

BI-ANNUAL PROGRAMME OF HUMAN RESOURCES COMMITTEE FOR THE PERIOD 2020/2021

Main priorities:

1. Improvement of the Labour Law and further development of the employment-related framework
2. Digitalization and simplification in the employment relations of various procedures, records, data privacy etc.
3. Abuse of sick leave prevention
4. Improvement of the Law on Agency Employment
5. Regulations concerning safe and healthy work, especially in relation to COVID-19
6. Exchanging experiences and sharing best practices

Topic n°1:

Goal: Improvement of the Labour Law by introducing flexible and practical solutions, clarifying ambiguities caused by unclear provisions

Activity: Participating in GoV working group in order to ensure modern and flexible systemic law for the labour relations with the accent on implementation of recommendations stated in FIC White Book.

Organisation of the round table on the Labour Law in order to identify all provision that should be amended and organization of the round table with the Ministry as well as sending proposals for the amendment of the Law to the Ministry with the explanations and benefits for the employers and the employees

Main partners: Ministry of Labour

Timeframe: Q4/2020, Q1-Q4/2021

Topic n°2:

Goal: Digitalization and simplification in the employment relations

Activity: Organizing White Book Task Force meetings in order to digitalize and simplify various records and procedures in employment and labour relations.

Organisation of the round table on the digitalization in the employment relations to find the best options how to reduce paperwork in the HR field and introduce digital products to become official and present solutions to the Ministry of Labour together with protection of data privacy

Main partners: Ministry of Labour, Ministry of State Administration, Ministry of Justice, Prime Minister Cabinet

Timeframe: Q3-Q4/2020, Q1-Q4/2021

Topic n°3:

Goal: Prevention of sick leave abuse

Activity: Raising awareness and promoting possible solutions to the acute problem of abuse of sick leave by initiating dialogue and sending proposals on overcoming this problem

Main partners: Ministry of Labour, Ministry of Health

Timeframe: 12 months

Topic n°4:

Goal: Improvement of the Law on Agency Employment

Activity: Organisation of the round table on the Law on Agency Employment in order to identify all provision that should be amended as well as sending proposals for the amendment of the Law to the Ministry with the explanations and benefits for the employers and the employees

Main partners: Ministry of Labour

Timeframe: Q1-Q2/2021

Topic n°5:

Goal: Adoption of a clear and applicable legal framework that would comprehensively regulate safety and health at work, with the accent on the new circumstances of the COVID-19 epidemic.

Activity: Continuous communication with the competent ministry, amendments proposal and meetings with the competent officials

Main partners: Ministry of Labour

Timeframe: Q3- Q4 2020

Topic n°6:

Goal: Development of HR activities in order to improve and provide Human Resource best practices and also to strengthen the employer-employee relationship

Activity: HR Committee meetings where members will exchange experiences and compare practises searching for best solutions

Main partners: HR Committee members

Timeframe: Through entire 2020 and 2021