



employment - legal changes published in April 2022

Government Decision no. 474/2022 for amending and supplementing the Methodological Norms for the application of the provisions of Government Ordinance no. 129/2000 on the professional training of adults, approved by Government Decision no. 522/2003, was published in the Official Gazette of Romania, Part I, no. 363 of April 12, 2022, in force from the same date.

Starting with the entry into force of the Decision no. 474/2022, the following main amendments were adopted:

- I. it is clarified by being defined the notion of "other forms of professional training", mentioned in Art. 10 para. (3) letter d) of the Government Ordinance no. 129/200, as follows:
 - training or practical experience acquired on the job;
 - exchange of experience;
 - workshops;
 - self-tuition, including distance learning;
 - computer-assisted learning;
 - participation in conferences, lectures, seminars.
- II. it is regulated also the possibility of conducting online the professional training programmes.

Law no. 111/2022 on the regulation of the activity of the domestic provider was published in the Official Gazette of Romania, Part I, no. 402 of April 27, 2022, in force starting with January 1, 2024.

The Law will enter into force on January 1, 2024, except for Art. 13 para. (1) and Art. 17, that entered into force on April 30, 2022. The two articles provide that (i) the Ministry of Labour shall create an Electronic Platform for the registration of domestic activities and (ii) within 60 days from the date the Law was published in the Official Gazette, the Ministry of Labour shall draft the methodological norms for its implementation.

The Law regulates the following:

- the domestic activity shall be performed at the domestic beneficiary's household, at the domestic provider's domicile or at another place necessary for the performance of the domestic activity, agreed by the parties;
- the domestic provider shall not be a member of the family of the domestic beneficiary and the minimum age for being a domestic provider shall be at least 16 years;
- the legal relationship between the domestic provider and the domestic beneficiary is concluded by an agreement between the parties, without a written form being required;
- the domestic beneficiary and the domestic provider agree on the activities and the number of hours or the amount of work; the domestic provider shall be paid in compliance with the provisions of this Law with domestic activity vouchers;
- the daily duration of domestic work for a domestic beneficiary shall not exceed 12 hours, or 6 hours for domestic providers aged 16 to 18;



- at the end of the provision of services agreed upon, based on the number of hours performed and of the negotiation between the parties, the domestic beneficiary shall hand over to the domestic provider the number of activity vouchers corresponding to the value of the service provided.