

HR LAW BRIEF: CEE

06/2025



Dear Readers,

We are back with another edition of our HR Law Brief: CEE. Again, it's a 3-minute 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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ROMANIA: CHANGE OF THE GENERAL REGISTER OF EMPLOYEES

Romania has proposed to introduce REGES Online, a new general register of employees that will replace the current REVISAL system. The key changes provide: (i) employers will have 6 months to transfer employment data to the new platform; (ii) employees and former employees will be able to view their personal information online; (iii) the register will include details on disabilities, work models and working time schedules. Non-registration in REGES will result in fines ranging from RON 15 000 to 20 000 (approx. EUR 3 000 - 4 000). Employers should allocate dedicated resources to thoroughly review and update all employee data, ensuring full compliance with the new system and minimizing potential issues during the data transfer process.

SLOVAKIA: UPDATED MEAL ALLOWANCE RATES

Slovakia has updated the meal allowances rates for employees on domestic business trips. As of 1 April 2025, the new rates are as follows:

- EUR 8.80 for trips lasting 5 to 12 hours;
- EUR 13.10 for the trips lasting over 12 to 18 hours;
- EUR 19.50 for trips lasting over 18 hours.

Additionally, this change also impacts the amount of meal vouchers and the employer's financial contribution. The minimum meal voucher amount will be EUR 6.60, with the employer's contribution ranging from EUR 3.63 to a maximum of EUR 4.84. Employers should review and adjust their business travel policies and budgets to reflect increased allowances.

POLAND: REGULATION ADDRESSING MISUSE OF SICK LEAVE

Poland has proposed a draft law aimed at addressing the misuse of sick leave, with implementation expected in early 2026. These new regulations have a significant meaning as they aim to combat the practice of sick leave abuse and they will probably make it more challenging for employees to obtain sick leave, with both doctors and treatment facilities being subject to more accurate inspections. If the law's objectives are met, employers will benefit from significant financial savings, particularly in the area of sick leave benefit, which they are currently obliged to cover. It can also benefit employers by streamlining employee schedules and working hours. On the other hand, with the focus on inspections, employers are encouraged to report suspected irregularities in the use of sick leave.

HUNGARY: LEAVE FOR MOTHERS AFTER PREGNANCY LOSS

Hungary is set to introduce a new law granting additional leave to mothers who experience pregnancy loss. Currently, such leave is provided on the timing of the loss. Under the proposed changes, mothers would be entitled to an additional 20 days of fully paid leave, even in case of a miscarriage before the 24th week of pregnancy. The proposal will soon be submitted to Parliament. Employers should adjust their workplace organization in order to prepare for unexpected leaves and legislation changes.

UKRAINE: NEW RULES FOR EMPLOYING PEOPLE WITH DISABILITIES

A new law regarding the employment of people with disabilities will come into force on 1 January, 2026. Under this law, employers will need to choose between employing people with disabilities or paying a special contribution. Employers may also receive a financial support for adapting the workplace for disabled employees. Additionally, disabled employees may be eligible for social support, including a personal assistant. With just a few months remaining, employers must update their workplace regulations and adjust their business processes accordingly.

CZECH REPUBLIC: SIMPLIFIED EMPLOYER'S MONTHLY REPORTING

Czech Republic is currently working on new provisions that would allow employers to send Monthly Employer's Reporting (JMZH) in one electronical form only to Ministry of Labour instead of plenty of forms to several entities. It will be possible to send them via data box or CSSZ (Česká správa sociálního zabezpečení) application and its portal. Reports will now take much less time and authorities will have easier access to them. The scope of provided data would not change, as they include information on employment, earnings, fees or taxes, however, the condition for the whole new system to function is to introduce a records of employers and employees. This new regulation is supposed to come into force in January 2026. Employers will be obliged to implement this system. It is also recommended to verify validity of data and consider whether additional data to collect is needed.

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