

## LAW &amp; POLICY GROUP

**GRIST****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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