

General recommendations for potential labour migrants

- √ Employment is legal only if you have the relevant work permit and/or work visa issued by the consular service of the relevant country.
- √ Before making your decision, receive detailed information about the job description, location of the job, employment conditions, salary, potential deductions, taxes, insurance, housing.
- √ Obtain an employment offer/employment contract signed by the employer and make sure you understand the terms of employment.
- √ Employment opportunities offered through social media are not always accurate and reliable; try to get as much information as possible about the organisation/ agency that offers employment assistance.
- √ Before departure, get information about the organization(s) you can address if your rights are violated.

Embassy of Georgia to the Republic of Bulgaria

65, Krichim str., Lozenets, 1164 Sofia, Bulgaria
Tel: +359 (2) 868-54-04
e-mail: bulgaria.emb@mfa.gov.ge
Working Hours: 09.00-18.00
Consular Section:
e-mail: bulgaria.emb@mfa.gov.ge

Hot Line (for emergencies): +359 892 410 226

PROJECT “AWARENESS RAISING FOR LABOUR MOBILITY TO BULGARIA”

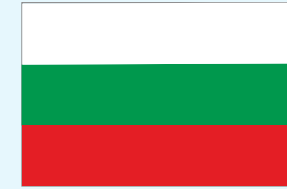
CONTRACT №812108-4/28.01.2021, funded by the National Program of Bulgaria under the Asylum, Migration and Integration Fund 2014 – 2020, Co-Funded by the European Union

The project is implemented by IOM Mission in Bulgaria in coordination and operational cooperation with IOM Missions in Armenia, Georgia and Moldova

The project aims to contribute to safer and better managed labour mobility from Armenia, Georgia and Moldova to Bulgaria, through carrying out information sessions to provide comprehensive and up-to-date information on the labor market and living conditions in Bulgaria.

IOM Georgia

12 Tengiz Abuladze Street,
Tbilisi, 0162, Georgia
+995 32 2 25 22 16
iomtbilisi@iom.int / georgia.iom.int /



USEFUL INFORMATION ON EMPLOYMENT IN BULGARIA

This document has been produced with the financial support of the Asylum, Migration, and Integration Fund, co-financed by the European Union. The sole responsibility for the content of the document lies with IOM and under no circumstances can it be assumed that this document reflects the official opinion of the European Union and the Responsible Authority

Employment in Bulgaria

The legislation on the employment of foreigners on the territory of the Republic of Bulgaria provides for different opportunities in terms of employment types and permits. The type of employment/ permit will depend on individual circumstances.

The agreement between Georgia and Bulgaria on regulation of labour migration applies to two categories of workers:

- 1) workers for an initial period of one year with an option for subsequent extension up to a total period of three years.
- 2) seasonal workers for not more than nine months per year.

For the mentioned categories of workers work permit will not be required. They will be provided with the necessary residence permits in accordance with the national legislation of Bulgaria.

The workers will have the **same labour rights and obligations** as any Bulgarian employee.

What you should know about your rights?

- According to the Bulgarian labour legislation, the employment contract should be concluded in **written form**.
- The standard working time is **eight hours per day over a 40-hour (five-day) week**. Extended working time can be permitted - up to 48 hours per week but cannot exceed in total over 60 working days annually (20 of which must not be consecutive).

- Employees are generally entitled to a daily rest break of **not less than 30 minutes** which is not included in working time.
- Special Provisions for night/shift work.
- **Overtime work** is permissible for a limited time and under certain specified conditions. Overtime is paid at a premium rate - 150% of the standard salary rate for working day hours, 175% for weekend hours overtime, and 200% for working on public holidays.
- After 4 months of employment, every employee is entitled to 20 days of **paid annual leave**.
- Employees are eligible for 410 days of **paid maternity leave** (generally commenced 45 days before the due date). The maternity benefit will be paid as 90% of the regular salary rate. Fathers are entitled to paid paternity leave of 15 days.
- The **minimum monthly wage** for 2022 is BGN 710 (≈363 EUR). The exact amount of the remuneration will depend on the field of work, position and agreement with the employer.
- Foreign nationals are liable for income tax on any income from sources in Bulgaria. Employment income is taxed at a **flat rate of 10%**
- The aggregate rate of **social security contributions** is 24.7% - 25.4%, of which 10.58% is payable by the employee.
- Third-country nationals are insured in the National Health Insurance Fund if they have long-term or permanent residence in Bulgaria.

Is it necessary to register with the local public authorities?

After your arrival in Bulgaria, you are required to notify your residence address **within five days** to the competent authorities, and namely the immigration department of the local police station.

Any change of your address should be reported within five days to the local police station.

Where in Bulgaria I could address if my rights are violated?

- [Migration Department of the Ministry of the Interior](https://mvr.bg/migration)
<https://mvr.bg/migration>
E-mail: migration@mvr.bg
Tel.: + 359 29824808, +359 29827251, +359 29823764, +359 29822968
- [Employment Agency of Bulgaria](https://www.az.government.bg)
<https://www.az.government.bg>
E-mail: az@az.government.bg
Tel.: + 359 29808719
- [General Labour Inspectorate](https://www.gli.government.bg/bg)
<https://www.gli.government.bg/bg>
Tel.: +359 70017670