

iGlobal Law 2024 Annual Alert : Bulgaria

Legal Change	Effective Date	Action required
<p>Right to revoke a notice of dismissal.</p> <p>Recent changes in the Labor Code will enable an employer, acting on their own initiative, to revoke a notice of dismissal, not only before the employee brings a legal action (the current situation), but also after a legal action has been brought before the court and before the judgment of court has entered into effect.</p> <p>In the latter case the employer may revoke the order of dismissal with the written consent of the employee.</p>	July 1 st 2024	No specific action required.
<p>Paper Workbooks (official written certificates) to be abolished</p> <p>The paper labour books (official written certificates) are to be abolished. Instead of a paper workbook, the circumstances related to the employment of employees will be contained in a single electronic employment record, part of the new national employment register at the NRA. Employees will have access to the data contained in their single electronic employment record through a certificate of electronic identity or otherwise approved in a decision of the Council of Ministers, as well as in the NRA.</p> <p>Paper labour books, issued and formed until the entry into force of the law, shall retain their validity as an official certification document.</p> <p>By January 1st 2024, the format of the single electronic labour record, the procedure for entry in the Register and the access to it should be regulated in an ordinance of the Minister of Labour and Social Policy, the Minister of Finance and the Minister of Electronic Government.</p> <p>It is expected that the register will be created and fed with the available data on the employment of employees in the registers of the NRA and the NSSI by 01/06/2025.</p>	June 1 st 2025	<p>By June 1st 2026, as well as upon termination of the employment relationship in the period from June 1st 2025 to June 1st 2026, employers shall prepare the employment records of their employees, entering in them the length of service of the employee as of 01/06/2025, and immediately return the employee's employment book.</p> <p>As of June 1st 2025, the obligation of employers to process the paper labour books of their employees is abolished. Instead, they will be obliged to declare the change in the circumstances regarding the employment relationship to the Register.</p> <p>Compensation under the Labour Code for illegal retention of an employment book, will henceforth be due in case of non-entry of the termination of the employment contract in the Register.</p>