



Labour Relations in Bulgaria

In Bulgaria, citizens of the European Union, the European Economic Area (Liechtenstein, Luxembourg and Sweden) and the Swiss Confederation can register and start working through the Labour Office Directorates of the Employment Agency.

The documents required for registration are an identity document, a completed application-declaration form, a document certifying education, a document certifying previous experience, a document certifying legal capacity /if available/, a certificate of address at which the person resides in Bulgaria /issued by the Migration Directorate of the local police department-RDIA/.

Application for a job is made using a CV and a motivation letter. It is recommended to use the European CV format, which can be found on the Europass website. <https://europa.eu/europass/en>. Upon approval of the initial documents (CV and cover letter), the employer may ask for additional information and documents, such as documents of education and qualifications, documents of work experience in the profession for which you are applying, etc.

According to their duration, the types of employment contracts can be divided into two main types - fixed-term and open-ended. When concluding an employment contract, its duration must be determined.

The conclusion of a fixed-term employment contract is only admissible for temporary, seasonal or short-term work and activities, as well as with newly recruited employees in bankrupt or liquidated companies. The maximum duration of a fixed-term contract is 3 years unless otherwise provided by law or by an act of the Council of Ministers.

Exceptionally, a fixed-term employment contract for a period of at least one year may be concluded for works and activities which are not of a temporary, seasonal or short-term nature, therefore, when concluding a fixed-term employment contract, it is important to specify in the contract itself the specific reason why the employer does not conclude an open-ended employment contract.

Where the fixed-term contract is for a fixed period or to replace an absent employee, it may become open-ended if the employee continues to work beyond the agreed period of five working days or more without written objection from the employer and the post is vacant.

An open-ended employment contract, also called an "indefinite-term employment contract" in the Labour Code, whenever the parties have not expressly agreed otherwise when concluding the employment contract, is deemed to be for an indefinite term

In this type of contract, a probationary period may also be agreed upon, but not longer than 6 months. It is often used in cases where the employer wants to check the 'suitability' of the employee, or the employee, in turn, wants to find out whether the job is suitable for him/her. Once the probationary period is over, a new Labour Contract is not signed, but by law it becomes final.