SUMMARIES OF SCIENTIFIC PAPERS
of
Assoc. Prof. Dr. Andrey Sashov Aleksandrov

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professional field 3.6. Law – Labour Law and Social Security Law,
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I. Monograph

Nr.	TITLE
7.1.1	***Aleksandrov, A. PROBLEMS OF LABOUR RELATIONS UNDER A DECLARED STATE OF EMERGENCY OR A DECLARED EPIDEMIC EMERGENCY SITUATION, Sofia: Spotinov Print, 2022, 196 pages, ISBN (print) 978-619-188-795-8.***
	On 13 March 2020, the spread of the disease COVID-19, which had reached pandemic proportions, necessitated the declaration of a state of emergency in the Republic of Bulgaria, later replaced by an epidemic emergency situation. Over the following two years, a number of legislative amendments were adopted, including in the field of labour law, aimed at reducing the risks of the spread of COVID-19 and counteracting the negative financial consequences of the pandemic. The study "Problems of Labour Relations under a Declared State of Emergency or a Declared Epidemic Emergency Situation" was completed at the end of the above-mentioned period and represents an attempt to take stock of and assess the advantages and disadvantages of Bulgaria's anti-crisis labour legislation. It has a total length of 195 pages and includes an introduction, three chapters, conclusions and recommendations. The first chapter examines the new (at that time) sources of labour rights and obligations created with the aim of overcoming the negative consequences of the pandemic. A comparative legal analysis with the legislation of other countries is also carried out. The second chapter successively examines the institutions of Bulgarian labour law that were affected by legislative amendments during the period under consideration, mainly through 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 for Overcoming the Consequences, and the amendments to the Labour Code introduced by this Act. The main practical problems related to the introduction of remote forms of work, part-time work, the performance of overtime work, the use of paid and unpaid leave, the payment of remuneration and other essential issues of labour law in the context of the state of emergency (epidemic emergency situation) are outlined. The adopted provisions are subjected to critical analysis and a number of proposals for their refinement are formulated.

	Chapter Three is devoted to the "changes that did not happen" in Bulgarian labour legislation: essential issues for which there was no explicit regulation or where the adopted regulation was insufficient to clearly and consistently regulate the rights and obligations of the parties to the employment relationship. An example of this were the numerous controversial issues concerning the possession of certificates of vaccination, recovery or testing by workers and employees, as well as the consequences of the absence of such a certificate or a refusal to present it to the employer. Particular attention, both then and now, deserves the topic of the digitalization of documents of labour-law significance. (Fortunately, since the publication of the monograph, significant progress has been made in this respect.) Specific problems concerning the administration of justice in labour disputes, most often related to the termination of employment relationships in the context of the pandemic, are also examined. To this day, I remain firmly convinced that under no circumstances should the consideration of labour disputes be suspended, as we witnessed when the state of emergency was declared in the country on 13 March 2020. With the benefit of hindsight, I would add the following. I allowed myself to propose this monograph for the purposes of the announced competition with the clear awareness that the problems analyzed in it might be perceived as no longer topical. However, I believe that, just like every individual, society as a whole must remember and learn from its mistakes. Between 2020 and 2022 we experienced a difficult period of uncertainty and fear and suffered emotional and material damage. We cannot exclude the possibility that the future may bring new dangers. If that happens, we should at least avoid repeating previous mistakes. That is why it is worthwhile for them to continue to be discussed.

II. Articles*

Nr.	TITLE
7.1.2	**Articles related to the topic of the habilitation monograph**
19.	***Aleksandrov,*** *A. The State of Emergency Cannot Be a Justification for Exceptionally Poor-Quality Labour Legislation. – Savremenno pravo (Contemporary Law), 2020, No. 1, pp. 61–73, ISSN 0861-1815.*
21.	***Aleksandrov, A.*** *On the Unfulfilled Digitalization of Labour-Law Documentation and the Administration of Justice in Labour Disputes and the Damage Suffered by Society as a Result. – In: Law and Business in Contemporary Society. Proceedings of the 3rd National Scientific Conference, 13 November 2020, Varna: Science and Economics Publishing House, 2020, pp. 338–348, ISSN 2738-7488.*
24.	***Aleksandrov, A.*** *"Anti-Crisis" Labour Legislation – A Means of Overcoming or of Deepening the Negative Economic Consequences of the Covid-19 Pandemic. – In: Problems of Labour and Social Security Law. Proceedings of the National Scientific Conference in Memory of Prof. Dr. Atanas Vasilev on the Occasion of*

* Due to the large number of submitted articles, studies and chapters from collective monographs, I will not provide a separate abstract for each of them (especially since most of them have been published in editions that already include abstracts). Instead, I will attempt to group them thematically and present a brief summary. The declaration on the scientific contributions also sets out the reasons why I have chosen to present my work from the past years to the members of the scientific jury through these particular publications.

	the 70th Anniversary of His Birth, Sofia: UNWE Publishing Complex, 2021, pp. 319–329.
28.	***Aleksandrov, A.*** *The Act on the Measures and Actions during the State of Emergency and for Overcoming the Consequences – A Means of Overcoming or of Deepening the Negative Economic Consequences of the Covid-19 Pandemic? – Proceedings of UNWE, 2021, No. 3, pp. 301–312, ISSN (Online): 2534-8957, ISSN (Print): 0861-9344.*
31.	***Aleksandrov, A.*** *Mandatory ↔ Voluntary Vaccination and the Processing of Data on Vaccination Status in Employer–Employee Relations. – In: Education, Science and Digital Innovations. Synergy for a Professional Path. Proceedings of a National Round Table, 19 November 2021, Varna: University of Economics – Varna / VSU "Chernorizets Hrabar", 2022, pp. 27–35, ISBN 978-954-715-721-7.*
	All the above-mentioned articles examine different aspects of the "anti-crisis" labour legislation in force during the COVID-19 pandemic. The accumulation of issues deserving more in-depth analysis eventually led to the idea of summarising them in a monographic work. The title of the first article contains a concise expression of a large part of the conclusions: **a state of emergency cannot serve as a justification for exceptionally poor-quality labour legislation**. Undoubtedly, the unforeseen situation of the pandemic caught society unprepared, which may explain the hasty legislative response in the face of a crisis of such an unprecedented scale. Sooner or later, however, the time comes when answers must be sought to the numerous questions related to the operation of this legislation. All the studies mentioned aim to outline at least some of the problems arising from the legal uncertainty that was created, with the hope that similar mistakes will not be repeated in the future.
7.1.2	**Mortality, Ageing and Quality of Life**
1.	***Aleksandrov, A.*** *Long-Term Care for the Elderly – Legal Regulation in Bulgarian Legislation. – In: Current Problems of Labour and Social Security Law, Vol. 10, Sofia: St. Kliment Ohridski University Press, 2018, pp. 162–177, ISBN 978-954-007-4553-4.*
9.	***Aleksandrov, A.*** *On the "Substitute" Incomes of Persons in Advanced Age – Is the Search for Labour Income by the Elderly a Matter of Choice or of Economic Compulsion? – In: Law and Business in Contemporary Society. Proceedings of the 2nd National Scientific Conference, 8 November 2019, Varna: Science and Economics Publishing House, University of Economics – Varna, 2019, pp. 234–249, ISSN 2603-5073.*
	The two publications contain part of the results of my work on the project **"Measures for Overcoming the Demographic Crisis in the Republic of Bulgaria"**, within the working group "Mortality, Ageing and Quality of Life." The first study examines long-term care for the elderly as an insured social risk known in other European legal systems. It substantiates the conclusion that long-term care should be removed from the material scope of the welfare system, since

	its current placement implies that only socially disadvantaged citizens need it, which is far from the truth. Despite the inevitable increase in the insurance burden, the introduction of long-term care as a new insured social risk deserves serious consideration. The second study generally traces the pension insurance model in Bulgaria, the types of pensions, and the situations in which the social insurance system proves unable to cover the needs of persons in advanced age, thus requiring the involvement of the welfare system.
7.1.2	**Personal Data Protection**
4.	***Aleksandrov, A.*** *The General Data Protection Regulation in the EU: New Requirements and Challenges for Employers. – In: Proceedings of the International Scientific Conference "The Role and Importance of International and Supranational Law in the Contemporary World", 27 October 2017, UNWE. Sofia: UNWE Publishing Complex, 2018, pp. 202–217, ISBN 978-619-232-126-0.*
11.	***Aleksandrov, A.*** *Some Observations on the "Bulgarian Interpretation" of the Rules Concerning Personal Data Breaches. – Accounting, Taxes and Law, 2019, No. 9, pp. 60–67, ISSN 1314-6165.*
15.	***Aleksandrov, A.*** *Why Bulgaria's Domestic Personal Data Protection Legislation (Again) Does Not Meet the Requirements of EU Law. – In: Tradition and Development of Legislation in the Field of the Economy. Proceedings of a Scientific Conference Organized on the Occasion of the 50th Anniversary of the Adoption of the Criminal Code. Sofia: UNWE Publishing Complex, 2020, pp. 33–43, ISBN 978-619-232-276-2.*
30.	***Aleksandrov, A.*** *Data Protection Officer – Requirements, Status and Functions. – In: Personal Data Protection and Digitalisation – Challenges and Prospects. Proceedings. Varna: Science and Economics Publishing House, 2021, pp. 44–55, ISBN 978-954-21-1002-3.*
35.	***Aleksandrov, A.*** *Processing of Personal Data of Children in the Context of Employment Relations. – In: Law and Business in Contemporary Society. Proceedings of the 5th National Scientific Conference, 12 October 2022, Varna: Science and Economics Publishing House, 2023, pp. 444–454, ISSN 2603-5073.*
40.	***Aleksandrov, A.*** *Processing of Personal Data of Members of the Employee's Household by the Employer. – In: Proceedings of the Conference "Law in the Age of Digital Transformation: Challenges and Opportunities", held on 19 May 2023. Sofia: New Bulgarian University Press, 2024, pp. 84–99, ISBN 978-619-233-336-2.*
47.	***Aleksandrov, A.*** *Is Monitoring by Technical Means by the Employer over the Behavior of Workers and Employees Permissible and Necessary, Including in an Electronic Environment? – In: Technology and Law. Proceedings of a Scientific Conference with International Participation, held in hybrid format at Plovdiv University on 30 October 2024, Plovdiv University Press, 2025, pp. 427–445, ISBN 978-619-7768-49-7.*
7.1.4	
3.	***Aleksandrov, A.*** *Chapter III, paragraphs 3.1 and 3.2: Higher Education Institutions as Personal Data Controllers (3.1. Concept of a Personal Data Controller and Processor; 3.2. Data Protection Officer). – In: Mateeva, Zh., A. Andreeva, R. Ivanova, A. Aleksandrov, V. Karadzhov, O. Asenov, Hr. Alaminov,*

	Personal Data Protection in Higher Education (Legal and Managerial Aspects), Varna: Science and Economics Publishing House, 2024, ISBN 978-954-21-1171-9.
	With the adoption of **Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)**, the reform of the legal regime governing personal data protection reached an important stage in its historical development through the establishment of uniform, directly applicable in all Member States, and more stringent rules for the processing of personal data. Compliance with these rules poses a serious challenge for all personal data controllers and processors within the territory of the EU, including those in Bulgaria. The studies in this group aim to analyze the introduced rules primarily through the perspective of one large category of personal data controllers, namely employers. For them, the processing of employees' personal data is a continuous and intensive activity accompanying every stage in the development of the employment relationship: from its establishment, through its possible modifications, to its termination. Personal data of workers and employees are constantly collected and processed in order to enable the fulfilment of the rights and obligations of the parties to the employment contract. In fact, the processing of personal data often "outlives" the employment relationship, at least because employers retain documentation concerning former employees for pension and social security purposes, for access to enterprise social, welfare and cultural funds, and so forth. The cited studies seek to answer questions concerning the degree of preparedness of Bulgarian employers to meet the heightened requirements for data security and the possible consequences in cases where violations are established.
7.1.2	**Protection against Discrimination**
3.	***Aleksandrov, A.*** *On Protection against Discrimination in the Exercise of the Right to Work and Harassment in the Workplace. – In: Protection against Discrimination: Legal Framework, Problems and Trends. Proceedings of a National Scientific Conference, 8 June 2018, University of Economics – Varna, 2018, pp. 109–119, ISBN 978-619-241-005-6.*
12.	***Aleksandrov, A., P. Klassa.*** *How Effective Is the Protection Provided by Bulgarian Labour Legislation for Persons with Disabilities? – Savremenno pravo (Contemporary Law), 2019, No. 3, pp. 40–52, ISSN 0861-1815.*
46.	***Aleksandrov, A.*** *Guarantees for the Right to Work of Employees with Mental Disabilities. – In: Protection against Discrimination in Bulgaria, in Europe and Worldwide. Proceedings of an International Scientific Conference, 19–20 April 2024, New Bulgarian University. Sofia: New Bulgarian University Press, Series Forum for Legal Research, Book Three, 2025, pp. 552–567, ISBN 978-619-233-378-2 (print edition); 978-619-233-379-9 (online edition).*
	Bulgaria's anti-discrimination legislation provides for a complex set of obligations for employers related to the creation of a non-discriminatory environment for the

	exercise of the right to work. In recent years, the topic of workplace harassment has also gained particular relevance. The aim of the studies in this group is to outline specific anti-discrimination measures intended to reduce the risk of discriminatory acts occurring within the enterprise. The article *"How Effective Is the Protection Provided by Bulgarian Labour Legislation for Persons with Disabilities?"* mainly examines the regulation contained in the Persons with Disabilities Act and the regulation for its implementation, which obliges employers to hire persons with permanent disabilities. The obligation to pay "compensatory contributions" in cases of failure to comply with the quotas for the employment of persons with permanent disabilities is subjected to critical analysis. The article *"Guarantees for the Right to Work of Employees with Mental Disabilities"* identifies a paradox characteristic of our country: when various forms of protection for persons with disabilities are discussed, they usually refer primarily to physical disabilities. Much less attention has been paid to the question of how people with mental disabilities can be effectively protected from discrimination in the workplace, integrated into the work collective, and guaranteed the right to work—of course, insofar as their condition allows them to perform work and insofar as they wish to be employed.
7.1.2	**Digitalization of Labour-Law Documentation**
39.	***Aleksandrov, A.*** *Continuation of the Processes of Digitalization of Documents of Labour-Law Significance. – In: Law and Business in Contemporary Society. Proceedings of the 6th National Scientific Conference, 19 October 2023, Varna: Science and Economics Publishing House, 2024, pp. 174–187, ISSN 2603-5073.*
45.	***Aleksandrov, A.*** *On the Processes of Digitalization of Labour-Law Documentation. – In: Proceedings of the Scientific Conference "Contemporary Challenges and Traditions in Law", 12–13 June 2025, Sofia: Institute for State and Law – Bulgarian Academy of Sciences, 2025, pp. 58–78, ISBN 978-954-9583-49-6.*
48.	***Aleksandrov, A.*** *In Which Cases Can Electronic Declarations of the Parties to an Employment Relationship Produce Legal Effects? – Labour and Law, 2025, No. 10, pp. 5–19, ISSN 1312-9481.*
	In recent years, the topic of the digitalization of labour-law documentation has become increasingly relevant, which is why I have repeatedly returned to it in my research. The first step in this regard was taken in 2017, when the Labour Code introduced the possibility for part of the documents contained in employees' labor dossiers to be maintained in electronic form. Subsequently, the **Ordinance on the Type and Requirements for the Creation and Storage of Electronic Documents in the Employee's Labor Dossiers** was adopted, specifying the types of electronic documents that may form part of an employee's labor dossier. The first of the cited studies was published immediately after the promulgation of the amendments to the Labour Code (State Gazette, No. 85/10.10.2023), which introduced the so-called "electronic employment record book" or the unified electronic employment record. Already in that study, attention was drawn to certain imperfections of the adopted regulation, which could have been remedied

	before its entry into force on 1 June 2025. Unfortunately, this was not done, and practical problems increased significantly with the launch of the Employment Register. The article *"In Which Cases Can Electronic Declarations of the Parties to an Employment Relationship Produce Legal Effects?"* examines another essential issue related to the digitalization of employment relations: whether there is a contradiction between the rules of the Ordinance on the Type and Requirements for the Creation and Storage of Electronic Documents in the Employee's Labor Dossiers and the Electronic Document and Electronic Trust Services Act. The analysis substantiates that the legal effect of an electronic declaration that has reached the other party should not be denied if, from that party's overall conduct, it can be concluded that they have tacitly accepted being the recipient of electronic declarations. It is also argued that where the authorship of electronic documents is not disputed, the circumstance whether the respective enterprise has established an information system for the creation and/or storage of electronic documents in the employee's labor dossiers within the meaning of Article 2(1) of the Ordinance is irrelevant with regard to the legal effect of the declarations made.
7.1.2	**Work Remuneration**
5.	***Aleksandrov, A.*** *Additional Remuneration for Length of Service and Professional Experience. – Izvestia. Journal of the University of Economics – Varna, 2018, No. 62 (3), pp. 277–292, ISSN (Online): 2367-6949, ISSN (Print): 1310-0343.*
10.	***Aleksandrov, A.*** *Remuneration for Work (Commentary). – In: 100 Years of the International Labour Organization and Bulgaria. Working Conditions. International Labour Standards. Sofia: Labour and Law Publishing House, 2019, pp. 122–130, ISBN 978-954-608-273-2.*
14.	***Aleksandrov, A.*** *Unresolved Problems Related to the Minimum Wage in Bulgaria: What Could the Ratification of ILO Convention No. 131 Change? – In: The International Labour Organization and Bulgaria – 100 Years and Beyond. Sofia: Sibi Publishing House, 2020, pp. 234–242, ISBN 978-619-226-146-7.*
36.	***Aleksandrov, A.*** *Determination and Payment of Wages. Basic and Additional Work Remunerations. – Labour and Law, 2022, No. 11, pp. 39–60, ISSN 1312-9481.*
37.	***Aleksandrov, A.*** *Legal Consequences of Performing Work on a Non-Working Day. – Savremenno pravo (Contemporary Law), 2022, No. 4, pp. 47–55, ISSN 0861-1815.*
43.	***Aleksandrov, A.*** *New Rules for the Payment of Work Remunerations. – In: Law and Business in Contemporary Society. Current Legal Challenges in the Economy. Proceedings of the 7th National Scientific Conference, 18 October 2024, Varna: Science and Economics Publishing House, 2025, pp. 86–96, ISSN 2603-5073.*
7.1.3	
7.	***Aleksandrov, A.*** *On the Minimum Wage and the Maximum Insurance Income: Are the State's Calculations Fair? – In: Scientific Works of the Institute for the State and the Law, Vol. XXIV, Sofia: Institute for the State and the Law – Bulgarian Academy of Sciences, 2025, pp. 49–93, ISSN 1314-6459.*
	The legal regime governing remuneration for work – its components, determination, modification and payment, the making of deductions, etc. – raises a number of practical problems. Since remuneration for work is the main, and often

	the only, source of income and means of subsistence for workers and employees and their families, these issues are undoubtedly of existential importance for people engaged in paid employment. From the perspective of employers, the remuneration paid to employees constitutes the largest item in labour costs, which largely determines the economic efficiency of the enterprise's activity, the cost of the produced goods and the final financial results. Some of the studies in this group are devoted to specific issues related to remuneration for work, such as additional remuneration for length of service and professional experience, as well as the determination and payment of remuneration. A relatively distinct topic concerns the minimum wage and its relationship with the maximum insurable income. The analysis aims to reveal the philosophy of state policy in regulating these indicators—whether it seeks to establish a balance among the interests of the stakeholders and strengthen social security, or to secure higher revenues for the budget of the state social security system. Through specific examples, the conclusion is illustrated that increasing the insurance burden in itself does not lead to more social security rights for insured persons, nor does it contribute to building public trust in the social security system. An attempt is also made to formulate specific proposals for legislative changes.
7.1.2	**Working Time, Rests and Leaves**
13.	***Aleksandrov, A.*** *On Certain Practical Problems Related to the Exercise of Labour and Social Security Rights during Pregnancy and Childbirth. – Labour and Law, 2019, No. 9, pp. 67–77, ISSN 1312-9481.*
18.	***Aleksandrov, A.*** *Ten Years after the Reform of the Legal Regime Governing the Use of Paid Annual Leave: Have the "Social" Motives of the Amendments Been Justified? – In: Economic Science, Education and the Real Economy: Development and Interactions in the Digital Era. Proceedings of a Jubilee International Scientific Conference, Vol. 4, Varna: Science and Economics Publishing House, 2020, pp. 156–167, ISBN 978-954-21-1040-8.*
37.	***Aleksandrov, A.*** *Legal Consequences of Performing Work on a Non-Working Day. – Savremenno pravo (Contemporary Law), 2022, No. 4, pp. 47–55, ISSN 0861-1815.*
49.	***Aleksandrov, A.*** *The Proposal for the Introduction of Paid Leave for Preventive Medical Examinations – A New "Equivalent Case" of General Illness or a New Administrative Burden for Employers? – Labour and Law, 2025, No. 11, pp. 5–13, ISSN 1312-9481.*
7.1.3	
2.	***Aleksandrov, A.*** *On the Right to Rest of Workers and Employees. – In: Scientific Works of the Institute for the State and the Law, Vol. 18, Sofia: Institute for the State and the Law at the Bulgarian Academy of Sciences, 2019, pp. 173–200, ISSN 1314-6459.*
	The legal regulation of working time, rests and leaves is among the most frequently applied in practice, as it governs issues arising daily in every employment relationship: the time during which work is performed and, respectively, the time during which the worker or employee is released from this obligation and may devote themselves to personal and family commitments, rest, and other activities.

	The topics of working time, on the one hand, and of rest periods and leave, on the other, are closely interconnected and mutually dependent. The longer the working time, the shorter the periods available for detachment from the working environment. In some of the analyses presented, the focus is placed on a specific type of leave, such as the use of paid annual leave, maternity leave, and leave in cases equated with temporary incapacity for work due to general illness. From a labour-law perspective, official holidays in Bulgaria may be characterized as a type of rest period associated not so much with the need for rest and recovery of working capacity (which is the function, for example, of daily and weekly rest), but rather with the commemoration and celebration of certain historical events, religious holidays, and the like. Official holidays are established in Article 154 of the Labour Code, and work performed on these days is usually overtime work. Even when it does not qualify as overtime work, it is nevertheless subject to increased remuneration. While the foregoing is relatively undisputed in the legal literature and in judicial and administrative practice, the study *"Legal Consequences of Performing Work on a Non-Working Day"* seeks to answer certain questions that give rise to uncertainty – more specifically, what is the legal significance of "non-working days." It appears that the Bulgarian legislator uses this concept with different semantic nuances, which can cause confusion and generating disputes. The study *"On the Right to Rest of Workers and Employees"* traces the regulation of the various types of rest periods in Bulgarian labour law. It aims to analyze the existing normative solutions in this field, to outline some of their weaknesses, and to propose possible ways of overcoming them.
7.1.2	**Disciplinary and Financial Liability**
6.	***Andreeva, A., A. Aleksandrov.*** *On the Validity of Prohibitions on Engaging in Competitive Activity during and/or after the Termination of the Employment Contract. – Izvestia. Journal of the University of Economics – Varna, 2018, No. 62 (4), pp. 407–422, ISSN (Online): 2367-6949, ISSN (Print): 1310-0343.*
16.	***Aleksandrov, A.*** *Practical Problems Related to the Employer's Liability for Damages Resulting from Occupational Accidents. – Labour and Law, 2020, No. 4/5, pp. 23–34, ISSN 1312-9481.*
7.1.4	
1.	***Aleksandrov, A.*** *Part I, Chapter IV: Subjective Labour Rights in the Engagement of Liability (Disciplinary, Financial) and the Unilateral Termination of the Employment Relationship. – In: Andreeva, A., G. Yolova, Hr. Blagoycheva, A. Aleksandrov, Hr. Banov, Zl. Yordanov, Protection of Individual Subjective Labour Rights (of the Worker or Employee), Varna: Science and Economics Publishing House, 2020, ISBN 978-954-21-1047-7.*
	Disciplinary and financial liability are among the "classical" topics of labour law, on which there exists extensive judicial and administrative practice as well as numerous studies in the legal literature. Unlike many other legal institutions, the dynamics of legislative amendments in Chapters IX and X of the Labour Code are relatively limited, which indicates the stability of the regulation. In addition, the

	regulation is entirely at the statutory level, and therefore no conflicts arise here between provisions of the law and subordinate legislation adopted for its implementation, such as are encountered in relation to other issues regulated by labour legislation. The studies *"Practical Problems Related to the Employer's Liability for Damages Resulting from Occupational Accidents"* and *"Subjective Labour Rights in the Engagement of Liability (Disciplinary, Pecuniary)"* (part of Chapter IV of a collective monograph) analyses the current regulation of these matters and outline certain practical difficulties in its application. The article *"On the Validity of Prohibitions on Engaging in Competitive Activity during and/or after the Termination of the Employment Contract"* notes that, in practice, there exists considerable diversity in the types of prohibitions imposed on (former) employees regarding the performance of competing activities. As mechanisms for introducing such obligations, clauses are used in individual employment contracts, in supplementary agreements, in collective labour agreements, in internal acts of the employer, as well as special declarations by employees stating that they do not engage, or will not engage, in activities competing with those of their employer. According to their scope, the clauses examined range from a prohibition on performing additional work under an employment relationship with another employer (a competitor) to restrictions on any type of activity that may be considered competitive, including the exercise of a liberal profession, the conclusion of civil contracts for the provision of services, participation in commercial companies as a shareholder, partner, manager, and so forth. The prohibitions also vary in their temporal scope: some are formulated for the duration of the respective employment relationship, while others extend for a certain period after its termination. Penalty clauses are often provided as sanctions for the violation of these prohibitions. This significant diversity of formulated restrictions necessitates an examination of the question of their validity and, consequently, of the legal consequences for workers and employees in the event of their breach.
7.1.2.	**Termination of the Employment Relationship. Compensations upon Termination**
8.	***Aleksandrov, A.*** *Termination of the Employment Relationship by Mutual Consent and at the Employer's Initiative against Agreed Compensation. – In: Collection in Honour of the 70th Anniversary of Prof. Dr. Emil Konstantinov. Sofia: Institute for the State and the Law at the Bulgarian Academy of Sciences, 2019, pp. 485–502, ISBN 978-954-9583-36-6.*
23.	***Aleksandrov, A.*** *Legal and Social Considerations Regarding the Gratuity Compensation under Article 222(3) of the Labour Code. – Legal Collection, Burgas Free University, 2020, Vol. XXVII, pp. 222–229, ISSN 1311-3771.*
27.	***Aleksandrov, A.*** *Legal Problems Related to the Termination of the Employment Relationships of Habilitated Persons after Reaching the Age of 65. – Labour and Law, 2021, No. 3, pp. 8–16, ISSN 1312-9481.*
29.	***Aleksandrov, A.*** *Once Again on the Fate of the Employment or Service Relationship in the Event of Impossibility of Access to Classified Information. – Savremenno pravo (Contemporary Law), 2021, No. 1, pp. 40–54, ISSN 0861-1815.*
33.	***Aleksandrov, A.*** *On the Set-Off of Compensation for Unused Paid Annual Leave against Other Types of Compensation upon Termination of the Employment*

	Relationship. – Savremenno pravo (Contemporary Law), 2022, No. 1, pp. 7–18, ISSN 0861-1815.
44.	***Aleksandrov, A.*** *The Principle of Contractual Stability in the Relations between Professional Football Players and Clubs in Europe Continues to Give Way to EU Law. – Savremenno pravo (Contemporary Law), 2025, No. 2, pp. 16–27, ISSN 0861-1815.*
50.	***Aleksandrov, A.*** *On Certain Controversial Issues Concerning the Moment of Termination of the Employment Contract without Notice. – In: Current Problems of Labour and Social Security Law, Vol. 16, Sofia: St. Kliment Ohridski University Press, 2025, pp. 258–272, ISBN 978-954-07-6165-7.*
7.1.3	
1.	***Aleksandrov, A.*** *Termination of the Employment Relationship due to the Conclusion of a Management Contract. – In: Scientific Works of the Institute for the State and the Law, Vol. 17, Sofia: Institute for the State and the Law at the Bulgarian Academy of Sciences, 2018, pp. 96–119, ISSN 1314-6459.*
7.1.4	
4.	***Aleksandrov, A.*** *Chapter VIII: Compensation upon Termination of the Legal Relationships of Magistrates. – In: Dimitrova, D., A. Andreeva, D. Zinovieva, G. Yolova-Paskaleva, A. Aleksandrov, D. Dimitrova-Markovska, E. Radev, V. Koleva-Sachkova, Legal Relationships and the Status of Persons in the Judiciary in the Conditions of Digitalisation, Varna: Science and Economics Publishing House, 2025, ISBN 978-954-21-1197-9.*
	The termination of the employment relationship is the most common cause of disputes between the parties, which explains the abundance of judicial practice in this field. The studies presented are devoted to various specific issues concerning the termination of the employment contract. They emphasize, first and foremost, the principle of statutory determination of the grounds for dismissal. Neither the employer nor the worker or employee may introduce new grounds for termination of the contract or modify the prerequisites and the procedure for termination established for the existing grounds. All legal norms relating to the termination of the employment relationship are mandatory, meaning that the parties cannot waive them or replace them with other arrangements, and failure to comply with them results in the unlawfulness of the termination. Among the numerous grounds for termination of the employment contract provided for in the Labour Code, the one that fully corresponds to the specific factual circumstances must always be selected. An incorrectly determined ground for termination of the contract may lead to the subsequent annulment of the respective order by the court, regardless of the fact that another ground existed that could have been applied but was not used by the parties. Among the articles and studies in this group, particular attention should be given to those devoted to specific and controversial topics in the field of termination of the employment relationship, such as the termination of the employment relationships of habilitated persons after reaching the age of 65, the termination of the legal relationships of magistrates, of persons working with classified information, and of professional football players. Despite the general applicability

	of the regulation governing employment relationships, as emphasized above, it appears that with regard to certain groups of workers and employees the topic of termination of the employment contract may reveal particularly interesting specific features. As regards the compensation due in connection with the termination of the employment relationship, special attention should be paid to the so-called gratuity compensation under Article 222(3) of the Labour Code. In legal theory, it is considered to have a social significance as an expression of gratitude for the employee's long service and loyalty. For this reason, its amount is differentiated depending on the length of prior service with the same employer or within the same group of enterprises. Of course, the social meaning of this compensation should not be absolutized. Whether the employee has indeed been loyal in their work and whether the employer owes them "gratitude" are questions that may appear very different in different life situations. The study *"Legal and Social Considerations Regarding the Gratuity Compensation under Article 222(3) of the Labour Code"* focuses on a number of practical problems related to this type of compensation and seeks to propose solutions for overcoming them.
7.1.2	**Administrative, Judicial and Extrajudicial Protection of Labour Rights**
20.	***Aleksandrov, A.*** *Mediation in Labour Disputes – A Possible Way out of the "Collapse" of State Justice. – In: Mediation in Different Spheres of Society. Proceedings of a National Round Table, 4 November 2020, Varna: Science and Economics Publishing House, 2020, pp. 15–21, ISBN 978-954-21-1055-2.*
32.	***Aleksandrov, A.*** *On Certain Controversial Issues Related to the Interpretative Practice of the Supreme Court of Cassation in the Field of Labour Law. – Labour and Law, 2022, No. 1, pp. 5–26, ISSN 1312-9481.*
34.	***Aleksandrov, A.*** *On the Relationship between the Extrajudicial Methods for the Settlement of Collective Labour Disputes under the Act on the Settlement of Collective Labour Disputes and Mediation. – In: Mediation in Different Spheres of Society. Proceedings of a National Conference, 11 May 2022, Varna: Science and Economics Publishing House, 2022, pp. 105–117, ISSN 2738-8794.*
38.	***Aleksandrov, A.*** *On the Future of Mediation in Individual Labour Disputes in the Light of the Latest Amendments to the Mediation Act, the Civil Procedure Code and the Labour Code. – In: Mediation in Different Spheres of Society. Proceedings of a National Conference, 11 May 2023, Varna: Science and Economics Publishing House, 2023, pp. 26–44, ISSN 2738-8794.*
51.	***Alexandrov, A.*** *Responsibility for Costs in Labor Disputes – Current Issues and Challenges. – In: Law and Business in Contemporary Society. Current Legal Challenges in the Economy. Proceedings of the 8th National Scientific Conference, October 17, 2025, Varna: "Science and Economics" Publishing House, 2026, pp. 27–43, ISSN 2603-5073.*
7.1.3	
4.	***Aleksandrov, A.*** *Some Problems and Trends in Justice of Individual Labour Disputes in Bulgaria. – In: Proceedings of the Jubilee Scientific Conference on the Occasion of the 70th Anniversary of the Adoption of the First Labour Code and the 35th Anniversary of the Adoption of the Current Labour Code, Institute for the State and the Law at the Bulgarian Academy of Sciences, 2021, pp. 51–78, ISBN 978-954-9583-39-7.*
7.1.4	

2.	***Aleksandrov, A.*** *Part II, Chapter V: Administrative and Extrajudicial Protection of Individual Subjective Labour Rights. – In: Andreeva, A., G. Yolova, Hr. Blagoycheva, A. Aleksandrov, Hr. Banov, Zl. Yordanov, Protection of Individual Subjective Labour Rights (of the Worker or Employee), Varna: Science and Economics Publishing House, 2020, ISBN 978-954-21-1047-7.*
	The regulation of various subjective labour rights, even when it follows a clear legislative concept and is technically well-structured from a legal standpoint, largely loses its meaning if there are no mechanisms for administrative, judicial and extrajudicial protection (legal guarantees) of these rights. The studies in this group analyze a number of weaknesses in the adjudication of labour disputes in Bulgaria. A judicial act should bring the dispute between the parties to an end and restore the lawful state of their relations, where and to the extent that this is possible. Unfortunately, it is something of an open secret that in Bulgaria disputes are not always resolved fairly and almost never quickly. For example, employers often complain about the "social" bias of labour courts, which are inclined to interpret the law primarily in favor of the employee. Both parties to a dispute are dissatisfied with the slowness of judicial proceedings as a whole, which is paradoxically combined with the typical "haste" during court hearings, leaving the impression of a lack of interest and insufficient familiarity on the part of the deciding authority with the circumstances of the dispute. In these studies, an attempt has been made to outline the subject matter of individual labour disputes and the procedure for their resolution, with particular attention given to certain necessary reforms in the adjudication of labour cases. An answer is also sought to the question of whether alternative (extrajudicial) mechanisms for dispute resolution could at least partly compensate for the deficiencies of state justice.
7.1.2	**Quality of Legislation**
26.	***Aleksandrov, A.*** *Concerning Alarming Trends in Bulgarian Law-Making Practice – On Yet Another Unnecessary Increase in the Administrative Burden for Employers. – Business and Law, 2020, No. 3 (11), pp. 26–40, ISSN (Online): 2603-3445, ISSN (Print): 2603-3437.*
41.	***Aleksandrov, A.*** *Current Problems of the Legal Regulation of Remote Forms of Work (Home Work and Telework). – In: Jubilee Legal Collection Dedicated to the 100th Anniversary of the Birth of Corresponding Member Prof. Dr. Aleksandar Yankov, Vol. 31, Burgas: Burgas Free University, 2024, pp. 119–129, ISSN 1311-3771.*
42.	***Aleksandrov, A.*** *On Certain Alarming Trends Regarding the Control Activity for Compliance with Labour Legislation and the Imposition of Administrative-Penal Liability for Established Violations. – In: Current Problems of Labour and Social Security Law, Vol. 15, Sofia: St. Kliment Ohridski University Press, 2024, pp. 194–207, ISBN 978-954-07-5979-1.*
7.1.3	
6.	***Aleksandrov, A.*** *Alarming Trends in the Most Recent History of Labour Legislation in Bulgaria. – In: Yearbook of the University of Economics – Varna, Vol. 93, Varna, 2024, pp. 133–165, ISSN 0861-6752.*

	There can hardly be any doubt that one of the most pressing practical problems of Bulgarian labour legislation in recent years is related to the multiplicity of its sources and the observed contradictions and lack of coordination between different laws. The continuing disruption of the codification of labour law is not merely a matter of theoretical significance, but also has important practical consequences. If the problem were limited solely to the increasing complexity of the subject matter and its fragmentation across numerous normative acts, it would not be so alarming. After all, the entire legal system is becoming more complex, and European legislation – which often suffers from excessive detail – has also contributed to this development. The adoption of numerous labour laws represents an unjustified departure from a decades-long tradition that has proven its advantages. However, this is not the most significant issue. The regrettable result of the new legislative approach lies in the damage inflicted on legal certainty through the establishment of "parallel" and sometimes mutually exclusive legal regimes governing the same relations. Moreover, these are acts of equal legal force, in which it is not always easy to determine whether the newer legislative act repeals the older one or whether the relationship between a general and a special law should apply. The broader the possibilities for different interpretations, the greater the likelihood of contradictory judicial and administrative practice. Ultimately, the negative consequences are borne by the addressees of the legal norms – both workers and employees, as well as employers. The studies in this group aim to subject various legislative changes from recent years to critical analysis and – without claiming exhaustiveness – to identify typical and frequently recurring mistakes in the legislative process. Specific proposals are also made for avoiding, or at least reducing, these negative effects. For too long, labour legislation in Bulgaria has developed according to the principle of "trial and error", yet there still seems to be a lack of theoretical reflection on the incorrect and ineffective solutions adopted or, in other words, a failure to draw lessons from the mistakes that have been made. The proposed analysis also aims to provoke a scholarly discussion on the identified problems, which is clearly urgently needed.
7.1.2	**Other Labour Law Issues**
2.	***Aleksandrov, A.*** *On Certain Problematic Issues Concerning Trade Union Organisations and Trade Unionism in Bulgaria. – Savremenno pravo (Contemporary Law), 2018, No. 1, pp. 45–56, ISSN 0861-1815.*
7.	***Aleksandrov, A.*** *Trends in the Legal Regulation of the Access of Third-Country Nationals to the Labour Market in Bulgaria. – In: Law and Business in Contemporary Society. Current Legal Challenges in the Economy. Proceedings of the 1st National Scientific Conference, 9 November 2018, Varna: Science and Economics Publishing House, 2019, pp. 49–64, ISSN 2603-5073.*
17.	***Andreeva, A., A. Aleksandrov.*** *The Concept of Trade Secret in the Context of the Obligations of the Trader's Employees. – Society and Law, 2020, No. 2, pp. 44–55, ISSN 0204-8523.*
22.	***Aleksandrov, A.*** *Concept and Legal Characteristics of the "Change of Employer" within the Meaning of Bulgarian Labour Legislation. – Izvestia. Journal of the University of Economics – Varna, 2020, No. 64 (3), pp. 244–262, ISSN (Online): 2367-6949, ISSN (Print): 1310-0343.*

25.	***Aleksandrov, A.*** *On Certain Legal Problems Related to Professional Qualification under the Labour Code. – In: Spring Legal Days 2020. Proceedings of a Conference Organized by the Faculty of Law of Paisii Hilendarski University of Plovdiv, Vol. I, Plovdiv, 2021, Paisii Hilendarski University Press, pp. 178–195, ISBN 978-619-202723-0.*
7.1.3	
3.	***Aleksandrov, A.*** *On Certain Practical Problems Related to the Employment Contract with a Probationary Period. – In: Scientific Works of the Institute for the State and the Law, Vol. 19, Sofia: Institute for the State and the Law at the Bulgarian Academy of Sciences, 2020, pp. 111–147, ISSN 1314-6459.*
5.	***Aleksandrov, A.*** *Pre-Contractual Relations between the Parties to an Individual Employment Relationship. – In: Scientific Works of the Institute for the State and the Law, Vol. 20, Sofia: Institute for the State and the Law at the Bulgarian Academy of Sciences, 2021, pp. 170–205, ISSN 1314-6459.*
	In the group "Other Labour Law Issues", I have included studies on various topics that have attracted my interest over the years. I will not dwell on each of them in detail. I begin with the topic of **pre-contractual relations between the parties to the individual employment relationship**, as there is almost no relevant Bulgarian legal literature on this subject. The study aims to substantiate the thesis that serious and good-faith negotiations preceding the conclusion of an individual employment contract may serve as a guarantee for the stability of the future employment relationship and for the satisfaction of both parties with it. The aim of the analysis *"On Certain Problematic Issues Concerning Trade Union Organizations and Trade Unionism in Bulgaria"* is to reveal worrying trends regarding the role and importance of trade union organizations in Bulgaria over the past several years. Without in any way denying or diminishing their efforts to defend the collective interests of workers and employees, the study attempts to outline a number of objective and subjective factors that reduce the effectiveness of their activity. These issues deserve serious attention if trade unions are to regain public trust, without which their work is impossible. The analysis of the legal regime governing **the employment contract with a probationary period** demonstrates its significant practical advantages and explains its widespread use. At the same time, in a number of cases – either due to misunderstanding of the regulation or due to attempts to circumvent it – disputes arise between the parties to the employment relationship regarding the content of the probationary clause. Most often these disputes concern the moment of expiration of the probationary period or the stipulation of a second probationary period between the same parties for the same or a similar position. The study seeks to outline some of the main specific features in this field and to propose solutions for overcoming commonly encountered problems. The article *"The Concept of Trade Secret in the Context of the Obligations of the Trader's Employees"* analyses the institution of the trade secret in Bulgarian legislation in the context of the obligations of a trader's employees. The study focuses on provisions of national legislation and the Trade Secret Protection Act.

	On the basis of the analysis, key concepts and specific obligations of workers and employees concerning the protection of trade secrets are outlined, and conclusions and recommendations regarding the application of the relevant legal norms are made. The study *"Trends in the Legal Regulation of the Access of Third-Country Nationals to the Labour Market in Bulgaria"* focuses on the Labour Migration and Labour Mobility Act, adopted in 2016, which was intended to overcome the fragmentation of regulation across different normative acts and to introduce new standards regarding the access of foreigners to the Bulgarian labour market. The analysis examines certain restrictive measures and, in particular, the question of whether and to what extent they achieve the objectives of the law. Proposals for improving the current regulatory framework are also put forward.