

HR LAW BRIEF: CEE

07/2025



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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BULGARIA: INTENSIFIED INSPECTIONS CONCERNING OCCUPATIONAL HEALTH AND SAFETY RULES COMPLIANCE

Bulgaria is planning to increase OHS inspections in sectors like construction, renovation, and agriculture, during their peak season. Accordingly, employers may expect Labour Inspectorate inspections aimed at health and safety compliance. As the Labour Inspectorate has recently detected more than 6,000 violations, employers should review their practices concerning OHS. We advise not only to take care of internal regulations but also ensure consistent implementation in day-to-day work.

LATVIA: SIMPLIFIED PROCESS OF PREPARING INFORMATION ON THE CHARACTERISTICS OF THE WORKING ENVIRONMENT (DVHR)

Latvia has simplified the process of preparing information on the characteristics of the working environment (DVHR). From now DVHR will be prepared by employers who employ persons referred to the medical committee for the diagnosis of an occupational disease. Moreover, medical committee will notify the Labour Inspectorate only if there are significant discrepancies between the employer's information and the employee's situation. Employers aiming to avoid unnecessary inspections are advised to prepare DVHR timely and accurately.

CZECH REPUBLIC: COURT RULING ON IMMEDIATE TERMINATION OF EMPLOYMENT

The Supreme Court of the Czech Republic has ruled in favour of the employer's immediate, disciplinary termination of employment related to a breach of trust, after an employee falsely reported that she had worked 558 hours, when in fact she had not. The employee argued she had met her duties despite being absent. While the first instance court upheld the dismissal for failure to attend work, the court of appeal reversed it, stating her absence didn't impact operations. However, the Supreme Court ruled that the employee's actions — concealing absences and falsifying hours — violated the trust essential for managerial role, justified disciplinary termination. The ruling emphasizes trust as a key factor in the employment relationship, giving employers a solid basis to consider trust in decisions regarding termination.

POLAND: NEW SENIORITY CALCULATIONS COVERING CIVIL CONTRACTS

Poland is planning to include periods worked under civil law contracts in the seniority calculation for employees working under an employment agreement. As a result, employees may qualify for benefits, such as longer vacations and higher severance pay, sooner. While this is advantageous for employees, it may increase costs for businesses, as well as impact current approach to use of civil contracts. Employers should review internal regulations and adjust company budgets. New law could come into effect in 2026.

UKRAINE: CHANGES TO SUSPENSION OF EMPLOYMENT CONTRACT

Ukraine adopted a new law limiting the suspension of an employment contract up to 90 days during martial law. Employment contract suspension should not be a hidden "punishment" and after this period, the employment contract must be fully reinstated. The law also updates the rules requirements for both parties in the employment contract. The new law aims to eliminate legal uncertainty for employees, and to reduce the number of resulting court disputes. These new provisions will require changes to work organization and updates to employment contracts to reflect the new contract data requirements.

HUNGARY: INFANT CARE BENEFIT TO BE COMBINED WITH WORK

Hungary is considering a new law that would allow mothers to receive the infant care benefit (CSED) while returning to work. Under the proposed law, after the third month (90 days) following childbirth, mothers would be eligible to resume their careers, with the 70% of CSED paid in addition to remuneration. Currently, this option is unavailable. If implemented, employers will need to offer more flexible work arrangements to support mothers balancing work and childcare. The CSED adjustment is expected to take effect on 1 July 2025, and will apply to ongoing benefits as well.

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