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EMCC

European Monitoring Centre on Change

Bulgaria: Severance pay/redundancy compensation

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Bulgaria

Phase:

Management

Type:

Severance pay/redundancy compensation

Last modified: 22 March, 2023

Native name: **Кодекс на труда**

English name: **Labour Code**

Article

Article 222

Description

While there is no general provision on statutory severance pay in place, workers are entitled to redundancy pay equal to one month's salary in the case of individual or collective dismissal on economic grounds. With a decision of the Council of Ministers, or on the basis of collective labour agreements or employment contracts, compensations for a longer period could be defined. If within this period the employee started the work with lower salary, he/she is entitled to receive the difference in remuneration for the affected time period.

Comments

The cases where such redundancy compensation must be paid are:

- dismissal due to closure of the company or part of it,
- staff cuts,
- reducing the workload,
- work stoppage for more than 15 working days,
- failure of an employee to follow the company or its division in which he worked when the facility moved to another area or locality,
- or when the position occupied by the employee should be released to restore an illegally fired employee who had previously occupied the same position.

Cost covered by

Employer

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- [Employment protection legislation database of the International Labour Organization](#)
- [Labour Code](#)

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