

HR LAW BRIEF: CEE

11/2026



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: COMMUNICATION FRAMEWORK BETWEEN EMPLOYER AND SOCIAL PARTNERS TO BE CHANGED

Further changes have been introduced to the draft bill amending the Trade Unions Act and the Act on Informing and Consulting Employees regarding communication between the employer and trade unions or work councils. These amendments allow for introduction of simplified, electronic or document-based communication between the company and its social partners, but stipulate that the employer will not be able to unilaterally introduce a new form of communication. Any changes to the current rules will require agreement with the trade unions or the works council. The aim of the new regulations is to simplify procedures and adapt them to modern realities, whilst maintaining the social partners' influence over the manner of communication. In the absence of agreement, the traditional, formal written form will continue to apply. The changes also provide for greater freedom in establishing rules for communication within the workplace. Employers are advised to consider changes to communication and take into account the draft regulations.

UKRAINE: RESOLUTION ON MONITORING IMPLEMENTATION OF WORKPLACE STANDARDS FOR PERSONS WITH DISABILITIES IN FORCE

From 2 June 2026, a government resolution has entered into force in Ukraine approving the procedure for monitoring the implementation of workplace standards for persons with disabilities. The resolution also introduces the possibility for the State Labour Service to carry out both scheduled and unscheduled inspections of employers. The document defines the rights and obligations of the parties involved in inspections, the conditions under which inspections are conducted, and the procedure for recording their outcomes. It also includes an exhaustive list of grounds for initiating an unscheduled inspection. The new rules provide employers with the right to refuse an inspection in cases where requirements regarding notification, proper authorization, or inspection frequency have not been met. If irregularities are identified during an inspection, the authority may require the employer to remedy them. The new regulations will apply to inspections conducted from 2 July 2026. Employers should review their internal procedures related to the employment of persons with disabilities and ensure they are aligned with the new requirements.

BULGARIA: DRAFT BILL IMPLEMENTING EU PAY TRANSPARENCY DIRECTIVE

Bulgaria has published a draft law amending and supplementing the Protection Act Against Discrimination. The proposed changes are intended to implement the EU Pay Transparency Directive and largely mirror its provisions. As a result, employers will be required, among other things, to include in job advertisements information on the amount or range of base salary and any fixed salary components, as well as to base salary increases on objective criteria. In addition, confidentiality clauses regarding employees' salaries will be abolished, and employers will not be allowed to ask candidates about their previous remuneration. Employers with more than 100 employees will also be subject to reporting obligations concerning the gender pay gap. The draft has now been submitted to the National Assembly for further legislative work. Employers are advised to review and adjust their recruitment processes to comply with the new requirements, as well as to align their internal policies on determining and increasing remuneration.

SLOVAKIA: DRAFT AMENDMENT TO TEMPORARY AGENCY WORK RULES ANNOUNCED

The Slovak Ministry of Labour, Social Affairs and Family is preparing an amendment to the Employment Act targeting temporary employment agencies, with the draft expected to enter inter-ministerial consultations in June and possible adoption in autumn. The proposal would significantly increase reporting obligations for agencies, requiring more frequent (potentially monthly or quarterly) disclosure of client companies where workers are placed, replacing the current annual reporting duty. The aim is to enable more effective inspections by labour authorities. The amendment also seeks to prevent the reuse of licences by agency directors who have lost authorization, closing a loophole that has allowed individuals to continue operating through newly established or transferred agencies. Employers using agency workers may face increased transparency and compliance checks as part of strengthened labour inspection activities. Employers are advised to review their agency supply chains and ensure contractual arrangements allow for timely access to workforce and placement data. The proposal remains subject to further legislative development.

LITHUANIA: LABOUR CODE AMENDMENTS UNDER REVIEW

The Committee on Social Affairs and Labour is considering amendments to the Labour Code aimed at expanding collective labour rights while increasing contractual flexibility for higher-earning employees. The proposal is currently under parliamentary review. The draft would expand trade union strike rights and extend warning strike durations, with the aim of strengthening their practical impact on employers. At the same time, it would allow greater flexibility in negotiating working conditions, termination terms, and probation periods for employees earning above approximately EUR 5,000 per month. The proposal reflects a policy balance between strengthening collective action and increasing labour market flexibility, with differing views on its potential impact on competitiveness and investment. Employers are advised to assess their collective bargaining exposure and review contractual frameworks for higher-paid employees in anticipation of potential changes.

LATVIA: CLASSIFICATION OF OCCUPATIONS UPDATED

The Latvian government has adopted amendments to the national Classification of Occupations, introducing several new professions and updating existing terminology to better reflect labour market developments, digitalization trends, and evolving workforce needs. The updated classification adds occupations including digital transformation strategist, investor relations manager, geospatial data engineer, cybersecurity technician, psychoanalyst, family assistant, betting operator, court lawyer, and trainee medical practitioner. At the same time, certain outdated professions have been removed, and terminology has been aligned with current professional standards. The Classification of Occupations plays an important role in employment relationships, labour market statistics, and employee registration requirements, including reporting to the State Revenue Service. Employers are advised to review job titles, occupation codes, and employee registration records to ensure alignment with the updated classification and avoid inconsistencies in HR and payroll documentation.