

employment - legal changes published in February 2021

Government Decision no. 35/2021 regarding the extension of the state of alert on the Romanian territory starting with February 12, 2021, as well as the establishment of the measures applied during it to prevent and combat the effects of the COVID-19 pandemic was published in the Official Gazette, Part I no. 140 of February 11, 2021, entering into force on the same date.

According to the Decision, it was established that starting with February 12, 2021, the state of alert will be extended for another 30 days on the entire territory of the country.

The Decision maintains the obligation to wear a protective mask in public spaces, commercial spaces, means of public transport and at the workplace.

Also, for all public or private institutions and economic operators, the obligation to decide the organization of work to working from home or teleworking regime is maintained, where the specificity of the activity allows, under the conditions of art. 108-110 of the Labour Code, as well as those established by the Law no. 81/2018 on teleworking activity.

In the situation where the employee cannot work in teleworking or work from home regime, in case there are more than 50 employees, the employers have the obligation to organize the work schedule so that the staff is divided into groups to start or end the activity at a difference of at least one hour.