



## European network of legal experts in gender equality and non-discrimination

### FLASH REPORT

<b>Country:</b>	Bulgaria
<b>Title:</b>	Government to fund employers to provide accessible jobs, reasonable accommodation for persons with disabilities
<b>Date:</b>	1 July 2019
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<b><u>Context</u></b>	
<b>Issue at stake:</b>	Job accessibility
<b>Grounds of discrimination:</b>	Disability
<b>Field of application:</b>	Employment
<b>Source:</b>	Policy development
<b>Applicable law:</b>	Persons with Disabilities Act, Article 44

### **Content**

**Policy development:** Under the new Persons with Disabilities Act (PDA, in force as of 1 January 2019), the Persons with Disabilities Agency may fund employers for purposes of reasonable accommodation of workplaces for persons with disabilities, of securing access to such workplaces, of equipping (creating) such workplaces, and of training and retraining, inter alia (Article 44 (1) PDA). Under this provision, such funding is to be governed under a national programme for employment of persons with disabilities. Employers funded under this provision shall hire persons with disabilities for no less than three years (Article 44 (2) PDA). On 10 June 2019, the Minister of Labour and Social Policy (MLSP) adopted a National Programme for Employment of Persons with Disabilities (NPEPD) (valid for the duration of 2019), after a draft was approved on 6 June 2019 by the National Council for Persons with Disabilities.

Under NPEPD, employers may receive up to BGN 10 000 (EUR 5000) for purposes of securing access to workplaces for persons with disabilities. Employers may further receive up to BGN 10 000 (EUR 5000) for purposes of reasonable accommodation of existing workplaces for persons with disabilities, as well as up to the same amount for equipping new workplaces. For the purpose of training and retraining of persons with disabilities, employers may receive up to BGN 200 (EUR 100) per person per day.

It is expected that, on 8 July 2019, the Persons with Disabilities Agency will publish a call for tender for employers under NPEPD. Any employer registered under domestic legislation is eligible. A total of BGN 4.5 million (EUR 2.25 million) are earmarked for accessible jobs in 2019.

**Key points of analysis:** NPEPD is a novel programme, termed “pilot” by MLSP officials. The financial tools described above to secure accessible jobs for persons with disabilities have no precedent.

**Internet link source:** <https://www.ahu.mlsp.government.bg/portal/page/83> (in BG).