

Human Capital Committee 2023

| # | Issue | Description | Status Quo |
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| 1 | Deficiencies faced by the business community in this sector | <p>1. Modification of the procedure for calculating and granting the subsidy for the employment of certain types of employees;</p> <p>2. Simplification of the procedure for employing foreign students and persons with temporary residence permits;</p> <p>3. Definitive removal from the employer's shoulders of military records of employees.</p> | <p>In process:</p> <p>The Prime Minister's Economic Council jointly with the Ministry of Economic Development and Digitization set up the Working Group on Labour Market Stimulation, in which the EBA presented a number of proposals to amend and adjust the existing labour regulatory framework.</p> <p>EBA Position Paper No 24/23 -SD din 14 April 2023</p> <p>EBA organized Seminar session on 15 March 2023 about "Current aspects related to the management of Human Resources, Probation Period, performance evaluation, vacations, maternity leaves".</p> <p>EBA actively participated in the meetings of the Working Group on 21 March 2023, 26 April 2023 and 11 May 2023, as well as the meeting of the EBA HR Committee on 2 February 2023.</p> |
| 2 | Creating conditions to stimulate the labour market | Amendment of the current Labour Code and Law No 105/2018 on the promotion of employment, employment and unemployment insurance by creating new concepts needed to be developed | <p>In process:</p> <p>EBA presented the Position Paper Nr. 24/23-SD from 14 April 2023 and participated at the meeting of the Working Group on Labour Market Stimulation on 21 March 2023.</p> |
| 3 | Modification of the length of break in work between shifts | Revision of Art. 101 para. (6) of the Labour Code | <p>Accomplished:</p> <p>EBA presented Position Paper Nr. 86/23-SD from 31 October 2023, and EBA organized a meeting with the management of the Ministry of Labour and Social Protection with members of the EBA on 12 October 2023. Labor Code was changed.</p> |
| 4 | Adjustments concerning annual leave | Amendment of Art. 113 para. (1) of the Labour Code, i.e. that all employees are granted annual leave. paid rest leave of at least 28 calendar days, excluding public holidays holidays. It was therefore proposed to replace "28 calendar days" with "20 working days". | <p>In process:</p> <p>EBA presented Position Paper Nr. 86/23-SD of 31 October 2023, and EBA organized a meeting with the management of the Ministry of Labour and Social Protection with members of the EBA on 12 October 2023.</p> |
| 5 | Changes to dual education | Creation of facilities by offsetting the costs of establishments in dual education | <p>In process:</p> <p>EBA presented Position Paper Nr. 86/23-SD of 31 October 2023, and EBA organized a meeting with the management of the Ministry of Labour and Social Protection with members of the EBA on 12 October 2023.</p> |

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| 6 | Modification of the instruments for applying disciplinary sanctions | Adjusting the deadline for providing the advisory opinion to the restricted deadlines for the application of the disciplinary sanction provided for in Article 209 of the Labour Code | In process: EBA presented Position Paper Nr. 86/23-SD of 31 October 2023, and EBA organized a meeting with the management of the Ministry of Labour and Social Protection with members of the EBA on 12 October 2023. |
| 7 | Addition to the Labour Code of a new ground for termination of employment contract | Review of employee release processes | In process: EBA presented Position paper Nr. 86/23-SD of 31 October 2023, and EBA organized a meeting with the management of the Ministry of Labour and Social Protection with members of the EBA on 12 October 2023. |