

employment - legal changes published in May 2018

Decision of the Chamber of Deputies no. 24/2018 concerning the adoption of the opinion on the Proposal for a Directive of the European Parliament and of the Council on the transparency and predictability of working conditions in the European Union COM (2017) 797 was published in the Official Gazette of Romania, Part I, no. 404 of 11 May 2018, entering into force on the same date.

Taking into account Opinion no. 4c-19/187, adopted by the Committee on European Affairs, in the meeting of 24 April 2018, the Chamber of Deputies:

- believes that more flexible working arrangements correspond to the current state of the digital society and that the rights applicable to them have the advantage of being more quickly and easily modified if it becomes necessary due to technical progress, which is likely to counterbalance the risk of uncertainty raised by the normative framework of labor relations, and recommends exploring the social security opportunities created by this situation;
- recommends that the right of information be exercised upon employment be provided in an extended form during the probation period, so that improving workers' access to information on working conditions include issues that derive eloquently, preponderantly, from performing the work, but are difficult to describe in a statement;
- recommends that the right to information to be regulated in a form appropriate to the context of freedom of movement for workers in the European Union, in particular with regard to ensuring its effectiveness in the case of employees originating from Member States other than the one in which they work;
- mentions that, from a legal standpoint, conflict of interest is an imprecise category, so that clarification is needed to avoid abuse of this possibility by the employer in order to prevent the employee from engaging in another activity;
- recommends that the rules set out in this proposal to be integrated as soon as possible into a single act together with the regulations on the social security of self-employed persons and those related to working and contracting arrangements in the new economy.

Order of the Ministry of Labour and Social Justice no. 1618/2018 for establishing the indexed nominal value of a meal ticket for the first semester of 2018 was published in the Official Gazette of Romania, Part I, no. 412 of 15 May 2018, entering into force on the same date.

The Order stipulates that for the first semester of 2018, starting with May, the nominal value of a meal ticket may not exceed the amount of Lei 15,18.

Order of the Ministry of Labour and Social Justice no. 1619/2018 regarding the establishment of the value of the monthly indexed amount which is granted as nursery tickets for the first semester of 2018 was published in the Official Gazette of Romania, Part I, no. 412 of 15 May 2018, entering into force on the same date.

The Order stipulates that for the first semester of 2018, starting with May, the amount of the monthly amount to be given as nursery tickets is Lei 450.

Order of the Ministry of Labour and Social Justice no. 1485/2018 amending Annex no. 1 to the Order of the Minister of Labour and Social Justice nr. 489/2018 for the approval of the template of the social insurance contract and its addendum, used in the public pension system was published in the Official Gazette of Romania, Part I, no. 419 of 16 May 2018, entering into force on the same date.

The Order amends and supplements the social insurance conditions, stipulating that the obligations of the Pension Fund are to notify the insured person, whenever the monthly insured income is lower than the minimum stipulated by the law, as a result of the modification, by law, of the guaranteed minimum gross wage.

The Order also mentions as an insurance condition that the monthly insured income can not be lower than the amount of the guaranteed gross national minimum wage.