

HR LAW BRIEF: CEE

12/2025



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: ELECTRONIC MONTHLY REPORTING FOR EMPLOYERS AHEAD

The Czech Republic is preparing to implement a standardized electronic monthly reporting system, replacing the current paper-based submissions. This new digital report will consolidate key data on employment, employees, and earnings. Employers will be required to submit the report via the Ministry of Labor's information system by the 20th of each following month. Once submitted, the information will be automatically shared with relevant institutions, including social security authorities and labor offices. The reform aims to streamline processes and reduce the administrative burden on employers. The legislative proposal is currently awaiting its third reading in the Chamber of Deputies with implementation targeted for January 2026.

UKRAINE: CHANGES TO COLLECTIVE AGREEMENT SUSPENSIONS DURING MARTIAL LAW

Ukraine is considering amendments to the rules that would tighten the rules around suspending provisions of collective agreements during martial law. Currently, employers may unilaterally suspend certain provisions. Under the proposed changes, any suspension would require joint agreement with the relevant trade union. Moreover, within three months of the law's entry into force, both parties would be obligated to initiate negotiations on whether and how to reinstate provisions that were previously suspended without mutual consent. If adopted, the legislation would enhance the role of trade unions, potentially leading to increased collaboration requirements and more complex decision-making processes for employers. Businesses should closely monitor the legislation and evaluate how increased collaboration requirements may affect current HR and labor relations strategies.

LITHUANIA: PROPOSED TAX ON EMPLOYER-FUNDED HEALTH INSURANCE

Lithuania has proposed to introduce taxation on employer-funded health insurance benefits. Currently, such benefits are tax-exempt as long as the annual insurance premium does not exceed 25% of the employee's compensation. Under the proposed rules, effective 1 January 2026, the entire value of the health insurance would become fully taxable - regardless of the premium amount. This would trigger 20% personal income tax and over 20% in social security contributions per employee-substantially increasing the overall cost of providing this benefit. Employers will need to recalculate their budgets and possibly reconsider their benefit packages.

POLAND: NEW DRAFT LAW FOR REDEFINING WORKPLACE BULLYING

Poland has introduced a new draft law redefining workplace bullying. The new proposal specifies that bullying must involve persistent harassment as incidental behavior, even if violates an employee's personal rights, does not qualify. Employers who will pay compensation for bullying may seek reimbursement from the mobber. Employee claims for personal rights violations will be handled by labor courts. The draft still reflects existing case law and partly addresses earlier feedback. If adopted, it could significantly impact internal policies, work organization, and future court proceedings.

SLOVAKIA: PAY TRANSPARENCY LEGISLATION IN DEVELOPMENT

Slovakia is preparing a draft law on pay transparency. The law aims to implement EU Directive, which strengthens the principle of equal pay for equal work or work of equal value between men and women. The draft will introduce minimum pay transparency standards, require gender-neutral pay structures, and establish mechanisms to monitor gender pay gaps. Employers will be expected to report pay data by gender and, if unjustified differences are found, conduct joint pay assessments and take corrective measures. The law will also include protections for employees facing discrimination and introduce sanctions for violations. The full draft proposal is expected by summer 2025. Employers shall pay attention to drafted law as it will certainly specify their obligations in case of pay transparency. Early preparation can help mitigate risk and reinforce a commitment to fair and transparent pay practices.

BULGARIA: TARGETED INSPECTIONS IN SPECIFIED SECTORS

Bulgaria will continue its intensified labor inspections throughout the summer, led by the General Labor Inspectorate. The focus remains on sectors with high seasonal activity like tourism, construction, and agriculture. Employers operating in these industries should anticipate heightened scrutiny to ensure compliance with labor law. This initiative is part of the government's broader effort to combat the informal economy, which is estimated to account for 25% of Bulgaria's GDP. Until now, more than 20,000 inspections have been carried out. Businesses that generate substantial seasonal revenue should be especially prepared, as authorities remain committed to eliminating labor law violations. To mitigate risks, businesses are strongly encouraged to review their employment practices, ensure all documentation is in order, and verify adherence to applicable labor laws. Proactive compliance will be essential in navigating this period of increased regulatory scrutiny.

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