

# CERHA HEMPEL CEE NEWSLETTER *Bulgaria*

## Digitalization of employment relations in Bulgaria

With amendments to the Labour Code adopted in October 2023, Bulgaria has taken steps to put an end to paper employment records and is moving towards the digitalization of employment relations. The new rules will take effect in June 2025, except for certain provisions that will apply from June 2026.

### Unified electronic employment record

The unified electronic employment record will replace paper employment records and become the official document containing the relevant employment information. The new rules lay down what information the electronic employment record must contain. Employees will have online access to their electronic employment record and may use it to certify their work history. Employers will have access to the information they have submitted, as well as to certain information submitted by previous employers.

### Electronic Employment Register

The National Revenue Agency is required to establish an Electronic Employment Register by 1 June 2025, which will contain all electronic employment records. More details regarding the format and procedure for the operation of the register will be provided by the Government.

### Obligations for employers

By 1 June 2026, or upon termination of employment before that date, employers should hand over the paper employment records to

employees. The new rules also provide additional obligations for employers, such as:

- Employers will have to submit certain information related to employees' paid annual leave.
- They will also have to provide information for the compensation paid upon termination of employment in some cases.
- Within three days of the conclusion or amendment of the employment contract and within seven days of its termination, employers are required to submit the respective data to the Electronic Employment Register.

Further details regarding the obligations that the new provisions place on employers are expected to be provided with the adoption of guidelines and secondary legislation by the Government.

### For more information

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