REVIEW

by Assoc. Prof. Dr. Nikolay Todorov Kolev
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on the materials submitted for participation in a procedure for the academic position of "Professor" at the Institute for the State and the Law at the Bulgarian Academy of Sciences in the scientific area "Empoloyment Law and Social Security" in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.6. Law

1. On the procedure and the publications submitted

By a Decision of the Scientific Council of the Institute and issued on the basis of the decision Order RD-09-45 of 01.04.2026, I have been appointed as a member of the scientific jury in the procedure for the academic position of Professor at the Institute for the State and the Law at the Bulgarian Academy of Sciences in the scientific area "Employment Law and Social Security" in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.6. Law.

The provcedure was announced in the State Gazette, No. 24/06.03.2026.

Documents for participation in the procedure were submitted by the only candidate, Dr. Andrey Sashov Alexandrov – Associate Professor at the Department of Civil Law Sciences at the Institute for the State and the Law at the Bulgarian Academy of Sciences.

For participation in the procedure, the candidate has submitted:

1. one monograph – "Problems of the employment relations in the conditions of a declared state of emergency or a declared emergency epidemic situation", Sofia: Spotinov print, 2022, 196 pages, ISBN (printed) 978-619-188-795-8,
2. four publications in the form of chapters of collective scientific papers;
3. seven articles above 20 pages;

4. fifty-two standard articles (up to 20 pages).

The scientific papers submitted in this procedure are characterized by a scientific novelty and do not repeat those submitted for the acquisition of the educational and scientific degree of "Doctor" and for occupying the academic position of "Associate Professor" – requirements under Art. 29, para. 1, item 3 of the Development of the Academic Staff in the Republic of Bulgaria Act. No evidence of plagiarism or unreliability has been found in the submitted scientific papers (Art. 29, para. 1, item 6 of the Development of the Academic Staff in the Republic of Bulgaria Act).

The candidate meets the applicable scientometric requirements for participation in the competition (Art. 29, para. 1, item 5 of the Development of the Academic Staff in the Republic of Bulgaria Act, the Rules on the Terms and Conditions for Acquiring Scientific Degrees and Occupying Academic Positions of the Bulgarian Academy of Sciences and the Regulations on the Terms and Conditions for Acquiring Scientific Degrees and Occupying Academic Positions at the Institute for the State and the Law). He was a supervisor of at least one PhD student in the scientific area "Employment Law and Social Security".

2. Biographical data

Andrey Sashov Alexandrov graduated from high school in 1998 at the National High School for Ancient Languages and Cultures "St. Constantine Cyril the Philosopher", Sofia. He graduated in law (LLM) in 2005 from the Faculty of Law of Sofia University "St. Kliment Ohridski". PhD since October 20, 2011 (Art. 29, para. 1, item 1 of the Development of the Academic Staff in the Republic of Bulgaria Act).

Andrey Alexandrov joined the Department of Civil Law Sciences of the Institute in 2016 as a Senior Assistant. The candidate was a part-time lecturer at the Faculty of Law of Sofia University "St. Kliment Ohridski". From 2008 to 2015, he led seminars in the disciplines "Employment Law" and "Social Security Law".

Since 2017, Andrey Alexandrov has been appointed as an associate professor in the scientific discipline "Employment Law and Social Security" under main employment contract (Art. 29, para. 1, item 2 of the Development of the Academic Staff in the Republic of Bulgaria Act). Since 2020, he has been lecturing at the South-West

University "Neofit Rilski" as an Associate Professor of Employment Law and Social Security (under an employment contract for external part-time employment). He has been a lecturer in numerous practical trainings on topical issues of employment and social security law, organized by various training organizations.

Outside of his scientific activity, Andrey Alexandrov has been registered as attorney at the Sofia Bar Association since 2008, practicing in the field of employment law and social security law as a partner of the team of Kambourov & Partners Law Firm. Prior to that, he worked as a legal adviser at the State Commission on Information Security (2005 – 2008).

Since 2014 he has been a member of the Management Board and Scientific Secretary of the Bulgarian Association of Employment Law and Social Security. Member of the editorial board of magazine “Pravna misal” and the magazine. "Trud I pravo".

3. Regarding the presented scientific papers.

In the announced procedure, Dr. Andrey Alexandrov presented the habilitation work "Problems of the employment relations in the conditions of a declared state of emergency or a declared emergency epidemic situation". The presented monographic work does not repeat the presented publications for acquisition of the educational and scientific degree of "Doctor" and for occupying the academic position of "Associate Professor" (Art. 29, para. 1, item 3 of the Development of the Academic Staff in the Republic of Bulgaria Act).

The monograph consists of 196 pages, including a bibliographic reference of works in Bulgarian, German and English, as well as an appendix with publications in legal eriodicals and electronic sources. In Bulgarian legal theory, the problems of the employment relations in the conditions of a declared state of emergency or a declared emergency epidemic situation have been subject of limited analysis mainly in articles on individual aspects of this topic, as well as as part of books dealing with various issues of the declared state of emergency or the declared emergency epidemic situation during the COVID pandemic. However, it should be noted that the presented habilitation work is the first systematic monographic work in the field of the employment

law, which is devoted entirely to the problems of empoloyment relations in a declared state of emergency or a declared emergency epidemic situation. As such, the work contains a comprehensive study of the questions posed, which determines its contributing nature. It should also be noted that the topic is interdisciplinary in nature, because it concerns issues not only of employment law, but also of administrative law, so its development requires in-depth knowledge not only in the field of employment law theory, but also in the field of administrative law and process theory. Although the work was published in 2022, it does not lose its relevance and the contributing moments that it contains.

The monograph is divided into an introduction and three chapters, ending with conclusions and recommendations. Structurally, the analysis is properly structured.

The first chapter examines the sources of employment rights and obligations adopted during the COVID pandemic aimed at overcoming the negative consequences of the pandemic. A comparative legal analysis has also been carried out of the legislation of other countries (Belgium, France, Poland, Romania, the Netherlands, Spain, Ireland, Austria, Greece, Italy, etc.).

The second chapter examines consistently the institutes of our employment law affected by legislative amendments in the period under review, mainly through the Law on Measures and Actions during the State of Emergency, declared by a decision of the National Assembly of 13 March 2020, and on overcoming the consequences, and the amendments made to the Labour Code implemented by this statutory act. The main practical problems related to the introduction of remote forms of work, part-time work, overtime, the use of paid and unpaid leave, the payment of wages and other essential issues of employment law in the context of the state of emergency (emergency epidemic situation) are outlined. The adopted statutory provisions have been subject to critical analysis and a number of proposals have been formulated for their improvement.

Chapter Three focuses on various changes in the employment legislation that could have been adopted as a result of the COVID pandemic, such as issues regarding the vaccination, recovery or testing certificate of employees and the consequences of not having a certificate or the refusal of the employees to present it to the employer.

The author develops the problems in depth, showing his abilities for a detailed and critical analysis of the questions. Assoc. Dr. Alexandrov advocates his own understanding of the discussion points and does not hesitate to argue his critical position towards the current legal framework, dedicating a separate chapter to various changes in the legal framework that have been and continue to be necessary, as the proposals made by him can be shared.

In the habilitation work, a significant scientific apparatus was used including works mainly in Bulgarian language. In his research, the author has analyzed the entire contemporary Bulgarian legal literature on the employment relations in the conditions of a declared state of emergency or a declared emergency epidemic situation, examining the opinions of different authors, in many cases supplementing them with his own arguments, and where he does not accept certain of their views, he argues with them, and the dispute is distinguished by correctness to the theses advocated. As mentioned, the legal framework in a number of foreign legislations has been examined comparatively.

The work contains a number of theoretical contributions, in addition to the main one, which I have already indicated above – a systematic monographic work dedicated to the problems of the employment relations in the conditions of a declared state of emergency or a declared emergency epidemic situation. The main contributions must be listed, as follows:

1. the detailed analysis of home work and remote work with precise highlighting of the differences between them, as well as the issues regarding health and safety at work, labor accident occurred at the home of the worker or employee, the coverage of the costs of consumables for the performance of employment duties, communication with the employer, working hours (p. 41 – p. 76);
2. the regime of overtime under the conditions of a declared state of emergency or a declared emergency epidemic situation and the correlation with the overall legislative concept on overtime work (pp. 86 – 92);
3. the specifics of the use of paid annual leave and unpaid leave in the conditions of a declared state of emergency or an emergency epidemic situation (p. 93 – p. 106);

4. the problems of employment relations caused by the vaccination of workers and employees (pp. 124 – 141)

In summary, in his monograph Assoc. Dr. Alexandrov presents us with an in-depth analysis of the problems of the employment relations in the conditions of a declared state of emergency or a declared emergency epidemic situation, justifying the necessary improvements that the current legal framework needs. The practical benefit of the presented monograph is indisputable – the work is extremely useful for practicing lawyers.

The publications presented in the procedure in the form of chapters of collective scientific works, studies and articles once again prove the skills of Assoc. Dr. Alexandrov to interpret and analyze current and essential legal problems of the employment law and to reach conclusions of theoretical and practical significance (Art. 29, para. 1, item 4 of the Development of the Academic Staff in the Republic of Bulgaria Act).

4. General assessment of the scientific activity and evaluation of the teaching activity of the participant in the procedure.

The participant in the procedure has a significant volume of scientific production. The publications presented in the competition are only a small part of the scientific work of Assoc. Dr. Alexandrov. He has indicated 263 scientific publications and another (as he himself defines them) – 264 practical works. All of them are in the field of the employment law, where the author has long-standing interests. The significance of the scientific production can also be assessed from the presented list of numerous citations of his works in publications of other scientists and legal practitioners.

In addition, in the period 2008 – 2015, Dr. Alexandrov was a part-time assistant professor at the Faculty of Law of Sofia University "St. Kliment Ohridski" on the disciplines Employment Law and Social Security Law, and since 2020 he has been lecturing at the South-West University Neofit Rilski as an associate professor of employment law and social security law. In this regard, the feedback on his lecturing activities from fellow lecturers and students is completely positive.

All that has been said undoubtedly determines the position of Assoc. Dr. Alexandrov as a reputable scientist in the field of employment law with significant number of years of practical experience.

CONCLUSION:

On the basis of the above, I consider that the only candidate under the procedure, announces in the State Gazette, No. 24 of 06.03.2026, meets all conditions under Art. 29 of the Development of the Academic Staff in the Republic of Bulgaria Act, therefore I will vote undoubtedly for a decision by the scientific jury to propose to the Scientific Council of the Institute for the State and the Law to elect Assoc. Prof. Dr. Andrey Sashov Alexandrov at the academic position of Professor at the Institute for the State and the Law at the Bulgarian Academy of Sciences in the scientific area Employment Law and Social Security Law, in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.6. Law.

23.05.2026 Sincerely yours: _____

Sofia Assoc. Prof. Dr. Nikolay Kolev