

# HR LAW BRIEF: CEE

09/2026



**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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**ROMANIA: NEW MINIMUM MONTHLY WAGE FROM JULY 2026**

Romania has announced an increase in the statutory minimum wage, effective from 1 July 2026. Under the new rules, the minimum monthly wage will rise by 7% from RON 4,050 (approx. EUR 770) to RON 4,325 (approx. EUR 820), while the hourly minimum wage will increase from RON 24,49 (approx. EUR 4,70) to RON 25.95 (approx. EUR 4,90) compared to the level applied in the first half of 2026. Employers are advised to anticipate rise into payroll structures and budgets to prepare for higher labour costs.

**LITHUANIA: POSSIBLE DELAY TO IMPLEMENTATION OF THE EU PAY TRANSPARENCY DIRECTIVE**

Lithuania is considering postponing the implementation of the EU Pay Transparency Directive until the beginning of 2027, following concerns regarding administrative preparedness and compliance costs. The proposed changes are intended to provide employers with additional time to prepare for the new reporting obligations and allow public authorities to finalise the necessary technical systems. Business organisations have warned that the new obligations may create a significant administrative burden, particularly as the relevant reporting systems are reportedly not yet fully prepared for implementation, which could require employers to manually input remuneration data into the system. Employers should therefore monitor the ongoing legislative process and review their pay reporting procedures in anticipation of the future implementation of the new requirements.

**HUNGARY: PUBLICATION OF DRAFT BILL IMPLEMENTING THE EU PAY TRANSPARENCY DIRECTIVE**

Hungary has prepared a draft law implementing the EU Pay Transparency Directive. However, in light of recent political developments, the formal transposition of the Directive into Hungarian law is expected to be delayed. The draft legislation closely follows the provisions of the Directive and would require employers to introduce gender-neutral remuneration systems based on objective and verifiable criteria. Employees would also obtain new rights to request information regarding remuneration levels and pay differentials. In addition, the draft law introduces new reporting obligations concerning the gender pay gap. Employers would be required to prepare and submit reports containing detailed information on pay disparities between female and male employees, including average and median remuneration differences, disparities in variable or supplementary remuneration, the distribution of employees across pay quartiles, and data broken down by categories of employees performing the same work or work of equal value. Employers should therefore review their existing remuneration frameworks and assess their readiness to comply with the anticipated requirements.

**ALL EU COUNTRIES: NEW OBLIGATIONS CONCERNING HIGH-RISK AI SYSTEMS**

As of 2 August 2026, the European Union AI Act will introduce new obligations for employers using high-risk artificial intelligence systems in employment-related processes. The new rules will apply across all EU countries and cover, among others, recruitment, employee evaluation, promotions, dismissals, and task allocation. Employers using AI systems will be required to ensure appropriate human oversight and ongoing system monitoring, comply with transparency obligations, and maintain automatic logging records. Non-compliance may result in significant administrative penalties of up to EUR 15 million or 3% of global annual turnover.

**POLAND: SECOND DRAFT BILL IMPLEMENTING THE EU PAY TRANSPARENCY DIRECTIVE**

Poland has published a second draft bill implementing the EU Pay Transparency Directive, replacing the December 2025 version. The proposal introduces a definition of “remuneration” and “work of equal value” based on mandatory criteria such as skills, effort, responsibility, and working conditions, which must be applied consistently across all positions. Employers will be required to design and apply structured, gender-neutral pay systems and ensure uniform job evaluation criteria throughout the organisation. The draft also introduces employee rights to obtain information on individual and average pay levels by gender, with responses required within 30 days, as well as an annual information obligation on pay transparency rights. Gender pay gap reporting will apply first to employers with at least 150 employees, with the first deadline set for 7 June 2027. The Act is expected to enter into force six months after publication. Employers are advised to review their remuneration structures and prepare for new reporting and transparency obligations.

**UKRAINE: REFORM OF THE LABOUR CODE**

Ukraine has presented a draft of a new Labour Code aimed at modernising employment regulations and aligning them with current labour market realities and EU standards. The draft introduces digitalisation of HR processes, updated rules on hiring and termination of employment, as well as new provisions on remote and flexible working arrangements. For employees, the proposal provides, among others, an extension of annual leave to 28 days, introduction of two months of paternity leave, a right to disconnect, and strengthened protection against discrimination and harassment. For employers, the draft enables electronic HR record-keeping, greater contractual flexibility, and clearer criteria for determining the employment relationship. The reform also introduces a labour arbitration mechanism and redefines the role of the labour inspectorate, shifting its focus towards prevention rather than enforcement through sanctions.