

Current Labour Market Situation in Bulgaria Requirements for Employment of Third Country Nationals.

ERIAS Project Training - Sofia , 17.11. 2021

Mariana Tosheva , Program Manager

of the Refugee-Migrant Service of the Bulgarian Red Cross



ERIAS



- **Beneficiaries of international protection / BIP/** have the same employment rights as Bulgarian nationals.
- **Asylum seekers** have the right to work 3 months after the filing of their application for protection, as stipulated in Art. 29 (3) [Law on Asylum and Refugees](#). Applicants are issued an official notice for their right to work by the State Agency for Refugees.
- **TCN** - Foreigners in the Republic of Bulgaria Act and the Labor Migration and Labor Mobility Act - LLAST amendments as of 01.06.2021 for simplifying and unifying of the procedures for obtaining a residence permit and work permit



- The previous legal texts requested two separate procedures for the following types of residence permits:

1. **Single permit for residence and work**
2. **Residence permit for seasonal employment**
3. **Permit for intercorporate transfer**
4. **Blue card of EU.**

Till now, the employer had to apply for a work permit to the Employment Agency and the employee had to apply for a residence permit to Directorate “Migration”.

- **According to the new procedure either the employer or the employee could apply for a residence permit** of the abovementioned types submitting all necessary documents to Directorate “Migration”. If the employee is the one who files the application, it must be signed also by the employer. “Migration” shall send electronically the application to the Employment Agency and issue the residence permit after positive opinion received by the latest. This procedure shall not exceed two months for the permits under item 1 and 2 above and three months for those under item 3 and 4.

- **The term of validity of the Unified residence and work permit is now extended from one to three years.**
- The new texts also impose an obligation to Directorate “Migration” to notify the applicant in case of necessity of additional documents or lack of documents as well as **to grant 7-days term** for correction of the irregularity.
- The amendments create the possibility for foreigners to **apply electronically** for visa using qualified electronic signature.



A new legal basis for obtaining continuous residence permit through a certificate for high – technological and/or innovative project called “**Start-up visa**” :expected Council of Ministers to settle the conditions how to acquiring such certificate.

The applicant must also have a visa for long-term residence and to be a shareholder in a Bulgarian company with more than 50% of the capital upon applying on this legal basis

- There are also amendments in the conditions for obtaining a permanent residence permit through **monetary investments where larger amounts are indicated.**

- **Asylum seekers** - a work contract three months after filing their asylum application. The State Agency for Refugees issues an official notice for eligibility to work.
- **Refugees and humanitarian status holders** have the right to work similarly as all Bulgarian citizens.
- **Types of work contracts:**
 - a/ a labour contract - permanent (indefinite) or for a fixed time period and guarantees a number of social rights (such as a guaranteed amount of monthly salary and working hours, social and health insurance covered, paid annual leave, compensation in case of unemployment).
 - b/ a civil contract - concluded for the implementation of a specific task. The payment is usually due after the finalization of the task. Working hours are not fixed and are subject to personal arrangement. This type of contract offers a lower level of protection, but a higher flexibility to the worker (for example, no working time, working place or paid annual leave are available).

Different channels including with the help of the public Labour Bureaus, online platforms, private recruitment agencies, non-governmental organizations, direct contact with employers – attending job fairs.

Main requirements:

- basic knowledge of Bulgarian language
- punctuality
- motivation to learn and develop new skills.

Most of the employers test skills during the selection procedure. Some provide on-job training.



-
- Once you have your Bulgarian ID document, and you want to find a job, **you can register as unemployed in the Labour Bureau in accordance with your permanent or current address.** This registration is free of charge and is not obligatory, but is a mandatory precondition for the application for monthly social assistance (Law on Social Benefits).
 - The registration is done in person / application to be filled in/ followed by a discussion about educational and professional background. All available educational and professional certificates translated in Bulgarian should be presented as well.
 - Preparation of an Individual Action Plan for Employment
 - Entitled to receive job offers and to be included in programmes for subsidized professional training.

1. Regularly visit of the Labour Bureau (on a date written in the registration card) according to the Individual Action Plan.
2. When a suitable job position is offered, a person should be ready to start within 14 days of the offer. If not, the registration is terminated. A new registration can be done after 6 months.

The Labour Bureaus have a special Programme for Employment and Training of Refugees. Any company willing to hire a refugee or humanitarian status holder through the Labour Bureau could have part of their salary covered by the Bureau for one year. Persons granted protection in the last two years have the right to participate in this programme.



1. Regularly visit of the Labour Bureau (on a date written in the registration card) according to the Individual Action Plan.
2. When a suitable job position is offered, a person should be ready to start within 14 days of the offer. If not, the registration is terminated. A new registration can be done after 6 months.

The Labour Bureaus have a special Programme for Employment and Training of Refugees. Any company willing to hire a refugee or humanitarian status holder through the Labour Bureau could have part of their salary covered by the Bureau for one year. Persons granted protection in the last two years have the right to participate in this programme.





BULGARIAN
RED CROSS

Most Used Job Search Websites

- The most popular search engines for jobs that Bulgarian citizens usually use are:
- www.jobs.bg
- www.karieri.bg
- www.rabota.bg
- www.zaplata.bg
- www.jobtiger.bg
- www.alo.bg
- www.bg.jooble.org
- www.carriersinbulgaria.eu
- www.glassdor.com
- www.ngobg.info

You have to register, prepare a CV, select the preferred job position and apply. Depending on the position, a motivation letter may also be necessary. Employers who are interested in your application will contact you via the contact details provided in your CV.

Recruitment agencies with experience in working with refugees:

- Catro Bulgaria (www.catrobg.com)
- Radioactive (www.radioactive.bg)
- Nanny (www.nanny.bg) – specialized in positions related to domestic work, babysitting and housekeeping.
- Maistor Plus (www.maistorplus.com) – specialized in positions related to construction and renovation works.

The most popular private recruitment agencies that Bulgarian citizens use are:

- Manpower (www.manpower.bg)
- Easy Consult (www.easyconsultbg.com)
- Hermes (www.hr-hermes.com)
- Adecco Bulgaria (www.adeccobulgaria.com)
- Horizons (www.horizons.bg)
- Synectica (www.synecticaconsult.com/bg/)

Following documents needed in order to conclude a labour contract:

- ID card;
- Educational and qualification certificates, if available;
- Medical certificate issued by your General Practitioner to certify you are medically fit for the job;
- Criminal record certificate, if requested.

The employer is obliged to inform the National Revenue Agency that you have been hired within 3 days from the signing of the contract. You need to have a signed copy of the contract. The first employer who hires you in Bulgaria is obliged to issue you a service record book where all your employment history in Bulgaria needs to be filled in. This document is important for the purposes of certifying your overall work experience in the accrual of pension rights.





Job Fairs –organized jointly by UNHCR , CARITAS and Bulgarian Red Cross

- Selection and training of refugees and migrants for social workers/ social mediators
- **Register of employers and TCN seeking job**
- Monitoring of the TCN's participation in the labour market
- Measures for early identification, evaluation and validation of competencies, qualifications and skills of TCN
- Job search skills development
- Mentoring and On-Job Learning Programs
- Start-up Support / Small Business Support

- Social consultations, referral, interpretation, mediation
- Bulgarian language - English language- and PC Literacy courses
- One-off financial assistance and in –kind assistance
- Linking refugees and migrants with employers
- Psycho-social support
- Networking and coordination among stakeholders
- Awareness raising of employers about the rights and obligations of TCN, labour rights, educational and professional profile of TCN, support NGOs could provide





BULGARIAN
RED CROSS

THANK YOU FOR YOUR ATTENTION!

