

# DIGITAL LABOUR CARD



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Dear BBBA Members,

As many of you might already know, important digitalization reforms in the Employment legislation are currently underway.

Bill of Amendment of the Labor Code has already been adopted on second ballot.

The Bill introduces **entirely new approach** to the labor data, which was up to this moment subject to entry in a hardcopy labor card.

We must say that it is a major leap towards the **digitization of employment relations**.

The new regime provides that labor data, related to the employee, which was to this moment entered into the labor card, shall now be **registered into the Central Electronic Data System maintained by the NRA**.



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The entry of data into the System will be regulated by Ordinance of the Minister of Finance, the Minister of Labor and Social Policy, and the Minister of e-Government. The Ordinance is expected to be issued by **1<sup>st</sup> of January 2024**.

The employers will have to submit electronic copies of all labor cards to NRA by **1<sup>st</sup> of September 2026**.

As of **1<sup>st</sup> of September 2026**:

- ✓ the employees will not be obliged to present a hardcopy labor card before the employer when the employment relation is entered as well as it is ended;
- ✓ the employers will not be obliged to enter into the hardcopy labor card the relevant circumstances about the employment relation.





Should any additional questions arise, please, do not hesitate to contact us.

Respectfully:

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