PCS

HR LAW BRIEF: CEE

20/2025

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: EXTENDED DEADLINE FOR TRANSITIONING TO REGES-ONLINE

Since 2011, Romania has used the REVISAL digital system to manage employee records online. A new platform, Reges-Online, was scheduled to fully replace it by 30 September 2025. However, the government has extended the transition deadline to 31 December 2025. The extension follows a request from the National Union of Experts in Labour Law, citing technical issues such as delayed access approvals, system errors, and the lack of a user manual. The new deadline gives employers more time to complete the transition without facing legal risks due to factors beyond their control.

SLOVENIA: AMENDMENT TO THE LABOUR MARKET REGULATION ACT IN FORCE

The amendment introduces substantial changes affecting employers. Key updates include a revised definition of agency work, new conditions and obligations related to the provision of workers to user undertakings, and expanded regulations governing temporary or occasional employment of pensioners. Additionally, the law introduces the possibility of part-time employment for individuals approaching retirement. One of the most impactful changes is the increase in the maximum hours of temporary or occasional work for pensioners - from 60 to 85 hours per month. Correspondingly, the law raises the monthly hour limits for employers, adjusted according to company size. For employers, these changes translate into greater workforce flexibility and enhanced capacity to respond to staffing needs in a dynamic labour market.

UKRAINE: PROPOSAL OF GUARANTEED PART OF SALARY DURING FORCED BUSINESS INTERRUPTION

Ukraine has introduced a draft law aimed at protecting employees' income during periods of forced business interruption caused by martial law or a state of emergency. The proposal would require employers to pay at least two-thirds of the employee's base salary in cases of downtime not caused by the employee, and where work is suspended due to circumstances beyond the control of both parties. If adopted, employers will be advised to budget for operational risks related to potential future periods of inactivity, particularly in high-risk regions.

POLAND: PLANNED ESTABLISHMENT OF EMPLOYEE RIGHTS OMBUDSMAN

Poland has prepared a draft law on establishment of the Employee Rights Ombudsman. The plan is for the Ombudsman to act as the voice of employees — primarily during the development of new legislation, but also in all matters affecting employee interests. Moreover, the Ombudsman would provide employees with legal advice and support, intervene with employers on behalf of employees, file complaints with the National Labour Inspectorate, and participate in court proceedings. If the draft law passes, the employees will have an additional designated body, apart from the National Labour Inspectorate, to monitor compliance with labour law.

CZECH REPUBLIC: LAUNCH OF LABOUR INSPECTION PORTAL

At the end of August 2025, as part of the ongoing digital transformation of the State Labour Inspection Office, the Labour Inspection Portal was officially launched. This platform enables both employers and employees to manage selected employment-related matters online, eliminating the need for in-person visits. Through a secure login, users can: request confirmation of the absence of sanctions or infringements, seek basic labour law advice, submit complaints regarding suspected labour law violations, and receive real-time notifications about new documents or procedural updates. The implementation of the Portal is expected to streamline administrative processes and create new opportunities for both employers and employees — making it essential for organizations to prepare for this shift toward digital interaction with labour authorities.

BULGARIA: PROMISING STATISTICS OF THE EMPLOYMENT AGENCY

According to the data from the Report on the Implementation of the Employment Agency's Action Plan for the first half of 2025, a total of 87,460 people started working with the assistance of the Labour Offices. Moreover, in the first half of 2025, more than 84,800 unemployed and employed people were included in various courses and forms of education, which is almost four times more than in the same period last year. The statistics show a promising trend for employers, as with help and actions of the Employment Agency, the number of potential candidates to work increases.

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