

HR LAW BRIEF: CEE

07/2026



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, LL.M., 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

LITHUANIA: NEW GUIDANCE ON WORKPLACE PSYCHOLOGICAL VIOLENCE

Lithuania's State Labour Inspectorate has issued new guidance addressing the prevention and handling of psychological violence and harassment in the workplace, in response to a growing number of complaints and procedural uncertainties. The guidance highlights that many cases remain unsubstantiated due to insufficient evidence or unclear internal processes. Employers are required to act promptly upon receiving a complaint, typically initiating an internal investigation within three working days, often through a designated commission. Where misconduct is confirmed, corrective measures should be implemented alongside appropriate support for affected employees. Preventive actions, including employee training and awareness initiatives, are also recommended. Employers should review and update internal policies to ensure effective and timely responses to workplace harassment allegations.

ESTONIA: PAUSE ON PAY TRANSPARENCY DIRECTIVE IMPLEMENTATION

Estonia has announced a pause in the transposition of the EU Pay Transparency Directive and proposed a two-year postponement of its implementation to the European Commission. The initiative is intended to reduce administrative burdens on businesses while maintaining the directive's objective of addressing the gender pay gap. The government has emphasized the need for a balanced approach that avoids disproportionate reporting obligations for employers. Estonia continues to prioritize the reduction of bureaucracy and the promotion of a business-friendly environment. Existing tools, such as voluntary pay monitoring mechanisms, will remain in place to support pay equity objectives. Employers will benefit from temporary relief and additional time to prepare for future compliance requirements.

SLOVAKIA: STRENGTHENING PROTECTION OF TRADE UNIONS REPRESENTATIVES

Slovakia is preparing amendments to the Labour Code aimed at strengthening the protection of trade union representatives and other employee delegates. Under the proposed rules, employers will be required to obtain prior approval from the National Labour Inspectorate before terminating the employment of such individuals. Applications will be reviewed by a tripartite commission composed of representatives of employers, trade unions, and the labour inspectorate. The final decision will be issued by the Director General of the authority based on the commission's recommendation. Failure to obtain approval will render the termination invalid, with employment continuing until a final court decision is reached. The amendment is expected to enter into force on 1 January 2027. Employers should prepare for stricter procedural requirements and reduced flexibility in terminating trade union representatives, while also fostering more proactive engagement with trade unions.

ROMANIA: TIGHTENING RULES ON EMPLOYMENT OF NON-EU WORKERS

Romania is preparing a comprehensive reform of the legal framework governing the employment of non-EU foreign workers. A central element of the reform is the introduction of a mandatory digital platform for managing foreign employment, including recruitment processes and compliance monitoring. Employers will be required to engage foreign workers exclusively through authorized agencies, limiting direct hiring from abroad. Additional obligations will include salary payments via bank transfer, restrictions on wage deductions related to accommodation, and the provision of transport between housing and the workplace. Employers must also maintain detailed employment records and ensure documentation is accessible in a language understood by the employee. Non-compliance may result in administrative sanctions, including restrictions on access to the platform. Employers should anticipate a significant increase in administrative and compliance obligations in hiring non-EU workforce, requiring adjustments to recruitment models, payroll processes, and documentation practices.

POLAND: SICK LEAVE IN NEW TERMS

New sick leave regulations in Poland, effective from 13 April 2026, aim to clarify existing rules and reduce misuse of the system. The reform introduces precise definitions of "gainful work" and activities inconsistent with the purpose of sick leave, enabling more consistent assessments. At the same time, it confirms that not all activities during sick leave constitute a breach, with permitted actions including essential shopping, visits to a pharmacy or doctor, walks in line with medical recommendations, necessary childcare, and urgent tasks (e.g. signing documents). The monitoring framework has been strengthened, granting the Social Insurance Institution broader inspection powers, including home visits, identity verification, and access to relevant data and information. Employers are advised to assess on a case-by-case basis whether an employee has engaged in activities that may impede or delay their recovery.

UKRAINE: NEW RULES ON DISCIPLINARY SANCTIONS

A draft law in Ukraine proposes changes to the calculation of time limits for imposing disciplinary sanctions in cases of continuous breaches. Under the proposal, the one-month limitation period would begin from the moment the breach is formally documented, rather than being calculated retrospectively. This change is intended to address practical uncertainties and align the rules with existing court interpretations. The general rule would remain unchanged: a disciplinary sanction may not be imposed later than six months from the date of the breach. Employers should benefit from clearer and more predictable timelines for initiating disciplinary proceedings in cases involving complex or ongoing misconduct.