TO

THE SCIENTIFIC JURY FOR HOLDING A COMPETITION FOR THE ACADEMIC POSITION OF "PROFESSOR" IN THE PROFESSIONAL FIELD 3.6 LAW, SCIENTIFIC SPECIALTY "LABOR LAW AND SOCIAL SECURITY",

INSTITUTE FOR STATE AND LAW AT THE BULGARIAN ACADEMY OF SCIENCES

OPINION

In a competition for the academic position of "Professor" in the professional field 3.6 "Law", scientific specialty "Labor Law and Social Security", announced in State Gazette No. 24/06.03.2026 with Assoc. Prof. Dr. Andrey Sashov Aleksandrov

By Prof. Dr. Galina Ognyanova Yolova – Paskaleva, Department of Legal Sciences, University of Economics – Varna, field of higher education 3. Social, Economic and Legal Sciences, professional field 3.6 "Law", scientific specialty "Labor Law and Social Security"

Grounds for preparation - Order No. RD-No RD-09-45/1.04.26 of the Scientific Jury for determining the composition of the scientific jury for occupying the academic position of "Professor" in the professional field 3.6 "Law", scientific specialty "Labor Law and Social Security", announced in the State Gazette No. 24/06.03.26 and a decision at the first meeting of the scientific jury, held on 07.05.2026.

I. Candidate for the competition

The candidate for the competition is Assoc. Prof. Dr. Andrey Sashov Alexandrov, Department of Civil Law, IDP-BAS. The submitted documents of the candidates are fully in accordance with the Law on RRASB, the Regulations for the Implementation of the Law on Scientific Studies and the Rules on the Terms and Conditions for Acquiring Scientific Degrees and Occupying Academic Positions at the Institute for State and Law at the Bulgarian Academy of Sciences.

II. Data and personal characteristics of the candidate

Assoc. Alexandrov graduated in Law in 2005 from Sofia University "St. Kliment Ohridski". Kliment Ohridski". In 2011 she acquired a PhD degree in Labor Law and Social Security with the topic of her dissertation "Legal consequences of the change of employer". In 2016 he was appointed as a Chief Assistant Professor at the Institute of Internal Affairs – BAS, and the following year he was elected Associate Professor. Since 2020 he has been teaching the subjects "Labor Law" and "Social Security Law" at the South-West University "Neofit Rilski". He has serious and successful practical experience, in addition to being a lawyer, but also as a member of the Management Board and Scientific Secretary of BATVET, member of the NSF VNEC, member of expert committees at NEAA. Certified mediator.

There are ten trained PhD students, of which one has successfully defended so far.

My joint work with Assoc. Prof. Alexandrov in research projects gives me reason to share my excellent impressions of his high scientific productivity, quality academic analytics, responsibility and strictness to the commitments, as well as his qualities as a correct and quality researcher and collegiate researcher.

III. Habilitation Monograph and Scientific Applied Significance

The main monographic work on the topic "Problems of labor relations in the conditions of a declared state of emergency or a declared emergency epidemic situation" has a total volume of 196 pages, a balanced introduction, three chapters, conclusions and recommendations. It is written in a clear and accessible language, but with the necessary academic level. The topic chosen by the author is undoubtedly relevant and significant for legal theory. The paper presents a comprehensive, comprehensive study devoted entirely to the legal problems of labor relations in the conditions of a declared state of emergency and an extraordinary epidemic situation. In this sense, the analyses, systematics and, most importantly, the conclusions of the study fully correspond and prove his scientific thesis, namely – the need for a comprehensive revision of the anti-crisis labor legislation and the suspension of the practices of "legislation" by administrative authorities. In this sense, it can be summarized that the presented monographic work fills a significant gap in the legal doctrine and theory of labor law, since so far there are no comprehensive and detailed studies concerning such specific topics, namely - dedicated to the legal problems of labor relations in the conditions of a declared state of emergency or a declared emergency epidemic situation. At the same time, the study is emphatically relevant in the aspects of the dynamics of the regulatory framework, given the fact that from the specific logic of the "anti-crisis" labor legislation the author derives generally significant conceptual and theoretical statements and solutions.

When clarifying the topic, it is approached at the appropriate high scientific level, established scientific concepts are handled correctly, scientific conclusions, conclusions and proposals de lege ferenda are deduced and formulated in a reasoned and reasoned manner.

The most important contributions of the monographic work are the following:

- A substantiated critical analysis of the specifics of the introduction and implementation of the anti-crisis labor legislation in certain aspects of the development of labor relations.
- Analysis of the specifics of home work and remote work as a priority in the context of employers' obligations to ensure health and safety at work by systematizing practical problems and drawing appropriate substantiated conclusions de lege ferenda
- Systematized analysis of the problems related to the digitalization of labor relations and the administration of justice in labor disputes with the derivation of justified and high practical decisions and recommendations
- Systematically and consistently, and at each stage and aspect of the research, conclusions, generalizations and proposals are deduced and substantiated, giving a complete answer to the scientific thesis, goals and objectives of the research.
- Indisputable practical orientation of the normative and doctrinal analysis, given the emphatically critical scientific approach and its corresponding comprehensive systematization of scientific and applied solutions for improving practice.
- The results of the study are clearly and correctly presented and can serve both for the improvement of legal theory and for the legislative adjustments necessary in the relevant field.

In conclusion***, it can be summarized*** that the author has carried out a normative analysis that is valuable and at the necessary doctrinal level, which is an indisputable positive and with a marked practical significance in the further development of theoretical statements. Such a study is undoubtedly innovative for our legal doctrine, which confirms its relevance and marked importance for the theory and development of labor law.

IV. **Other publications and identification of scientific contributions**

In the competition for professor, the candidate participates with a significant volume of scientific production, including 4 independent chapters in collective monographs, 7 studies, 52 articles and 25 reports.

The scientific production of Assoc. Prof. Alexandrov is entirely in the field of the announced competition, and he is impressed that the scientific articles, studies and reports are in valid, refereed and indexed editions. In the presented publications, the candidate demonstrates the ability to formulate and argue scientific theses, the problems are developed at an extremely high academic level, is distinguished by the depth of scientific analysis, and on the basis of established doctrinal statements the author derives reasoned theoretical opinions, substantiated and adequate proposals de lege ferenda, thereby building on the legal theory in the specific field of his scientific interests.

The extremely broad area of the applicant's scientific interests can be grouped into the aspects:

- Digitization of labor law relations and digitization of documents of labor law significance;
- labour law aspects of personal data protection;
- protection against discrimination and harassment in the workplace;
- current issues of the legal regime of remuneration, paid annual leave and termination of the employment relationship;
- procedural aspects in the consideration of labor disputes and the administration of justice in labor cases;
- publications dedicated to the quality of labor legislation.

The statements declared by the applicant in the Reference for the fulfillment of minimum national requirements for occupying the academic position of "Professor" in the field of higher education 3. "Social, Economic and Legal Sciences", according to Art. 2b, para 2 and 3 of the Law on the Prevention of Corruption and Corruption are as follows – by indicator group "D" – 680 points at (minimum 100 points)in group of indicators "D" - 1345 (with a minimum of 100 points), obviously in times exceeding the minimum required ones.

The contributing moments in the different groups of publications are of a markedly scientific and scientifically applied nature, in view of which I accept them as real, significant and enriching the existing legal theory and practice.

The more important of them are the following:

1. Doctrinal and theoretical, analysis of the impact of digitalization on the administration of labor relations at the level at which justified conclusions, specific legislative proposals and recommendations for the application of the norms of the relevant regulations are drawn - the Ordinance on the Type and Requirements for the Creation

and Storage of Electronic Documents in the Employment File of the Worker or Employee and the Ordinance on Entry in the Employment Register.

2. Extremely broad practical expertise, supporting practice with concrete solutions to practical issues related to the creation and storage of electronic documents, submission of electronic labor records, etc.

3. Analysis of individual aspects of personal data protection, with a corresponding comparative analysis of the national and European data protection legislation and a reasoned derivation of the need for reforms.

4. A strong scientific interest in the issues of protection against discrimination and harassment in the workplace has been emphasized.

5. Studies in the field of basic institutes of labor law, which are given a modern and serious innovative author's reading - remuneration, paid annual leave and termination of the employment relationship. At this level, with extremely reasoned analyticalism Assoc. Alexandrov derives and substantiates his own theses concerning the unfortunate legislative decisions in the regulation of the minimum wage, the expediency of retaining additional remuneration for acquired work experience and professional experience, the need to eliminate the unclear regulation of "non-attendance" days, included in public holidays; building and strict maintenance of a legislative concept for limiting overtime, the categorically erroneous return to the legislative decision the right to use the paid annual leave to be time-barred, the inherently discriminatory regulation of termination of employment relations with habilitated persons upon reaching the age of 65, the abolition of the due gratification benefit under Art. 222, para. 3 of the Labor Code in case of guilty behavior of the worker or employee, which led to the termination of his/her employment relationship, necessary changes in the matter of preliminary protection in case of dismissal, etc.

6. Critical and reasoned analysis of the procedural aspects of the consideration of labor disputes and the administration of justice in labor cases, on which the author makes recommendations for a narrower specialization of judges hearing labor cases, relieving the judicial system of some cases (e.g. for imposed penalties "reprimand" and "warning for dismissal", especially in cases where the employment relationship has been terminated after their imposition), strengthening the out-of-court means of resolving labor disputes, etc.

7. Contributions to support the practice: For more than ten years Assoc. Prof. Alexandrov has been a lecturer in numerous practical trainings on topical issues of labor and social security law, organized by various training organizations.

The publications of Assoc. Alexandrov have a remarkable number of citations, and out of the 100 points required under the group of indicators "E", the points collected from declared citations are 1345 points, significantly exceeding the established minimum.

The attached data are undoubtedly an indication of the very high scientific popularity of the developments and their recognition in scientific circles.

In summary, it can be concluded that in the works presented in this way, an extremely high degree of theoretical knowledge, excellent knowledge of the national and European legal framework, as well as the ability to formulate independent scientific conclusions and reasoned proposals for improving the legislation clearly stand out. At the same time, the publications systematically combine high academic value with significant practical orientation, of utmost importance, both for science and law enforcement institutions.

In this sense, it is obvious that the candidate is an extremely productive researcher with a high level of knowledge in the relevant scientific field, a correct researcher, whose scientific research work is at an undeniably high academic level, is distinguished by the depth of scientific analysis and the achieved research and applied results, and in this sense, in quantitative and qualitative aspects, fully meets the requirements of the Law on Scientific Research and Applied Research, and in this sense, in quantitative and qualitative aspects, fully meets the requirements of the Law on Scientific and Applied Studies for occupying the academic position of "Professor".

V. Plagiarism

In the scientific papers presented at the competition by Assoc. Prof. Alexandrov, the presence of plagiarism, incorrect data and/or incorrect reference to foreign scientific works was not found.

VI. Critical remarks and recommendations.

I believe that it is good, on the one hand, for the candidate to use the accumulated research and expertise by focusing on the development of independent scientific and applied projects. On the other hand, to expand his scientific research in the field of social security law, where I believe that he has significant scientific and research potential.

VII. Compliance assessment and conclusion.

My overall assessment of the set of indicators is very high. Assoc. Alexandrov is an extremely productive and valuable researcher, a strict and correct researcher, and in this sense his scientific research work is at an indisputably high academic level, and in quantitative and qualitative aspects not only covers, but also to a significant extent, at times, exceeds the requirements for occupying the academic position of "professor". Without hesitation, I can confirm that he is one of the few researchers in the field of labor law and social security law, whose developments have such a distinct practical and applied character.

The stated motives, as well as positive assessments of the activities and scientific work of Assoc. Andrey Alexandrov give grounds to conclude that the indisputable scientific and applied practical achievements of his developments, his excellent and established expertise, as well as the overall assessment of his professional qualities, fully meet the quantitative and qualitative requirements for occupying the academic position of "Professor", according to Art. 2b, para 2 and para. 3 of the Law on the Implementation of the Law on the Teaching of Science and the Rules on the Terms and Conditions for Acquiring Scientific Degrees and for Occupying Academic Positions at the Institute for State and Law at the Bulgarian Academy of Sciences.

Based on the above, I confidently propose to the esteemed members of the scientific jury, Assoc. Dr. Andrey Sashov Alexandrov to be elected for the academic position of Professor in the professional field 3.6 Law, scientific specialty "Labor Law and Social Security", by proposing to the National Assembly of the IDP its approval.

22.06.2026

Prepared by:.....

Prof. Dr. Galina Yolova – Paskaleva