

Bulgaria

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Sofia). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Bulgaria scores 90.6 out of 100.0**. The overall score for Bulgaria is higher than the regional average observed across Europe and Central Asia (85.8). Within the Europe and Central Asia region, the maximum score observed is 96.9 (Cyprus).

Bulgaria - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, and gender differences in property and inheritance, Bulgaria gets a perfect score.

Areas for Improvement

When it comes to laws affecting the size of a woman's pension, Bulgaria could consider reforms to improve legal equality for women.

For example, the lowest score for Bulgaria is on the indicator measuring laws affecting the size of a woman's pension (the WBL2024 Pension indicator). To improve on the Pension indicator, Bulgaria may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits, and equalizing the mandatory retirement age for men and women.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Bulgaria are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/bulgaria/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 2, 13 and 14
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Act for Bulgarian Identification Documents, Arts. 41 and 43-44; Passport application procedures
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 2, 13 and 14
	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 13, 14 and 16
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 8
	Is there legislation on sexual harassment in employment?	Yes	Protection Against Discrimination Act, Art. 17
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Protection Against Discrimination Act, Arts. 17 and 74
	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 243; Protection Against Discrimination Act, Art. 14
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 2, 13 and 14
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 2, 13 and 14
	Is there legislation specifically addressing domestic violence?	Yes	Protection Against Domestic Violence Act; Criminal Code, Art. 93(31) Law on amendments and additions to the Law on Protection from Domestic Violence, Secs. 8 (Arts. 6a and 6b), 12 and 32
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 49-51
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 163
	Does the government pay 100% of maternity leave benefits?	Yes	Social Insurance Code, Art. 2
	Is paid leave available to fathers?	Yes	Labor Code, Art. 163(8)
	Is there paid parental leave?	Yes	Labor Code, Art. 164
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 333
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Protection Against Discrimination Act, Arts. 4(1) and 37(1)
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 2, 13 and 14
	Can a woman register a business in the same way as a man?	Yes	Commerce Act, Arts. 111-119; Commercial Register and the Register of Non-Profit Legal Entities Act, Arts. 13-14
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Code, Arts. 2, 13 and 14
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 24
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act, Art. 5
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Art. 9
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 24
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 21(2) and 30
	Is the age at which men and women can retire with full pension benefits the same?	No	Social Insurance Code, Art. 68
	Is the age at which men and women can retire with partial pension benefits the same?	No	Social Insurance Code, Art. 68a
	Is the mandatory retirement age for men and women the same?	No	Labor Code, Art. 328
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Insurance Code, Arts. 9(2)	