PCS

HR LAW BRIEF: CEE

12/2026

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 WORKPLACE BULLYING FRAMEWORK

Poland will soon adopt an amendment to the Labor Code provisions on workplace bullying. Workplace bullying will be defined as persistent harassment, including physical, verbal, or nonverbal conduct, with liability possible regardless of the perpetrator's position, subject to an individual case assessment. The reform places greater emphasis on the effective implementation of internal anti-bullying procedures, including reporting and response mechanisms, regular training, and preventive measures, with mandatory internal rules required for employers with at least 10 employees, and increases the minimum compensation for bullying to six times the minimum wage (approx. EUR 6,700). Employers will need to strengthen managerial training and standardize management practices, while also monitoring early warning signs within teams and reviewing internal anti-bullying policies and procedures to ensure effective implementation and compliance with the new requirements.

ROMANIA: PROPOSAL TO GRANT ADDITIONAL LEAVE DAYS TO SINGLE PARENTS

A draft law has been submitted to the Senate proposing additional annual leave entitlements for employees who are single parents. Under the proposal, eligible employees would be entitled to at least three additional days of paid annual leave each year. A single parent is currently defined as a person who is divorced, widowed, or unmarried and who raises and financially supports one or more dependent children. If adopted, the new provisions will enter into force on January 1, 2027. Employers are advised to assess the potential impact of the proposed changes on their leave policies, internal work regulations, and workforce planning in preparation for the possible introduction of the additional leave entitlement.

LITHUANIA: DIGITALIZATION OF LABOR INSPECTION FOLLOW-UP PROCEDURES

As of June 1, 2026, Lithuania has introduced changes to the way employers report compliance with labor inspection orders. The new system, based on the Electronic Workers' Services System (EPDS), centralizes reporting by replacing part of the previous communication channels, including paper correspondence and email. Employers can now submit information on the remediation of violations, track case status, and store related documentation on a single platform. The implementation is being phased in, with a transition period until December 31, 2026, during which both the new and existing channels remain available. From January 1, 2027, EPDS is expected to become the sole channel for reporting compliance with inspection findings. The new rules apply only to orders issued after June 1, 2026, while earlier cases continue under the previous procedures. Employers should ensure they have updated internal processes and trained relevant staff to operate within the EPDS system for labor inspection compliance.

SLOVAKIA: DIGITAL PLATFORM WORK TO BE REGULATED

Slovakia has adopted a draft law regulating work performed through digital platforms, including delivery and ride-hailing apps. The draft establishes a presumption of employment where working arrangements display the characteristics of dependent employment. Where a worker demonstrates indicators of an employment relationship, the platform will be required to prove otherwise, with the courts ultimately empowered to determine whether an employment relationship exists. Platform operators will be required to disclose how algorithms influence work allocation and remuneration, while key decisions, such as account suspensions, will be subject to human review. The draft further restricts the processing of workers' personal data, prohibiting the collection of certain sensitive information and monitoring outside working hours, and strengthens collective labor rights by allowing platform workers to form and join trade unions without fear of retaliation. Noncompliance may result in fines of up to EUR 50,000. Employers using digital platform work are encouraged to review their contractual arrangements, audit algorithmic and data-processing practices to ensure compliance with the forthcoming changes.

UKRAINE: PLANS TO REINSTATE LABOR INSPECTIONS ON TIMELY PAYMENT OF WAGES

Ukraine has published a draft law restoring the State Labor Service's authority to conduct labor inspections, particularly in cases involving delayed wage payments. Under the proposal, an unannounced inspection could be initiated based on a complaint from a single employee regarding wage-related violations, including unpaid or delayed wages. Inspections would also be permitted in the event of fatal workplace accidents or other serious work-related incidents. While employers would retain the opportunity to avoid financial penalties by promptly remedying identified violations following an inspector's order, failure to do so could result in fines, including for wage delays exceeding one month. Employers are advised to conduct internal audits of payroll timeliness, verify any outstanding wage arrears, and implement procedures enabling the rapid correction of identified violations.

POLAND: PROPOSAL FOR NEW MINIMUM MONTHLY WAGE FROM 2027

Poland has adopted a proposal for the minimum wage for work and the minimum hourly rate for 2027. Under the proposal, from January 1, 2027, the minimum monthly wage would increase to PLN 4,950 (approx. EUR 1,154), representing a 3% rise compared to the 2026 level. The minimum hourly rate for certain civil law contracts would also increase to PLN 32.30 (approx. EUR 7.53). Employers are advised to review their compensation structures, update payroll budgets, and assess the impact of the proposed increases on employment costs, including both employment contracts and civil law arrangements.