change, it requires companies, including employers, to amend their data privacy documents, such as policies, privacy notes, crisis plans, etc., to ensure adherence to the principle of transparency in personal data processing in accordance with the GDPR. It is recommended to take action as soon as possible due to the fact that the address was changed late last year.

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