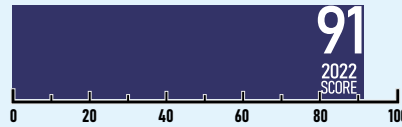
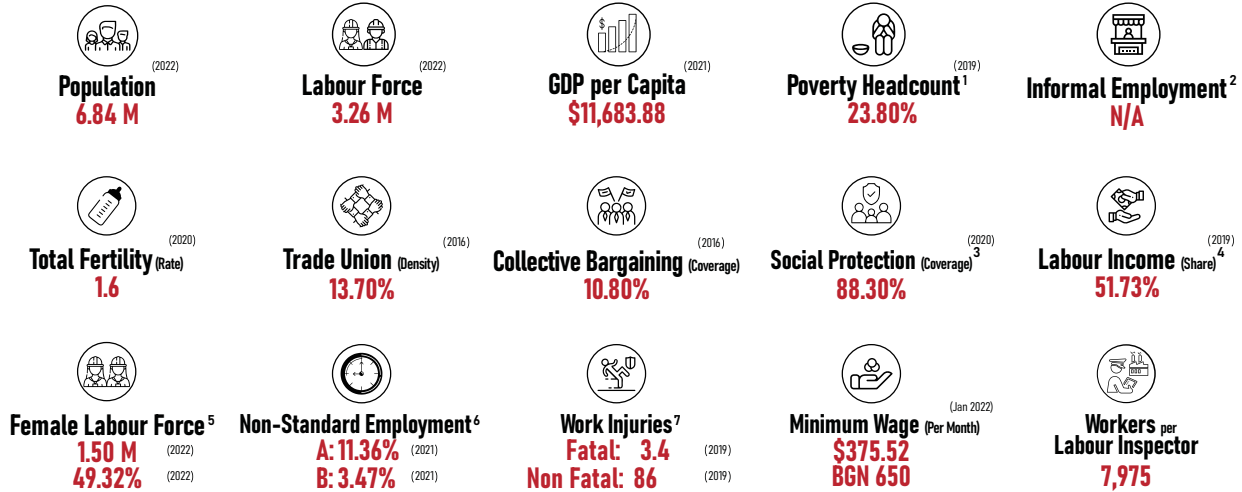


Bulgaria



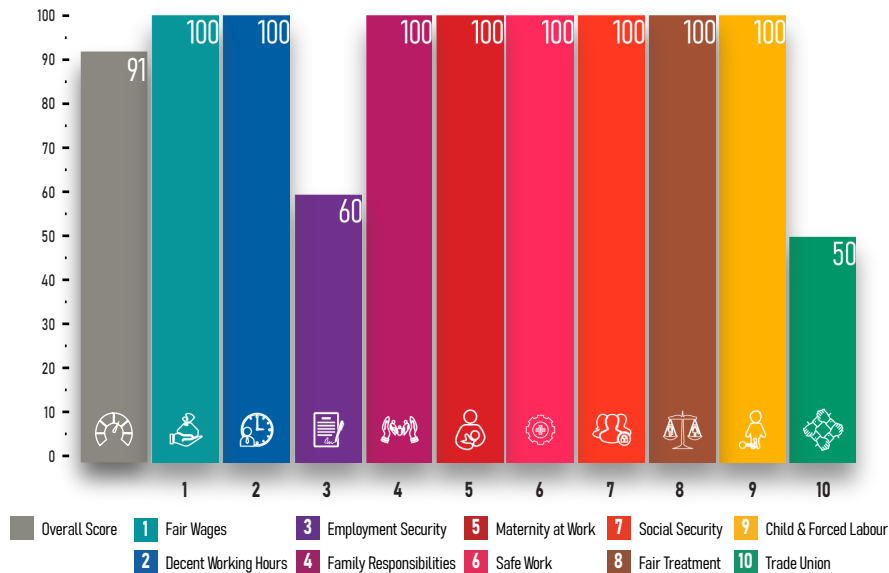
88.5 2020 SCORE
Eastern Europe
Upper Middle Income
Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Bulgaria's overall score is 91 out of 100. The overall score for Bulgaria is higher than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

| | Question ⁹ | Answer | Legal Basis | Trend ¹² |
|----------------------------|--------------------------------------------------------------------------------------------------------------------|--------|-------------------------------------------------------------------------------------------------------------------|---------------------|
| 1. Fair Wages | Does the law prescribe minimum wage rates in the country? | Yes | §48(5) of the Constitution of Bulgaria, 1991; §03, 218 & 244 of Labour Code, 1986 | ● |
| | Does the law require regular payment of wages? | Yes | §66 & 269-272 of Labour Code, 1986 | ● |
| | Does the law require overtime compensation be at least 125% of the regular hourly rate? | Yes | §262 of the Labour Code, 1986 | ● |
| | Does the law require additional compensation for working on a weekly rest day? | Yes | §262-264 of Labour Code, 1986 | ● |
| 2. Decent Working hours | Does the law require additional compensation for night work? | Yes | §8 & 9 of the Ordinance on Structure and Organization of Wages 2009; §140 & 261 of Labour Code, 1986 | ● |
| | Does the law stipulate general working hours as 48 hours or lower? | Yes | §136-150 & 262-263 of Labour Code, 1986 | ● |
| | Does the law restrict maximum working hours including overtime to 56 hours per week? | Yes | §136 and 146 of the Labour Code, 1986 | ● |
| | Does the law require a weekly rest of at least 24 hours? | Yes | §152 & 153 of Labour Code, 1986 | ● |
| | Does the law require paid public holidays? | Yes | §154 of Labour Code, 1986 | ● |
| 3. Employment Security | Does the law require at least three working weeks of paid annual leave? | Yes | §155, 156, 172-178, 305 & 319 of Labour Code, 1986; §22-24 of Decree No. 72/1986 on hours of work, rest and leave | ● |
| | Does the law require written employment contracts or at least written employment particulars? | Yes | §61-66 & 128(a & b) of Labour Code, 1986 | ● |
| | Does the law restrict the hiring of fixed-term contract workers? | Yes | §67-69 & 114-A of Labour Code, 1986 | ● |
| | Does the law limit the length of probation period including renewals to a maximum of 3 months? | No | §70 of Labour Code, 1986 | ● |
| | Does the law require a 30-day notice before contract termination? | Yes | §190, 220, 325, 326, 328-330 of Labour Code, 1986 | ● |
| 4. Family Responsibilities | Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service? | No | §222 of Labour Code, 1986 | ● |
| | Does the law require parental leave for parents? | Yes | §163 & 164 of Labour Code, 1986, amended in 2017; §1, 41, 48, 50(7) of Social Security Code, 2003 | ● |
| | Does the law require at least one week of paid paternity leave for fathers? | Yes | §163.7 of Labour Code, 1986; §1, 41, 48, 50(6) of Social Security Code, 2003 | ● |
| | Does the law require flexible work arrangements for workers with family responsibilities? | Yes | §138-A & 311 of Labour Code, 1986 | ● |
| 5. Maternity at Work | Does the law require paid nursing breaks? | Yes | §166 of Labour Code, 1986 | ● |
| | Does the law prohibit inquiring about pregnancy during recruitment? | Yes | §12 of Law on Protection against Discrimination (No. 68 of 2006) | ● |
| | Does the law require paid maternity leave of at least 14 weeks? | Yes | §163 of Labour Code, 1986; §45 of Decree No. 72/1986 on hours of work, rest and leave, | ● |
| | Does the law require cash maternity benefit be at least 67% of a worker's former wage? | Yes | §163 & 164 of Labour Code, 1986; §1, 41, 48, 50-52 of Social Security Code, 2000 | ● |
| | Does the law require maternity benefit be paid through contributory social insurance or universal benefits system? | Yes | §163 & 164 of Labour Code, 1986; §1, 41, 48, 50-52 of Social Security Code, 2000 | ● |
| 6. Safe Work | Does the law protect workers from dismissals during or on account of pregnancy? | Yes | §163, 328, 330 & 333 of Labour Code, 1986 | ● |
| | Does the law require provision of free personal protective equipment to workers from employer? | Yes | §4, 7, 10 & 34 of the Health and Safety at Work Act, 1997 | ● |
| | Does the law require the employer to train workers on health and safety issues? | Yes | §4, 16, 26 & 34 of the Health and Safety at Work Act, 1997 | ● |
| | Does the law restrict work that is prejudicial to the health of the mother or the child? | Yes | §307-310 of Labour Code, 1986 | ● |
| | Does the law provide for employment injury benefit? | Yes | §18, 65 & 78-81 of Social Security Code, 2000 | ● |
| 7. Social Security | Does the law provide for an old age pension? | Yes | §68-70 of Social Security Code, 2000; MISSOC Comp. Table for Bulgaria | ● |
| | Does the law provide for a dependants/survivors' pension? | Yes | §80-84 of Social Security Code, 2000; MISSOC Comp. Table for Bulgaria | ● |
| | Does the law provide for unemployment benefit? | Yes | §54A-H of Social Security Code, 2000; MISSOC Comp. Table for Bulgaria | ● |
| | Does the law require paid sick leave for the first 6 months of sickness? | Yes | §162 of Labour Code, 1986; §1, 40 & 41 of Social Security Code, 2000; MISSOC Comp. Table for Bulgaria | ● |
| | Does the law provide for invalidity benefit? | Yes | §71-77 of Social Security Code, 2000; MISSOC Comp. Table for Bulgaria | ● |
| 8. Fair Treatment | Does the law require equal remuneration for work of equal value? | Yes | §243 of Labour Code, 1986; §14 of Protection Against Discrimination Act, 2003 | ● |
| | Does the law prohibit sexual harassment in employment? | Yes | §17, 76-81 & §1 of Additional Provisions of Protection Against Discrimination Act, 2003 | ● |
| | Does the law prohibit discrimination in employment matters? ¹⁰ | Yes | §6 of the Constitution of Bulgaria, 1991; §4-7, 12-28 & 76- 81 of Law on Protection Against Discrimination, 2003 | ● |
| | Does the law allow women to do the same jobs as men? | Yes | §48 of the Constitution of Bulgaria, 1991 | ● |
| | Does the law guarantee basic labour protections for gig economy workers? | Yes | Social Security Code, 2000; MISSOC Comp. Table for Bulgaria | ● |
| 9. Child and Forced Labour | Does the law prohibit employment of children? | Yes | §301-305 of the Labour Code, 1986 | ● |
| | Does the law set employment entry age equal to or higher than the compulsory schooling age? | Yes | §301-305 of the Labour Code, 1986; §7 of the Public Education Law, 1999 | ● |
| | Does the law prohibit the employment of children in hazardous work under the age of 18 years? | Yes | §140, 147 & 301-305 of the Labour Code, 1986; Ordinance No. 6 of July 24, 2006; §192-A of Penal Code, 1968 | ● |
| | Does the law prohibit forced labour? | Yes | §48 of the Constitution, 1991; §159(A-C) of Penal Code, 1968 | ● |
| 10. Trade Union | Does the law allow workers to form and join unions of their own choice? | Yes | §49 of the Constitution of Bulgaria, 1991; §4,5 & 33 of Labour Code, 1986 | ● |
| | Does the law allow workers to bargain collectively with employers through their representative unions? | No | §3 & 50-60 of Labour Code, 1986; Economic and Social Council Act 2001; CEACR, C98, Obs. 2019 | ● |
| | Does the law provide for the right to strike? | No | §50 of the Constitution of Bulgaria, 1991; §11, Collective Labour Disputes Settlement Act 1990 | ● |
| | Does the law prohibit employers from terminating employment contracts of striking workers? | Yes | §20-21, Collective Labour Disputes Settlement Act 1990 | ● |

Covid 19 and Labour Market in Bulgaria*

| | |
|--------------------|--------------|
| Total Covid Cases | 1.18 Million |
| Total Covid Deaths | 37,277 |
| Partial Vaccinated | 30.0% |
| Fully Vaccinated | 30.0% |

| | |
|---------------------------------------------------|---|
| Wage Subsidies | ✓ |
| Social Security Contributions (deferrals/waivers) | ✓ |
| Paid Sick Leave | ✓ |
| Add. Unemployment Benefits | ✓ |

| | |
|--------------------------------|---|
| Protection from Dismissals | ✗ |
| Telework/flexible work | ✓ |
| Improved Health Access | ✗ |
| Training (activation measures) | ✗ |

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Bulgaria on SDG 8.8.2 is 0.89 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CHRHP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change