

Changes in the Labour Code concerning remote working

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Under **State Gazette № 27 issued on 29.03.2024** changes relating to remote working location, conditions and procedures for implementation were adopted as follows:

Place and nature of work

1. They must be defined in the employment contract, and more than one place of work may be negotiated. The employer may change the place of work up to 30 working days per year following a written request of the employee.
2. The employer's internal acts adopt rules that determine:
 - the procedure for assigning and accounting for remote work;
 - the content, volume, achieved results and other characteristics of the work that are relevant for reporting the work done.
3. Assignment and reporting of remote work may be carried out through an information system. In such a case, the employer has to provide employees with written information about the type and volume of work-related data that is collected, processed and stored.

Technical equipment and workplace maintenance:

- The employee should secure a workplace where the work is to be carried out.
- The technical equipment, as well as other equipment and their maintenance, are agreed upon in the employment contract.
- Software, technical support, cameras, communication devices, health & safety information, as well as other requirements listed in the Labour Code must be provided by the employer.

Organization of remote work and health and safety working conditions

- The employee is required to provide written information to the employer regarding the workplace provided by him/her, as well as to notify the employer in the event of an accident in the work environment.
- The employer, on the other hand, is responsible for safe and healthy working conditions in accordance with legal acts and collective labor agreements.
- The employee who works remotely is responsible for complying with the company's policy on work organization and occupational safety and health, as well as its prescribed rules and regulations for health and safety at work.
- At the request of the employee or the employer, a visit to the workplace with an application to the relevant "Labor Inspection" directorate is possible.

Rests, vacations and reporting of working hours

- The employee who performs remote work organizes his/her own working hours so that he/she is available and works during the time when the employer is in communication with third parties.
- The actual time worked can also be reported through an automated time reporting system.
- The employee has the right to continuous rest (inter-day and inter-week) and is not obliged to answer to the employer during his/her rest, unless it is expressly provided in the individual employment contract.

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