

employment - legal changes published in October 2018

Order of the Minister of Labor and Social Justice no. 2.004/2018 regarding the approval of the framework templates of the internship certificate and contract, as well as that of the application for requesting the employment bonus was published in the Official Gazette of Romania, Part I, no. 865 of October 12, 2018, entering into force on the same date.

Thus, the internship certificate provides the identification data of the person who carried out the internship program and the host organization, the number of the internship contract that was concluded, the subject of the activity carried out, the acquired skills/competences, and also the assigned work schedule in hours/day and hours/week.

The mandatory provisions of the internship contract include, on the one hand, *the rights and obligations of the intern*, with the right to benefit from the assistance and coordination of the mentor appointed by the host organization, the right to have access to information that will enable them to consolidate the knowledge and the development of abilities, but also the obligation to observe the tasks assigned by the mentor, the confidentiality rules and the provisions of the internal regulations. On the other hand, *the rights and obligations of the host organization* are also provided, which also has the right to use the theoretical and practical knowledge of the intern during the internship program, the right to exercise control over the way of carrying out and performing the activities as well as numerous obligations, such as ensuring adequate logistical, technical and technological endowment, necessary to capitalize on the theoretical knowledge of the intern and to developing practical knowledge. The provisions of the internship contract will be supplemented by the provisions of Law no. 176/2018 on internship.

Annex no. 3 of the Order provides the template of the application for the employment promotion bonus (provided in Article 22 paragraph (3) of Law no. 176/2018 on internship). This application contains, *inter alia*, the identification data of the employer, the employee, the number and date of the individual employment agreement concluded between the parties, to which one attaches the copy of the internship contract registered with the County Employment Agency, the copy of the internship certificate, the copy the individual employment agreement recorded in the general registry of employees and other documents proving the employment relations were maintained for an uninterrupted period of at least 24 months with the employee in question.