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Bulgaria: Definition of collective dismissal

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Bulgaria

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 21 June, 2021

Native name: **Кодекс на труда**

English name: **Labour Code**

Article

Item 1 of §1, p. 9 of the Supplementary Provisions of the Labour Code

Description

A collective redundancy refers to:

- at least 10 dismissals within 30 days or at least 20 dismissals within 90 days in companies with 20-99 employees.
- In companies employing between 100 and 299 employees, a collective redundancy refers to 10% of the workforce (within 30 days);
- in those with 300 or more employees, the figure is 30 dismissals (within 30 days).

Employers can justify redundancies on the grounds of a reduction in business activity or plant or branch closure.

Comments

The employer is obliged, before undertaking collective dismissal, to start consultations with employees' representatives. Besides consultations with trade unions, the employer is required to provide written information to employees with specified content on planned mass redundancies including:

- the reasons for the planned redundancies,
- the number of employees who will be laid off,
- basic economic activities,
- qualification groups and professions to which the dismissal corresponds.

Employer is also obliged to inform in written the National Employment Agency.

Cost covered by

Not applicable



Involved actors other than national government

Public employment service
Trade union
Works council

Thresholds

Company size by number of employees:
20
Number of affected employees:
10

Sources

-  [EMCC legal framework of restructuring](#)
-  [Labour Code](#)

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