

HR LAW BRIEF: CEE

14/2025



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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POLAND: LAUNCH OF A SHORTER WEEK PILOT PROGRAM

Poland has released the official guidelines for the upcoming pilot program on shortening working hours. The initiative will test various models - including a reduced number of working days per week or shorter daily working hours. Employers can apply to join the program between 14 August and 15 September 2025. The pilot will launch on 1 January 2026, and last for the entire year. During the pilot, each accepted employer can receive up to PLN 1 million (approx. EUR 236.000) grant, with a cap of PLN 20,000 per employee (approx. EUR 4.700). Under the current legal framework, employers already have the tools to implement a shorten working week. However, the pilot program is intended to demonstrate that such a model can ultimately bring significant benefits – particularly in terms of employee productivity. Let us know if this initiative seems beneficial for your organization.

UKRAINE: UNANNOUNCED CONTROLS REGARDING WORKPLACE BULLYING COMING SOON

A new law introducing stricter regulations on workplace bullying will take effect on 1 October 2025. The State Labor Inspection will be allowed to conduct unannounced checks focused on unregistered labor, mobbing, and unfair dismissals during martial law. Audits will be triggered by employee or trade union complaints. Unannounced controls focused on workplace bullying will not be allowed concurrently with other unannounced state inspections. Employers should ensure compliance and maintain a supportive work environment to avoid penalties and prepare for inspections.

BULGARIA: PROPOSED CHANGES TO LEAVE RULES

Bulgaria is planning to introduce changes to regulation on working hours, breaks and leaves. Key changes include: (i) 5 additional paid days off for employees who have worked a full calendar year under irregular hours, (ii) compassionate leave following the death of close relatives could be taken consecutively or split over a period of up to 8 days after death; currently it has to be used on the day of death and the following working day, (iii) fathers (including adoptive parents) will be allowed to take leave related to pregnancy, childbirth, and child-rearing up to the child's second birthday (or fifth birthday for adopted children) without the mother's consent if she has been deprived of parental rights. If adopted, employers should review internal policies and procedures to ensure compliance with new leave rules and prepare for potential disruptions to work organization.

LITHUANIA: PROPOSING A RIGHT TO DISCONNECT

Lithuania is processing an amendment to the Labor Code initiating employees' right to private life. If adopted, this would grant employees the right to disconnect from digital devices and be unreachable by employers outside working hours. The draft will be reviewed by Parliament Committees on Social Affairs and Labor as well as Human Rights. If any new information appear we will keep you informed, however, employers should closely monitor the progress of the amendment to assess whether it will impose specific obligations or penalties on them.

ROMANIA: RETIREMENT SENIORITY WILL BE NOW CALCULATED DIFFERENTLY

Romania has introduced a new procedure for calculating pensionable work time. Employers submits declarations in workdays while retirement seniority is calculated in calendar days. The new order sets out an algorithm that allows fair conversion. The change applies to work periods from 1 April 2001, and ensures a fairer system, particularly for those working part-time or with multiple jobs. The new method avoids inconsistencies and promotes accurate pension calculations. Employers can inform employees about positive changes affecting them and should ensure accurate reporting of data.

HUNGARY: ESG REPORTING SIMPLIFIED

Hungary has adopted an amendment to the ESG Act, which eases the sustainability-related due diligence and reporting obligations. The amendment aims to provide a more proportionate and predictable compliance framework for domestic companies to meet ESG requirements. The adopted changes i.a. provide exemptions for small and medium-sized enterprises and temporary relief from the pre-audit obligation for 2024. The aim of the changes is to encourage companies to view ESG not just as a legal requirement, but also as a strategic opportunity. It is advised for entities to get updated on their obligations concerning ESG. Employers shall also consider on how they can benefit from ESG reporting and became an employer of choice. The regulatory trend, including elements of deregulation can be a positive change. Monitoring local jurisdictions and tapping into the potential of ESG can offer significant strategic advantages.

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