

CSR Risk Check



BULGARIA

8 country risk(s) have been identified

- **LABOUR RIGHTS (3)**

FREEDOM OF ASSOCIATION (2 RISKS)

The Confederation of Independent Trade Unions of Bulgaria (CITUB) reported that employers refuse to engage in wage bargaining and prolong negotiation in bad faith. Wage negotiations are often excluded from recognition agreement and employers push unions to fix wages through internal pay rules instead.

Sources: [ITUC-CSI, Survey of violations of trade union rights - in practice 2012-2015, 2015](#)

Bulgaria scores a 3 on the ITUC Global Rights Index (scale 1-5) for freedom of association and workers' rights, which stands for regular violations of rights. Governments and/or companies are regularly interfering in collective labour rights or are failing to fully guarantee important aspects of these rights. There are deficiencies in laws and/or certain practices which make frequent violations possible.

Sources: [ITUC-CSI, ITUC Global Rights Index, 2019](#)

DISCRIMINATION & GENDER (1 RISK)

Discrimination is a problem in Bulgaria. This discrimination leads to violence against Roma, Muslims, and people of African descent. Especially for Roma and LGBT+ people, societal prejudice and discrimination in employment is common.

Additionally, women face some discrimination in economic participation, political empowerment, and equal pay.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

- **FAIR BUSINESS PRACTICES (2)**

CORRUPTION (2 RISKS)

According to the Corruption Perceptions Index, the corruption score of Bulgaria is 43, on a scale of 0 (highly corrupt) to 100 (very clean). This means that the risk of corruption in Bulgaria is high.

Sources: [Transparency International, Corruption Perceptions Index 2019, 2020](#)

Corruption can be an obstacle to doing business in Bulgaria. Companies can face demands for facilitation payments and bribery when registering businesses or accessing public utilities.

There are strong indications that officials in all branches of government may engage in corrupt practices with impunity.

Sources: [Business Anti-Corruption Portal, 2019](#), [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

- **ENVIRONMENT (2)**
AIR POLLUTION (2 RISKS)

With 118 annual deaths per 100,000 capita, Bulgaria has the world's second most deaths (in relative terms) caused by air pollution. Most of the air pollution comes from cars, coal-fired plants and waste burning.

Sources: [The Guardian, China tops WHO list for deadly outdoor air pollution, 2016](#)

According to the World Health Organisation (WHO), this country suffers excessive air pollution.

The annual average PM2.5 level here is higher than 35 ug/m³, which the WHO describes as the first intermediate target for countries. At this level, there is a 15% greater risk of long-term mortality than at the recommended maximum annual average of 10 ug/m³. This means your employees in these countries (depending on the precise work location) are likely to be exposed to air pollution, with illness and premature death as possible consequences.

Sources: [WHO, Ambient \(outdoor\) air quality and health, 2018](#)

- **HUMAN RIGHTS & ETHICS (1)**
GOVERNMENT INFLUENCE (1 RISK)

Bulgaria is ranked 111 out of 180 countries in the World Press Freedom Index with a score of 35.06 on a scale from 0 (best possible score) and 100 (worst possible score). This means that press freedom is limited.

Sources: [Reporters Without Borders, 2020 World Press Freedom Index, 2020](#)
