



UNITED NATIONS  
ECONOMIC  
AND  
SOCIAL COUNCIL



Distr.  
GENERAL

E/1978/8/Add.24  
12 December 1978  
ENGLISH  
ORIGINAL: RUSSIAN

IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON ECONOMIC,  
SOCIAL AND CULTURAL RIGHTS

Reports submitted in accordance with Council resolution 1988 (LX)  
by States Parties to the Covenant concerning rights covered by  
articles 6 to 9

BULGARIA 1/

/15 November 1978/

The People's Republic of Bulgaria ratified the International Covenant on Economic, Social and Cultural Rights by Decree of the Presidium of the National Assembly No. 1199, of 23 July 1970, which was published in the newspaper D'rzhaven Vestnik No. 60, 1970.

This report has been prepared in accordance with the provisions of articles 16, paragraph 1, and 17, paragraph 2, of the Covenant, and its purpose is to indicate the normative provisions by which the rights set forth in articles 6-9 of the Covenant are given effect at the present time and the steps which have been taken in Bulgaria with respect to the guarantee and exercise of those rights.

Bulgaria has put into practice the principles laid down in article 1 of the International Covenant on Economic, Social and Cultural Rights: the Constitution of the People's Republic of Bulgaria was adopted by means of a nation-wide referendum held on 16 May 1971, and proclaimed in a solemn conclave at the 16th meeting of the Fifth National Assembly on 18 May 1971. The Constitution guarantees the free determination of the Bulgarian people's political status and establishes a framework for the free attainment of their economic, social and cultural development (chap. II - Socio-economic organization of the People's Republic of Bulgaria).

The Constitution of the People's Republic of Bulgaria (art. 35) provides that no privileges or restrictions of rights based on nationality, race, social origin,

1/ The documents referred to in this report are available for consultation in the files of the Secretariat in their original language as received from Bulgaria. The list of documents is attached to this report.

sex, religion, education, social status or material situation are recognized. The State ensures the equality of citizens by creating conditions and opportunities conducive to the exercise of their rights and the performance of their duties. Any incitement to hatred and humiliation of human beings on account of race, nationality or religion is prohibited and is punishable under the law. Women and men enjoy equal rights in the People's Republic of Bulgaria (art. 36). These fundamental tenets have been fully incorporated into the legislation of the People's Republic of Bulgaria and serve as the guiding principle for the protection of citizens' rights.

The entire social, political and economic development of Bulgaria is oriented towards raising the people's level of living. In accordance with long- and short-term plans for the location, renovation and modernization of production capacity, every year there appear new branches and forms of activity in the production sphere where workers of the appropriate categories find work. The plans make provision for the training of young people in appropriate educational establishments and the further training and retraining of manual and non-manual workers. Such training is free and is accompanied by highly advantageous conditions (additional leave, shortened working day and so forth) for those studying while continuing to work.

The State strives constantly to improve the way in which payment of wages is organized - a new wage system is being developed which provides higher remuneration for work with higher social productivity and benefit for the economy. Pay for certain categories of workers is periodically increased (1973, 1974 etc.), and the minimum wage is also increasing.

Working time is gradually being reduced, and the five-day working week has been introduced in almost all branches of the economy. The normal working week is 42 1/2 hours.

In 1973 the amount of paid and unpaid leave granted to female manual and non-manual workers to enable them to look after young children was increased. In 1974 and 1975 children's allowances were introduced for women studying in higher, intermediate and some secondary educational establishments and for those who have given birth no later than six months after termination of a labour contract, as were children's supplements for women whose husbands are performing military service etc. The lump sum grant payable upon the birth of a child was increased.

In 1975, the conditions under which co-operative farmers and manual and non-manual workers in Bulgaria could retire on a pension were equalized. As a result of this step, co-operative farmers' pensions increased significantly.

Aliens who have received permission to reside permanently in Bulgaria may work in enterprises, establishments and organizations except in posts with respect to which the law specifically makes Bulgarian citizenship a requirement for eligibility. They have all the rights enjoyed by Bulgarian citizens with regard to employment relations and are covered by social insurance and social security.

/...

Further benefits won by Bulgarian workers after the entry into force of the Covenant on 3 January 1976 will be indicated as the various rights enumerated in the Covenant are considered.

#### ARTICLE 6. THE RIGHT TO WORK

- A. Normative provisions\*
- B. General characteristics of the right to work in Bulgaria
  1. General principles

The Constitution of the People's Republic of Bulgaria categorically asserts in article 32, paragraph 1, that labour is a basic social and economic factor upon which a developed socialist society is being built in Bulgaria.

In article 32, paragraph 2, the Constitution indicates the role of labour in Bulgaria, laying down as a constitutional provision the socialist principle of the distribution of material wealth: "From each according to his ability; to each according to his labour". The principle of distribution according to one's labour is the result of the socialist production relations which have become established in Bulgaria and Bulgarian society. The Constitution also stresses the growing importance of the continuous increase of public assets designed to meet the needs of all citizens. These assets will be used to develop education, culture, social security and so forth.

The right to work is set out in article 40 of the Constitution as one of the basic rights of citizens in Bulgaria. It finds expression in the opportunity, guaranteed by the State, for each citizen freely to choose his occupation and receive remuneration in accordance with the quantity and quality of his labour.

It is clear from this definition of the right to work that it is a complex, comprehensive concept characterized by the following essential features:

1. It is a subjective right belonging to every citizen who has reached the age of 16 and has legal personality and capacity. It is a subjective right both before and after it is exercised in an actual employment relationship. As a subjective right it obliges all persons other than its possessor not to prevent its exercise and to refrain from violating it. There is no need to make a specific group of persons responsible for promoting its exercise in order to qualify the right to work as a subjective right. The socialist State, however, imposes such a responsibility - thus reflecting its concern for certain categories of workers - by establishing special protective norms in respect of persons transferred to light work, pregnant women and mothers with young children and by assigning young specialists to jobs.

The right to work as a subjective right finds expression in the fact that every citizen has the opportunity to apply to any enterprise, establishment or organization for work. The enterprise must consider the application and take a

---

\* See annex I.

decision accordingly. It is not, however, necessarily obliged to accept an application for the conclusion of a labour contract. It makes its own decision whether to accept an applicant on the basis of an over-all assessment of his abilities. An enterprise cannot be compelled to accept any applicant for a job, even when there are vacancies. Bulgarian legislation allows for exceptions to this principle only in cases specifically defined by law. Thus under article 119 of the Labour Code enterprises and establishments may not refuse to enter into a labour contract with a pregnant woman. In the event of such refusal, a pregnant woman is entitled to file suit in the district court requesting a judicial ruling that she be accepted for work. Persons who are obliged to change jobs for health reasons, 1/ young specialists assigned to appropriate posts etc. are appointed on an obligatory basis.

An applicant for a given vacancy who believes he has been unjustly refused the appointment may request the procurator's office to intervene in exercise of its function of general supervision, or may appeal the refusal to a higher administrative body.

The district State labour inspectorates and placement offices actively assist citizens seeking work, directing them to appropriate enterprises which have vacancies. 2/ They are especially concerned with arranging work or vocational training for young men and women between the ages of 16 and 30 who are not studying or working anywhere 3/ and for students who wish to work in the time when they are not engaged in study.

2. The enjoyment of the right to work in Bulgaria is GUARANTEED by the State. It is assured by the socialist organization of the economy, the constant growth of productive forces, the elimination of the possibility of economic crises and the eradication of unemployment. The most important condition for assuring the right to work is the constant growth of productive forces. The development of the economy ensures that hundreds of thousands of young men and women finishing school, together with persons released from various sectors as a result of improved technology and higher labour productivity, can be absorbed into social production. The guarantee by the State of the enjoyment of the right to work is reflected in article 40, paragraph 3, of the Constitution, which states that "the State shall guarantee the right to work by developing the socio-economic system of socialism".

The State's concern with the enjoyment of the right to work is manifested in two other important concepts which are also affirmed in constitutional provisions.

---

1/ See para 1§3 of the Ordinance on placement of persons with limited capacity to work.

2/ See Regulations governing the structure, functions and tasks of district State labour inspectorates. Under article 5 of the Regulations, labour offices organize and administer the system informing citizens of vacant posts and positions and assist them in finding work.

3/ See resolution No. 136 of the Council of Ministers, 31 December 1974.

First, there is the provision of article 32, paragraph 3, of the Constitution, which states that "the State shall raise the vocational level of the citizens and increase their experience with regard to production". The concentration, specialization and intensification of productive processes has necessitated a regrouping of the work force as a result of which one worker may learn several trades or specialities; workers change their occupations or take advanced training etc. 1/ The technological revolution, especially automation, electronics and computer science, is leading to the release of specialists in some sectors and their transfer to other branches of the economy. This requires of the workers that they constantly improve their qualifications in order to cope successfully with the heavy demands made on them by the work process at high scientific and technological levels.

The enunciation of this new responsibility in the Constitution - to raise the vocational level of the citizens and increase their experience with regard to production - does not mean that the State failed to demonstrate such concern in the past. On the contrary, the new constitutional provision merely raises to the level of a norm of the highest order an already widespread practice, namely, the manifestation of an all-encompassing concern for the workers in this regard. Wide use is made of both methods of training (scientific and practical) in all aspects of the country's material and spiritual life. Courses, schools, scientific circles etc. are organized. 2/

The second way in which the State demonstrates its concern for the workers with regard to enjoyment of the right to work is by ensuring safe and healthy working conditions. This guarantee is set out in article 41, paragraph 2, of the Constitution, the aim of which is to ensure favourable, technically safe and entirely hygienic working conditions. Such conditions are ensured by applying the achievements of science and technology.

3. The third characteristic of the right to work is the fact that it is UNIVERSAL and EQUAL. It belongs to all citizens without distinction. Upon reaching the age of 16, every Bulgarian citizen, regardless of nationality, origin, religion, sex, race, education, social status and material situation, acquires legal capacity as a worker and may enter into an employment relationship. This means that the State ensures to all citizens absolute equality in the enjoyment of the right to work, pursuant to the provisions of article 35 of the Constitution. The universal and equal nature of the right to work is determined not only by the equality of citizens before the law but also by the very essence of that right - to guarantee each citizen the opportunity to secure the means to support himself and his family through work.

There is another manifestation of the democratic and universal nature of the right to work and the equality of citizens. Bulgarian law imposes no restrictions

---

1/ This is the meaning of resolution No. 120 of the Council of Ministers, 2 September 1975.

2/ See annex I, pp. 1 and 2, paras. 6-11 inclusive.

on the enjoyment of the right to work in respect of aliens permanently resident in Bulgaria. They may hold any post with the exception of those for which Bulgarian citizenship is a requirement (judges, procurators, lawyers, military officers etc.).

The existing restrictions on employment do not apply to aliens residing in Bulgaria pursuant to international agreements to which Bulgaria is a party.

Aliens employed in Bulgaria have the same rights and responsibilities as Bulgarian citizens with respect to employment relations, medical care, taxation, social security and social insurance unless otherwise provided in international agreements to which the People's Republic of Bulgaria is a party. 1/

4. The right to work is exercised FREELY. This means that each citizen has the right freely to choose his occupation. This characteristic of the right to work is set out in article 40, paragraph 2, of the Constitution. The freedom to choose one's occupation is exercised both when a citizen raises his level of education or acquires another specialty and when he is appointed to a freely selected position corresponding to his level of education and specialty in one sector or another. Thus the free exercise of the right to work does not imply that a citizen takes any job but rather that he chooses his work and position in accordance with his training and abilities.

Competitive examinations are held for appointment to a variety of posts, and in such cases the vacancy is filled by the person who does best in the examination and is best prepared for the work.

5. The right to work is UNRESTRICTED in the sense that no one can be deprived of his legal capacity as a worker, i.e. his right to work within the framework of the relevant employment relationship. Bulgarian law permits only temporary and partial limitation of legal work capacity in the following cases:

(a) When sentence is passed under article 37, sections 6 and 7, of the Criminal Code and takes effect, a person may be deprived of the right to hold a given post or engage in a given occupation or activity. Such penalty may be imposed by the court separately or in conjunction with other punishments if the post, occupation or activity in question is incompatible with the character of the offence committed (art. 50, para. 1 of the Criminal Code). When such penalty is imposed, either separately or in conjunction with others (without deprivation of liberty), it may be for a term of up to three years within the limits laid down in a special section of the Criminal Code (art. 49, para. 1). When imposed in conjunction with deprivation of liberty, the term may exceed the term of punishment by three years at most (art. 49, para. 2, of the Criminal Code);

(b) When persons who have been convicted of one of the following offences under the Criminal Code apply for responsible posts entailing material accountability:

---

1/ See arts. 19-22 of the Act respecting residence by aliens in the People's Republic of Bulgaria. D'rzhaven vestnik No. 93, 1972.

Against the People's Republic of Bulgaria and under articles 106 and 107;

Against socialist property under articles 194-206, 208, para. 2, 209-215, 216, paras. 1, 2 and 3, 217 and 218;

Against the socialist economy under articles 219, para. 3, 220, 222, 224, 225, paras. 1-5, 226, 229, 231-234, 242, 244 and 246;

Against personal property under articles 251-253, 255-259 and 261-266;

Against the activities of State bodies and public organizations under articles 276, paras. 1 and 3, 282-285, 301-395 and 307;

Offences involving documents under articles 308-311 and 312-319;

Crimes dangerous to society under articles 320 and 340.

This prohibition is lifted on the expiry of a period of one to five years from the date of the rehabilitation of the offender; 1/

(c) When a person is unable to hold a given post owing to his having been deprived of the legal capacity to do so. Deprivation of that capacity is effected through the imposition of an administrative penalty in the case of violations specifically and exhaustively set out in the corresponding legislative act. Thus, for example, drivers may be deprived of the right to drive, as provided in article 44 of the Road Traffic Act, published in D'rzhaven vestnik No. 53 of 6 July 1973 and supplemented in D'rzhaven vestnik No. 22 of 16 March 1976.

6. The last characteristic of the right to work consists in the fact that work is remunerated according to its QUANTITY AND QUALITY. This fundamental principle of socialism is established in article 41, paragraph 1, of the Constitution and article 67 of the Labour Code. It follows that any productive work in Bulgaria is financially REMUNERATIVE. The quantitative assessment of work done is based on time worked (months, working days or hours) with the help of labour standards for output or work completed, percentage of turnover and other such mechanisms. The assessment of the quality of work takes into account its complexity and difficulty, the conditions under which it is performed and its social significance. A uniform social assessment is reflected in the wage and salary rates and staffing tables approved by the Council of Ministers in accordance with its powers, as prescribed in article 68 of the Labour Code. It is amply supplemented by a system for assessing the results of work (factors, indicators, conditions, norms and standards for defining results). In this connexion, mention should also be made of a number of supplementary payments made to workers for uninterrupted service and regular work, heavy, dangerous or unhealthy work, for high qualifications, knowledge of a foreign language and stenography etc.

---

1/ These restrictions are set forth in Decree No. 1074 of the State Council of the People's Republic of Bulgaria, 1974, which is quoted in annex I.

7. Work is remunerated uniformly, regardless of employees' sex, age, nationality, etc.

In guaranteeing every citizen's right to work, the Bulgarian Constitution makes it the OBLIGATION of every citizen capable of work to do socially useful work according to his abilities and qualifications (art. 59). It forbids citizens capable of work to live at the expense of society or of other people, to live a parasitic life. Both the right and the obligation to work are universal in nature, but that universality manifests itself in different ways. Society lays the obligation to work according to one's abilities only on those capable of work, while the right to work is guaranteed to all members of society who have reached a given age, not only those capable of working but also those with limited working capacity and invalids.

## 2. TYPES OF GUARANTEE OF THE EXERCISE OF THE RIGHT TO WORK

The People's Republic of Bulgaria feels that proclaiming the right to work is not enough to guarantee the exercise of that right. The Constitution and other acts prescribe a whole range of methods, means and conditions through which the genuine exercise of the right to work is guaranteed.

### ECONOMIC AND MATERIAL GUARANTEES

The prime guarantee of the exercise of the right to work is the socialist economic system which exists in Bulgaria. The development of the Bulgarian economy provides a firm foundation for the over-all development of the human personality and the most reliable guarantee that the right to work will be fully realized. Its most characteristic features are socialist productive relations, based on social ownership of the means of production, the planning of the economy and of other aspects of the life of society through the effective use of the achievements of science and technological progress, labour and material resources, and the advantages afforded by the international socialist division of labour and the continuous development of productive forces.

The State's concern to create conditions in which every citizen may learn his chosen occupation and speciality constitutes an important economic guarantee of each citizen's exercise of his right to work according to his abilities and qualifications. It is put into practice through a system of educational establishments of various types and levels which are provided with modern equipment and all of which offer instruction free of charge (art. 45, para. 1, of the Constitution). The State promotes education: it provides grants and supplementary leave for persons studying while continuing their employment (art. 55, para. 2 (c) and (d), of the Labour Code and Council of Ministers resolution No. 35 of 28 February 1961, published in D'rzhaven vestnik No. 18 of 1961), builds student accommodation and encourages students who demonstrate particular ability.

Material guarantees of the exercise of the right to work which do not fall within the category of economic guarantees should be understood as including such material aid as payments in kind, uniforms, free meals, accommodations, electricity,



heating and free transportation, which secure manual and non-manual workers' labour rights. In this category should also be included certain protective and preventive measures to enable manual and non-manual workers to carry out their work obligations to the fullest extent without suffering any harmful effect on their health. These include regular and special work clothes, personal protective equipment, antidotes, protective devices, ventilation systems etc.

#### LEGAL GUARANTEES

The legal guarantees of the exercise of the right to work are constituted by the legal norms provided for in Bulgarian labour legislation. It is through them that the employment relationship arises and that its proper and lawful implementation and protection are ensured in the event of termination and of restoration of violated rights of manual and non-manual workers.

The legal elements on which an employment relationship is based under existing legislation are as follows: a labour contract, including the assignment to jobs of young specialists who have graduated from higher, intermediate and secondary specialist educational establishments; election; membership in a production co-operative (TPK and TKZK); and a court decision. It is a feature of all these elements that the manual or non-manual worker freely chooses the post and the place of work and at the appropriate time agrees to that post and the conditions of work.

Another legal guarantee in respect of the establishment of an employment relationship is the system of legal norms which help the citizen in the task of finding work in his speciality. These are legal guarantees which operate at the time of the establishment of the employment relationship. The most important among them are the following:

(a) District State labour inspectorates and the manpower offices attached to the people's councils are responsible for dealing with the allocation and reallocation of manpower and for preparing the necessary documentation and supplying information on the workers and specialists required by enterprises. These State bodies are centres for allocating manpower and informing and giving guidance to citizens looking for work;

(b) In order to select the right candidates to fill vacant posts, normative acts 1/ allow for a preliminary examination or competition among applicants, making possible an objective assessment of their suitability;

(c) Article 19 of the Labour Code, providing for the conclusion of a labour contract for a probationary period, may also be considered a legal guarantee operating at the time when the employment relationship is established. There is no impediment to favouring the worker when determining the length of such probationary period. A definitive labour contract is concluded upon successful completion of the probation. If the manual or non-manual worker continues to work after the

---

1/ See para. 31, subpara. 3 of Instruction No. 15 of the Labour and Wages Committee, published in D'rzhaven vestnik Nos. 43 and 44 of 1976, and 98 of 1968.

expiry of the probationary period and the administration does not object, he is considered to have been definitively accepted. Agreements under which the worker is not paid for work performed during the probationary period are invalid;

(d) An important legal guarantee operating at the time of the establishment of an employment relationship is provided by the instructions permitting a post to be partially filled and allowing people to work for less than a full working day. This is especially convenient for housewives and women with small children because it allows them to combine participation in social production with their family responsibilities; <sup>1/</sup>

(e) Protection against unjust refusal to engage an applicant for employment constitutes an important legal guarantee of the exercise of the right to work and of freedom to select one's place and type of work. Persons whose applications for employment have been unjustly refused may appeal to a higher organization through administrative channels, or to the office of the procurator by virtue of the latter's over-all supervisory function.

#### LEGAL GUARANTEES WHILE A WORK CONTRACT IS IN FORCE

The legal guarantees provided under Bulgarian labour legislation in respect of an employment relationship in the course of its actual implementation are also of great importance for manual and non-manual workers since they promote the normal flow of the production process and the observance of the contractual conditions agreed upon, ensure fair remuneration of labour and favourable working conditions, etc.

#### The fixed character, stability and inalterability of employment function

Article 15 of the Labour Code specifically stresses that when a labour contract is concluded agreement must be reached between the parties, and the place and character of the work to be performed must be defined. Other conditions which do not conflict with compulsory norms may also be stipulated. The content of a labour contract is freely determined by the two parties. The nature and volume of the employment functions are defined in special job descriptions in the case of non-manual workers and qualification pay-rate tables in the case of manual workers.

As a result of the increasing concentration, specialization, automation and intensification of Bulgarian production in a number of branches of the economy, it becomes necessary to combine occupations. In this case, the manual or non-manual worker must perform more than one employment function within the same span of working time, and this must be reflected in the labour contract.

The Labour Code (art. 24) contains a substantial guarantee of the inadmissibility of changes by one of the parties to the labour contract in the character of the work stipulated therein. This means that while a labour contract

---

<sup>1/</sup> See para. 12 of Ordinance No. 15 on the application of staffing tables, 1967, and Council of Ministers resolution No. 471 of 12 April 1964.

is in force a manual or non-manual worker may not be given work which is of a kind not covered by the labour contract and which is inappropriate to his post. Exceptions to this principle are allowed only in the following cases:

By mutual agreement between the parties:

For the production reasons set forth in article 25 of the Labour Code, viz. where necessitated by production requirements, stoppages and unavoidable circumstances. In the first two cases the worker may not be given work which does not correspond to his qualifications, while in the third case this is permissible:

For reasons caused by the manual or non-manual worker:

- (a) In the event that he is downgraded - paragraph 4 of the preliminary provisions of Ordinance R-8, dated 11 March 1977, of the Labour and Wages Committee;
- (b) In the event of promotion;
- (c) When a penalty under article 130, paragraphs (d) and (e), of the Labour Code, is imposed;
- (d) In case of pregnancy and maternity (arts. 118 and 118 (a) of the Labour Code).

If the character of the work being performed is changed without the consent of the manual or non-manual worker, the worker may refuse to perform his employment functions and may unilaterally terminate the labour contract without prior notice, pursuant to article 24, paragraph (b), of the Labour Code.

#### Change in employment function with worker's consent

The employment function stipulated in a labour contract may be changed, with the consent of both parties, in two cases. The first is when the post held by the worker is changed. There are no restrictions in this regard except that the person concerned must meet the requirements established for an applicant for such post. In the second case, the worker may be given one or more tasks in addition to his regular work. This may occur in one and the same enterprise, when an absent worker must be replaced temporarily (art. 77 of the Labour Code) or in another enterprise when an absent worker there must be replaced (art. 64 of the Labour Code). If the work is done by a substitute, this constitutes replacement by assumption of additional functions. If such person fills more than one vacant post in one and the same enterprise, this constitutes internal assumption of additional functions (art. 73 of the Labour Code), and if he works in two enterprises or two establishments it is called "External assumption of additional functions" (art. 74 of the Labour Code).

Legal guarantees of the inalterability of the employment function upon imposition of a disciplinary penalty

Bulgarian labour legislation reflects concern for manual and non-manual workers in connexion not only with the fulfilment by them of their employment functions but also with the imposition of disciplinary penalties. Thus, on the imposition of a disciplinary penalty under either article 130 (d) of the Labour Code - transfer to lower-paid work or lowering of grade or category within the same enterprise for a maximum period of three months - or article 130 (e) - permanent transfer to lower-paid work within the same enterprise - the worker concerned must be assigned to lower-paid work. If the penalty affects his level or category the post occupied remains the same. If a worker is transferred to a different post, it must be one in which he can exercise the same occupation and speciality as before the imposition of the penalty. In such cases the person penalized may not be assigned to a post involving another occupation or speciality.

Legal guarantees for workers improving their qualifications or learning a new occupation

Bulgarian labour legislation provides effective legal protection for those manual and non-manual workers who learn a new occupation or improve their qualifications, acquiring higher or other education, making themselves eligible for a higher grade etc., while continuing to work. In such cases the administration must within six months provide the person concerned with work appropriate to his new occupation, speciality or qualifications and appoint him to a corresponding post. If the management does not fulfil this obligation, it must, at such worker's request, consent to the termination of his labour contract by mutual agreement in accordance with article 29, paragraph (a), of the Labour Code. 1/ If the management refuses to give its consent, the worker in question may apply to the district State labour inspectorate and the labour inspectorate of the district trade union council, whose decision is final and binding on both the enterprise and the worker.

Legal guarantees in respect of the termination of the employment relationship

Bulgarian labour legislation pays particularly close attention to the comprehensive and complete legal regulation of the termination of labour contracts. First, it gives a manual or non-manual worker complete freedom (art. 30, para. 1, of the Labour Code) to terminate his work contract unilaterally with notice, when he wishes, without stating his reasons for doing so. Article 34 of the Labour Code permits a manual or non-manual worker to terminate a labour contract unilaterally without notice if the enterprise does not meet one or another of its obligations, or for other objective reasons favouring such worker.

---

1/ This legal guarantee is established in para. 3 of Ordinance R-27 of the Labour and Wages Committee, 1967, published in D'rzhaven vestnik No. 58, 1967, and in para. 9 of resolution No. 3 of the Council of Ministers, 1970.

An enterprise or establishment may dismiss a manual or non-manual worker only in cases clearly and exhaustively enumerated in the law - articles 31 and 33 of the Labour Code (legal provisions and restrictions in respect of dismissal). These grounds may not be extended or altered even with the consent of both parties. In the case of dismissal for disciplinary reasons, there is a procedure which provides special protection for the worker's interests. An enterprise may not dismiss a worker guilty of no offence without notice (art. 31 of the Labour Code). Should it do so, it is obliged to pay compensation for the worker's losses (art. 32). There are special provisions protecting the interests of certain categories of workers (pregnant women, mothers with children aged up to eight months, manual and non-manual workers on leave) so that their labour contracts cannot be terminated, or, in extreme cases, may be terminated only with the consent of the trade union bodies (arts. 31, para. 3, 35, 36 and 38 of the Labour Code).

Unjustly dismissed manual and non-manual workers have at their disposal effective means of protection under the law. They may lodge an appeal with the appropriate organs of justice or through administrative channels, requesting that their dismissal should be recognized as unjust and should be rescinded. They may demand to be reinstated in their former position. If a manual or non-manual worker is unjustly prevented from working, the enterprise, establishment or organization and its individual directors are collectively responsible for paying his wages or salary, beginning on the specified date, and continuing until the worker is actually reinstated. 1/ If those responsible do not implement a valid ruling that an unjustly dismissed worker should be reinstated, they shall be liable to a penalty of corrective labour or a fine of not more than 300 leva, and may also receive an official public reprimand. 2/

An unjustly dismissed manual or non-manual worker is entitled to reimbursement of his losses for the period during which he has been without work, but for no longer than two months. 3/

Any period for which an unjustly dismissed manual or non-manual worker remains without work is taken fully into account in his work record. 4/

---

1/ Labour Code, art. 93, para. 2.

2/ Criminal Code, art. 117.

3/ Labour Code, art. 93, para. 1.

4/ See Rules governing the application of the Pensions Act, para. 82, subpara. 1 (published in Izvestiya No. 65, 1960) and Ordinance respecting payment for idle time, substitution etc., para. 38, D'rzhaven vestnik No. 58 of 1958.

ARTICLE 7. THE RIGHT TO JUST AND FAVOURABLE CONDITIONS OF WORK IN ACCORDANCE WITH THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

A. REMUNERATION

1. Normative provisions\*
2. Methods of payment and regulation of pay

In accordance with article 68 of the Labour Code, the system and rates of pay in the various industries and occupations are determined by the Council of Ministers. The rates of remuneration are fixed in relation to the length of the working day, the training required, the laboriousness or unhealthiness of the work and its importance to the national economy. In Bulgaria wages and salaries, including the minimum wage, are fixed in a centralized manner. This method of regulating wages and salaries is used for all manual and non-manual workers in all types of activity.

In accordance with the basic provisions of 1966 for the use of staffing tables, such tables are used by enterprises, establishments and organizations of the various sectors regardless of the department to which they are attached and of their location. Staffing tables of enterprises, State economic and construction associations, boards, budgetary institutions, organizations and their subdivisions are approved by the directors of organizations at a higher level, while those of ministries, committees and departments, executive committees of district people's councils and departmental scientific research and design and construction institutes and so forth are approved by their directors. When the staffing tables are approved, the indicators, norms and directions regarding the categorization of enterprises, establishments, organizations and their subdivisions and regarding the job descriptions approved by the appropriate ministries, committees or central departments and the central trade union committees are taken into account. Appointment and confirmation of appointment to a particular post and upgrading of posts are subject to compliance with the established requirements in respect of education, length of service in a specialized field and, where necessary, legal certification. When filling a number of vacant posts, the director of an enterprise, establishment or organization may hold an examination or a competition for the applicants.

For most workers, wage-rate scales differentiating wage rates by sector or broad type of activity are used. Norms of output and, on that basis, the piece rates (according to output) system of pay combined with bonuses, or the time-rates plus bonuses system of pay, and other systems, are also used for calculating the pay of workers.

The State determines the initial (minimum) level of basic wages and salaries according to staffing tables and wage-rate scales: in 1970 this was 60 leva, in 1973, 80 lev, and, according to the plan, it will be 90 lev in 1980.

---

\* See annex I.

### 3. Components of remuneration

The structure of the individual wage includes, in addition to the regular monthly wage, additional payments which are made in accordance with relevant ordinances adopted by the Council of Ministers. These additional payments are inseparably linked with existing wage provisions and staffing tables. They comprise the following allowances:

- (a) Allowance for uninterrupted service, in accordance with the Labour Code, or for work over a long period at one enterprise;
- (b) Allowance for work in unusual conditions, such as work in the air, under water, underground, work in conditions in which there is a danger of explosion or fire, in conditions which are harmful or dangerous to health, and in unattractive working environments;
- (c) Allowance for work in remote work places, in areas situated at a great distance from inhabited localities, under difficult living or working conditions, at high altitudes and so forth;
- (d) Allowance for work involving a high level of responsibility, precision and quality;
- (e) Allowance for work carried out in addition to regular official duties;
- (f) Allowance for use in the work process of an academic degree, a foreign language or stenographic skills;
- (g) Payment in lieu of travel costs (art. 87 of the Labour Code);
- (h) Allowance for night work - up to 81.5 per cent of the hourly rate for work by day;
- (i) Allowance in kind - the provision of free food, housing, lighting and heating;
- (j) Allowance for leadership - of a team, etc.;
- (k) Allowance for overtime work, which may amount to 100 per cent of the wage at time rates.

### 4. Equal pay for equal work: equal opportunity for promotion

In accordance with article 35 of the Constitution of the People's Republic of Bulgaria, "(1) All citizens of the Bulgarian People's Republic are equal before the law. (2) No privileges or restrictions of rights based on nationality, race, social origin, sex, religion, education, social status or material situation are recognized. (3) The State shall ensure the citizens equality by creating conditions and opportunities conducive to the exercise of their rights and the performance of their duties." The text quoted may be considered fundamental to the formulation of the system of equality of rights for all working people in respect of equal pay for equal work. Article 36 of the Constitution

confirms this principle and specifically proclaims the equality of rights of the sexes: "Women and men enjoy equal rights in the People's Republic of Bulgaria". Article 41 (1) of the Constitution proclaims the following principle: "Work shall be remunerated according to its quantity and quality". This principle ensures equality of pay for all working people (men and women, young and old).

In the People's Republic of Bulgaria, in addition to the legal proclamation of the principle of equal rights in respect of pay according to its quantity and quality, actual conditions for the realization of this principle, in the form of a system of material, political and legal guarantees, have been created. This triple guarantee covers all the means and possibilities of ensuring an approach based on equal rights in respect of pay. The necessary conditions have been created for the increasingly comprehensive development of these guarantees.

In the category of material guarantees attention should be drawn to factors which are inherent in the economic structure of Bulgaria's society. They derive from socialist ownership and the socialist method of production, and are objective in nature. The Constitution of the People's Republic of Bulgaria lays down objective (material) guarantees of the rights and freedoms of citizens by regulating the economic base. Bulgaria's socialist economic system is based on collective ownership of the means of production. It precludes the exploitation of man by man and is developing, on the basis of planning, into a communist economy (chap. II, art. 13, of the Constitution). In this respect, the principles underlying the educational system in the People's Republic of Bulgaria are of particular significance. Article 45 of the Constitution of the People's Republic of Bulgaria states: "Citizens have the right to education free of charge at all levels and in all categories of educational establishments as prescribed by law". Educational establishments belong to the State. Eight-year education is compulsory. The State creates the conditions necessary to make secondary education universal. The State promotes education, improves all aspects of working conditions within educational establishments, grants scholarships and encourages exceptionally talented students. Thus the material prerequisites have been created for the acquisition of qualifications in accordance with the wishes and abilities of citizens. The principle of equal opportunities in recruitment, and subsequently in promotion, is being implemented. This principle is inseparably linked with the principle "work shall be remunerated according to its quantity and quality".

The political guarantees of the rights and freedoms of citizens are directly linked with the socialist political system and derive from it. Socialist political organization is not confined to the State and its organizational units. It also relies on the existence of a variety of public organizations (art. 52 (1) of the Constitution of the People's Republic of Bulgaria).

The development of socialist democracy is closely linked with the enhancement of the active contribution of citizens, working people and their organizations. Consequently, the operation of the political guarantees of the rights and freedoms of citizens is linked with the role of the public



organizations in socialist society. The creative significance of these organizations is demonstrated, for example, by the fact that trade unions, by participating in the drafting of labour legislation (art. 3 of the Labour Code), are able to help ensure that the principles of equal pay to men and women for equal work and equal opportunities for promotion are reflected and observed. As public organizations of the working people, they monitor compliance with these principles at each work place and by each employer. An important role is also played in this respect by public organizations such as the Patriotic Front, the Committee of Bulgarian Women, etc.

The legal guarantees which ensure "equal pay to men and women for equal work" and "equal opportunities for promotion" are the relevant norms established by the legislation in force. In accordance with article 67 of the Labour Code, "labour shall be remunerated according to the amount and quality of the work done". Consequently, when the level of remuneration for work is defined, no significance is attached to such considerations as the sex, age or national origin of working people.

Article 68 of the Labour Code states that "the system and rate of remuneration for labour shall be prescribed for the various industries and occupations by the Council of Ministers. The rates of remuneration shall be fixed in relation to the length of the working day, the training required, the laboriousness or unhealthiness of the work, and its importance to the national economy". The socialist system of management and the economic law of distribution take into account the differences between skilled and unskilled labour and between heavy physical and intellectual work and work done under unhealthy conditions. In the People's Republic of Bulgaria every working person has the right to receive the part of the social product which corresponds to his share in its creation.

The principle of "equal opportunities for promotion" is applied both in the staffing tables which fix the salaries of non-manual workers and in the wage-rate scales which fix the wages of manual workers.

The staffing tables for non-manual workers indicate the requirements applicable for persons occupying particular posts. These requirements include education, the amount of qualifying service in the field of specialization, and, where necessary, legal certification (doctors, teachers, etc.).

The wage-rate scales for manual workers indicate the requirements applicable in the case of a person being hired for a particular post. When a person is appointed to the labour force of a particular enterprise, he must have the appropriate grade. This may be obtained by appearing before a special committee for a theoretical and practical examination. Higher grades are also obtained by means of examinations.

## B. Occupational safety and hygiene

### 1. Normative system\*

### 2. Supervision of occupational safety and hygiene

The concept of "labour protection" includes occupational safety and hygiene, and legal protection.

---

\* See annex I.

State policy at the stage of the building of a developed socialist society in Bulgaria finds concrete expression in resolution No. 15 of 12 May 1973 of the Council of Ministers and the central council of Bulgarian trade unions. The resolution lays down basic directions for improving over-all comprehensive activity in the field of labour protection and for strengthening guidance and supervision in that field. It regulates the structure and the basic functions and tasks of the departmental and supervisory bodies concerned with labour protection.

In accordance with that document, all supervision of labour protection, together with State and public functions, is vested in the Bulgarian trade unions.

This includes:

Over-all supervision of occupational safety and hygiene;

Monitoring of compliance with the requirements of ergonomics and industrial esthetics;

Monitoring of the correct implementation of labour laws and provision of comprehensive legal protection in labour questions affecting manual and non-manual workers.

Following the entry into force of resolution No. 15, a single system for the supervision of labour protection by the Bulgarian trade unions was established. This made it necessary to reorganize the trade union bodies and make them better qualified and more specialized so as to ensure a proper balance of sectoral and territorial supervision.

The trade union bodies have the right to intervene and prevent the implementation of any illegal decisions or instructions of economic bodies or officials relating to the protection of the working and living conditions of the body of workers concerned.

They have the right to co-ordinate, demand and supervise the solution on a scientific basis of labour protection and ergonomics problems by specialized and departmental institutes. For this purpose, a Scientific Research Institute on Labour Protection and Ergonomics has been set up, attached to the Central Council of Bulgarian Trade Unions and the Ministry of Public Health.

The trade union bodies are responsible for the State supervision of questions of labour protection.

The labour protection commissions attached to district councils of trade unions and trade union committees, and also the labour inspectors of trade union groups, ensure public supervision of labour protection.

The existence of a well-ordered system of supervisory bodies, the improvement of the quality of their personnel and the inclusion of thousands of specialists in supervisory work have created the necessary conditions for improving the way of

/...

working and the methods of the trade union bodies in the field of labour protection. At the same time, there has been a considerable improvement in the level of organizational work by trade unions in the supervisory area, and this has led to an increase in the effectiveness, competence and thoroughness of this work, and a broadening of its scope.

In accordance with resolution No. 15, ministries, departments, executive committees of peoples' councils, and economic and other organizations, acting in close co-operation with the Bulgarian trade unions, are required to implement and pursue State policy in the field of labour protection (occupational safety and hygiene and legal protection). The heads of ministries and departments, the managers of economic, public and co-operative organizations, State, public and co-operative enterprises, systems, organizations and farms, the chairmen of the executive committees of peoples' councils and the heads of their boards and managing offices are personally responsible for ensuring compliance with labour legislation and creating all the necessary conditions to ensure occupational safety and hygiene in the industries and activities which they direct. These conditions meet the requirements of the normative acts which are in force in the field of labour protection, in accordance with the demands of scientific and technological progress and modern advances in the field of hygiene, occupational physiology and psychology and ergonomics. The heads of ministries, departments, organizations, enterprises, systems and farms are required to set up functional sections (services) for labour protection and engage groups of specialists to be associated with them so that problems of occupational safety and hygiene, ergonomics and fire prevention can be resolved in a speedy and competent manner. Much more stringent requirements apply to intradepartmental monitoring of labour protection. This precedes State and public monitoring and supervision. The organization, rights and duties of the departmental labour protection bodies are regulated by special rules approved by the Central Council of Bulgarian Trade Unions which set forth in detail the duties of these bodies in the field of occupational safety and hygiene. (D'rzhaven vestnik, No. 77, 1974.)

The Ministry of Public Health implements State policy in the field of occupational health and is responsible for the preliminary and routine monitoring of compliance with health regulations and of the measures taken in the field of health, hygiene and epidemiology to prevent and eliminate the pollution of the working environment by harmful industrial, domestic and other waste, with the object of ensuring the best possible conditions of work, daily life, training and catering. For this purpose, a State health and epidemiological control board has been set up under the Ministry, together with health and epidemiological inspectorates in the districts.

The Ministry of Internal Affairs directs and supervises the adoption of measures to prevent fires and explosions at State, public and co-operative enterprises and organizations, and also routine monitoring of compliance with the fire protection rules and norms in force. This work is carried out by the fire protection board.

/...

The State Committee on Standardization attached to the Council of Ministers, which is the main inspectorate for the technical control of machinery, electrical equipment and installations, the other inspectorates for the technical control of machines, electrical equipment and installations, and the units responsible for the inspection of elevator equipment attached to the district people's councils and the Sofia Municipal People's Council ensure full State technical control of the design, production, assembly and operation of equipment and of electrical and machine installations which are particularly dangerous.

In order to improve co-ordination in the work of the various State and public bodies and implement a single policy in this field, a co-ordinating council on labour protection has been set up under the Central Council of Bulgarian Trade Unions.

The work of the supervisory labour protection bodies attached to the Bulgarian trade unions does not affect the competence of the Ministry of Public Health in the field of occupational hygiene.

In the field of occupational safety and hygiene, the trade union supervisory labour protection bodies have the right to ensure comprehensive, effective, strict and competent preliminary and routine monitoring of the design, installation, certification as fit for service and operation of machines, equipment, technological systems, enterprises and projects. They may also perform this supervisory function in respect of the modernization, reconstruction and expansion of existing capacities. Their instructions, by virtue of the powers of these bodies, are binding on ministries, departments, enterprises, establishments, organizations and farms and also on individuals.

Supervisory activity in the field of labour protection is carried out by the trade union bodies, independently or in conjunction with the corresponding specialized units of other State bodies. The basic methods of carrying out supervisory activity in respect of labour protection consist of comprehensive and periodic inspections and spot checks. The scope of inspections for departments, sectors and subsectors is determined by the labour protection board, and for districts and enterprises by the appropriate district inspectorates. When inspections are carried out, the work of economic bodies in the field of labour protection is checked first of all.

The purpose of comprehensive inspections is to ascertain the effectiveness of labour protection and the work of economic and trade union bodies and organizations in resolving problems of safety, occupational hygiene, legal protection, ergonomics and industrial esthetics and fire prevention at all levels, at the project being inspected, in the State economic organization and in the ministry. They are preceded by the fullest possible laboratory investigations of working conditions. Comprehensive inspections in ministries, departments, State economic organizations, districts and economic regions are organized and conducted by the labour protection board, unless another arrangement is stipulated.

Periodic inspections are carried out to determine the state of occupational safety and of compliance with the requirements of normative acts. The frequency

/...

and duration of such inspections are determined in accordance with the schedules laid down in the relevant statutory documents, and also with the nature and condition of the projects under inspection.

Inspections include ascertaining whether instructions issued at the time of previous inspections (comprehensive, periodic, or spot checks) have been complied with and whether the requirements of certain normative acts in the field of labour protection have been met.

If violations are discovered, in any type of inspection, which pose an immediate threat to the life and health of the workers or a danger of fire, explosion or other consequences, work must be stopped in the prescribed manner on machines, equipment and apparatus, in working areas and in production sectors, workshops, enterprises and projects.

The organization, performance and assessment of supervisory activity by trade union bodies in the field of labour protection is carried out in accordance with special instructions approved by the Secretariat of the Central Council of Bulgarian Trade Unions.

In the event of a violation of the rules for the legal protection of occupational safety and hygiene laid down in the Labour Code and in the normative acts issued on the basis of the Code, the trade union supervisory bodies in the field of labour protection have the right to impose a fine of up to 300 leva on the appropriate management staff and other officials. In the case of a second violation occurring within a year after the decision to impose a fine is made, the fine may be as high as 500 leva. These penalties are applied irrespective of the disciplinary or criminal responsibility incurred by those who violate the relevant rules.

ARTICLE 7. WORKING HOURS, REST AND LEISURE

1. Normative provisions respecting hours of work and rest\*
2. Hours of work

In the People's Republic of Bulgaria, the term hours of work means the period of time established by law during which a manual or non-manual worker must be present at his place of work and perform his production duties in accordance with his speciality or occupation as laid down in the provisions of the labour contract and under the internal work regulations; the administration of the enterprise, establishment or organization is required to provide manual and non-manual workers with productive work and to supervise performance.

Bulgarian legislation divides hours of work into: standard, reduced and overtime.

Standard hours of work are the hours of work established by law for manual and non-manual workers throughout the country, irrespective of economic sector. At the present time a five-day working week is in force in all sectors of the economy (except agriculture and for persons directly involved in work in the fields of health and education) and the length of the working day is 8 1/2 hours, while that of the working week is 42 1/2 hours. The standard number of hours of work for night work is seven.

For those who work a six-day week, the length of the working day is fixed at eight hours, or six hours for night work. The length of the working week is 46 hours, since the last working day of the week consists of six hours.

The parties to a labour contract are not permitted to agree on hours of work which exceed the maximum established by law.

Work between 5 a.m. and 10 p.m. during the period 1 March to 30 September and between 6 a.m. and 10 p.m. during the rest of the year is reckoned as day work. Work during other hours of the 24 is reckoned as night work.

Because of its arduous nature, night work is remunerated with a bonus which, in the case of a six-day working week, amounts to 100 per cent of basic remuneration and in the case of a five-day working week, to 81.5 per cent. 1/

Night work is prohibited in the case of:

1. Workers under 18 years of age;
2. Pregnant manual and non-manual women workers from the day pregnancy is confirmed until the child reaches the age of 10 months. 2/

---

\* See annex I.

1/ See Ordinance No. 12 of the Labour and Wages Committee, of 20 April 1977, published in D'rzhaven vestnik No. 55, 1977.

2/ See arts. 112 and 114 of the Labour Code.

Part-time work. Mothers with small children, housewives, pensioners and other categories of citizens who wish to work during part of the working time established by law are offered the possibility, if they so wish, of working a half day, alternate days, a half week or a half month. In the case of those who work half the working day, the time worked is counted as a full day's work for the purposes of calculating qualifying service. 1/

The calculation of hours of work may be made on the basis of days, months, two-month periods or any other calendar period determined by the Council of Ministers, but always within the framework of the norms for hours laid down by law. The length of the working day may not exceed 10 hours except in the case of transport, communications, turns of duty in health establishments and also repair and breakdown teams in the electricity and water management sectors, where the length of the working day may not exceed 12 hours.

The beginning and end of the working day are established by the internal work regulations and confirmed in the work schedule, if they are not determined by an act of the Council of Ministers.

Reduced hours of work. Reduced hours of work may be introduced depending on working conditions, the age of the manual or non-manual worker, his degree of physical fitness and the amount of mental and nervous stress involved. On the basis of these criteria, reduced hours of work have been introduced for the following categories of manual and non-manual workers:

(a) For those working in conditions of production which are harmful or dangerous to health. Lists of these categories of manual and non-manual workers are approved by the Council of Ministers and cover a considerable number of manual and non-manual workers.

(b) The normal working day for persons under 16 years of age is six hours. Persons 15 to 16 years of age may work only with the permission of the labour inspectorate, and persons under 15 years of age may work only in films and in theatre, opera and other productions.

(c) For manual and non-manual workers whose work involves mental and nervous stress: doctors, teaching staff in educational establishments, instructors and so forth.

In the case of a six-day working week, reduced hours of work are 7, 6 or 5 hours a day and 41, 35 or 30 hours a week, while in that of a five-day working week, they are 8 or 7 hours a day and 40 or 35 hours a week.

Overtime. In principle overtime work is prohibited. It is permitted only in cases laid down by law 2/ and may not exceed 150 hours a year. Overtime work,

---

1/ Resolution No. 471 of the Council of Ministers of 9 December 1964 and circular to districts No. 0-9 of the Labour and Wages Committee, published in I. No. 77, 1971.

2/ Art. 46 of the Labour Code.

whether or not it has been authorized, and regardless of its duration, must in all circumstances be remunerated at bonus rates, as follows: overtime work for less than two hours is paid a 25 per cent bonus, for more than two hours a 50 per cent bonus, at any time on rest days a 50 per cent bonus and on public holidays a bonus amounting to 100 per cent of the normal rate. Overtime work may not be compensated by time off.

If when overtime is worked the uninterrupted weekly rest period is less than 24 hours, the manual or non-manual worker is not only paid for the overtime worked but also given the corresponding time off in the course of the following week. 1/

Pregnant women and nursing mothers, from the time when pregnancy is confirmed until the child is 10 months old, may not be required to work overtime.

Disabled persons and old-age pensioners who continue to work may not be required to work overtime without their consent. 2/

Interrupted working day. The system of interrupted working days is applied in the communications, trade and transport sectors. The total number of hours of work may not exceed a normal working day, but the predetermined blocks of hours are worked at different times during the 24 hours. The interval between such blocks may not be of less than one hour's duration and the number of intervals, excluding the lunch break, may not exceed two per day.

Hours of work for the category of manual and non-manual workers referred to in article 55, paragraph 2 (d), of the Labour Code. Manual and non-manual workers of this category work normal hours as established by law, but because of the special nature of their work they are obliged to remain at work beyond normal hours of work, for a maximum of two hours. For this work they are granted supplementary paid annual leave to an amount between 1 to 12 working days; their work beyond working hours is not paid but is compensated for by this leave. If manual and non-manual workers of this category are required to work beyond normal hours of work on rest days or public holidays, they receive the remuneration to which they are entitled for the overtime worked.

### 3. Rest

A rest period is the time during which manual and non-manual workers are not engaged in performing their work assignments and may use the time as they see fit.

With the introduction of the five-day working week in Bulgaria the number of rest days has almost doubled, increasing from 58 to 104. Together with paid annual leave, the number of non-working days for manual and non-manual workers is about 120, or almost a third of the calendar year.

---

1/ Para. 48 of the Ordinance respecting the hours of work and rest of manual and non-manual workers.

2/ Para. 29 of the Ordinance respecting the hours of work and rest of manual and non-manual workers.



In order to regulate the duration of rest periods and the alternation of work and rest, rest periods are divided into the following types: (a) rest period at work (lunch break); (b) rest period between working days; (c) rest period between working weeks; (d) annual leave.

#### Rest period at work (lunch break)

In accordance with article 49 of the Labour Code, the working day is interrupted by one or more breaks. Exceptions are allowed for those forms of production in which the work process is continuous and for enterprises where the work is carried on without a break. In the latter case workers are given an opportunity to take meals during working hours.

Breaks are not counted in the hours of work of manual and non-manual workers.

The duration and time of the lunch break are determined by the manager of the enterprise in agreement with the trade union committee. The lunch break may not be less than half an hour (art. 43 of the Ordinance respecting the hours of work and rest) and is fixed by the internal work regulations of the enterprise or establishment.

A shorter lunch break is permitted by way of exception for three-shift work in the case of a five-day working week, but the break may not be less than 20 minutes in length.

Under resolution No. 36/1972 of the Council of Ministers, administrative and works directors in conjunction with the trade unions are permitted to hold 10 minutes of on-the-job gymnastics during working time.

#### Rest between days (between work shifts)

The rest period between working days (work shifts) is the period of time between the end of the working day (shift) and the beginning of the next day (shift).

In accordance with article 50 of the Labour Code, a manual or non-manual worker who works a standard working day is entitled to an uninterrupted rest period of 12 to 16 hours between working days. As a rule the duration of the rest period is 16 hours, but by way of exception it may be reduced to 12 hours.

In the case of a five-day working week, when the standard working day (shift) is 8 1/2 hours, the maximum length of the rest period between working days is 15 1/2 hours.

#### Rest between working weeks (rest days)

In the case of a six-day working week, the length of the uninterrupted rest period for manual and non-manual workers between working weeks is 36 hours, except in the case of production by continuous process and of shift work, in which cases the length of this rest period may not be less than 24 hours. The same minimum length of the rest period between working weeks applies in the case of a five-day working week. However, in the case of a five-day working week, the length of the rest

period between working weeks normally varies between 42 and 72 hours. Manual and non-manual workers have two rest days, normally on Saturday and Sunday, but such rest days may fall on other days of the week, according to the schedule.

Cash compensation for manual and non-manual workers in lieu of rest days is prohibited.

#### Annual non-working days (public holidays)

Public holidays are fixed by the Council of Ministers.

At the present time, the public holidays are: 1 January - New Year's Day; 1 and 2 May - Labour Day holiday; 24 May - Day of the Bulgarian People's Education and Culture, Slavonic Literature and the Bulgarian Press; 9 and 10 September - Liberation Day holiday; 7 November - Anniversary of the Great October Socialist Revolution.

#### 4. Leave

##### Normative provisions respecting leave\*

The right of manual and non-manual workers to leave is one of the basic rights guaranteed by the Constitution and the Labour Code. The labour legislation of the People's Republic of Bulgaria establishes various types of leave, each of which has a specific purpose and is taken on conditions determined by law and for a fixed duration. The State concerns itself not only with the normative regulation of the various types of leave but also with ensuring the most rational use of such leave, so that it may help restore to the greatest possible extent the mental and physical energy expended by the manual or non-manual worker during the work process. For this purpose the State is continually expanding the network of rest homes, clubs, houses of culture and other places where it is possible to rest and spend free time in cultural activities.

Leave is divided into two basic types: paid and unpaid.

Paid leave is, in turn, divided into ordinary and supplementary.

The amount of ordinary paid annual leave depends on the qualifying service of the manual or non-manual worker, and is 14 working days for up to 10 years of such service, 16 working days for 10 to 15 years, and 18 working days for over 15 years. Sunday rest days are not counted as working days and are taken in addition to the 14, 16 or 18 working days in question.

Ordinary paid annual leave is taken according to a roster drawn up by the administrative management and the trade union committee, taking into account the needs of the manual and non-manual workers and the production requirements of the enterprise. Manual and non-manual workers who are minors, that is, under 18 years of age, and mothers with children up to 3 years of age have the privilege of taking leave in summer.

---

\* See annex I.

Leave must be taken every year, and all at one time. Leave may be carried over to the following year as an exception and for objective reasons as specified in the Ordinance on leave (art. 11), or if the manual or non-manual worker so requests for any valid reason. Leave may be divided into two parts, again as an exception, but it may not be divided into more than two parts.

The fact that a manual or non-manual worker does not request leave does not deprive him of this right. Renunciation of entitlement to leave or to its exercise is invalid. The purpose of these provisions is to ensure for every manual and non-manual worker the necessary conditions for rest so as to restore his strength and health.

Cash compensation in lieu of paid annual leave is prohibited, except in cases of termination of the labour contract, if the manual or non-manual worker has not taken leave before dismissal.

Extended ordinary paid annual leave. In accordance with article 54 of the Labour Code, certain categories of manual and non-manual workers, depending on the nature of their work, are entitled to extended ordinary paid annual leave. This type of leave is offered, for example, to the teaching staff of all educational establishments (two months), to scientific workers in scientific research and similar establishments (26 to 48 working days) to manual and non-manual workers under 16 years of age (26 working days) and to others.

#### Payment in respect of leave

In accordance with article 75 of the Labour Code, the administration must make an advance payment to the manual or non-manual worker in respect of leave on the day preceding the commencement of paid annual leave.

Payment in respect of ordinary and extended annual leave for manual and non-manual workers who are remunerated at piece rates (in accordance with output) or at time rates plus bonuses shall be based on the average remuneration earned over the previous eight calendar months.

In the case of manual and non-manual workers who are remunerated at time rates, payment in respect of the leave period shall be based on their remuneration at time rates at the commencement of their leave.

The monthly remuneration on the basis of which the amount paid in respect of annual leave is calculated includes the basic remuneration and all additional payments of a continuing nature, irrespective of the manner and form of payment, and also all types of bonuses, except bonuses for the completion of construction projects ahead of time. It does not include per diem, travel, accommodation and allowances for attendance at meetings, ex gratia and percentage payments, gratuities, overtime pay or remuneration for participation in the deliberations of ministerial committees. It does include bonuses received during the eight months preceding the month when paid annual leave is taken. If a bonus for any of the eight months is paid after the manual or non-manual worker goes on leave, the amount due to him in respect of the leave must be recalculated so that the manual or non-manual worker receives the difference represented by the bonus.

The remuneration in kind to be included in the gross remuneration is determined by the Ministry of Finance, in agreement with the Labour and Wages Committee and the trade unions.

Monthly children's allowances are paid in full during the period of paid leave by the enterprise, establishment or organization on behalf of the State social insurance scheme.

For all manual and non-manual workers who are remunerated under the piece rate system (in accordance with output) or the time-rate-plus-bonus system, the amount to be paid in respect of the period of leave is calculated in the following way: the remuneration for the eight calendar months preceding the month in which leave commences is divided by eight, and the sum obtained is divided by 25. The result is multiplied by the number of working days granted as paid annual leave.

If, during the past eight months, the manual or non-manual worker has taken paid annual leave for the preceding year, or leave which is recognized for the purposes of the period of qualifying service (sick leave, maternity leave, quarantine leave, leave to care for a sick member of the family, to attend training courses, unpaid leave, etc.) or there has been a work stoppage through no fault of his own, the amount due in respect of the period of leave is calculated on the basis of his remuneration at time rates for the period in question (see paras. 16, 17 and 18 of the Ordinance respecting leave for manual and non-manual workers).

#### Interrupted leave

When during a period of paid annual leave a manual or non-manual worker is granted some other type of leave - sick leave, maternity leave, leave for training, etc. - paid leave is interrupted. The remainder of the leave must be taken before the end of the calendar year, once the reason which led the manual or non-manual worker to interrupt his leave no longer applies.

#### Supplementary paid annual leave

Supplementary paid annual leave for work in harmful conditions is granted to manual and non-manual workers engaged in particularly harmful and dangerous forms of production. The amount of supplementary paid leave may be from 4 to 22 working days in any one calendar year.

Manual and non-manual workers who work for two or more years without interruption in enterprises in the mining, construction, metallurgical, metalworking, chemical and textile industries, in transport and on construction projects of national importance, are entitled to supplementary paid annual leave of three days a year.

Persons who submit inventions or rationalization proposals which produce significant results are entitled to supplementary paid annual leave of 12 working days.

/...

Manual and non-manual workers following home-study courses run by secondary, higher and intermediate educational establishments, including post-graduate and extramural students, are granted supplementary paid annual leave of 25 working days in each academic year in the case of a five-day working week, and, in the case of a six-day working week, 50 days for students in higher and intermediate educational establishments and 30 working days for students in secondary educational establishments and technical and vocational schools.

Manual and non-manual workers studying at night schools are entitled to supplementary paid leave each academic year as follows:

- (a) In the case of a six-day working week:

Students at higher educational establishments - up to 32 days;

Students at secondary educational establishments - up to 12 working days, and they are also released from work one hour early every day;

Students at vocational and technical schools - 6 working days during the academic year and 12 days in the final year. They are also released from work one hour early every day;

- (b) In the case of a five-day working week:

Students at higher educational establishments - up to 12 working days, and they are also released from work half an hour early every day;

Students at vocational and technical schools - 6 working days and 12 days in the final year. They are also released from work half an hour early every day.

All manual and non-manual workers who follow courses (at home-study and evening class departments, and also external students) while continuing to work are entitled to supplementary paid leave of 30 days to prepare for State examinations, including the preparation of work to be presented for a diploma and the preparation and defence of their theses.

Manual and non-manual workers entering educational establishments to which admission is by examination are entitled to supplementary paid leave for the duration of the examinations as follows:

- (a) Those applying to higher educational establishments and graduate courses - 12 working days;

- (b) Those applying to other educational establishments - 6 working days.

Manual and non-manual workers who, because of the nature of their work, are obliged to work overtime are granted supplementary paid annual leave of 1 to 12 working days in the calendar year.

/...

Paid leave for nursing children. A woman manual and non-manual worker who nurses her child is entitled to paid leave of two hours a day for the purpose of nursing the child until it is eight months old. It may be used all at one time or one hour at a time twice a day. After the child reaches the age of eight months, the nursing mother is entitled to one hour's leave a day for such time as the health authorities consider that the child needs to be nursed.

Leave for official and creative purposes

Leave for official purposes is permitted by the Council of Ministers on the proposal of ministries and other central departments for carrying out certain activities which are not covered by the employment relationship. Leave of this type is granted for participation in training and sports competitions, for preparation for them and so forth (art. 60 of the Ordinance respecting leave for manual and non-manual workers).

Leave for creative purposes is also permitted by the Council of Ministers for scientific workers, writers and others to collect materials, study and work on questions of scientific theory and practice.

Manual and non-manual workers who are called up for army training courses for more than 15 days are allowed two days' supplementary paid leave before departure and two days' supplementary paid leave on their return (art. 65, para. 5, of the Labour Code).

Enterprises, establishments and organizations are required to release manual and non-manual workers who are sent abroad as representatives of the central bodies of political and public organizations on the occasion of the May Day celebration and national holidays and to participate in international conferences or meetings (art. 63, Ordinance respecting leave for manual and non-manual workers).

Paid leave for blood donors. Under article 63 of the Ordinance respecting leave, enterprises and establishments are required to release manual and non-manual workers who offer themselves as blood donors when they are called to medical establishments for examination and to give blood. The time necessary for the medical examination, the day on which the manual or non-manual worker gives blood and the following day are counted as official paid leave.

Unpaid leave

If a manual or non-manual worker so wishes, he may be allowed to take up to 30 working days of unpaid leave in any one year, provided that it is not prejudicial to production or to the service. Such leave is counted towards the period of qualifying service. In exceptional cases a longer period of unpaid leave may be granted at the request of the manual or non-manual worker (see art. 58 of the Labour Code).

In accordance with article 66 of the Ordinance respecting leave, manual and non-manual workers who are sent abroad to attend courses and to take specialized training are permitted to take unpaid leave.

Manual and non-manual workers following home-study courses or evening classes, and also external students, are entitled to unpaid leave of up to three months to prepare for State examinations and for school leaving certificate examinations (see resolution No. 35 of the Council of Ministers, 1961, art. 6, D'rzhaven vestnik No. 18, 1961).

Manual and non-manual workers in the People's Republic of Bulgaria are released from work while carrying out State, public and other duties. Article 65 of the Labour Code lists the following cases:

(a) When a manual or non-manual worker is summoned to a court or by another authority as a party, a witness or an expert;

(b) When he attends congresses, assemblies or conferences;

(c) When he requests leave on account of the death of a close relative (two days);

(d) When he is called up in connexion with conscription or military registration;

(e) When he attends sittings as a representative in the People's Assembly, a people's councillor or a court assessor.

ARTICLE 8. THE RIGHT FREELY TO FORM AND JOIN TRADE UNIONS,  
THE RIGHT OF TRADE UNIONS TO FUNCTION FREELY AND  
THE RIGHT TO STRIKE

1. Normative provisions\*

Basic principles. The Constitution of the People's Republic of Bulgaria and the Labour Code guarantee to Bulgarian citizens the right freely to form trade unions.

Trade unions in the People's Republic of Bulgaria are mass public non-party organizations of manual and non-manual workers, uniting them on a voluntary basis without distinction as to race, nationality, sex or religion.

On the basis of the above principles, the People's Republic of Bulgaria in practice ensures to workers the right to form trade unions. No prior authorization to form such trade unions is necessary. The establishment of such organizations, the formulation and adoption of their charters and programmes and the election of leaders and representatives at all levels are, like all their activities, carried out in organizational independence and in complete freedom. No preconditions for recognition as a corporate entity apply to any trade union organization.

No restrictions other than those set forth in article 52, paragraph 3, of the Constitution can be imposed in relation to the exercise of trade union rights. That paragraph reads as follows: "Organizations directed against the established socialist system of the People's Republic of Bulgaria and against the rights of citizens, or which propagate fascist or any other anti-democratic ideology, are prohibited".

Trade unions in Bulgaria have wide competence in all matters regarding labour, living conditions and State social welfare, and the Central Council of Bulgarian Trade Unions, in addition to the previously mentioned competencies at the national level, is entitled to propose legislation as provided in article 80 of the Constitution.

Bulgarian trade unions are members of the World Federation of Trade Unions.

Strikes are not prohibited in the People's Republic of Bulgaria; however, because of the unity of interests and goals of the workers and the Bulgarian socialist State, which is a workers' and peasants' State, strikes do not occur.

ARTICLE 9. RIGHT TO SOCIAL SECURITY

1. Normative provisions\*

2. General characteristics of social insurance and social security

Social insurance and social security in the People's Republic of Bulgaria cover all workers and persons treated as such as those studying in higher,

---

\* See annex I.



intermediate, specialized or secondary educational establishments attended by graduates of secondary educational establishments.

Social insurance in respect of labour activity is compulsory for all manual and non-manual workers and members of co-operatives who work in State, public and co-operative enterprises in State, public and co-operative establishments and organizations and in enterprises, on farms and in homes of private persons, irrespective of duration of employment or mode of remuneration (art. 145, Bulgarian Labour Code).

Social insurance and social security cover also persons not working under a labour contract but independently exercising a liberal profession - cultural figures (writers, journalists, performers, painters and sculptors), lawyers, artisans, tradesmen and others.

The system of social insurance includes grants in respect of sickness, maternity, employment, accident, disability and old age and upon the death of the family breadwinner, family allowances, additional payments when workers change jobs for reason of health, cash compensation for treatment and rest in preventive clinics, spas and rest homes.

Students as mentioned above are paid a monthly cash compensation at the rate of 20 leva for each child, while women students are granted cash compensation in respect of pregnancy, confinement and child care for a period of 10, 12 or 14 months, depending on the order of the child's birth.

Social insurance in case of temporary incapacity as a result of sickness, maternity or employment accident as well as family allowances and the like are the responsibility of the Central Council of Bulgarian Trade Unions and its organs, the district councils of the Bulgarian Trade Unions, through specialized bodies: the State Insurance Board and the district divisions of State social insurance.

Pensions in respect of disability connected with sickness, employment accident, occupational disease, old age and death of the breadwinner and the responsibility of the Central Pension Board and its local bodies, the district pension boards.

The Central Pension Board is attached to the office of the Ministry of Finance.

Social insurance payments are financed through insurance contributions of enterprises, establishments and organizations. No contributions are levied on manual and non-manual workers and co-operative farmers.

Persons exercising a profession or trade or engaging in commercial activity pay their own insurance contributions.

If the funds derived from insurance contributions do not suffice to cover payment of the requisite cash compensation, family allowances and pensions, the balance is provided by the State budget, which includes the budget of the State social insurance system.

All payments on social insurance are made in cash. Only orthopaedic equipment and devices and free meals at preventive clinics and dietetic cafeterias are furnished in kind.

Cash compensation in respect of temporary loss of capacity for work (accidents, occupational diseases, sickness, pregnancy and childbirth, quarantine etc.) and pensions in respect of disability and old age and upon the death of a breadwinner are determined and calculated in a specified ratio (in percentages) to the remuneration received prior to the commencement of one of the circumstances constituting the reason for payment of compensation.

(a) Free medical aid for all Bulgarian citizens

The following form the normative basis for free medical aid to all Bulgarian citizens:

The Constitution of the People's Republic of Bulgaria (art. 47);

The Labour Code (art. 146, para. 2);

The Health Care Act (art. 146, para. 2);

The Rules for the Application of the Health Care Act (art. 1).

In accordance with these normative acts, all Bulgarian citizens are entitled to free medical care and comprehensive health care. With the goal of providing generally accessible and qualified medical care, the State is setting up a network of essential State bodies and establishments.

Free medical care covers:

All out-patient examinations and examinations in polyclinics and in the home, operations, treatment and tests carried out for the purpose of diagnosis, treatment or prophylaxis;

Treatment in hospitals, confinement in general health establishments and treatment in preventive clinics;

Dentistry and diseases of the oral cavity as well as free provision of prosthetic devices, excluding the cost of the materials used;

Disinfection to prevent the spread of epidemics and all forms of preventive measures carried out by prescription of sanitation bodies;

Abortions, in accordance with medical and social criteria;

Medicines during hospital treatment. For patients with certain diseases who are receiving treatment at home, medicines a list of which has been compiled by the Minister of Health are provided free of charge.

(b) Cash compensation in respect of sickness

In accordance with article 150 of the Labour Code, in case of temporary incapacity due to sickness (ordinary illness), employment accident or occupational disease, cash compensation is paid until the recovery of working capacity or until certification of disability (permanent incapacity to work).

The rate of cash compensation in the case of sickness (ordinary illness) depends upon the length of uninterrupted service until the commencement of incapacity.

In the case of uninterrupted service of between three months and 10 years, cash compensation is paid at the rate of 70 per cent of the remuneration received.

In the case of uninterrupted service of between 10 and 15 years, cash compensation is paid at the rate of 80 per cent.

In the case of uninterrupted service for over 15 years, cash compensation is paid at the rate of 90 per cent.

Where a period of temporary incapacity lasts more than 15 days, from the sixteenth day the rate of cash compensation is increased from 70 to 80 per cent and from 80 to 90 per cent.

Manual and non-manual workers, collective farmers and other persons covered by social insurance and under 18 years of age who have not completed three months' uninterrupted service receive cash compensation at the rate of 70 per cent and from the sixteenth day at the rate of 80 per cent.

In the event of employment accident or occupational disease, cash compensation is paid at the rate of 90 per cent of the remuneration received, irrespective of the length of uninterrupted service.

When it is necessary to care for a sick member of the family or to accompany him to another population centre in Bulgaria or abroad for tests or treatment, manual and non-manual workers are entitled to leave for periods determined by medical bodies; cash compensation is paid for 10 calendar days per year.

When it is necessary to look after a sick child 16 years of age or under or to accompany him to another population centre or abroad for tests or treatment, his parents - the mother or the father - are paid cash compensation for a total of 60 calendar days for one calendar year (Rules for the Application of sect. III of the Labour Code, para. 40).

(c) Maternity leave

In accordance with the Labour Code, social insurance in respect of maternity covers four periods of pregnancy, confinement and child care, the lengths of which vary in accordance with the order of the child's birth. The first period of leave

for pregnancy and confinement begins 45 days before the anticipated date of birth and ends with the birth. This leave is called pregnancy leave and lasts 45 days. If the child is born earlier, the remainder of the leave may be taken after the birth.

The second period of maternity leave is confinement leave. This lasts 75 days from the date of birth for the first child, 105 days for the second child and 135 days for the third child. For the fourth and each subsequent child, confinement leave is granted at the same rate as for the first child.

The third period covers the time from the expiry of the 75, 105 or 135 days respectively from the date of birth and pregnancy leave not used because of an inaccurate forecast or premature birth and lasts six months (180 days) for the birth of the first child, seven months (210 days) for the birth of the second child, eight months (240 days) for the birth of the third child and six months (180 days) for the birth of the fourth and subsequent children. This period is called leave for care of small children. 1/

The fourth period covers the time following the expiry of the leave for care of small children and lasts until the child is three years of age.

During pregnancy and confinement leave (first and second periods), the mother is paid cash compensation at the rate of 100 per cent of her remuneration. During leave for care of small children (third period) the woman is paid cash compensation at a rate equal to the minimum wage: 80 leva per month.

Leave granted to a mother until her child reaches three years of age is unpaid but is taken fully into account when considering length of qualifying service and the period of time subject to social insurance. 2/

Pregnancy and confinement leave is essential for a woman about to become a mother because during that period she is considered temporarily incapacitated for medical and socio-medical reasons. Leave for care of small children and until a child reaches three years of age is granted at the mother's request. Under that leave, she may go to work without requesting authorization or agreement from her doctor or the director of the enterprise by which she is employed. If a woman goes to work during the period of leave granted for the care of a small child before the expiry of the specified period corresponding to the order of the child's birth, she receives her regular remuneration as well as cash compensation at the rate of one-half the minimum wage (40 leva per month).

---

1/ See Labour Code, art. 60.

2/ Ibid., art. 61.

(d) Disability payment. Disability pensions

If temporary incapacity becomes permanent, that is, if disability ensues, the payment of cash compensation ceases. In such cases, if the necessary conditions are met, manual and non-manual workers become entitled to draw disability pensions.

In accordance with the Pensions Act, there are two types of disability pension:

Disability pension in respect of employment accident or occupational disease;

Disability pension in respect of ordinary illnesses.

Disability pensions in respect of employment accidents or occupational diseases are granted irrespective of the length of the period of qualifying service. Cases in which on-the-job injuries are sustained are specified in the Rules for the Application of the Pensions Act (arts. 56 and 57), and occupational diseases are listed in a special table (annex No. 1 to the Rules for the Application of the Pensions Act). In addition to the names of occupational diseases, the table lists harmful working conditions causing diseases, as well as occupations where such harmful conditions may arise.

The rate of the disability pension in respect of on-the-job injury (occupational disease) is determined by the rate of the gross monthly remuneration over the 12 months before the onset of the injury (occupational disease) and by the degree of loss of capacity for work, that is, the disability group as determined by a specialized medical commission: a labour commission made up of specialists and doctors. In accordance with these requirements, the rate of pension for the first disability group is from 100 to 70 per cent; for the second group from 85 to 55 per cent; for the third group, from 65 to 35 per cent of the wage or salary earned. The minimum rate of the disability pension is 65 leva per month for the first disability group, 55 leva for the second group and 45 leva for the third group.

Disability pensions in respect of ordinary illnesses are granted in those cases where the disability has commenced during the employment or not more than two years after its cessation.

The condition that the disability must have commenced during the employment does not apply to persons who have been blind from birth.

The right to receive a disability pension in respect of an ordinary illness is granted only when a specific period of time has been served before the onset of the disability depending on the age of the person in question:

Up to the age of 20, irrespective of the length of the period of qualifying service;

Up to the age of 25 - five years' qualifying service;

In the case of persons who have been blind from birth or who became blind before entering employment - after five years' qualifying service, irrespective of age.

The rate of the disability pension granted in respect of an ordinary illness is fixed in accordance with the specific disability group on the basis of the monthly remuneration over the last 12 months preceding the illness:

For disability group I, the rate of the pension is 75 to 55 per cent, for group II, from 65 to 40 per cent and for group III, from 50 to 25 per cent of the remuneration received.

Disabled persons in groups I and II are paid percentage increases on a specific basic pension rate:

From 10 to 15 years' qualifying service - 5 per cent;

From 15 to 20 years' qualifying service - 10 per cent;

Over 20 years' qualifying service - 15 per cent;

For 25 years' qualifying service for men and 20 for women, and for men who have reached age 55 and women who have reached age 50 before the commencement of the disability - 25 per cent.

The minimum rates of disability pensions granted in respect of ordinary illnesses are:

For disability group I - 55 leva per month;

For disability group II - 45 leva per month;

For disability group III - 35 leva per month.

(e) Retirement and old-age pensions

Basis: age, period of qualifying service. Rates: vary in relation to remuneration received and length of qualifying service.

Manual and non-manual workers, co-operative farmers, cultural workers and others become entitled to retirement and old-age pensions after completing the period of qualifying service and reaching the age appropriate to their particular category of employment:

Category I - 15 years' qualifying service and age 50 in the case of men and 45 in the case of women;

Category II - 20 years' qualifying service and age 55 in the case of men and 50 in the case of women;

Category III - 25 years' qualifying service and age 60 in the case of men and 20 years' qualifying service and age 55 in the case of women.