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BULGARIAN EMPLOYERS MUST MEET DISABILITY HIRING QUOTA

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From 1 Jan 2019, employers in Bulgaria with 50 or more employees must fulfill a quota for hiring people with a permanent disability. Employers who have between 50 and 99 employees must have at least one disabled employee. For organizations employing 100 or more, the quota is 2% of the workforce.

Exceptions. The law provides certain limited exceptions. For example, an employer may be exempt from the quota requirements if particular workplace factors preclude hiring disabled employees, no candidates with a disability have applied for positions, or the employer has adopted alternative employment measures in favor of disabled people.

Definition of disability. Persons with permanent disabilities are defined as individuals who have a permanent physical, mental, intellectual and sensory impairment that impedes their full and effective participation in public life and who are medically assessed being at least 50% disabled.

Reporting. Employers must notify the government employment agency about vacant jobs available for disabled candidates — including the required qualifications and skills —and must hire an employee who has a permanent disability within three months of the notification. Candidates must have the required skills and qualifications for the role and are subject to the employer's normal hiring procedures.

Sanctions. Employers that don't meet their quota must pay a monthly fee equivalent to 30% of the minimum monthly salary per designated vacancy.

RELATED RESOURCES

- [People with Disabilities Act](#) (Bulgarian News Agency, 5 Dec 2018)

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