


Financing adult learning database

Name of the instrument - Local language	възстановяване на разходи за обучение
Name of the instrument - English translation	Payback clause
Scheme ID	33
Country	 Bulgaria
Reporting year	2015
Type of instrument	Payback clause
Type of entry	Single instrument
Short description	Employers and employees can agree on a payback clause. In compensation for employer-provided/financed training, employees commit themselves to stay in the company for an agreed period or (partially) pay back the costs of training. According to the Labour Code, this period differs according to the type of the contract: contract for acquiring qualification: 6 years, apprenticeship contract: 3 years; contract for higher qualification training and retraining: 5 years.
Short description of the related instruments	nap
Level of operation	National
Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	nap
Relevance	Key scheme
Legal basis	Labour Code (Art. 229-234). Payback clauses may also be regulated by collective agreements in branch/sector organisations and by individual agreements between employer and employee.

Year of implementation	1986
Year of latest amendment	2014
Operation/management	The General Labour Inspectorate, under the Ministry of Labour and Social Affairs, manages the employee's rights and obligations including the payback clause.
Eligible group(s)	All employers, employees
Group(s) with preferential treatment	None
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	<p>The Labour code defines a maximum period that an employee may be liable to work in the same company after completion of training financed by employer. This period differs according to the type of the contract: contract for acquiring qualification (Art. 229) = 6 years; apprenticeship contract (Art. 232) = 3 years; contract for higher qualification training and retraining (Art. 234) = 5 years.</p> <p>Employee is obliged to pay back the costs of training to the employer in case of employee's voluntary resignation within binding period, dismissal due to a serious contract break or non-termination of the training. In case of apprenticeship contract, the amount to be reimbursed to the employer may not exceed 3 times the minimum monthly salary for the country.</p> <p>The conditions for reimbursement of training costs laid down in the Labour code are general. More detailed conditions may be endorsed in the individual contract between employer and employee.</p>
Volumes of funding	na
Beneficiaries/take up	na
Organisation responsible for monitoring/evaluation	The General Labour Inspectorate.
Monitoring/evaluation reports available	na
Most relevant webpage - in English	http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayCountryDetail...
Most relevant webpage - local language	http://www.mlsp.government.bg/bg/law/law/KODEKS_na_truda.rtf
Sources	Labour Code
	http://www.mlsp.government.bg/bg/law/law/KODEKS_na_truda.rtf

uda.rtf

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<http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayCountryDetail...>