

## Bulgaria

# Employees obligation to undertake training

<b>Phase</b>	Labour Code
<b>Native name</b>	Кодекс на труда
<b>Type</b>	Employees obligation to undertake training
<b>Added to database</b>	08 May 2015
<b>Access online</b>	<a href="#">Click here to access online</a>

## Article

Article 228a and Art. 228b

## Description

Employees are obliged to take part in the forms of training organised or financed by their employer for maintaining and improving professional qualifications and skills, and also to make efforts to improve their qualification levels in compliance with the performed work.

The Labour Code settles obligations from both sides - for the employer (228a) and employee (228b) for improving professional qualification and skills. The employer is obliged to organise and finance such training courses, the employee is obliged to participate.

## Commentary

The employee obligation corresponds to the legal requirement that the employer is obliged to provide conditions for maintaining and improving professional qualifications of employees for the effective performance of their obligations under the employment relationship in accordance with the requirements of the performed work and their future professional development (Labour Code, Article 228 a). In the case of a long absence of the employee, the employer is obliged to provide him/her with conditions for acquaintance with the work and any innovations implemented during the absence and for achieving the necessary qualification level for the effective performance of work obligations.

Art. 228 (2) (new - SG 62/02/2022, in force from 01.08.2022) provides an additional employer's obligation to cover the costs for training, as well as the training time shall be counted as working time. Whenever possible, training shall take place during the employee's established working hours.

## Additional metadata

<b>Cost covered by</b>	Employer
<b>Involved actors other than national government</b>	National government
<b>Involvement (others)</b>	None
<b>Thresholds</b>	Affected employees: No, applicable in all circumstances Company size: No, applicable in all circumstances Additional information: No, applicable in all circumstances

## Sources

- DG Employment, Social Affairs and Equal Opportunities/Héra, Selected companies' legal obligations regarding restructuring, 2011~~~ [Labour Code](#)~~~

## Citation

Eurofound (2015), Bulgaria: Employees obligation to undertake training, Restructuring legislation database, Dublin