



Short-term seasonal agricultural work contracts, Bulgaria

Title of the policy or measure (in English)	Employment Contract for Short-term Seasonal Agricultural Work in Bulgarian
<ul style="list-style-type: none"> • Case study/good practice name 	Employment Contract for Short-term Seasonal Agricultural Work In Bulgaria: Introduction of new labour legislation
<ul style="list-style-type: none"> • Country 	Bulgaria
<ul style="list-style-type: none"> • Sectors 	Agriculture
<ul style="list-style-type: none"> • Target groups 	Employers in the agricultural sector (direct) Unemployed labourers who work on a seasonal basis in the agricultural sector (indirect)
<ul style="list-style-type: none"> • Type of measure 	Legitimising undeclared work
<ul style="list-style-type: none"> • Short sentence summarising the measure 	An employment contract for short-term seasonal farm work may be signed between a worker and a registered farmer for one day's work. The employer and worker sign a separate contract for each day worked. For an individual worker, the number of contracts of this kind must not exceed more than 90 days in one calendar year.
Background	
<ul style="list-style-type: none"> • Background context driving the implementation of the measure 	<p>The factors behind the introduction of this legislation included the growing need for workers in this sector and the need for a legal tool for hiring workers for short-term seasonal contract work.</p> <p>The legislation was required by the farmers and was proposed by the government. The proposal is a stimulating measure to assist registered unemployed persons into legally regulated work in sectors experiencing labour shortages in the course of their work, while guaranteeing a degree of social protection for these persons.</p> <p>The employment contract for short-term seasonal agricultural work can be signed only for work positions (in the economic activity defined as "plant growing") that do not require special qualifications – the type of work the contract covers includes the processing of plants and collecting the harvest of fruits, vegetables, roses and lavender. This process requires many workers for manual work for short periods only to plant and collect special kinds of plants. Such activities usually are carried out by unemployed persons.</p>
<ul style="list-style-type: none"> • When was the measure implemented? (including start date and end date/ongoing) 	This legislation is in force since 17 July 2015
<ul style="list-style-type: none"> • Names(s) of authorities/bodies/organisations involved 	Executive agency "General labour inspectorate"
<ul style="list-style-type: none"> • Scope of the measure (a pilot project, nationwide, regional wide) 	National legislation introduced for employers in the economic activity of "plant growing"
<ul style="list-style-type: none"> • Type of (policy) measure 	Legislation

<ul style="list-style-type: none"> Key objectives of the measure 	<p>General objective:</p> <ul style="list-style-type: none"> Reducing the share of undeclared work in the agricultural sector and encouraging declared work <p>Specific objectives:</p> <ul style="list-style-type: none"> To include officially registered unemployed persons in legally regulated work in sectors experiencing labour shortages
<p>Specific measure</p>	
<ul style="list-style-type: none"> Description of how the measure operates in practice 	<p>In 2015 an amendment to the Labour Code in Bulgaria was introduced - Employment Contracts for Short-term Seasonal Agricultural Work.</p> <ul style="list-style-type: none"> A worker can now sign an employment contract contracting him/her for no more than 90 days in one calendar year. The areas in which these types of employment contracts can be signed include the manual processing of plants and collecting the harvest of fruits, vegetables, roses and lavender. The employment contract takes a special form and has pre-assigned clauses defined by the legislation. Employers who wish to hire a worker in this way must pay the taxes and social security contributions in advance. Employers can access the necessary forms for this type of employment contract from the labour inspectorate by post or via the internet. The advantage for workers is the fact that they can work on this type of labour contract without the need to end their registration as unemployed persons.
<ul style="list-style-type: none"> Which groups are targeted by the measure? 	<p>The groups targeted by the measure include the following:</p> <ul style="list-style-type: none"> unemployed persons (direct) employers in economic activity “plant growing” (direct) Labour inspectorate (indirect) Workers involved in undeclared work (indirect)
<ul style="list-style-type: none"> What resources and other relevant organisational aspects are involved? 	<p>Executive agency “General labour inspectorate” is the authority with responsibility for implementing and resourcing the measure.</p>
<ul style="list-style-type: none"> What are the source(s) of funding? 	<p>National government funding</p>
<p>Evaluation and outcome</p>	
<ul style="list-style-type: none"> Has the measure achieved its objectives? 	<p>According to data from the National Statistical Institute, a significant increase in employed persons in the agricultural sector in the first half of 2016 was recorded after the introduction of this legislation compared to the first half of 2015. In April 2016, for the first time since 2004, the number of employees in the agricultural sector exceeded 80 000.</p>
<ul style="list-style-type: none"> Assessment method (including indicators used to measure its impact), and the outputs and outcomes achieved 	<p>The measure is popular among farmers because it allows the recruitment of workers for short-term agricultural activity during the short season. Workers have the opportunity to work legally, as their registration as unemployed is not affected despite short-time employment. For 2016 a total of 199 173 single employment contracts of this kind were used. Employers who wish to hire a worker in this way must pay the taxes and social security contributions in advance. The social contributions for a single employment contract amount to approximately to EUR 3.32 (BGN 6.5) per day, depending on what month of the year the work takes place.</p>

<ul style="list-style-type: none"> • What are lessons learnt and the key conditions for success? 	<p>Key conditions for success include the following:</p> <ul style="list-style-type: none"> - The employer should be informed about the measure, how it works and how to access the forms for this type of employment contract. - Preparation of an online tool for the administration of the measure is crucial.
<ul style="list-style-type: none"> • Level of transferability (e.g. other countries/groups/sectors) 	<p>The key factors required for the measure to work in another setting include concrete demands from a specific sector for flexible employment relations, the political will to introduce a similar measure and guarantee a degree of social protection for employed persons entering into such contracts.</p>
<p>Additional information</p>	
<ul style="list-style-type: none"> • Contacts 	<p>Executive agency “General labour inspectorate” http://www.gli.government.bg</p>
<ul style="list-style-type: none"> • Sources 	<p>Internet: http://www.gli.government.bg/page.php?c=53&d=1953 – only in Bulgarian</p>
<ul style="list-style-type: none"> • Metadata and key words for online search 	<p>Bulgaria; short-term seasonal work; short-term employment contracts; flexible employment relations; agricultural work; labour shortages; registered unemployed;</p>