

HR LAW BRIEF: CEE

09/2025



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.



Sławomir Paruch ✉

attorney at law,
partner at PCS
+48 604 198 589



Marcin Sanetra ✉

attorney at law, partner at PCS,
qualified to practice in Poland and New York
+48 502 487 721



Bartosz Tomanek ✉

advocate,
partner at PCS
+48 502 487 699



BULGARIA: FUNDS FOR GREEN JOBS

Bulgaria is introducing a new list of economic activities eligible for governmental subsidies for employers. These funds will be available to companies who hire unemployed individuals for up to 12 months. The support targets businesses producing eco-friendly goods and services, including renewable energy, wood products, and public transport. With the EU's climate focus, eligible employers are urged to act quickly to take advantage of these subsidies and contribute to sustainable growth.

UKRAINE: CHANGES TO STATE LABOUR CONTROLS

A new draft law introduces stricter rules on workplace bullying. During martial law, the State Labour Inspection will be allowed to conduct unannounced checks focused on unregistered labour, mobbing, and unfair dismissals. Audits will be triggered by employee or trade union complaints. Employers should ensure compliance and maintain a supportive work environment to avoid penalties and prepare for potential control proceedings in advance.

LITHUANIA: COMPANIES TO RECEIVE AUTOMATIC INFORMATION ON EMPLOYMENT REQUIREMENTS

New businesses opening in Lithuania will be receiving an email from the authorities, outlining their key recruitment and OHS obligations. Aimed at supporting legal compliance, the messages will offer a basic checklist to guide early HR processes. While helpful, this information will only discuss essential requirement and will not amount to a comprehensive guide for market entrants. New businesses should take advantage of this information to ensure compliance and consider consulting external experts if any uncertainties arise.

SLOVAKIA: NEW REGULATIONS REGARDING WORK TRIPS

Slovakia has updated its work trip regulations, raising mileage compensation to EUR 0.281/km for passenger cars and EUR 0.080/km for other vehicles. New rules also cover electric cars, allowing reimbursement for electricity costs based on actual consumption, plus the standard per-kilometre rate. Employers must adjust their financial and accounting practices and clearly communicate the changes to employees.

POLAND: POSSIBLE FUNDING FOR EMPLOYING THE SILVERS

Poland is introducing a new law that offers changes to wage subsidies for hiring the older generation of employees. Employers would be able to receive up to 50% of the minimum wage (currently at PLN 4,666 gross) for 1 month when hiring senior job seekers (60+ women, 65+ men). Employers, however, will be obliged to hire them for one additional month. Such subsidy might be granted multiple times, every second month. The goal is to boost employment among older age groups, and employers should assess their eligibility to benefit from this support.

CZECH REPUBLIC: CHANGES IN TAXATION OF EMPLOYEE SHARES

As of 1 April 2025, Czech employers can choose to tax non-monetary income from employee shares either when granted or defer it. Before this amendment, taxation of non-monetary income from employee shares was deferred until certain events such as sale, termination, or time-lapse. Employers can now choose to tax the income early or defer it. To defer, they must notify the tax authority by the 20th day of the following month. For shares granted before April 2025, the deadline is 1 June 2025 — otherwise, the income becomes taxable in May. Employers planning to defer should act promptly to meet the required deadlines.

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