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European Monitoring Centre on Change

Bulgaria: Employers obligation to provide skill development plans or training

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Bulgaria

Phase:

Anticipation

Type: Employers obligation to provide skill development plans or training

Last modified: 17 June, 2021

Native name:

Кодекс на труда; Закон за насърчаване на заетостта

English name:

Labour Code; Law of encouragement of employment

Article

Articles 228a and 228b (Labour Code); Article 22 (Law of encouragement of employment)

Description

The employer is obliged to provide conditions for maintaining and improving the employees' professional qualifications for the efficient performance of their duties under the employment relationship in compliance with the requirements of the performed work and their future professional development. Plans are developed in cooperation with the national employment agency. The employer is responsible for providing vocational training and upgrading employees' professional skills, especially for those who return to work after a long absence.

Comments

This subject can also be covered by collective bargaining agreements and some multi-annual plans of employment and skills development can be found in some collective agreements.

In order to meet the requirements of Article 228a and Article 228b of the Labour Code, it is necessary, in the event of an employment relationship, that the employer has handed to the employee the job description, as well as an annual plan for training, qualification and re-qualification, which determines the need for staff and through which to give orientation about the time of training and organisational, technical and financial provision.

Cost covered by

Employer

Involved actors other than national government

Public employment service

Thresholds

No, applicable in all circumstances

Sources

- DG Employment, Social Affairs and Equal Opportunities/Héra, Selected companies' legal obligations regarding restructuring, 2011
- [Labour Code](#)
- [Law of encouragement of employment](#)

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