

THE RIGHT TO WORK IN THE CONTEXT OF THE STATE OF EMERGENCY. SOLUTIONS AND CONTROVERSIES

Roxana Maria ROBA*

ABSTRACT: *As a result of the Decree of the President of Romania no. 195 of 16 March 2020 by which it the state of emergency was declared, employers sought to identify, where possible, solutions for continued employment for their employees. Telework and work from home have been considered viable alternative solutions in certain areas, allowing employees to work in conditions that would ensure their health protection. In other cases, employers decided on the suspension of individual employment contracts or even dismissal. This study aims to analyze the terms in which the right to work has been affected during the state of emergency, the legal solutions that could be identified but also the controversies arisen.*

KEYWORDS: *the state of emergency; employer; employee; telework; work from home.*
JEL code: *K31*

* Lecturer PhD. George Emil Palade University of Medicine, Pharmacy, Science and Technology of Tîrgu Mureş, Faculty of Economics and Law, Department of Law and Public Administration, Lawyer, Mureş Bar Association, ROMANIA.