Decent work - Depends on You

Workers on Business Trips

Iceland Liechtenstein Norway grants
Norway grants

Project DFPO-1.002-0002-C01 "Cooperation for Decent Work"

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Workers on ordinary business trips in the country and abroad

Workers...

Workers may be sent on business trips without their consent for not more than 30 consecutive calendar days.

Workers receive their gross wage for the duration of the business trip.

Workers must have their business trip expenses reimbursed at least at the legally established thresholds in the Ordinance on the business trips in the country and the Ordinance on the business trips and specializations abroad.

Workers must submit a report on the business trip to their employer.

Employers...

Employers may send their workers on a business trip without seeking their consent when the business trip is for a period shorter than 30 consecutive calendar days.

Employers must specify the terms and conditions of each specific business trip in a written business trip instruction.

Employers must reimburse business trip expenses at the established thresholds.

Posting and sending of workers within the framework of provision of services

Workers...

Workers may not be posted or sent without their consent. They have to sign an "additional agreement" to their employment contract for the posting duration. When a temporary employment agency sends them, the labour conditions are agreed upon in the employment contract.

Workers are entitled to at least the same minimal working conditions as those established for the workers doing the same or similar work in the accepting country.

Posting or sending of workers is done according to the Ordinance on the conditions and procedure for posting and sending of workers within the framework of provision of services.

Employers...

Employers may not unilaterally post or send workers.

Employers must agree with an "additional agreement"/employment contract on the conditions of the sending/posting – the amount of the basic wage and the additional entitlements, the working hours, interday and interweek breaks, etc.

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Business trips must follow specific rules and regulations.

Only declared work guarantees that the rights of workers on business trips would be observed.

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