

**Decent work - Depends on You**

# Employment of Disabled Workers



## **Employment of Disabled Workers**

Disabled workers may not be discriminated against because of their reduced work capacity.

WORKERS who, due to illness or an accident at work, are unable to perform the assigned work, but without risks to their health can perform other suitable work or the same work under adjusted conditions, may be relocated to another job or do the same job under appropriate conditions prescribed by health authorities.

They have the right to work as "people with reduced work capacity" and return to their previous workplaces after the relocation period.

Disabled workers have the right:

- to equal treatment as the other workers;
- to working conditions adequate to their health status;
- to extended annual leave of at least 26 workdays.
- to be protected against dismissal.

The employed may not be forced to work extended working hours, to do night work and work overtime.

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Employers of 50 workers or more must designate workplaces for people with reduced work capacity and update the list yearly.

Employers must not force the disabled workers to work extended working hours, to do night work and overtime. The prior agreement of the worker is required. In addition, work must not be detrimental to the workers' health in line with the health authorities' recommendation.

Employers must:

- provide health and safety at work for the disabled workers;
- comply with any decision for relocation within seven days;
- pay compensation when they do not comply with the decision for relocation. When the worker refuses to take the relocated workplace without justified cause, they are not entitled to compensation;
- provide extended annual leave of least 26 workdays;

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**The work done by people with reduced work capacity is necessary for society.**

**It helps them realise their professional potential and feel integrated.**

**When their work is performed in compliance with special rules and conditions, it is legal and regulated and declared.**

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Check out the other information materials for the workers and employers at the website of GLI EA [www.gli.government.bg](http://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**