

Human Resources Committee

#	Issue	Description	Status Quo
1.	Support measures for employers and employees in the context of Covid 19 MMPS	To present the current legal framework related to labor relations in the context of the Covid-19 pandemic	Accomplished. EBA Moldova's objections regarding the Compensation Mechanisms for employees and employers in the context of the pandemic situation submitted to MMPS. EBA Members participated in the development of compensation schemes related to energy bills.
2.	Deficiencies faced by the business community in this sector	<p>1. Definitive removal from the employer's shoulders of military records of employees.</p> <p>2. Approval by the Government of the Regulation attesting the employees / Elimination of the reference to a standard Regulation drafted by the Government. Due to the reference to such a non-existent Regulation, professional misconduct has in fact become null and void as a reason for dismissal.</p> <p>3. The need to reform social security contributions for freelancers / freelancers.</p> <p>4. The need to regulate work through temporary work agencies (regulated in Romania by the Labor Code chapter VII). The existence of companies whose object of activity is the "lending" of staff to any company becomes essential in an economy where human resources (either skilled or unskilled) have become insufficient at the national level.</p> <p>5. Review of the mechanism for establishing "force majeure". We mention that the Chamber of Industry and Commerce has not issued and does not issue such certificates for labor relations.</p>	<p>In process EBA proposals addressed within the Committee. Position Paper developed and submitted to MMPS and debated within Parliamentary Commission for Labor and Social Protection</p> <p>Issue #2 Accomplished</p>
3.	Legal amendments to the Labor Code:	EBA issued 3 position papers in which the amendments to the Labor Code were listed and arguments presented/explained related to: Art. 33, Art. 421, Art. 51, to complete the LC with a new article, Article 531. Non-compete clause, Art. 55, Art. 58, Art 591, Art. 62, Art. 85, Art. 86, Art. 97, Art. 101, Art. 104, Art. 141, Art. 143, Art. 183, Art. 186, Art. 209	<p>Partially Accomplished The legal amendments proposed by the EBA have passed the first Parliament reading. PP amendments to the Labor Code addressed to CPS (23.05) (EMPLOYERS/ Public Hearing) Amendments to the Labor Code (SYNDICATES/ Public Hearing). Final Public Hearing as of 25.05 draft Law no.146 regarding amendment of Labour Code, which were approved in October by Law no 283/2022 included:</p> <ul style="list-style-type: none"> • Non-compete clause • Probation period

			<ul style="list-style-type: none">• Information regarding the conditions of activity• Employee performance evaluation Payment form
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