

Amendments to the Labour Code

28 August 2017

In brief

The Parliament of the Republic of Moldova recently approved amendments and supplements to the Labour Code, in accordance with the provisions of Directives 97/81/EC, 2001/23/EC, 2002/14/EC and 92/85/EEC.

In detail

Regulation of part-time work

The new supplements regulate part-time work. Employers may hire employees for a one-day period or set a partial workweek. The specific duration is agreed in the individual labour contract.

At the request of an employee who is pregnant, looks after children up to the age of ten or cares for a sick family member, with medical certificate, the employer is required to set a partial daily or weekly work schedule.

Part-time work is remunerated in proportion to the time worked or the amount of work completed. The employer is required to take into account the employees' preferences in the case of transfers from full-time work to part-time work.

Employers' duty to inform

Employers are required, within the deadlines and in the manner prescribed by law, to inform the employees by written means and consult with them on a timely basis regarding a number of issues. These issues include recent

economic and employment developments within the unit, as well as important changes to labour organisation within the unit, including those related to redundancies or health and safety at the workplace.

Furthermore, employers have to inform employees of full-time and part-time vacancies within five days of their appearance.

Measures to protect certain categories of women

New measures have been introduced to protect pregnant women, women who have recently given birth or are breastfeeding.

Under these measures, employers are forbidden from using women in these categories to work in underground mines, in any other activities that pose a risk to their health and safety, or at night.

Employers are required to change temporarily the working conditions for these categories of women or offer them another job, while keeping the average salary from the initial position. If this is not possible, for objective reasons, the women concerned

are entitled to be exempted from fulfilling their employment duties until another position is available, while maintaining the average salary for the period they have not worked.

Women with children up to the age of three who are unable to meet their current job duties are to be transferred to another job, with the average salary maintained at that of the previous position.

[Source: Law no. 155 dated 20 July 2017 amending and supplementing the Moldovan Labour Code no. 154 dated 28 March 2003, published in Monitorul Oficial no. 316-321 dated 25 August 2017].

The takeaway

The above amendments introduce new notification and information duties for employers, regulate part-time work and establish new measures for the protection of certain categories of women.

The new provisions entered into force on 25 August 2017.

Let's talk

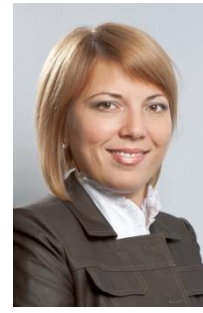
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