

## Human Capital Committee 2025

1	<p><b>Deficiencies faced by the business community in this sector</b></p>	<ol style="list-style-type: none"> <li>1. Modification of the procedure for calculating and granting the subsidy for the employment of certain types of employees;</li> <li>2. Simplification of the procedure for employing foreign students and persons with temporary residence permits;</li> <li>3. Definitive removal from the employer's shoulders of military records of employees;</li> <li>4. Labour Code deficiencies and HR practice challenges.</li> </ol>	<p><b>Partially accomplished</b></p> <p>Through the joint efforts of EBA and the business community, EBA actively participated throughout 2025 in the legislative process for amending the Labour Code in alignment with EU directives.</p> <p>Key meetings: (i) <b>February 10, 2025</b> — working meeting with the Ministry of Labour and Social Protection (MMPS) on optimizing labour legislation; (ii) <b>May 28-29, 2025</b> — public consultations organized by MMPS on the draft Law amending the Labour Code, the Law on Occupational Safety and Health, and the Contraventional Code, where EBA was represented by Sandra Dolghii (Policy and Advocacy Manager) and Eduard Gurin (Chair of the HR Committee, Vernon David).</p> <p>EBA submitted <b>Position Paper No. 79-25/SD of May 28, 2025</b>, containing the business community's proposals and objections to the draft.</p> <p>The draft was subsequently approved as <b>Law No. 193/2025</b>, published in the Monitorul Oficial of August 21, 2025, with provisions entering into force on January 1, 2026, transposing Directive 2008/104/EC (temporary agency work), Directive 91/383/CEE, Directive 94/33/CE, Directive 2019/1152 and others.</p>
2	<p><b>Addition to the Labour Code of a new ground for termination of employment contract</b></p>	<p>Review of employee release processes</p>	<p><b>In process</b></p> <p>During 2025, several technical working meetings were organized with the Ministry of Labour and Social Protection (MLSP), EBA Moldova and the Economic Council under the Prime Minister, dedicated to the consultation of the labour and occupational health &amp; safety deregulation package developed within the OPTIM Helvetas project.</p>

			<p>The discussions focused on proposals aimed at reducing administrative burdens for employers, digitalizing labour relations and occupational health &amp; safety documentation, as well as increasing labour market flexibility while maintaining compliance with EU legislation and international labour standards.</p> <p>Among the key proposals discussed were:</p> <ul style="list-style-type: none"> <li>• introduction of electronic management of labour and OHS documentation, including online OHS trainings and the use of advanced electronic signatures;</li> <li>• regulation of zero-hours (“on-call”) employment contracts;</li> <li>• revision of the obligation to approve staffing schedules;</li> <li>• simplification of employee information and consultation procedures;</li> <li>• modification of annual leave and dismissal procedures;</li> <li>• introduction of additional flexibility mechanisms for SMEs and remote work arrangements.</li> </ul> <p>As a result of the consultation process, draft legislative amendments to the Labour Code, OHS legislation and related Government Decisions were developed and further discussed with relevant stakeholders and social partners.</p>
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