

Decent work - Depends on You

Contracts of Employment



Iceland
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Contracts of Employment

Workers

- Workers have the right to choose a profession, and an employer to work for.
- Workers have the right to choose what type of employment contract to sign – for an indefinite or (no-term) a definite period (fixed-term).
- Employers shall not force workers to sign and work under a fixed-term employment contract.
- Workers have the right to sign and work under more than one employment contract with one or more employers.
- The contract of employment must be in writing, and its content must comply with labour law. One of the original copies, signed by both parties, must be provided to the worker before starting work.
- If workers don't have employment contracts, they must immediately inform the Labor Inspectorate.



Employment contract

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Contracts of Employment

Employers

- Employers must sign an employment contract with each worker.
- Employment contracts must be in writing and registered by the legal procedure. In addition, the employer must provide the worker with one of the original copies of the contract, signed by both parties, before the worker starts work. .
- Employers shall not force workers to sign fixed-term contracts of employment.
- Employers are subject to sanctions if they employ people without written employment contracts.

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What shall workers do when they work without employment contracts?

- Workers must inform the Labour Inspectorate. It is best to do so while still working for their employer.
- Workers have to assist the control authorities.
- Labor Inspectorate shall issue a "Statement on the Existence of an Employment Relationship".
- Labor Inspectorate shall also impose an obligation on the employer to offer the worker a contract of employment.

Check out the other information materials for the workers and employers at the website of GLI EA www.gli.government.bg.

Use the online form in the "Contacts" section of GLI EA website to send a report if your employment rights have been violated.

GLI EA Helpline: 0700 17 670