

HR LAW BRIEF: CEE

08/2025



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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CZECH REPUBLIC: FLEXIBLE LABOUR CODE AMENDMENT SET TO TAKE EFFECT SOON

The Czech Republic has passed a significant amendment to the Labour Code, aimed at introducing greater flexibility into employment relationships. The law is still awaiting the President's signature but is expected to take effect in the second month after promulgation — potentially as early as June 2025. Key changes include: (i) the introduction of flexible working hours, (ii) an extension of the probationary period, (iii) a new method for calculating the notice period, (iv) a guarantee of job protection for parents returning from parental leave until their child is two years old, and (v) the option to pay remuneration in a foreign currency. The amendment will impact every stage of employment, from hiring to termination. Employers should review and update their employment processes, employment contracts, policies and procedures to reflect changes.

UKRAINE: CHANGES TO SICK LEAVE REGARDING PART-TIME AND MULTI-CONTRACTS EMPLOYEES

As of 4 April 2025, Ukraine has introduced new regulations on sick leave. Employees working part-time or under multiple contracts can now receive sick leave benefits from all employers simultaneously. Additionally, self-employed individuals are also entitled to sick leave benefits, comparable to those of full-time employees. In cases of sick leave due to work-related accidents or occupational diseases, primary employer is required to pay 100% of the first 17 days of sick leave, while secondary employer is required to pay the first 5 days of sick leave. This means employees will receive sick pay from both main and part-time employers. Given the additional financial burden these changes may impose, employers are advised to adjust their budgets accordingly.

POLAND: DEVELOPMENT OF A PUBLIC HR SYSTEM FOR EMPLOYERS IS BEING DISCUSSED

Poland is considering the development of a new, public IT system aimed at supporting employers in HR and payroll management. The proposed platform would enable electronic signing of employment and civil law contracts, simplify the calculation of holiday leave, and provide efficient digital archiving of employment-related documents. Access to the system would be available to all employers on a voluntary basis. However, while electronic signing of documents is already permissible in Poland, the proposed system appears to significantly streamline employment processes and reduce the resources required for managing paper-based documentation.

ROMANIA: A SUBSIDY FOR EMPLOYERS HIRING VICTIMS OF DOMESTIC VIOLENCE

Starting on 11 April 2025, employers are eligible for a new subsidy aimed at supporting victims of domestic violence. Employers who hire a victim of domestic violence on a permanent employment contract, will be entitled to a subsidy of LEI 2250 per month (approx. EUR 450) for 12 months. To qualify for the subsidy, employers must retain the employee for 18 months. Employers interested in benefiting from this opportunity are encouraged to apply promptly, as the available funds are limited.

LATVIA: PLANS FOR A MENSTRUAL LEAVE

Latvia plans introduction of a menstrual leave. The proposed initiative would require employers to grant women two additional paid days off per month during menstruation, with compensation equal to their average earnings -similar to the rules for sick leave. The initiators claim that such a solution is feasible in Latvia and would not significantly burden administrative resources. Menstrual leave may have impact on the organization of work and may require changes in internal regulations.

ESTONIA: REVISED WORKING HOURS AGREEMENT

Estonia is currently working on an amendment to the Employment Contracts Act that would introduce more flexibility in working time arrangements. The parties to the employment relationship may be able to conduct a flexible working hours agreement. It will allow employees to work additional hours to the agreed working hours. However, the sum of the agreed working hours and additional hours may not exceed full time. To conclude such agreement some conditions must be met: (i) it must be in written form, (ii) employees' hourly rate must be at least 1.2 times the minimum hourly rate (minimum is now EUR 5,31) and (iii) employees' working time is at least 10 hours in total a 7-day period. The proposal has been accepted for parliamentary proceedings, indicating that employers should closely monitor the legislative process. It is advisable to assess whether this solution could be applied in specific cases and whether it would offer tangible benefits. If so, the next step would be to prepare draft model agreements in advance.

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