

HR LAW BRIEF: CEE

08/2026



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.



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POLAND: NEW DRAFT LAW ON INTERNSHIPS HAS BEEN PUBLISHED

On Tuesday 21 April 2026, a new draft bill on internships was published and has once again been put out for consultation. Compared to the previous version from November 2025, a significant change has been made: civil law contracts have been abandoned in favour of employment contracts. An exception is provided only for minors. The draft introduces a minimum wage for interns at 65% of the minimum wage in Poland (proportional to working hours). Another new addition is the ban on temporary employment agencies placing workers on internships, with a fine ranging from approx. EUR 708 to approx. EUR 7,080. At the same time, the draft has been simplified. The new regulations are due to come into force on 1 January 2027. Employers should review how their current internships are conducted and adapt practices in accordance with the revised regulations.

UKRAINE: REFORM OF THE NATIONAL LABOUR SERVICE

The Ukrainian government has launched the next phase of the reform of the State Labour Service by publishing a draft amendment to the regulations. This provides not only for a redistribution of responsibilities, but also for a new approach to the supervision of working conditions and safety. One of the key changes is the introduction of the concept of psychosocial support in the workplace, in line with the strategy for mental health protection during wartime. The Service will deal, amongst other things, with preventing discrimination and providing advice to employers and employees. Analytical functions will also be expanded – inspectors will monitor not only the payment of wages, but also the scale of informal employment and the validity of contracts. The changes signal a shift towards a modern model of supervision: less red tape, greater focus on real risks. For businesses, this means a reduced administrative burden, but greater responsibility for key areas such as pay, safety and workers’ rights.

CZECH REPUBLIC: DRAFT PAY TRANSPARENCY ACT PUBLISHED

The Czech Republic has published a draft act implementing the EU Pay Transparency Directive. If adopted, core obligations would apply from 1 January 2027, with pay gap reporting starting from 1 January 2028 (first report due by 30 April 2028). The draft introduces mandatory remuneration and benefits systems requiring employers to formally classify jobs into value-based groups and document objective criteria for benefits. Job evaluation criteria are narrowly defined and exhaustive, limiting employers’ ability to rely on additional factors such as market conditions or regional differences. Agency worker rules split responsibilities between agencies and user undertakings, with transitional exclusions until 1 January 2031. The Public Defender of Rights will act as the equality body with expanded powers, including handling pay transparency-related complaints. Employers are advised to begin reviewing pay structures and HR data systems ahead of the expected 2027–2028 rollout.

LITHUANIA: NEW DRAFT LAW ON SOCIAL SECURITY CONTRIBUTION FOR MULTI-EMPLOYER ARRANGEMENTS

A draft law in Lithuania proposes changes to the procedures for paying social security contributions for employees who work for two or more employers and earn less than the minimum monthly wage (MMA). Under the current framework, each employer pays contributions based on the actual remuneration paid. The proposed amendments would require employers to calculate and pay contributions proportionally based on the MMA, taking into account the number of employers engaging the same employee, even where the employee’s total actual salary remains below the threshold. The system will be administered by the social security authority (Sodra), which will consolidate data from all employers of a given employee and assess any deficiency in contributions up to the level of the MMA. Where such a deficiency is identified, additional contributions will be allocated to the respective employers and invoiced following the initial reporting process. Employers shall review their workforce structures, particularly arrangements involving multi-employer engagements, and assess the potential increase in contribution costs.

ESTONIA: MINIMUM WAGE INCREASE EFFECTIVE FROM APRIL 2026

Estonia has approved an increase to the national minimum wage, effective from 1 April 2026. The minimum wage has risen from EUR 886 to EUR 946, representing an increase of EUR 60 (approximately 6.8%). The change is not accompanied by any amendments to working time regulations or general employment conditions. The increase results from an agreement between employer organisations and trade union representatives, following several months of negotiations. Employers are advised to review remuneration structures and adjust budgets to manage the impact on labour costs.

SLOVAKIA: NEW PAY TRANSPARENCY LAW APPROVED TO ADDRESS GENDER PAY GAP

Slovakia has approved new legislation transposing the EU Pay Transparency Directive, aimed at improving visibility of gender pay differences and strengthening equal pay enforcement. The measures are intended to ensure remuneration is based on objective, gender-neutral criteria. The law will impact recruitment and pay-setting practices. Job advertisements must be gender-neutral, salary ranges must be disclosed before interviews, and employers will no longer be allowed to ask candidates about previous pay. Salaries must be determined based on objective factors such as job complexity, responsibility, effort and working conditions, with employees gaining access to information on their own pay and average pay by gender for comparable roles. Large employers will be required to report on gender pay gaps annually (first report due by 7 June 2027 for companies with 250+ employees), while smaller employers will report every three years. Where unjustified pay gaps of at least 5% are identified, employers must carry out a joint pay assessment with employee representatives. As employers are expected to implement the new pay transparency framework by 31 July 2026, it is recommended to review pay structures and criteria to comply with new regulations.