

HR LAW BRIEF: CEE

19/2025



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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ROMANIA: POSSIBLE HIGHER FINES FOR ILLEGAL EMPLOYMENT

Romania has published a draft law introducing stricter fines for illegal employment. Currently, employers risk a fine of RON 20,000 (approx. EUR 3,950) per employee found without an individual employment contract, with a total cap of RON 200,000 (approx. EUR 39,500). The draft bill radically increases these limits. The proposed fines range from RON 40,000 (approx. EUR 7,900) up to RON 1 million (approx. EUR 200,000) for employing one or more individuals without a valid individual employment contract. Employers will be advised to conduct employment assessments and correct any identified irregularities in order to avoid severe fines.

SLOVAKIA: FEWER NON-WORKING DAYS EXPECTED IN 2026

As part of ongoing efforts to consolidate the state budget, Slovakia is considering the temporary abolition of several public holidays in 2026, including 6 January (Epiphany) and 8 May (Victory over Fascism Day). Notably, the Minister of Finance has already confirmed that 17 November (Day of the Struggle for Freedom and Democracy) will be designated as a regular working day starting already in 2025. If these changes are formally adopted, employers will need to adjust work schedules to ensure adequate staffing on the newly designated working days. It will also be necessary to review budget allocations to account for potential increases in labour costs and to recalculate employee leave balances in payroll systems to reflect the revised public holiday calendar.

CZECH REPUBLIC: MINIMUM WAGE TO RISE FROM 2026

From 1 January 2026, the Czech Republic will raise its minimum wage by CZK 1,600 (approx. EUR 65) to CZK 22,400 (approx. EUR 920) per month. The hourly rate with a weekly working time of 40 hours will be CZK 134.40 (approx. EUR 5.5). Employers should prepare for higher labour costs and begin reviewing their remuneration budgets.

SLOVAKIA: EXPECTED MINIMUM WAGE INCREASE FROM 2026

If trade unions and employers fail to reach an agreement, the Slovak Government will determine the minimum wage for 2026. Current projections indicate an increase to EUR 1,153 (a rise of EUR 115), while trade unions are pushing for a higher figure of EUR 1,198 (an increase of EUR 160). Although the final amount remains under negotiation, a wage increase is widely anticipated. Employers are advised to begin preparing for higher labour costs by reviewing their salary budgets and pay structures in advance.

POLAND: CHANGES IN COLLECTIVE BARGAINING AGREEMENTS

Poland has adopted a draft law on collective bargaining agreements. Key changes include: (i) allowing company or inter-company agreements to cover issues not mandatory under labour law, (ii) simplifying registration process by requiring electronic submission only, (iii) introducing the option to use mediation support during negotiations. The draft is still under legislative review but is expected to take effect 14 days after it's published. With an extended range of negotiable matters under the agreements, employers will be encouraged to monitor their cooperation with trade unions and ensure that employees responsible for union relations are properly trained on the new law.

UKRAINE: EXPECTED MINIMUM WAGE INCREASE FROM 2026

On 15 September 2025, the Cabinet of Ministers of Ukraine approved the draft law on the State Budget for 2026. According to the draft law, and in line with the previous announcement by the Ministry of Finance, the minimum wage will be UAH 8,647.00 (EUR 178). Considering the expected higher labour costs as of 2026, employers should review their salary budgets and pay structures in advance.

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