REVIEW
by Assoc. Prof. Ivaylo Ivanov Staykov, Doctor of Juridical Science

on the materials submitted for participation in the competition for the academic position PROFESSOR, declared by the Institute for the State and Law at the Bulgarian Academy of Sciences, Section “Civil Law Sciences”, in Professional Field 3.6. Law, Scientific Specialty “Labour Law and Social Security” in State Gazette, issue No. 24 of 6 March 2026,

concerning the research activity of Assoc. Prof. Andrey Sashov Aleksandrov, PhD, for the period 2017–2026 (following his appointment to the academic position of Associate Professor)

1. Andrey Sashov Aleksandrov has been an Associate Professor at the Institute for the State and the Law of the Bulgarian Academy of Sciences, Section “Civil Law Sciences”, since 2017, following a successfully completed competition procedure, as well as an Associate Professor at the Faculty of Law of South-West University "Neofit Rilski" – Blagoevgrad. He delivers lecture courses in the compulsory academic disciplines “Labour Law” and “Social Security Law” at the Faculty of Law of South-West University “Neofit Rilski” – Blagoevgrad. He is Chair of the Scientific Council of the Institute for the State and the Law at the Bulgarian Academy of Sciences. He is also a member of the Editorial Board of the journal „Labour and Law“.
As a candidate in the competition for the academic position of Professor, Andrey Aleksandrov satisfies the requirement under Article 29(1), item 2(a) of the Law on the Development of the Academic Staff in the Republic of Bulgaria, namely that he has held the academic position of Associate Professor for more than two years, as well as the requirement under Article 29(1), item 1 of the same Act, namely that he has obtained the educational and scientific degree of Doctor (PhD) in the scientific specialty “Labour Law and Social Security”.
Andrey Sashov Aleksandrov has submitted all necessary documents in accordance with the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Implementation, the Regulations on the Terms and Conditions for Acquiring Scientific Degrees and Holding Academic Positions at the Bulgarian Academy of Sciences, and the Regulations on the Terms and Conditions for Acquiring Scientific Degrees and Holding Academic Positions at the Institute for the State and the Law.

2. In accordance with the requirement under Article 29(1), item 3 of the Law on the Development of the Academic Staff in the Republic of Bulgaria, a published monographic work has been submitted: Problems of Employment Relations under a Declared State of Emergency or Declared Emergency Epidemic Situation, Sofia: Spotinov Print, 2022, 196 pages, ISBN 978-619-188-795-8. The monograph represents a successful attempt to analyse the subject matter and to formulate theoretical and practical conclusions with a view to improving the legal regulation of employment relations under a declared state of emergency or declared emergency epidemic situation. To date, this remains the only monographic study dedicated to this issue.
Although the monograph is devoted to a specific issue which currently lacks practical relevance, it should be emphasised that it contains numerous principled observations regarding legislative activity in the field of labour law. One should agree with the author’s general conclusion that there is “a need for a comprehensive revision of anti-crisis labour legislation and the discontinuation of the practices of ‘lawmaking’ by administrative bodies” (p. 173). Provisions relating to a declared state of emergency or

declared emergency epidemic situation continue to exist in the Labour Code as part of the currently effective positive law and, upon the occurrence of the relevant legal facts within their hypotheses, they must be applied by legal practitioners. Therefore, even if not presently, the legal conclusions and recommendations advanced in the scholarly study may regain relevance in the future. Some of the author's conclusions also possess broader theoretical significance with regard to issues of lawmaking and legislative technique.

The conclusions of Assoc. Prof. Aleksandrov concerning the deficiencies in the legal regulation of home-based work and telework deserve support—not only in the context of a declared state of emergency or declared emergency epidemic situation, but also with respect to broader foundational issues relating to the regulation of these two forms of remote work (pp. 49–76). Particularly appropriate is the *de lege ferenda* proposal for the repeal by the legislator of Article 107l(3) of the Labour Code due to its inherent inadequacy from the perspective of the legal principles governing working time and, more specifically, overtime work (p. 74). In the same context is the proposal for the repeal of Article 8(1) of the Act on the Measures and Actions during the State of Emergency Declared by a Resolution of the National Assembly of 13 March 2020 (and on overcoming the consequences thereof), title supplemented – State Gazette, issue No. 44 of 2020, effective as of 14 May 2020 (pp. 87–88), including the author's opinion regarding its unconstitutionality, which I share.

The scholarly work satisfies all established requirements within the tradition of Bulgarian legal scholarship applicable to this type of academic analysis: a sound internal structure; logical and coherent exposition; and the formulation and substantiation of the author's theses. Certain aspects of the issues relating to employment relations under a declared state of emergency or declared emergency epidemic situation possess contributory significance both for labour law theory and for the practical application of labour law regulation—particularly with regard to remote forms of employment, part-time work and overtime work, paid annual leave, unpaid leave under Article 160(1) of the Labour Code, and issues relating to remuneration, as well as the de lege ferenda proposals for future legislative improvement in the analysed field. The monographic study (and this observation applies to all scholarly publications of Assoc. Prof. A. Aleksandrov) employs recognised methods of legal interpretation—logical, systematic, teleological, and axiological interpretation—as well as logical methods for overcoming gaps in the law, including analogy of statute and analogy of law, argumentum a contrario, and argumentum a fortiori. All of this demonstrates an excellent command of legal dogmatics and the author's ability to construct a scientifically substantiated analysis of the existing legal framework.

Particularly impressive is Andrey Aleksandrov's ability to present polemics with other authors accurately and to substantiate his own position when it differs from views already expressed in legal scholarship. This also applies to the scholarly debate between myself and Assoc. Prof. Aleksandrov on various issues concerning the regulation of employment relations in Bulgaria, developed over the years. The author is also well acquainted with judicial practice (which, for objective reasons, is not extensive) concerning the application of normative acts in the field of employment relations under a declared state of emergency or declared emergency epidemic situation, including the case law of the Constitutional Court, and appropriately incorporates it into his scholarly research. The monographic work is supported by a substantial scholarly apparatus, including works by Bulgarian and foreign authors.

It is regrettable that the author, Andrey Aleksandrov, has confined his analysis solely to labour law issues relating to a declared state of emergency or declared emergency epidemic situation. His views on the social security law aspects of this field would also have constituted an undeniable contribution, given the close relationship between

labour law and social security law, especially where the employer acts as the insured entity and the worker or employee as a compulsorily insured person.
The submitted monographic work possesses not only theoretical value, but also practical usefulness. The study may also prove beneficial in academic work related to the preparation of textbooks and teaching materials, as well as in the teaching process of the academic discipline “Labour Law”.

3. Assoc. Prof. Dr Andrey Sashov Aleksandrov has also submitted in the competition procedure additional scholarly publications of his authorship—52 articles, 7 studies, and 4 chapters in collective monographs. Many of these publications were presented as scholarly papers at national and international academic conferences. All publications have appeared in specialised scholarly journals and editions. I have been acquainted with the scholarly work of Assoc. Prof. A. Aleksandrov over the years and can only reiterate what has already been stated regarding the monograph: the author possesses a clear and comprehensible academic writing style; the ability to penetrate deeply into the analysed problem; the capacity to engage adequately and ethically in scholarly debate with other authors; an excellent command of legal dogmatics; and the ability to formulate appropriate de lege ferenda proposals for amendments to the existing legislation.
The scholarly publications of Assoc. Prof. Aleksandrov are predominantly in the field of labour law. Given the unified nature of the scientific specialty, notwithstanding the fact that it encompasses two relatively distinct branches of legal science and two independent academic disciplines, I would recommend that in the future the author also direct his attention to current issues in the field of social security law. Scholarly research in this area, which A. Aleksandrov is fully capable of developing, would undoubtedly enrich Bulgarian social security law scholarship.
The candidate in the competition, Assoc. Prof. Dr Andrey Aleksandrov, also satisfies the specific requirements set out in the Regulations on the Terms and Conditions for Acquiring Scientific Degrees and Holding Academic Positions at the Bulgarian Academy of Sciences and the Regulations on the Terms and Conditions for Acquiring Scientific Degrees and Holding Academic Positions at the Institute for the State and the Law concerning the minimum required number of accumulated “points” for holding the academic position of Associate Professor.
The submitted monographic work and the remaining scholarly publications for the period 2017–2026 (following appointment to the academic position of Associate Professor), as well as the overall research activity of Assoc. Prof. Dr Andrey Sashov Aleksandrov, provide sufficient grounds for a positive conclusion regarding his election to the academic position of Professor.
On this basis, I propose that the Scientific Council of the Institute for the State and the Law at the Bulgarian Academy of Sciences elect Assoc. Prof. Dr Andrey Sashov Aleksandrov to the academic position of Professor in the scientific specialty “Labour Law and Social Security”.

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Sofia Assoc. Prof. Ivaylo Staykov, Doctor of Juridical Science