

SECTION 1. LEGAL RECOGNITION OF DISADVANTAGED WORKERS, SEVERELY DISADVANTAGED WORKERS AND WORKERS WITH DISABILITIES¹

<p>Legal recognition</p>	<p>Disadvantaged workers are defined by:</p> <ul style="list-style-type: none"> - Law State Gazette (SG) issue 17/25.02.2020 on Encouragement of employment. It gives a legal definition of disadvantaged workers in the labour market. They are persons with permanent disabilities, long-term unemployed persons, persons up to 29 years of age without previous professional experience, persons placed outside the family, unemployed persons over 55 years of age, persons who raise children with permanent disabilities, persons addicted to alcohol or drugs, homeless persons, refugees, and victims of domestic violence. - Law SG issue 21/13.03.2020 on Enterprises of the social and solidarity economy. It categorizes disadvantaged groups as persons with permanent disabilities, long-term unemployed persons, persons up to 29 years of age who have no previous professional experience, persons accommodated outside the family, unemployed persons over 55, persons who raise children with permanent disabilities, prisoners, persons addicted to alcohol or drugs, homeless persons, refugees, victims of domestic violence. <p>There is no legal definition for severely disadvantaged workers.</p> <p>Persons with disabilities are identified by:</p> <ul style="list-style-type: none"> - Law on Persons with disabilities (2019). They are persons with physical, mental, intellectual, and sensory disabilities which in interaction with their environment could hinder their full and effective participation in public life. Persons with permanent disabilities are persons with physical, mental, intellectual, and sensory disabilities which in interaction with their environment could hinder their full and effective participation in public life, and to whom the medical examination has established the type and degree of disability 50% and over 50%. - Article 6 of the Constitution of the Republic of Bulgaria (1991). It provides legal guarantees for non-discrimination on the grounds of disability and the right to work.
<p>Disadvantaged workers in comparison with the EU definition as per Regulation 651/2014</p>	<p>There are some small differences between the national and the EU definition; mainly the groups of “single (adoptive) parents and (adoptive) mothers with children aged up to 5” and “unemployed persons who have served a custodial sentence” are specified more in detail in the national definition. Bulgarian definition has an open-ended style.</p>

¹ Disadvantaged workers, severely disadvantaged workers and workers with disabilities are generally called Workers with Support Needs (WSNs) within the B-WISE project.

SECTION 2. LABOUR POLICIES DESIGNED TO INCREASE THE EMPLOYMENT OPPORTUNITIES OF WORKERS WITH SUPPORT NEEDS – WSNs²

Regulatory policies: quota system	
Legal source(s)	Law SG 18/01.04.2022 on Persons with disabilities (PWDs) Labour code Law SG 100/22.12.2020 on Civil Servants
Target group(s)	PWDs
Employers	Public and private enterprises
Quotas	Private sector: 1 PWD for employers with 50-99 employees 2% of the staff if more than 100 employees Public sector: 1 PWD for employers with 26-50 employees 2% of the staff if more than 50 employees
Sanctions	Both private and public enterprises not fulfilling the quotas have to pay a monthly compensation contribution in the amount of 30% of the minimum wage for the country for each unoccupied workplace for a PWD or pay a property sanction. In case of repeating violation of the quota obligations, the amount of the fine or the property sanction will increase.
Alternative measures	Buy goods and services produced by WISEs or self-employed PWDs
Evasion rate²	n/a

Compensation policies: selected examples		
Typology	Description	Beneficiaries
Incentive for the recruitment of WSNs	Tax advantages for enterprises (Law SG 25/29.03.2022 on corporate income tax law)	Employers hiring PWDs: - 20% workers with visual impairments, or - 30% workers with hearing impairments, or - 50% workers with other disabilities
Funding for training & guidance before recruitment	National employment program for qualification and re-qualification of PWDs	Employers hiring PWDs
Funding for the adjustment of the workplace	Grants for providing access to the workplace, workplace adaptation and equipment	Employers hiring PWDs
Others	-	-

Substitutive policies	
Sheltered employment	Sheltered employment was introduced as a term and practice in 2017. Sheltered employment centres target people with severe forms of disadvantages. Most sheltered employment centres are created as part of social enterprises for employing severely disadvantaged workers in a protected environment.

² WSNs are disadvantaged workers, severely disadvantaged workers and workers with disabilities following the B-WISE project.



SECTION 3: MAPPING OF WISES

Typologies of WISEs and workers employed³

Typology of WISE	N. of WISEs	N. of WSNs ⁴ employed	Typology of WSNs employed	Min. % of WSNs required	Predominant model of integration	N. of ordinary workers employed	Main fields of activity ⁵
Social enterprise class A	35	n/a	People with permanent disabilities, long-term unemployed persons, persons up to the age of 29 with no professional experience, persons accommodated outside the family, unemployed persons over 55, persons who raise children with permanent disabilities, prisoners, persons with an addiction to alcohol or narcotic substances, homeless persons, foreigners under the Asylum and Refugees Act, victims of human trafficking, victims of domestic violence.	30% or at least 3 persons	Mixed	n/a	I - Accommodation and food service activities J - Information and communication N - Administrative and support service activities
Social enterprise class A+	2	n/a	People with permanent disabilities, long-term unemployed persons, persons up to the age of 29 with no professional experience, persons accommodated outside the family, unemployed persons over 55, persons who raise children with permanent disabilities, prisoners, persons with an addiction to alcohol or narcotic substances, homeless persons, foreigners under the Asylum and Refugees Act, victims of human trafficking, victims of domestic violence.	30%	Permanent	n/a	
Specialised enterprise and cooperative of PWDs	217	2,260	PWDs	Depending on the target group, 20-50%	Permanent	n/a	
Shelter employment centre	2	n/a	People with multiple permanent disabilities	50%	Permanent	n/a	

³ - Public Social Enterprises Registry, Public Registry of Specialised Enterprises and Cooperatives of and for People with Disabilities, Agency for People with Disabilities, <https://ahu.misp.government.bg/portal/se/>

⁴ See the footnote number 2

⁵ The codes of the main fields of activity presented in this fiche refer to the NACE code list. The NACE code is a statistical classification of economic activities in the European Community. Available at [this link](#)

