PCS

HR LAW BRIEF: CEE

18/2026



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 MINIMUM MONTHLY WAGE EFFECTIVE FROM 2027

As of January 1, 2027, the minimum monthly wage will increase from PLN 4,806 (approx. EUR 1,103) gross to PLN 4,950 gross (approx. EUR 1,137), representing an increase of PLN 144 (approx. EUR 33). The minimum hourly rate will also rise from PLN 31.40 gross (approx. EUR 7.20) to PLN 32.30 gross (approx. EUR 7.40). Employers are advised to take these increases into account when reviewing payroll structures and preparing budgets, as they will result in higher labor costs.

UKRAINE: PROPOSED CHANGES TO LIABILITY FOR OCCUPATIONAL SAFETY AND HEALTH VIOLATIONS

Ukraine has prepared a draft law introducing changes to liability for violations of employee safety and health requirements. The draft aims to align terminology with European standards by replacing "occupational safety" and "labor protection" with "employee safety". It would introduce liability for both employers and employees, increase administrative fines to amounts ranging from 25 and 600 non-taxable minimum incomes depending on the violation and the responsible person's position, and introduce liability for breaches of safety requirements, including failure to protect employees from risks related to explosive atmospheres. Criminal liability would also be amended: where a violation results in harm to an employee's health, liability could apply to the employer or the person responsible for organizing, implementing, and ensuring compliance with the relevant requirement, including in special or high-risk working conditions. The law would enter into force six months after the termination or lifting of martial law. Employers should review their existing safety and health procedures and assess whether adjustments may be required.

BULGARIA: REVISED PAY TRANSPARENCY BILL SUBMITTED

Bulgaria has submitted revised draft legislation to implement the EU Pay Transparency Directive, following a public consultation. The bill would require employers to disclose the applicable pay range to job applicants and prohibit questions about previous salary. Employers would also be required to apply objective and gender-neutral pay-setting criteria. Employees would have the right to request information on their individual pay and average pay levels for comparable roles, with employers required to respond within two months. Gender pay gap reporting would apply annually to employers with 250 or more workers and every three years to those with 100-249 workers. Where an unjustified pay gap of at least 5% exists and is not remedied within six months, employers would be required to conduct a joint pay assessment and take corrective measures. The legislation is expected to enter into force upon promulgation, with reporting obligations taking effect from June 7, 2027, for employers with 150 or more workers and from June 7, 2031, for those with 100-149 workers. Employers are advised to review pay structures, pay-setting criteria, and recruitment practices ahead of implementation.

ROMANIA: ADDITIONAL LEAVE FOR SINGLE PARENTS

Romania has approved a bill granting single parents at least three additional days of paid leave. Under the proposed rules, a single-parent family would include a single, divorced, or widowed parent, or an unmarried parent, living with one or more children. Currently, additional leave entitlements are available only to certain categories of employees, including those working in hazardous or particularly difficult conditions, employees with disabilities and workers under the age of 18. The bill still requires final approval by the Chamber of Deputies before it can enter into force. If adopted, employers would need to accommodate the new entitlement in their leave and HR policies, including managing leave requests, workforce planning, and payroll administration.

LATVIA: CONTINUED DEBATE ON OVERTIME PAY REFORMS

Latvia is continuing to debate amendments to its Labor Law that would reduce overtime pay from 100% to 50% of the regular hourly rate and holiday pay to 75%. The proposed changes have been supported by employer organizations on competitiveness grounds but strongly opposed by trade unions, which warn of lower employee incomes and tax revenues. A compromise previously discussed would have allowed overtime pay to be reduced to 50% under collective agreements where employees receive alternative benefits, such as additional paid leave, but this condition has been removed from subsequent proposals. The amendments would also allow employers and employees to agree on a four-day working week and provide employees with the right to terminate their employment where salary payments are delayed by more than two weeks. Meanwhile, a public initiative opposing the proposed reduction in overtime and holiday pay collected the required 10,000 verified signatures within three days, allowing it to be considered by the Saeima. Employers are advised to monitor further developments, as the legislation will have a significant impact on employee entitlements and employer costs.

CZECH REPUBLIC: NEW MONTHLY MINIMUM WAGE FROM 2027

The Czech Republic has approved an increase in the minimum wage from January 1, 2027, to CZK 24,900 gross (approx. EUR 1021) per month. Currently, the minimum monthly wage is CZK 22,400 gross (approx. EUR 919), meaning an increase of CZK 2,500 (approx. EUR 103). The minimum hourly wage will increase from CZK 134.40 to CZK 148.30. The increase in the minimum wage results from the new indexation mechanism introduced into the Labor Code, which has been in force since 2026. Employers should already factor the anticipated increase into their payroll budgets and compensation structures to prepare for higher labor costs.