POST-MEET
PROJECT

Co-funded by
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BULGARIA



GUIDE ON POSTING IN COSTRUCTION SECTOR

Introduction

Important notice and aims of the guide

This guide provides detailed information on the terms and conditions of employment and procedures applicable in the construction sector, including those related to postings.

Produced within the framework of the EU-funded Post-Meet project (No. 101140103), it was published as part of a set of publications addressing Bulgaria, Italy, Poland, Slovenia, and Spain.

The Post-Meet project aims to enhance the availability of information on posting targeting workers and employers, in this way supporting compliance with legislation. It also supports partner organisations in improving their communication channels. You can find more information on the project on the website of the organisations hosting this guide.

This guide does not provide legally binding information, nor is it intended as an exhaustive source of information on posting. Its structure was elaborated bearing in mind information already available in public portals, most notably the Your Europe web-page on posting, the practical guide on posting of the European Commission, and the leaflet "Posted workers in the construction sector" elaborated by the European Labour Authority, all available in the 'Useful contacts and sources' section at the end of this document. The idea was to complement existing official sources of information on this subject and to focus on country-level provisions related to posting in the construction sector.

The guide is thought to suit the standard situation whereby posted workers remain affiliated for social security purposes in the home country and are subject to the legislation of the host country for selected matters. As explained below, there are exceptions to this standard, for instance, in case the posting has a long duration or if the worker is sent to replace another person. It is also important to stress that the host country legislation applies only to the extent that it is more favourable for the worker. Otherwise, the worker shall remain subject to the provisions of their home country.

While recommending seeking customised advice in case of need, we recall that the provisions indicated in this guide may be subject to developments following amendments in the relevant legal sources, as well as

in national and European case law, which can especially affect the boundaries of national provisions applicable in cases of posting.

Presentation of the authors of the guide

Bulgarian construction chamber

Bulgarian Construction Chamber (BCC) is an independent, voluntary, professional organisation acting as the official representative of the companies operating in the construction sector in Bulgaria (construction companies, producers of construction materials, etc.). The Chamber is a legal entity established in 2006 and currently has over 2.800 members, including construction companies, non-governmental organisations and educational institutions. BCC performs its functions through its 27 regional offices covering the territory of the entire country

Link: https://ksb.bg/

Other contacts: office@ksb.bg

FCIW_Podkrepa

Federation "Construction, Industry and Water Supply" (FCIW) - "Podkrepa" is a trade union organisation representing more than 5.000 members who work in the field of construction, research and design, production of construction materials, structures and products, water supply, sewage and water treatment, maintenance, repair and operation of construction sites and engineering facilities, construction supervision and other activities related to the investment process, road construction, maintenance, repair, consulting services and the design of roads.

Link: https://fciw.bg/

Other contacts:

Ioanis Parteniotis

President of “FCIW” - “Podkrepa”

1000 Sofia, 2, Angel Kanchev Str.

Tel.: +359 898 777 487

e-mail: fciw@techno-link.com

Institute for Social and Trade Union Research, Education and Training (ISTURET)

ISTURET is an independent non-government organisation for research, education and training. It is an ancestor of the Institute for Social and Trade Union Research (established in 1945 as part of the Confederation of Independent Trade Unions in Bulgaria) and the Workers' Education and Training College (established in 2003). ISTURET aims to provide high-quality products tailored to the needs of working people in all sectors. Through cutting-edge training and education programs, along with research papers and in-depth studies, the Institute is a trustworthy partner of the trade union movement in Bulgaria.

Link: https://issi.knsb-bg.org/

Other contacts:

Lyuboslav Kostov

Director of ISTURET

1000 Sofia, 1, Macedonia sq.

Tel.: +359 02 40 10 591

e-mail: lkostov@citub.net

What is the transnational posting of workers?

Under Directive 96/71/EC (as amended by Directive 2018/957/EU) and Regulation 883/2004/EC, the notion of 'posting of workers' is used to define rules applicable in case of temporary mobility of workers in the framework of a provision of services in the European Union.

Requisites for posting are the existence and the prosecution of an employment relationship between an employer, to be typically established in a EU Member State (sending undertaking), and an employee therein habitually employed, who is sent to a company established in another EU Member State (host undertaking) to provide a service for a limited period. The two companies shall be linked by a contractual relation (for instance, subcontracting), by participation in the same group, or by a contract for the provision of temporary work, in case of posting by a temporary work agency.

As a rule, posted workers remain attached to the social security institutions of the sending country, but they have the right to the remuneration defined in the legislation and collective agreements of the country where they temporarily work (referred to as the country of destination or the 'host country').

According to Directive 96/71/EC, as amended by Directive EU 2018/957, they are entitled to the application of the host country legislation under several matters, if more favourable, including:

- maximum work periods and minimum rest periods;
- minimum paid annual leave;
- remuneration, including overtime rates, and excluding supplementary occupational retirement pension schemes;
- the conditions of hiring of workers, in particular the supply of workers by temporary employment agencies;
- health, safety and hygiene at work;
- protective measures with regard to the terms and conditions of employment of pregnant women or women who have recently given birth, of children and of young people;
- equality of treatment between men and women and other provisions on non-discrimination;
- the conditions of workers' accommodation, where provided by the employer to workers away from their regular place of work;
- allowances or reimbursement of expenses to cover travel, board, and lodging for workers away from home for professional reasons.

Regarding supplementary occupational retirement pension schemes, in the light of Article 6 of Council Directive 98/49/EC, workers can still be covered by the host country provisions if they are not insured in the sending Member State.

According to Directive EU 2018/957, the requisite of 'limited duration' of posting shall be assessed based on the actual circumstances, for instance in the light of the nature of the implemented activities, or of the assumption that the worker will resume activities in the sending country after the completion of the service abroad.

Anyhow, Directive EU 2018/957 introduced a specific limit to the application of the host country's labour legislation only for selected matters. If posting exceeds 12 months (so-called 'long-term posting'), posted workers are entitled to the full set of labour laws applicable in the host country, net of procedures, formalities and conditions for the conclusion and termination of the employment contract (including non-competition clauses), and of supplementary occupational pension schemes. Upon a motivated notification to the authorities of the host country, the sending undertaking can postpone the application of long-term posting rules up to a maximum of 18 months from the beginning of posting.

In case of posting, companies must submit a preliminary declaration to the host country's authorities before commencing work abroad. In line with Directive 2014/67/EU, this declaration includes the necessary details to identify the company and workers involved, the place of work, and other complementary information. Following the principle of freedom to provide services in the EU, this declaration is not subject to any formal authorisation.

On the Your Europe web-page on posting linked in the 'Useful sources and contacts' section, it is possible to find national websites on posting, usually available at least in English, and including information on working conditions, useful contacts and templates of the declaration.

Furthermore, to certify compliance with the minimum criteria necessary for maintaining affiliation in the sending country during works abroad as per Article 12 of Regulation (EC) 883/2004, companies must ask for the release of the 'A1 form' to the social security authorities of the sending country, preferably before posting. It is also possible to remain affiliated with the social security authorities of other non-EU countries in the presence of bilateral agreements with the relevant EU country of posting.

In other residual cases, for instance in case of posting from other non-EU country, in case of posting lasting more than the length of 24 months entailed by Article 12 of Regulation (EC) 883/2004 or if posted workers are sent to replace other persons, workers shall be affiliated as a rule to social security authorities of the host

country. Upon request, the competent authorities of the sending and host countries can agree on longer periods in the interest of the concerned persons (Article 16).

Regarding the taxation of posted workers' remuneration, relevant information should be sought in bilateral conventions to avoid double taxation. Typically, these agreements adhere to the so-called 183-day rule, which allows taxation in the sending country, provided the period spent abroad does not exceed 183 days within a taxable year.

Terms and conditions of employment

What is the applicable minimum wage in Bulgaria?

With one of the latest amendments to the Labour Code, effective as of December 2022, the statutory minimum wage for Bulgaria is defined as 50% of the average wage. A decree of the Government introduces the new minimum wage for the country and applies from January 1 of each year. The change is related to the transposition of the directive on adequate minimum wages.

For 2024, the minimum wage for the country is 933 Bulgarian leva (BGN), while for 2025 it is set at 1.077 BGN.

In the Construction sector, the Sectoral Collective Labour Agreement (SCLA), signed every 2 years by the social partners - the Bulgarian Construction Chamber (BCC) on the part of the Employers and Federation "Construction, Industry and Water Supply" - "Podkrepa" (FCIW-Podkrepa) and the Federation of Independent Construction Trade Unions (FITUC) on the part of the Trade Unions – defines the collectively agreed mimimum wage. The last CLA has been effective since 16/12/2024 and imposes that the sectoral minimum wage equals a factor of 1.4 times the statutory minimum wage. Thus, the sectoral minimum wage is calculated by the formula 1.077 BGN x 1.4 = **1.507,80 BGN.**

There are different salary levels in the collective agreement according to the qualification groups of occupations:

Qualification groups of professions	Adjustment factor for the minimum basic wage for the sector	Minimum wage for the qualification group
1. Managers	2.5	3.769,50 BGN
2. Analytical specialists	2.1	3.166,38 BGN
3. Technicians and other applied specialists	2	3.015,60 BGN
4. Administrative staff	1.4	2.110,92 BGN

5. Personnel engaged in public services, trade and security	1	1.507,80 BGN
6. Skilled workers in agriculture, forestry, fishing and hunting	1	1.507,80 BGN
7. Skilled manufacturing workers and related artisans	1.9	2.864,82 BGN
8. Machine and equipment operators and product assembly workers	1.9	2.864,82 BGN
9. Occupations not requiring special qualifications /unskilled workers/	1.2	1.809,36 BGN

Minimum wages by qualification groups are mandatory for both local and posted workers. Further down in the guide, we will look at additional payments beyond the minimum wage.

Example

Machine operator - excavator: belongs to qualification group 8, Machine and Equipment Operators and Product Assembly Workers. The minimum wage that should be received in 2025 is 2.864,82 BGN.

Which other fixed elements of remuneration apply to posted workers?

Here is an example of the computation of the monthly pay for a full-time position, as per legislation/most representative collective agreement(s) would help.

In addition to the Bulgarian minimum wage, workers posted to Bulgaria have the right to reimbursement of travel, board and lodging costs as per the rules of their home country.

As agreed in the Sectoral Collective Labour Agreement, depending on the nature of the work, additional amounts for food of 5 BGN for each working day.

Does remuneration include other allowances due under specific circumstances?

Allowances established in the Sectoral Collective Labour Agreement also apply to workers posted to Bulgaria, as follows.

1. Additional remuneration for overtime work:
    - 60% (sixty per cent) for working days;
    - 85% (eighty-five per cent) on weekends;
    - 110% (one hundred ten per cent) during official holidays;

These additional remunerations are calculated based on the daily wage of each individual worker.

For example, if the daily wage is 200 BGN, for working on an official holiday, the wage is 200 + 220 = 420 BGN

2. Additional remuneration for night work – 0,15% of the minimum monthly wage per hour

For each night hour worked or part thereof (typically between 10.00 pm and 6.00 am) - 50% of the collectively agreed industry-wide minimum wage.

For the time during which the worker or employee is available, 25% of the individual hourly wage, and on public holidays 50%.

Value of free food and/or supplements to it in the amount of not less than BGN 5.

Value of tonic drinks per 1 BGN per day.

When working in specific conditions and risks to life and health that cannot be removed, additional remuneration of not less than 5% of their minimum statutory wage.

Are there sectoral funds in place intermediating holiday pay or other elements of remuneration?

There are no sectoral or other types of paritarian funds in the Bulgarian construction sector.

Where can I find updated and official information on applicable remuneration?

Updated information on working conditions, including contact details (email and website) of trade union representatives, can be found on the website https://www.constructionworkers.eu/bg. The website provides the possibility to consult information in all European languages, including Arabic, Turkish, Hindi and Vietnamese.

What are the maximum work periods and minimum rest periods workers are entitled to?

According to the Labour Code (LC):

1. The standard working week is five days with a normal length of weekly working hours up to 40 hours, and the normal length of working hours during the day is up to 8 hours (Art.136 par. 1)
2. Maximum duration of working hours for additional work (Art.113), together with the duration of the main employment relationship when calculated per day, cannot be more than:
    a. 40 hours weekly - for workers and employees under the age of 18;
    b. 48 hours weekly – for the other workers and employees.
3. The worker or employee has the right to a continuous daily rest period of at least 12 hours. (Art.152)
4. Additional or extra breaks:
    a. In case of a five-day working week, the worker is entitled to a weekly rest of two consecutive days, one of which begins on a Sunday. In this case, the worker or employee must be granted at least 48 hours of uninterrupted weekly rest (Art.153 par. 1).
    b. In case employers opt to refer the maximum working time limit to a period spanning from 1 to 4 months, rather than each week (so-called cumulative calculation of working hours), the uninterrupted weekly rest is not less than 36 hours (Art.153 par. 2).
5. Official holidays in Bulgaria are (Art.154):

    1 January – New Year;

    3 March - Day of the Liberation of Bulgaria from the Ottoman yoke - a national holiday;

    1 May - Labour Day and International Workers' Solidarity Day;

    6 May - St. George's Day, Day of Courage and the Bulgarian Army;

24 May - Day of the holy brothers Cyril and Methodius, of the Bulgarian alphabet, education, culture and of Slavic literature;

6 September - Day of the Union;

22 September - Independence Day of Bulgaria;

1 November - Day of people's educators - absent from all educational institutions;

24 December - Christmas Eve, 25 and 26 December - Christmas;

Good Friday, Holy Saturday and Easter Sunday and Monday, which in the respective year are designated for its celebration.

For production reasons, the employer may, by written order, extend working hours on some working days and compensate for them by reducing working hours accordingly on others, after prior consultation with the representatives of the trade union organisations and the employees. The duration of the extended working day cannot exceed 10 hours. In these cases, the duration of the working week cannot exceed 48 hours. The extension of working hours is allowed for a period of up to 60 working days in one calendar year, but for no more than 20 consecutive working days.

How long is the minimum annual paid leave?

In the Labour Code:

1. Every employee or worker is entitled to 20 days of paid annual leave. The paid leave days can be used when taking up a job for the first time, after having acquired at least 4 months of work experience. It does not matter how many employers this work experience was acquired from (Art.155).
2. A worker/employee is entitled to additional paid annual leave (Art.156 par. 1) when:
    - s/he works under specific conditions /e.g. risk to life and health), which cannot be eliminated, limited or reduced. Regardless of the measures taken, not less than 5 paid leave days are granted to the employee.
    - s/he works on an irregular working day - not less than 5 working days are granted to the employee.

3. For two categories of workers and employees, basic paid annual leave amounts to 26 working days:

- for minor workers and employees, incl. for the year they turn 18 (Art. 305 par. 4 LC);
- for workers and employees with a permanently reduced work capacity of 50 per cent or more (Art. 319 LC).

4. Greater than the established amounts of leave under Art.155 and 156 of the Labour Code can be negotiated in a collective agreement (at sectoral or company level), as well as between the parties to the employment relationship.

In the Sectoral Collective Labour Agreement (SCLA) for the construction sector, it is agreed that the amount of the basic annual leave for workers and employees' members of one of the signatory trade unions is set at no less than 23 (twenty-three) working days (Art. 47).

Additional paid annual leave:

For work under specific conditions and risks to life and health that cannot be eliminated, limited or reduced, an additional paid annual leave of not less than 5 (five) days is granted following the Labour Code, and for union members, 9 (nine) days as agreed in the SCLA.

Additional paid annual leave for workers and employees working under conditions of irregular working hours (i.e. outside normal working hours) in the amount of not less than 5 (five) working days according to national legislation for all workers and 6 (six) working days agreed in the BCTD for members of trade unions (one day more).

In specific cases requiring additional time beyond standard annual leave, both the Labour Code and SLA establish dedicated provisions to provide additional rights and protections for workers and employees:

SCLA provides for additional paid leave upon presentation of a justifying document when:

- getting married – 3 days;
- donating blood - on the day of the examination and blood donation, as well as 2 days after it;
- the mother and father are married or live in the same household, the father has the right to an additional 3 (three) days leave for the birth of a child from the date of the child's discharge from the medical institution;
- a case of death of parents, husband, wife or child, grandmother, grandfather, sister, brother, parent of spouse or other direct relatives is observed 3 days (Art.53 of CLA).

Article 54 of the SCLA is intended to provide time for trade union leaders to carry out their activities without compromising their labour rights and remuneration. Thus, the employer provides paid leave of not less than 60 hours per year for trade union activity in the enterprise for its employees appointed as trade union leaders at the company level. This leave cannot be carried over to the next calendar year.

Non-staff trade union leaders are the entire union leadership at the enterprise level who do not receive remuneration from the respective Federation or Confederation of which they are a member.

In terms of occupational safety and health, which are the involved actors and which are the related responsibilities?

Regarding posted workers, the legislation on workers health and safety rights does not establish special rules or conditions (i.e. the obligations to ensure healthy and safe working conditions, including personal protective equipment and familiarisation with workplace risks are obligations of their employer).

The EU Occupational Safety and Health (OSH) Framework Directive and the Temporary or Mobile Construction Sites Directive have been fully transposed into Bulgarian legislation (Council Directive 92/57/EEC of 24 June 1992 on the implementation of minimum safety and health requirements at temporary or mobile construction sites In this way, the roles and duties of the participants in the construction process are clearly regulated. The provisions of this legislation impose an obligation on the builder, before starting work on the construction site and until the completion of the construction, to carry out a risk assessment. The previously announced subcontractors shall participate in the assessment process, and this list is updated as new ones are included in the construction process.

The participants in the construction process are defined in the Territorial Planning Act (art.160 par. 1). According to the legislation on workers health and safety rights, a safety and health coordinator (for the stage of the investment design and the stage of implementation of construction) must be involved in the construction process. Legislation also sets specific rules targeting foremen, machine operators, and other roles, etc.

According to the Health and Safety at Work Act, the specific duties and tasks are assigned to the key actors of the construction process:

A general contractor is responsible for coordinating the overall project, including safety and health management. The main contractor must ensure that all project subcontractors and suppliers comply with the regulations of the Health and Safety at Work Act.

The host company is responsible for providing a safe working environment for the entire project. They should work closely with the main contractor to manage any potential risks.

The employers are responsible for providing a safe and healthy working environment for their employees. They must assess the risks, develop and implement appropriate risk control measures and provide the necessary training and information to their employees.

Workers have the right to be informed and consulted on matters related to their safety and health. They must follow all guidelines and procedures put in place to ensure safety and health, and report any concerns or incidents to their employer.

Responsibilities for risk assessment under the Health and Safety at Work Act, identification and implementation of measures to prevent, reduce and protect against risks are usually shared among the main contractor, the host enterprise and the employer. These parties must collaborate to assess the project's risks and develop suitable control measures.

Employers must inform and consult the workers. They must provide workers with adequate information about the risks associated with their work and involve them in decision-making processes that affect their health and safety. This can be done through meetings, safety and health committees or other forms of communication. This is also applicable to posted workers, with the additional requirement that the main contractor or host undertaking must ensure that posted workers are adequately integrated into the site's safety management activities.

At the construction site level, the role of the Safety and Health Coordinator is critical. They must monitor the implementation of safety and health measures and ensure that all workers are familiar with safety procedures. Safety and Prevention Services also play an important role by providing support and advice to workers on safety and health issues. Workers' representatives have the right to participate in safety and health activities and to represent the interests of workers in these processes.

The sectoral collective agreement also contributes to the regulation of safety and health (OSH) in enterprises. In this respect, in addition to compulsory insurance for ‘occupational accident’ (typically entailed in the sending country in case of posting), workers shall be covered by supplementary insurance for this risk according to the sectoral collective labour agreement. The insurance amount under the "Occupational accident" insurance cannot be less than seven times the annual gross salary of the relevant worker or employee for the last 12 months preceding the conclusion of the insurance contract.

The employer and the trade union should jointly develop codes of good practice and guidelines to specify and supplement the requirements for ensuring health and safety at work (OHS). The employer and the unions

undertake to establish a working group on a parity basis, which will develop regulations and a schedule for its activities (Art. 58).

The employer develops rules and instructions for the safe operation of specific productions, installations and machines following the normative acts and announces/sets them up at the workplaces (Art.59).

Persons responsible for OSH:

The employer appoints or assigns a relevant official to be responsible for health and safety issues at work, forming a working conditions committee within the enterprise together with the trade unions (Art. 60).

The employer annually entrusts the service of occupational medicine with the preparation of analyses of the health status of the workers depending on the risk or specific conditions of the workplace, based on medical examinations and sick leave records (Art.61).

The employer annually analyses the state of occupational injuries and occupational diseases (Art.62).

The employer provides annual preventive examinations to all employees in the enterprise, depending on the risk assessment at the workplace (Art.68).

In the case of illness of a worker or employee as a result of an occupational accident or occupational disease, the employer provides, free of charge, the necessary medical and medicinal products for a period of up to one year following the diagnosis of the illness (Art. 68).

In the event of an accident, the employer ensures the evacuation of workers and employees and develops an evacuation plan together with the trade unions. The order and manner of familiarising workers with the evacuation plan are determined in the collective labour agreement (CLA) of the enterprise (Art.70).

Are there specific requirements under OSH legislation concerning subcontracting? How do they affect subcontracting to a foreign company?

Bulgarian legislation allows (does not restrict) the involvement of legal entities and/or individuals in the process of the execution of construction works for the execution of specific types of activities by subcontractors. This possibility is also not limited in terms of levels of subcontracting - in the process of work, a subcontractor of the main contractor can, in turn, hire their subcontractor, etc., with the requirement to notify everyone in the chain. These subcontractors are not subject to special regulation as their duties are in the

area of general requirements for ensuring health and safety working conditions and mutual information in this area.

In Bulgaria, all enterprises, including subcontractors, are obliged to ensure healthy and safe working conditions for their workers and employees. This includes carrying out a risk assessment, developing and implementing measures to prevent and minimise risks, providing appropriate training and instruction to workers and providing proper personal protective equipment. According to Art. 18 of the Health and Safety at Work Act, when in one site, working premises or equipment, or workplace, are used by several enterprises or organisations, the employers jointly by written agreement must ensure healthy and safe working conditions, inform each other about the risks at work and coordinate their activities to protect workers from these risks.

When a foreign company posts workers to Bulgaria or uses local subcontractors, it must ensure that all participants are protected from a health and safety perspective. This includes complying with local OSH regulations, providing appropriate personal protective equipment, and ensuring that all subcontractors meet relevant requirements.

Foreign companies posting workers in Bulgaria must submit a risk assessment related to the work to be performed by the sent workers. The employer must prepare this assessment and must include information about the nature of the work, working conditions and potential health and safety risks.

In conclusion, when a foreign company operates in Bulgaria, it must ensure that all participants, including its workers, subcontracted workers and sent workers on business, are protected from a safety and health perspective. This includes complying with local OSH regulations, providing appropriate personal protective equipment, and ensuring that all subcontractors meet relevant requirements.

The SCLA for the construction sector does not address the subject of subcontractors.

Which are the requirements applicable under OSH legislation in Bulgaria regarding training and medical surveillance?

In Bulgaria, the Health and Safety at Work Act and related by-laws define the requirements for training and medical supervision concerning health and safety at work.

The requirements for training workers and employees according to the rules for health and safety at work are detailed in Ordinance No.P-07-2 dated 16/12/2009 on the terms and conditions for conducting periodic training and briefing of workers and employees according to the rules for ensuring healthy and safe working conditions (promulgated in SG No.102/2009). Those for medical monitoring are regulated in Ordinance No. 3 on mandatory preliminary and periodic medical examinations of workers (promulgated in SG No. 16/1987).

The competent authority in the Republic of Bulgaria regarding the conditions and procedure for recognising the legal capacity of citizens of member states of the European Union (EU), the European Economic Area (EEA) or Switzerland, acquired in the respective countries, giving them the right to exercise specific professions, is the Minister of Education.

1. Training:
    - Employers are required to provide training to employees on the rules for ensuring health and safety at work (Art. 26 of the Health and Safety at Work Act). This training should be tailored to the risks associated with the particular job or workplace.
    - There are no specific time limits on how often the training should take place, but it should be frequent enough to ensure that employees remain aware of the safety measures.
    - Persons conducting instruction and training must have the necessary qualifications and professional knowledge (Art.28b of the Health and Safety at Work Act).
    - There are specific training requirements for operators responsible for the construction of reinforced concrete structures (as regulated in OSH Ordinance No. 2/ 2004 for construction work).
    - Training conducted abroad can be recognised if it meets the same standards and objectives as required by Bulgarian legislation. However, the employer must ensure that employees understand and can apply the knowledge they have learned in their work environment.

2. Medical monitoring:
    - Employers should organise health monitoring of workers exposed to specific risks to detect early signs of work-related health problems (Art.29 of the Health and Safety at Work Act).
    - The results of health monitoring should be taken into account when assessing risk and implementing measures to prevent or mitigate it.
    - The specific requirements for medical monitoring, which include regulations on health norms and requirements for the protection of workers from the effects of electromagnetic fields,

ionising radiations, chemical agents and dust, noise and vibrations, etc. (Art. 277 of the Health and Safety at Work Act).

In the SCLA for the construction sector, some texts refer to training and medical monitoring.

1. Training:

Employers are required to provide training to employees on occupational health and safety rules. This training should be tailored to the risks associated with the particular job or workplace.

Employers should also organise health monitoring of workers exposed to specific risks to detect early signs of work-related health problems.

The employer provides annually, at his own expense, to each worker or employee appropriate training on health and safety working conditions following the specifics of the workplace (Art. 64).

2. Medical monitoring:

When problems of a health nature arise from existing equipment or after the introduction of new technology with new machines and equipment, the employer commissions a specialised medical examination of the harmful influence of the factors of the working environment on the health of the workers. Information on the results of medical examinations is provided to the committee on working conditions within the enterprise (Art. 65).

The data and analysis of the medical examinations are considered in the committee on labour conditions in the enterprise within 10 days after their completion. Depending on the results of the research, the employer takes measures regarding:

- improving the working conditions through modern technical and technological solutions;
- provision of mandatory annual health prevention for workers;
- compensating for the risk influence of the factors of the working environment (Art. 66).

The employer provides annual preventive examinations to all workers in the enterprise, based on the assessment of workplace risk. In the event of an illness of a worker or employee as a result of an occupational accident or occupational disease, in the due diligent performance of official duties, the employer provides free of charge the medical and medicinal products that the injured party needs for a period of up to one year after the diagnosis of the illness (Art.68).

Which are the prominent responsible persons to contact in case of problems in terms of occupational safety and health?

The control of compliance with labour legislation, as well as the specialised control of compliance with the Health and Safety Conditions at Work Act, is assigned to the Executive Agency "General Labour Inspectorate". The control bodies of the Agency have the authority to carry out inspections at all places where work is carried out and, upon detection of violations of compliance with the legislation in this area, to apply coercive administrative measures to eliminate them, as well as to sanction the individuals who committed these violations.

The manner and method of establishing, investigating, registering and reporting occupational accidents are regulated in Chapter Five "Insurance for occupational accidents and occupational diseases" of the Social Insurance Code and in the Ordinance on establishing, investigating, registering and reporting occupational accidents (promulgated in SG No. 6/2000). Compulsory insurance for occupational accident risk is regulated in the Ordinance on Compulsory Insurance of Workers and Employees for the occupational accident risk (promulgated in SG No. 15/2006).

For problems related to safety and health at work in Bulgaria, you can contact several authorities and organisations for help and support. The main responsible institutions are:

The Ministry of Labour and Social Policy (MLSP) is responsible for formulating and implementing policy in the field of labour and social policy, including occupational safety and health. You can contact the Labour Inspection Department at the MLSP, which is responsible for implementing and enforcing occupational safety and health regulations.

The Executive Agency "General Labour Inspectorate" (GIT) is responsible for monitoring compliance with labour legislation, including occupational safety and health regulations. You can file a complaint with the GIT if you believe that your rights have been violated.

The National Centre for Public Health and Analysis (NCPHA) conducts surveys and research in the field of public health, including occupational safety and health. They can provide information and resources to improve occupational safety and health.

The nationally representative organisations of workers and employees, the Confederation of Independent Trade Unions of Bulgaria and the Confederation of Labour "Podkrepa", can provide support and

representation to workers who have problems related to safety and health at work. They can help mediate between workers and employers to resolve problems and improve working conditions.

The responsible person on the construction site for projects with more than one contractor is the Safety and Health Coordinator. Accordingly, any questions or perceived risks should be addressed to him.

For each accident, an investigation is conducted by a Commission under the leadership of the territorial divisions of the National Social Security Institute, with the mandatory participation of representatives of the Executive Agency "General Labour Inspection", the committees or groups on working conditions and other competent authorities.

The main responsible persons in the event of problems related to safety and health at work, according to the Sectoral Collective Labour Agreement for the construction sector, are:

The Employer:

Responsibilities: Ensuring safe and healthy working conditions, developing rules and instructions for safe work, introducing measures to prevent occupational risks, organising annual preventive examinations, etc. (Art. 55, 59, 61, 62, 68).

The Occupational Medicine Service:

Responsibilities: Conducting medical examinations and analysis on the health status of workers, consulting the employer in determining the workers for mandatory insurance for the risk "Occupational accident" (Art. 56, 61).

Working Conditions Committee:

Responsibilities: Reviewing medical research data and analysis, participating in the development of programs to improve working conditions, discussing and adopting health and safety measures (Art. 60, 66).

The trade unions:

Responsibilities: Together with the employer, develop codes of good practice and manuals, participate in the working conditions committee, advise the employer on health and safety measures (Art. 58, 60, 65).

Union representatives:

Responsibilities: Participation in the discussion and adoption of all measures that relate to health and safety, determination of workers who carry out first aid activities, fire fighting and evacuation of workers, participation in the planning and organisation of training on health and safety (Art. 55, 58, 60, 65).

Which provisions shall be observed concerning the terms and conditions of employment of pregnant women, women who have recently given birth, children or young people?

Restrictions regarding the employment of pregnant women, women who have given birth, children or young people are regulated in Ordinance No.РД-07-4 dated 15/06/2015 on improving the working conditions of pregnant workers and workers who have given birth or are nursing (promulgated in SG No. 46/2015), in Ordinance No. 6 dated 24/07/2006 on the conditions and procedures for granting work permits to persons under the age of 18 (promulgated in SG No. 64/2006) and in the Ordinance on the work of persons under the age of 15 (promulgated in SG No. 8/1987).

These regulations are designed to protect vulnerable groups in the workforce and ensure that they work in a safe and healthy environment.

Pregnant women and nursing mothers:

Employers are obliged to exempt pregnant women and nursing mothers from work that poses a danger to their safety or health. This includes work that may involve physical exertion, lifting heavy objects, prolonged standing or sitting, working with harmful substances, etc. Pregnant women and nursing mothers have the right to refuse such work and to request alternative work that is more suitable for their condition.

It is essential to note that pregnant women should not perform night work or overtime. The employer is obliged to release a pregnant employee from work for medical examinations when it is necessary to carry them out during working hours. During this time, the pregnant employee receives remuneration from the employer.

The list of works and working conditions that may endanger the safety and health of pregnant women is defined by Ordinance No.P-07-4 dated 15/06/2015 on improving the working conditions of pregnant workers and workers giving birth or nursing mothers, issued by the Minister of Labour and Social Policy and the Minister of Health.

The employer cannot send a pregnant woman on a business trip without her written consent.

Youths:

Employers are not allowed to employ persons under the age of 16. Persons between the ages of 16 and 18 may be employed with the permission of the Labour Inspectorate. Employers must provide a safe and healthy working environment for young workers, including appropriate instruction, training and supervision. They should also avoid assigning tasks that are dangerous or harmful to the health of young workers.

Necessary documents:

- Application for permission to accept employment of minors (according to form);
- Description of the type of work that the person under 18 will perform (job description); IMPORTANT: In the job description for the position to be performed, if it is to be performed by a minor, there cannot be text allowing the assignment of other tasks that are not specifically described in it.
- The results of the assessment of the risk to which the person under the age of 18 may be exposed (risk assessment card/list of identified risks at the workplace, together with protocols of measurements of the factors of the working environment);
- The provided measures to protect the health and safety of the person under 18 years of age;
- Medical certificate (a copy certified "True with the original") on the suitability of the person under 18 years of age to perform the job for which he is applying, from the occupational medicine service of the employer (for persons from 15 to 18 years of age). For persons up to 15 years of age - a medical opinion issued by a medical advisory committee on the fitness of the person to perform the relevant work, and it will not damage health and prevent their proper physical and mental development (copy certified "True with the original");
- The distribution of working hours for persons aged 15 to 16 (for persons under 15, an individual daily schedule of studies and additional activities should be presented).

Mothers with children up to three years of age:

Mothers with children up to the age of three have the right to work part-time or for a reduction of their working hours if they wish. Employers are obliged to respect this request, provided it does not cause significant difficulties for the enterprise's activities. In addition, mothers with children up to the age of three have the right to request a change of workplace if they believe it poses a danger to their health or safety.

In the SCLA for the construction sector, there are additional arrangements beyond those established by law.

Additional leave for married women-mothers:

- Mothers with up to two children under 18 receive 2 days.
- Mothers with three or more children get 4 days (Art. 49).

Additional paid leave for women and men:

Women and men who have one child are entitled to additional paid leave in the amount of one day annually (Art. 50).

Additional paid leave for single parents:

A widowed mother or single mother with parental rights awarded who is not in de facto cohabitation with a man, as well as a widowed father or unmarried father with parental rights awarded who is not in de facto cohabitation with a woman and takes care of children up to 14 years of age, are entitled to one day of additional paid leave each month without accrual (Art. 51).

List of positions and professions entitled to additional leave:

The employer prepares a list of positions and professions entitled to additional paid annual leave in amounts agreed with the relevant collective labour agreements in the enterprises, after consultation with the trade unions (Art. 52).

These provisions offer special conditions and protection for pregnant women, women who have recently given birth, children and young people, providing them with reduced working hours and additional paid leave depending on their specific needs and situations.

What does ‘non-discrimination’ mean in Bulgaria, and where can I find more information about it?

Non-discrimination in Bulgaria refers to the principle that every person should be treated fairly and equally, regardless of specific characteristics such as gender, race, ethnicity, religion, disability, age, sexual orientation and others. This concept is enshrined in various laws and regulations in the country.

The primary law prohibiting discrimination in Bulgaria is the Protection from Discrimination Act (PDA). This law defines discrimination as "any act or omission that directly or indirectly gives rise to or may give rise to a feeling of inferiority, insult or humiliation because of a person's membership of a particular group".

The law prohibits discrimination in various areas, including employment, education, access to goods and services, social benefits and others. It also provides for penalties for individuals and organisations that violate the law, including fines and property confiscation.

According to the Labour Code, direct or indirect discrimination based on nationality, origin, gender, sexual orientation, race, skin color, age, political and religious beliefs, membership in trade unions and other public organisations and movements, family and material situation, presence of mental or physical disabilities as well as differences in the duration of the contract and the length of working hours is not allowed in the implementation of labour rights and obligations (Art.8 par. 3).

More information can be found at https://www.kzd.bg/ - Commission for Protection against Discrimination (CPD), which is an independent specialised state body that works to prevent discrimination, protect human rights and promote social inclusion. You can file a complaint with the CPD if you believe that your rights have been violated.

The SCLA for the construction sector from 2022 does not contain specific provisions dedicated to the topic of non-discrimination in Bulgaria. The main provisions are aimed at working conditions, health and safety at work, remuneration, holidays and other aspects of labour relations in the construction sector.

Are posted temporary agency workers subject to different conditions than other posted workers?

Posted workers from enterprises providing temporary work are not subject to different conditions compared to other posted workers.

The relations and obligations between the enterprises providing temporary work and the user enterprises are regulated in Section VIII "в". Additional conditions for carrying out work through an enterprise that provides temporary work (New - SG No.7 of 2012, in force from 05/12/2011) from the Labour Code.

According to the Labour Code, when performing the work for which the worker or employee is sent, the user enterprise is obliged (Art. 107 par. 1 and par. 2):

- To notify the enterprise that provides temporary work about the conditions under which the other workers and employees work in the same or a similar job or position, as well as when these conditions change;
- to provide the worker or employee with information in accordance with the requirements of the Health and Safety at Work Act and the normative acts on its implementation;
- to implement the supplementary insurance for 'occupational accident' for the worker or employee at his own expense under the conditions and according to the procedure of Art. 52 of the Health and Safety at Work Act;

- to provide promptly, in an appropriate place in the enterprise, written information about vacancies and positions, to facilitate the access of the worker or employee to a permanent job;
- to take measures to facilitate the worker's or employee's access to training to facilitate opportunities for their career growth and professional mobility;
- to conduct initial and ongoing training of the worker or employee in accordance with the position and nature of the work in the user enterprise.

Other administrative and legal aspects

Which declarations duties are entailed in the case of posting?

Employers posting workers and employees for temporary work, established in an EU member state, a state-party under the EEA Agreement and in the Swiss Confederation or a third country, must notify the Executive Agency "General Labour Inspectorate" of posting on the territory of the Republic of Bulgaria, by submitting a declaration electronically, in person or through a person indicated by them, at the latest before the start of the provision of services.

Companies must declare immediately to the Executive Agency "General Labour Inspectorate" all changes in the circumstances related to a submitted declaration by correcting the submitted declaration.

Suppose it is necessary for the period of publication or posting to last more than 12 months. In that case, companies can submit a motivated notification to the Executive Agency, "General Labour Inspectorate", to extend the period of application of the conditions for up to 18 months. The motivated notification is submitted electronically, before the end of the 12th month from posting/ sending, introducing a correction to the submitted declaration.

The Executive Director of the Employment Agency issues a work permit at the request of a local employer or the local person employing a seconded or sent worker or an employee from a third country, based on which the Ministry of the Interior issues a long-term residence permit under

2. Posting of a worker with Certificate A1:

The posting of workers takes place under a contract that the employer, in its capacity as a contractor or subcontractor, concludes with a contractor from an EU or EEA member state. Before sending his staff to the host country, the employer should request the A1 Certificate or ensure that workers in the host Member State are directly insured if the conditions for obtaining the A1 are not met. Requests can also be made after the posting period has begun. Upon verification, the competent institutions in the EU country may request payment of insurance if a valid certificate is not provided; however, after presenting an incoming number from the current examination, they have no basis for this charge. Insurance is charged in the absence of a valid certificate and a REFUSAL for issuance by the NRA.

To register the employment of seconded persons, the local person accepting seconded persons or a sent worker or employee submits to the Employment Agency:

- Declaration according to the model - Appendix No. 5 of the RULES FOR IMPLEMENTATION OF THE LAW ON LABOUR MIGRATION AND LABOUR MOBILITY;
- the documents under Art. 2, par. 1, items 7 and 11, and under Art. 25, par. 1, items 3 – 6 of the RULES FOR IMPLEMENTATION OF THE LAW ON LABOUR MIGRATION AND LABOUR MOBILITY.

Note: When documents are submitted to the administrative service units, the declaration (Appendix No. 5) must be in three copies.

Which sanctions apply in case of non-compliance with declaration duties or failure to comply with legislation on posting?

According to Art. 75A of the Law on Labour Migration and Labour Mobility, par.1, par.2, a foreigner - a citizen of a third country, who provides labor or is accepted as a seconded or sent to the Republic of Bulgaria within the framework of providing services without the corresponding permission or registration with the Employment Agency, is punished with a fine of BGN 500 to BGN 5.000.

A natural person for whom a foreigner provides labour or has accepted legally residing foreigners – citizens of third countries, without the corresponding permit or registration with the Employment Agency, and a legal entity employer is imposed with a monetary fine ranging from 2.000 to 20.000 BGN, unless a more severe penalty applies.

According Law on Labour Migration and Labour Mobility Art.76, par.3, an employer who has not declared to the Employment Agency within the legally established deadline the hiring of citizens of third countries who have not obtained a permanent residence permit on the territory of the Republic of Bulgaria and are family members of Bulgarian citizens or citizens of the European Union, a country that is a party to the Agreement on the European Economic Area, or the Swiss Confederation, who, by international agreements with the European Union, have the right to free movement, shall be fined, or a monetary sanction shall be imposed for 2.500 BGN, and in case of a repeated violation – from 2.500 to 5.000 BGN.

To a local person who has employed a seconded or posted worker or employee from another member state of the European Union, a state party to the Agreement on the European Economic Area, or the Swiss Confederation, or a worker or employee from a third country, who has violated the terms and conditions for

secondment or sending within the scope of providing services, a fine, respectively a property sanction for BGN 5.000, is imposed for each foreigner, and for repeated violations - from BGN 5.000 to BGN 10.000.
The labour inspectorate has the duty and the right to control compliance with the labour and insurance legislation in the country. According to Art. 4, par. 1 of the Labour Inspection Act, it carries out control over compliance with labour legislation, which also includes specialised control under the Employment Promotion Act and the Act on Health and Safety at Work. This means that inspectors can conduct inspections at any time in workplaces, ensuring control over working conditions and compliance with workers' rights.
The labour inspectorate also has the power to impose sanctions and prescriptions when violations are found. For example, according to Art. 7 of the Labour Inspection Act, inspectors can issue prescriptions for the elimination of established violations, as well as impose administrative penalties on employers who do not comply with labour legislation. These prescriptions may include deadlines for implementation and may be followed by follow-up inspections to certify their implementation.

Fines and sanctions under the Labour Migration and Labour Mobility Act:

1. Violations of regulations of control authorities;
2. Impediments of control bodies
3. Violations in the employment of foreigners: A foreigner who provides labour without the appropriate permit is punished with a fine of BGN 500 to BGN 5.000, and the employer who hired him is punished with a pecuniary sanction of BGN 2.000 to BGN 20.000.
4. Violations during the posting of workers: If an employer violates the conditions for posting workers from third countries, the sanction is a fine or a pecuniary sanction in the amount of BGN 5.000, and in case of a repeated violation, from BGN 5.000 to BGN 10.000.

Which are the specific rules and procedures concerning the posting of third-country nationals?

According to the Ordinance on the Conditions and Procedures for Posting Workers or Employees from Member States or Workers or Employees from Third Countries to the Republic of Bulgaria in the Framework of the Provision of Services:
Workers or employees from Member States or third countries, posted to the territory of the Republic of Bulgaria for a specified period by an employer established in a Member State or a third country with whom

they have an employment relationship during the posting period, perform work on the territory of the Republic of Bulgaria in the following cases:

1. When their employer posts them at its own expense and under its supervision for the performance of a contract for the provision of services concluded between the employer and a local entity for whom the services are intended.
2. In the enterprises owned by the employer on the territory of the Republic of Bulgaria.

Workers or employees from Member States or third countries, posted to the territory of the Republic of Bulgaria for a specified period by an employer established in a Member State or a third country with whom they have an employment relationship during the posting period, work in compliance with and under the conditions of the applicable Bulgarian legislation concerning:

1. The maximum duration of the working week and working day, and the minimum duration of daily, inter-daily, and weekly rest periods;
2. The minimum wage;
3. The admissibility of overtime and the minimum compensation for it;
4. The minimum entitlement to paid annual leave;
5. Health and safety at work;
6. Special protection for minors, women, pregnant women, nursing mothers, and persons with reduced work capacity;
7. Equality between men and women;
8. The prohibition of discrimination.

The maintenance expenses of posted workers or employees during the posting period are considered part of their remuneration.

At the joint request of the parties to a collective labour agreement concluded at sectoral or branch level, the Minister of Labour and Social Policy may extend the application of the agreement or specific clauses thereof to all enterprises within the sector or branch, provided that written consent is obtained from all organisations of workers and employees, as well as employers' organisations, recognised as representative at the national level. In such cases, the employer from a Member State shall apply to the posted workers or employees the conditions of the collective labour agreement that are more favourable than the minimum ones provided under the applicable Bulgarian legislation.

In cases of installation of equipment, when this is an integral part of a supply contract and the installation is carried out by qualified workers and/or specialists of the supplying company, the conditions regarding the

minimum wage, admissibility of overtime and its minimum compensation, and the minimum entitlement to paid annual leave shall not apply for the commissioning of the supplied equipment, provided that the workers or employees are posted for no more than 8 calendar days. This does not apply to the following activities in the fields of construction, repair, restoration, maintenance, alteration, or demolition of buildings, specifically the following works: excavation works, earthworks, actual construction works, assembly or disassembly of panel elements, finishing works or installation, modifications, renovations, repairs, disassembly, demolition, maintenance, upkeep, painting works and cleaning, improvements.

When Bulgarian legislation provides for less favourable conditions than the legislation of the country where the employer's registered office is located, the local entity ensures that the posted worker or employee is guaranteed the more favourable conditions. In such cases, posted workers or employees from third countries cannot be treated more favorably than posted workers or employees from Member States.

Workers or employees from Member States or workers or employees from third countries, posted to the territory of the Republic of Bulgaria for a specified period by an employer established in a Member State or a third country with whom they have an employment relationship during the posting period, work on the territory of the Republic of Bulgaria under the conditions and by the procedures set out in the Ordinance on the Conditions and Procedures for Issuance, Refusal, and Revocation of Work Permits for Foreign Nationals in the Republic of Bulgaria.

The local entity receiving the posted worker or employee shall declare to the Employment Agency the compliance with the minimum conditions by the applicable Bulgarian legislation.

The employer from a Member State or a third country shall submit to the Employment Agency, through the local entity, a document certifying the existence of an employment relationship with the posted worker or employee, by the legislation of the country where the employer is established.

Are there joint liability clauses that affect contractors in the event of failure to pay posted workers?

When the employer is a direct subcontractor of a contract for the provision of services, the contractor under the contract is jointly and severally liable for guaranteeing the payment of labour remuneration to the workers or employees. The contractor's liability is limited to the rights of the worker or employee arising from the contractual relationship between the contractor and the employer.

Disputes between workers or employees who are or have been seconded or sent to the territory of the Republic of Bulgaria under Art. 121a, par. 1, item 2 and par. 2, item 2, and their employer in cases where they have suffered damages due to non-compliance with the conditions of work under Art. 121a, par. 5, including after the termination of the employment relationship, are seen as labour disputes. When the employer is a subcontractor, claims for unpaid minimum wages to the worker or employee may also be brought against the contractor to whom the employer is a direct subcontractor, or jointly and severally against the employer and the contractor. The contractor's liability is limited to the rights of the worker or employee arising from the contractual relationship between the contractor and the employer.

Which information shall the employer give to posted workers before posting?

According to the Transparent and Predictable Working Conditions Directive, Employers posting staff for a continuous period of more than four weeks must provide them with the following information in writing before their departure:

- country or countries where your employees will work (host country)
- expected duration of work abroad
- currency in which the remuneration will be paid
- benefits (in cash or otherwise) related to the assigned work
- information on repatriation: is repatriation provided, and under what conditions
- remuneration according to the applicable legislation of the host country
- all specific allowances related to the secondment
- conditions for reimbursement of travel expenses, food and accommodation expenses
- a link to the host country's official national website on posted workers.

Long-term secondment

If the period of posting is longer than 12 months (or 18 months if you send a reasoned notification to the host country), employers must inform employees about all the mandatory conditions of employment in the host country, except those regarding the termination of their contract or their supplementary pension insurance.

According to the Bulgarian Labour Code, the employment contract contains information about the parties and specifies:

1. The place of work;

2. The job title and the nature of the work;
3. The date of its conclusion and the commencement of its execution;
4. The duration of the employment contract;
5. The amount of basic and extended paid annual leave, as well as additional paid annual leave;
6. The same notice period for both parties upon termination of the employment contract;
7. The basic and additional permanent remuneration, as well as the frequency of its payment;
8. The duration of the working day or week.

In the event of any change to the employment relationship, the employer is obligated to provide the worker or employee with the necessary written information, containing details of the changes, no later than the date of entry into force of the modification.

Useful sources and contacts

Your Europe webpage on posting:

https://europa.eu/youreurope/citizens/work/work-abroad/posted-workers/index_en.htm

Practical guide on posting of the European Commission:

https://op.europa.eu/en/publication-detail/-/publication/8ac7320a-170f-11ea-8c1f-01aa75ed71a1/language-en

Leaflet "Posted workers in the construction sector" by the European Labour Authority:

https://op.europa.eu/en/publication-detail/-/publication/b484c5e6-05af-11ee-b12e-01aa75ed71a1

Single official national website for posting:

https://postedworkers.gli.government.bg/

Labour Code https://lex.bg/laws/ldoc/1594373121

Eures webpage "Living and working conditions in Bulgaria":

https://eures.europa.eu/living-and-working/living-and-working-conditions/living-and-working-conditions-bulgaria_en?prefLang=it

OSH Ordinance No. 2 of 2004 for construction work https://lex.bg/laws/ldoc/2135484002

Council Directive 92/57/EEC of 24 June 1992 on the implementation of minimum safety and health requirements at temporary or mobile construction sites

https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:31992L0057

EFBWW webpage on posting https://www.constructionworkers.eu

Official website with general information on living and working in the country, targeting foreigners:

https://www.gli.government.bg/en/node/6347

https://gli.government.bg/en

Name of the organisation/website: Bulgarian construction chamber/ / Камара на строителите в България

Brief description of the organisation website:

Bulgarian Construction Chamber (BCC) is an independent, voluntary, professional organization acting as the official representative of the companies, operating in the construction sector in Bulgaria (construction companies, producers of construction materials etc.). The Chamber is a legal entity established in 2006 and currently has over 2.800 members, including construction companies, non-governmental organizations and educational institutions.

The main strategic goals that BCC sets are the following:

Identification and transparency of the activity of the persons carrying out construction;

Improving the management of the construction activity and increasing the responsibility of the builder for the quality of the construction works;

Supporting and encouraging the entrepreneurial initiative of its members, as well as assistance in improving their economic activity and competitiveness on national level and abroad;

Protecting and representing the interests of its members, as well as users of construction services;

Raising authority, increasing qualifications, promoting professional culture, and improving the public status of members.

The main functions that BCC performs through its 27 regional offices covering the territory of the entire country are the following:

creation and maintenance of a Central professional register of builders, in which Bulgarian and foreign natural and legal persons performing construction and construction and assembly works on the territory of Bulgaria shall register. Issuance of documents for certifying the registration of builders in the Register for the needs of Bulgarian and foreign public procurement contractors by the regulatory requirements.

Participation in the development of policies, strategies, analysis and programmes for construction development and assistance in their implementation. Contribution to the increase of employment and professional qualifications in the construction industry. Preparation of programmes for qualification and

retraining of workers, specialists and managers in the construction industry. Monitoring of construction trends in the country and abroad, as well as contribution to the implementation of new technologies and materials.

Collection and maintenance of a useful information base.
Participation in the development and implementation of regional, national and international projects.

Elaboration of opinions and participation in the preparation of normative acts related to construction activity and professional qualification. Participation in initiatives to ease the terms and conditions for obtaining bank guarantees and loans.

Participation in tripartite cooperation at the branch, national and international level. It is a party to the sectoral collective labour agreement. Participation with opinions in the development of industry standards for health and safety at work. Provision of information on standards from the Bulgarian Institute for Standardization related to the sector.

Maintenance of relations with related unions, associations and construction chambers in the country and abroad. Organization of meetings of its members with representatives of business circles abroad. Promotion of the activities of the Chamber and its members, and contribution to increasing their public prestige. Publication of advertising and information publications, including in foreign languages.
Development of a Code of professional ethics for the builder. It does not allow monopoly, unfair competition or inequality among its members. It certifies Bulgarian and foreign construction companies for construction, restoration and conservation of cultural monuments in the country. Issuance of references to its members for their activities, and of documents on good manufacturing practice.

Link: https://ksb.bg/
Other contacts: Phone or mail as relevant: office@ksb.bg

Name of the organisation/website:
Конфедерация на независимите синдикати в България (Confederation of Independent Trade Unions in Bulgaria)

Brief description of the organisation/website:

The Confederation of Independent Trade Unions in Bulgaria (CITUB) is the largest non-governmental organisation in the country with a total number of members of 275.762 people. CITUB is a voluntary association of independent, independent and equal 34 federations, branch trade unions and unions. And its territorial structures - Regional and Municipal Councils throughout the country are coordinated by the CITUB headquarters. They have a significant role in the development of the local social dialogue and in supporting the activities of over 5.000 trade union organisations in the country.

Link: https://knsb-bg.org/

Other contacts:

Plamen Dimitrov

President of the Confederation of Independent Trade Unions in Bulgaria

Sofia, 1, Macedonia Sq. floor 11

Tel.: + 359 2 4010 505; +359 884 117 802

pldimitrov@citub.net

Name of the organisation/website:

Федерация на независимите синдикати в строителството (Federation of Independent Trade Unions in Construction)

Brief description of the organisation/website:

The Federation of Independent Trade Unions in Construction (FITUC) is a main member of the Confederation of Independent Trade Unions in Bulgaria. The members of the FITUC are over 4.000 people working in the construction industry, including design, architecture, improvement, maintenance, and construction. Link: https://www.fnss-bg.org/

Other contacts:

Eng. Tsvetelina Ivanova

President of the Federation of Independent Trade Unions in Construction

Sofia, 71, Hristo Botev Blvd

GSM: +359 883 427 319

E-mail: fnss@abv.bg

Name of the organisation/web-site:

Confederation of Labour “Podkrepa”

Brief description of the organisation/web-site:

Confederation of Labour “Podkrepa” is a trade union organisation, representing a voluntary union, created on the principles of the free confederation of trade union organisations, built respectively at the regional and national-professional level.

Link: https://podkrepa.org/

Other contacts:

Dimitar Manolov

President of Confederation of Labour “Podkrepa”

1000 Sofia, 2, Angel Kanchev Str.

Tel.: +359 2 988 34 05

e-mail: president@podkrepa.org

Name of the organisation/website:

Федерация „Строителство, Индустрия и Водоснабдяване“-„Подкрепа“

Federation “Construction, Industry and Water supply”-“Podkrepa”

Brief description of the organisation/website:

Federation "Construction, Industry and Water Supply" (FCIW) - "Podkrepa" is a trade union organisation representing more than 5.000 members who work in the field of construction, research and design, production of construction materials, structures and products, water supply, sewage and water treatment, maintenance, repair and operation of construction sites and engineering facilities, construction supervision and other activities related to the investment process, road construction, maintenance, repair, consulting services and the design of roads.

Link: https://fciw.bg/

Other contacts:

Ioanis Parteniotis

President of “FCIW” - “Podkrepa”

1000 Sofia, 2, Angel Kanchev Str.

Tel.: +359 898 777 487

e-mail: fciw@techno-link.com