

Comments on the Law on Amendment and Supplementation of the Labour Code (published in State Gazette issue No 52 from 18 June 2004)

In State Gazette issue No 52 from 18 June 2004, the Law on Amendment and Supplementation of the Labour Code (LASLC) was published. The amendments enter into force as of **1 August 2004**.

The amendments of the Labour Code (LC) may be qualified as essential ones because they affect a considerable part of the provisions of the law. The amendments of the LC are a result of the necessity the main legal act regulating the labour relationships to meet the requirements of the market economy, as well as of the necessity Bulgaria to fulfill its international engagements for harmonising the Bulgarian legislation with the directives of the European Union.

The amendments of the LC establish new requirements for the contents of the employment contract. The duration of the work under an additional employment contract is limited. Additional guarantees for payment of the remuneration are provided, as well as a mechanism for facilitation of the collection of cash receivables of the employee from the employer. The provisions regarding the organization of the work are also affected working time, weekly rests and leaves. With the amended and supplemented texts of the provisions of the LC a number of obligations are imposed on the employers with respect to the pregnant female employees. The obligations of the employers in cases of mass dismissals and in cases of change of the employer are set in detail. An obligation of the employer for providing information about the unoccupied working places in the enterprise is also provided.

The comments set out above represent an overview of the amendments and supplementations of the LC and is not exhaustive. For access to the detailed commentary and should issues arise regarding the application of the new provisions, please do not hesitate to contact us at tel. 943 37 00, fax 943 37 07, e-mail office@afa.bg, or postal address at 38, Oborishte Str. Sofia 1504.