

employment - legal changes published in July 2017

Law no. 164/2017 for the amendment of Law no. 279/2005 on apprenticeship at the workplace and Law no. 335/2013 on the conduct of the internship for graduates of higher education was published in the Official Gazette of Romania, Part I, no. 544 of 11 July 2017.

The law aims at encouraging employers to enter into apprenticeship contracts.

According to the amending law, apprenticeship at the workplace is organized for training levels 2, 3 and 4, instead of Levels 1, 2 and 3 as previously regulated. The financing of apprenticeship training at the workplace can also be achieved through investment funds and national public funds approved from the unemployment insurance budget.

Employers concluding an apprenticeship contract receive, upon request, during the whole period of the apprenticeship contract, the amount of 1,125 lei / month versus 60% of the value of the social reference indicator of the unemployment insurance and stimulation of employment.

Law no. 172/2017 regarding the approval of Government Emergency Ordinance no. 60/2016 for amending and supplementing Law no. 76/2002 on the unemployment insurance system and the stimulation of employment was published in the Official Gazette of Romania, Part I, no. 576 of 19 July 2017.

According to the new law, a NEET is defined as a young person ages the 16 to 25, who does not have a job, does not attend a form of education and does not participate in vocational training.

The law establishes that a hiring bonus is granted to persons registered as unemployed with employment agencies and who get hired in a city located more than 15 km from their city of residence, or who have their residence in one of the areas provided in the National Mobility Plan, regardless of whether the city where they are employed is located or not in the areas provided in the National Mobility Plan.

The law also establishes that an installation bonus is granted to persons registered as unemployed with employment agencies who work in another city located more than 50 km away from their place of residence and, as a consequence, change their residence in the new city or in its neighboring areas in certain conditions.