

REVIEW

by Prof. Darina Zinovieva, Institute for the State and Law, BAS and Faculty of Law of PU "P. Hilendarski"

by competition for the academic position "professor" in direction 3.6. "Law", scientific specialty "Labor law and social insurance", Department of "Legal Sciences", University of Economics-Varna

Dear members of the scientific jury,

1. General data

The competition for the academic position "professor" was announced in SG, no. 28/28.03.2023 by professional direction 3.6. "Law", scientific specialty "Labor law and social security".

There is only one candidate in the announced competition - associate professor Dr. Andriyana Yovcheva Andreeva from the Department of Legal Sciences. The required documents submitted by the applicant meet the legal requirements. The minimum national requirements under Art. 2b, para. 2 and 3, respectively, to the requirements under Art. 2b, para. 5 of ZRASRB.

At the first meeting of the scientific jury, it was accepted that the candidate Assoc. prof. Andreeva meets the minimum scientometric indicators and quantitative indicators for participation in the competition, but I will emphasize here that Assoc. prof. Andreeva not only fulfills the requirements, but significantly exceeds them, as can be seen from the submitted references.

2. Biographical and other academic data about the candidate

The candidate for the competition - Andriyana Yovcheva Andreeva in 1996. graduated from University of Economics-Varna, majoring in Law. He started as an assistant in 1996 after a competition at the University of Economics-Varna, from 2004 he was the main assistant, and from 2011 holds the academic position of associate professor.

In 2005, he received a doctorate from the National Academy of Sciences with the topic of his dissertation "Alternatives to imprisonment" /Diploma No. 29775/ 10.06.2005/

Associate Professor Dr. Andriyana Andreeva is a teacher with 26 years of work experience in the field of higher education. Associate Professor Dr. Andriyana Andreeva conducts lectures in the regular form of education at the Bachelor's and Master's Colleges in disciplines directly related to the announced competition (Labor and Social Security Law, Labor Law, etc.).

In addition to her activities related to the educational process, Associate Professor Andriyana Andreeva participates in higher school management bodies at various levels - head of the "Legal Sciences" department (2015-2023), Director of the Master's Management Center (2019-2023), member of the Faculty Council of the FSF, Academic Council, OS of IU-Varna, etc.

Prof. Andreeva also has practical legal experience, as a legal consultant of IU-Varna (in the period 2010-2019), a member of audit teams on European projects, a consultant on public procurement, etc.

2. Analysis and evaluation of the presented works

Assoc.Prof. Andreeva participated in the competition with several types of scientific works - monographs, studies, articles and reports, which I will analyze by groups. All were published after acquiring the academic position "docent".

The candidate Assoc.Prof. Andreeva participates with a monograph, a habilitation thesis, entitled "EMPLOYMENT RELATIONS OF THE HABILITATED PERSONS IN THE REPUBLIC OF BULGARIA". The topic of the monograph is relevant for doctrine and practice. At the same time, the topic is legally complex, for two reasons - the matter is of a mixed legal nature and public relations in this sphere are relatively new in regulation. This presupposes unsolved problems, unclear applications, a need for correct interpretation in administrative and labor law.

The structure is arranged sequentially and gives a clear idea of the content. The author introduces the matter with a historical-legal review, adding a comparative-legal review with other countries. The approach should be evaluated positively, as

a clear idea of the development of the legal regulation of this matter is gained. In addition to the analytical part of the work, the author, Associate Professor Andreeva, poses a number of current casuistic problems, analyzing them and subjecting them to a systematic interpretation. The author deals freely with court practice, which she refers to when clarifying the problem.

High marks deserve e.g. the clarification of problems that have arisen in the procedures for obtaining the relevant positions - associate professor and professor. Such an assessment should be given to the analysis regarding the liability of qualified persons for breaching their obligations under the employment relationship, in view of the specific activity of qualified persons in the educational process. The analysis of the administrative control and the conclusions regarding the type of competence of the Minister of Education when withdrawing the accreditation assessment /operational independence or bound competence/ are very good. Clarification of the special term "plagiarism" according to the special law should also be evaluated positively. Assoc.Prof. Andreeva's approach is good and useful to divide and analyze the grounds for terminating the contract with a qualified teacher into special grounds /those under the special law/ and general grounds /under the Labor Code/. In addition to the analysis, the author also uses diagrams that positively contribute to visualizing the analytical part. The monograph has a contribution character for the doctrine, it also has an extremely practical importance. It is undeniably up-to-date and legally highly specialized.

Assoc. Prof. Andreeva also presents three monographs in co-authorship, which have a contributing value.

Thus, Andriyana Andreeva and Galina Yolova's monograph "Legal regime of holidays and vacations (Theoretical and practical aspects)" clarifies a number of unclear questions on the subject, impressing the rich practical material that was used and discussed. In the parts written by Assoc.Prof. Andreeva, a positive assessment should be given to the comparative-legal studies of the regime of holidays and vacations, which provide clarity and ideas for optimizing our legislation.

The other co-authored monograph is "Protection of individual subjective labor rights (of the worker or employee)", in which the issues of subjective rights in labor law and their protection are examined from various sectoral aspects. The part written by Assoc.Prof. Andreeva regarding the types of individual subjective labor

rights was also examined from a constitutional legal aspect, and the specifics of exercising the right to labor were also analyzed.

In the part of the co-authored monograph "Legal and Economic Aspects of State Control for Compliance with Labor Legislation", Associate Professor Andreeva is the author of Chapter One, in which the clarification of the evolution in the philosophy of the regulatory framework, as well as the main doctrinal hypotheses in the control of compliance with labor legislation.

The studies are co-authored, which is indicated, with the majority having as their subject labor-legal relations in a specific field - tourism, higher education. Of the presented studies, I single out the most relevant study for legal doctrine and practice, "The Management Agreement with the Rectors of State Higher Schools", published in Norma magazine in 2021. The subject of the article is a new legal institute, which is clarified as a legal entity very well and correctly. Comparative analyzes with similar legal figures such as the administrative contract, the contract for the management of commercial enterprises is a suitable approach that has led to valuable conclusions of practical importance.

In the studia "Specifics of the labor activity of foreigners in the field of tourism in Bulgaria", the good knowledge of EU law, which is relevant to the problem under consideration, is impressive.

Assoc.Prof. Andreeva presents several textbooks and teaching aids in the competition. The heterogeneity of the subjects is impressive - general theory of law, labor law, international law, public law.

The textbooks also have a different purpose - some of them are lecture material, and another part - tests, case studies, which have a practical orientation and can be used by students in a seminar form of training. In the parts written by Assoc.Prof. Andreeva, a skill for recreating the material with a pedagogical purpose is evident. The style is understandable, the systematics is consistent and clear. I believe that each of the presented works in this group represents a contribution to the educational literature of higher education, mainly reviewing those that are used in the field of law. The textbook on the basics of public law makes a special

impression because of the idea to consider only this kind of questions, in view of the branches that belong to public law.

From the presented publications in the article group, several articles stand out with a high rating, such as e.g. "Impact of digitalization on the labor process - risks and prospects". The topic is current, in view of the entry of artificial intelligence into various forms of life and its reflection, the need for regulation and the form of the same. The conclusions and recommendations made are very appropriate in view of the investigated risks and challenges that digitization has on the labor process.

The author also has a foreign publication, such as "Reform of the legal framework for academic staff development in the republic of Bulgaria" /Audit 2 (2020), Vol. 28, pp. 69-73, Baku/ (self-published). The article reviews the regulatory framework for academic development in higher education after 2010, and the author's conclusions from the reform are highlighted in the final part. From the group of articles, the publications are both independent and co-authored, with labor law topics prevailing.

Assoc.Prof. Andreeva's participation in a number of international scientific forums should be positively assessed.

The general impression of Associate Professor Andreeva's scientific output and her pedagogical activity are positive. The scientific production is of exceptional volume, and its quality should be highly evaluated, in view of the depth of the research, the setting of current and unsolved problems and the proposals for their resolution. The multidisciplinary analysis in the works shows high legal erudition and skill in handling interdisciplinary matter and its interpretation. Associate Professor Andreeva's activity in various forms of academic performances and university initiatives is impressive. As can be seen from the references, the quoted works of Prof. Andreeva by other authors are also impressive in number.

There is no evidence of plagiarism.

My critical remarks are rather recommendations, namely - to unite all publications on the topics of "digitalization" and, after the relevant editing, to issue a monograph on this extremely topical subject.

IN CONCLUSION:

In view of the above, I express my categorical position that the candidate Associate professor Andriyana Yovcheva Andreeva, Ph.D, meets the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, PPZRASRB and Article 77 et seq. of the Regulations for the Development of the Academic Staff at IU-Varna.

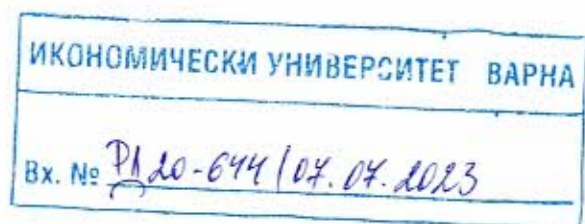
I vote **positively** and call on the scientific jury to vote **positively** for Associate professor Andriyana Yovcheva Andreeva Ph.D, to take the academic position of "professor" in professional direction 3.6. Law, scientific specialty "Labor law and social security" at the Varna University of Economics.

21.06.2023

Reviewer:

Заличена информация съгласно
ЗЗЛД и регламент (ЕС) 2016/ 679

(prof. Darina Zinovieva, Ph.D.)



*TO The Scientific Jury for
conducting a competition for the
academic position of "Professor"
in the professional field 3.6 Law,
scientific specialty "Labour Law
and Social Security", UE – Varna*

RECENTIONS

*by Assoc. Prof. Dr. Andrey Alexandrov, member of the scientific jury for holding a
competition for the academic position of "Professor" in the professional field 3.6 Law,
scientific specialty "Labour Law and Social Insurance" - UE - Varna, approved by Order
No. RD 06-54/23.05.2023.*

Dear colleagues,

On the basis of Article 4 in conjunction with Article 29a, para. 81 of the Regulations for the Development of Academic Staff at the Varna University of Economics, the decision of the Faculty Council of the Faculty of Finance and Accounting /Protocol No. 5 of 18.05.2023/ and the Order of the Rector of the Varna University of Economics No. RD-14-141 of 13.10.2021 was issued Order No. RD 06-54/23.05.2023, No. 28/ 28.03.2023 of which I was appointed as a member of the scientific jury in the competition for the academic position of "Professor" in the professional field 3.6. "Law", scientific specialty "Labour Law and Social Security". On 31.05.2023 the first meeting of the scientific jury on the announced competition was held, at which I was entrusted with the preparation of this review.

I. General remarks

1. One candidate participated in the announced competition for the academic position of "Professor" (State Gazette No. 28/28.03.2023): Assoc. Prof. Dr. Andriyana Yovcheva Andreeva, Department of Legal Studies, Varna University of Economics.

2. For participation in the competition the candidate has submitted numerous scientific works, including monographs, studies and articles, reports, textbooks and teaching aids. As a

habilitation work is presented the monograph "*Labour Relations of Habilitated Persons in the Republic of Bulgaria*", Publishing House "Science and Economics", IU - Varna, 2023 ISBN 978-954-21-1136-8. The present review will focus on the habilitation thesis, while other scientific works of Assoc. Andreeva, but without any claim to comprehensiveness due to the limited length of the review.

3. According to Art. 29, par. "Candidates for the academic position of professor shall meet the following conditions:

1. have obtained the degree of Doctor of Education and Science ...;
2. to have held the academic post of "Associate Professor" in the same or in another higher education institution or scientific organisation for not less than two academic years ...;
3. to have submitted a published monographic work or equivalent publications in specialised scientific journals ... which do not repeat those submitted for the degree of Doctor of Education and Science, the degree of Doctor of Science and the academic post of Associate Professor;
4. to have submitted other original scientific research works, publications, inventions and other scientific and scientific-applied developments or artistic achievements, which shall be evaluated in aggregate;
5. meet the minimum national requirements referred to in Article 2b(2) and (3) and Article 2b(5) respectively;
6. have no evidence of plagiarism or unreliability of the scientific data presented in the scientific work."

As will be argued below, the applicant fulfils all of these conditions.

II. Personal characteristics of the applicant

In 1991 Andriyana Yovcheva Andreeva is a graduate of the High school of Trade. She acquired her higher education at the Varna University of Economics in 1996, where in 2005 she successfully defended her dissertation for the degree of Doctor of Philosophy with the dissertation topic "Alternatives to Imprisonment". Her professional career is almost entirely

connected with the University of Economics - Varna, where she successively held the positions of "Assistant Professor" (1996), "Senior Assistant Professor" (1999), "Senior Assistant Professor" (2002), "Associate Professor" (2011). Since 2015 - Head of the Department of Legal Studies, since 2019 - Director of the Centre for Master's Studies. She is head of the University Centre for Mediation. She has participated in an impressive number of scientific projects, is a member of the editorial boards of several specialized legal journals, and is a member of the Bulgarian Association of Labour Law and Social Insurance. Within the framework of international mobility projects she has taught at higher education institutions in Azerbaijan, Jordan, Latvia, Armenia, Germany.

The scientific interests of Assoc. Andreeva's research interests and practical experience in various areas of law are broad. Initially she focused on criminal law, but the list of her publications (as well as the textbooks and teaching aids she has authored) shows her interests in public law, public administration, commercial, financial and social security law, etc. Her expertise also includes the legal regime of public procurement, and she has participated as a legal consultant in audit teams on a number of projects. **Undoubtedly, the most significant part of her scientific production, both in terms of volume and depth, has been created in the field of labour and social security law.** The reference-declaration for the academic position of 'professor' filled in correctly by the candidate shows a significant 'overfulfilment' of the quantitative requirements in all indicators.

Briefly, I would also like to share my personal impressions of Assoc. Andreeva, with whom we have a long-standing professional cooperation. She is a recognizable and proven authority in academic circles, distinguished by her tireless research activity, and shows enviable organizational and managerial abilities. Her work is conducted in a spirit of collegiality, dialogue and respect for the written and unwritten rules of academic and human ethics. Viewed through this prism as well, her career progression to the next academic position seems predictable and natural.

III. Fulfillment of the legal prerequisites for holding the academic position "Professor"

The candidate holds a doctoral degree and has held the position of "Associate Professor" at the Varna University of Economics for more than two academic years. She fulfils (including in many respects - exceeds) the minimum national requirements for the academic post of "professor" and the requirements for the academic post of "professor" at IU-Varna (on the basis

of Article 2b, paragraph 5 of the Law on Academic Research and Development); a decision to this effect was taken at the first meeting of the scientific jury and I fully support it. No plagiarism or unreliability of the scientific data presented in the scientific papers has been proven in accordance with the statutory procedure; I have not found any such indications in the review of the scientific papers submitted to the present competition.

In addition, Assoc. Andreeva has been a scientific supervisor of two successfully defended PhD students; has been a supervisor or participant in a number of (including international) research projects; has participated in numerous national and international scientific forums; has an impressive number of citations. With particular reference to citations, I would like to stress that they should not be seen only as a scientific metric, but also as a kind of tacit evaluation of each scientist by his or her professional community. The numerous references to the scientific works of Assoc. Andreeva by a wide range of authors in our labour and social security law literature speaks for their scientific value and their practical usefulness - if the works were not distinguished by these characteristics, they would not be cited so often. On the quantitative indicator "Citations in Scopus and/or Web of Science", the candidate has three times the minimum required number of points.

IV. Contents of the presented monographic work "Labour Relations of Habilitated Persons in the Republic of Bulgaria"

The monograph has a total volume of 270 pages. It represents a topical and necessary scientific study of the Bulgarian legal doctrine and practice. For the first time in Bulgaria the specifics of the employment relations of habilitated persons are analyzed in such detail - their historical development, legal nature, grounds for their establishment, control over the habilitation procedures, content of the legal relationship, disciplinary responsibility, amendment, termination and consequences. The approach is interdisciplinary insofar as issues of labour and special administrative law are interwoven.¹

¹ Indeed, in 2018, the study "The Legislation on Academic Development in the Republic of Bulgaria" was published with authors Darina Zinovieva, Ekaterina Salkova, Hristo Banov and Zhivko Draganov. However, it has mainly scientific-applied value and includes a collection of normative acts for reference purposes. Therefore, the similarity in the titles should not be misleading for similarity in the content. The monographic study of Assoc. Andreeva is the first of its kind independent scientific work devoted to the employment relations of the habilitated persons.

I see no reason to omit (and it is an easily verifiable and ascertainable fact) that I have already had occasion to state my opinion as to the merits of the work under consideration. Even before its publication, I was invited by the Department of Legal Studies of IU-Varna to participate in the discussions in the primary unit, expressing a recommendation whether the work should be published. My categorical recommendation was that the monograph be published. Since then the opinion has not changed, so I will take the liberty to reproduce verbatim part of my opinion from September 2022:

"The study is structured in three chapters, which analyse different aspects of the employment relationship of habilitated persons. Chapter One examines the development of the employment relationship of the habilitated in the Republic of Bulgaria. Chapter Two examines the factual basis for the emergence of the employment relationship of habilitated persons and the types of control. Chapter Three examines the content, control, liability and termination of the employment relationship of habilitated persons. It concludes with valuable conclusions, generalisations and de lege ferenda proposals for improving the legislation. The references to the administrative and judicial practice developed can be very useful in resolving disputes between habilitated persons and the respective educational institutions.

The work is written in clear and precise language, is easy to read and will no doubt be of interest to a wide audience - the habilitants themselves as addressees of the rules analysed, law enforcement authorities and others interested in the subject matter."

To what has already been said, I would add that the candidate has obviously invested time and effort to conscientiously comply with the recommendations made to her during the internal deliberation, as a result of which the published monograph reveals even greater scientific and scientific-practical merits. In itself, the focus on a topic unexplored in Bulgarian legal doctrine speaks of a research work of a contributory nature. With a contributory nature are her proposals de lege ferenda, which I consider fully well-founded (e.g., proposals for amendment of the legal explanation of "privy", given in para 1, item 21 and art. 32, para 9 of the Additional provisions of Law on Academic Research and Development in Republic of Bulgaria, art. 59, sent. 1 of the secondary legislation on the applicability of the aforementioned law, respectively art. 54 of Law on Higher Education, etc. As regards the usefulness of the study for practice, I have already personally used it in my preparation for court cases and find the case law systematised in it particularly valuable.

V. Other scientific research of Andriyana Andreeva, presented in the competition procedure

As stated, the candidate has submitted a rich scientific production for her participation in the competition. I will refrain from commenting on the titles in which I am a co-author, insofar as my assessment of them may be considered biased (we are talking about the monograph **Protection for Individual Subjective Employment Rights (of the Employee) (2020)**, the articles *The Concept of Trade Secrets in the Context of the Obligations of the Employees of the Trader (2020)*, *On the Validity of Prohibitions on the Exercise of Competitive Activity in Parallel and/or after the Termination of the Employment Contract (2018)*).

I also find that the works that deal with issues outside the scope of labour and social security law (e.g. **The Management Contract with the Rectors of State Higher Education Institutions (2011)**; **Administrative Control over the Procedures for the Acquisition of Scientific Degrees and for Holding Academic Positions (2018; co-authored with D. Dimitrova)**; **Bulgarian Higher Education - Development and Trends (2018; co-authored with D. Dimitrova)**; **Mediation in the Sphere of Higher Education - an Innovative Model for Communications in Bulgarian Universities (2020)**; **Legal and Economic Aspects of Control over the Business Activities of State Higher Education Institutions (2019, co-authored with D. Dimitrova and N. Alexandrova)**, etc.) should be accepted as publications related to (and further developing) the topic of the habilitation thesis. They prove that the author has lasting scientific interests in the issues of higher education, but in my opinion they do not have significant independent importance for the assessment of her professional achievements for the purposes of the competition for the professorship in labour and social security law.

By the way, I have reservations as to whether some publications should have been considered at all for the purposes of this competition (e.g. **Establishing the Quality of Goods in Claims Proceedings (2018, co-authored with V. Danev)**; **Administrative liability of the contracting authority in case of violation of the public procurement procedure (2019, co-authored with D. Dimitrova)**; **New legal framework for administrative cooperation between EU Member States to enhance consumer protection (2020, co-authored with D. Dimitrova)**, etc. Obviously, this is not an attempt to accumulate additional points to meet the quantitative requirements, as the candidate has more than twice the minimum required number for scientific articles and studies. Even if the above papers are not taken into account for the purpose of meeting the quantitative requirements, she will again have significantly exceeded the minimum. Rather, I see in the presentation of these publications an effort to illustrate the

broad range of the author's research interests. No doubt, this helps to form an overall impression of the candidate, but I still find that the evaluation of these works goes beyond the tasks of the scientific jury in this particular procedure.

The overall review of the scientific production of Assoc. Andreeva in the field of labour and social security law in recent years shows the following trends:

- **Richness of the studied issues:** numerous labour and social security law institutes in their various manifestations have been analysed. The author's attention seems to have been drawn more often to the problems of labour law and related issues (working time, breaks and holidays, remuneration, protection against discrimination in the exercise of the right to work, etc.).), and there is no lack of some research in the field of social security law (**Labour and social security law aspects of employment contracts for short-term seasonal work** (2018, co-authored with G. Yolova); **Labour and social security law aspects of leave due to temporary incapacity for work** (2017, co-authored with G. Yolova), etc.). However, I would recommend Assoc. Andreeva to expand her research in the field of insurance law, which reveals extremely significant legal problems;

- **Increased interest in the latest labour relations issues.** Andreeva analyzes topics that are hardly touched upon in Bulgarian legal doctrine, but are becoming more and more topical at the European and global level. Among them are the new ("atypical") forms of employment, the impact of digitalization on the workplace, the challenges of artificial intelligence. Special attention should be paid here, for example: **Labour and social security law aspects of work through a platform ...** (2022, co-authored with G. Yolova); **Transformation of the legal relationship employer-employee as a result of the impact of digitalization** (2020, co-authored with G. Yolova); **Liability in workplace incidents related to the use of artificial intelligence** (2020, co-authored with G. Yolova). Yolova); **Workers' Privacy in the Context of Digitalization** (2019); **The Digitalization of the Economy and the Challenges Faced by Labor Law** (2018, co-authored with G. Yolova); **Digitalization as a Factor for the Development of Modern Labor Legislation** (2020); **Ecosystem of Trust in the Use of Artificial Intelligence in Labor Relations** (2021, co-authored with G. Yolova) and many others. New studies on these issues have yet to appear in the Bulgarian legal literature, and Assoc. Andreeva can rightly be counted among the founders of a new chapter in our labour law.

Of course, the author's attention has also been drawn to topics that were particularly topical for a certain period and have largely lost their practical relevance (in particular, the

problems of labour and social security law in the context of the declared state of emergency due to the Covid-19 pandemic and the subsequent epidemic emergency). However, the author's research devoted to these issues can serve as proof that she is always striving to discover and analyse the new, the unexplored, the unknown. This is a research courage that does credit to the candidate.

VI. Overall evaluation and conclusion

The scientific publications of Assoc. Andreeva's publications, presented for the purposes of this procedure, convincingly demonstrate her ability to thoroughly investigate the problems she has focused on. The publications submitted for the competition meet all the legal requirements not only in terms of volume but also in terms of quality. They testify to the author's versatile scientific interests and her ability to conduct multidisciplinary research.

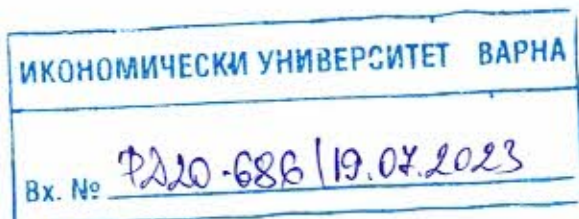
On the basis of the above, I express my opinion that the candidate meets the requirements for the academic position of professor, introduced by the Law on the Development of Academic Staff in the Republic of Bulgaria, the Regulations for its implementation, as well as the Regulations for the Development of Academic Staff at UE - Varna.

Considering the overall scientific research activity embodied in a number of publications, including monographic works, devoted to topical and practically significant topics and containing scientific contributions - personal work of the author, in my capacity as a member of the scientific jury under Article 25 of the Law on Research and Development I give a **POSITIVE EVALUATION** to the candidacy of Assoc. Prof. Dr. Andriyana Yovcheva Andreeva for the academic position of "Professor" in the professional field 3.6 Law, scientific specialty "Labour Law and Social Security" for the needs of the University of Economics - Varna, and I propose the scientific jury to take a unanimous decision to propose Assoc. Prof. Andreeva for Professor.

07 July 2023. Member of the Scientific Jury:

Заличена информация съгласно
ЗЗЛД и регламент (ЕС) 2016/ 679

Assoc. Prof. Andrey Alexandrov,
Institute of State and Law,
Bulgarian Academy of Sciences
Neofit Rilski University



TO THE SCIENTIFIC JURY

appointed by

Order RD 06-54/23.05.2023 of the Vice-Rector
for NIDDC of the University of Economics-
Varna

REVIEW

by prof. Ivan Ruschev, Doctor of Law, Member of the Bulgarian Academy of Sciences

Faculty of Law, Sofia University "Sv. Kliment Ohridski"

Subject: Competition for the academic position of Professor,

3. Professor of Social, Economic and Legal Sciences,

3.6. 3.6.6 Law,

scientific specialty 'Labour Law and Social Security'.

Announced in State Gazette No 28/28.03.2023

Dear members of the scientific jury,

By the Order RD 06-54/23.05.2023 of the Vice-Rector of the NIDDC of the University of Economics - Varna I am included in the composition of the scientific jury in the competition for the academic position of "Professor" in the professional field 3.6 Law, scientific specialty "Labour Law and Social Insurance" announced in the State Gazette 28/28.03.2023 for the needs of the Department of Legal Sciences at the University of Economics - Varna.

At the first meeting of the newly established scientific jury I was assigned to prepare a review of the competition. The only candidate in it is Assoc. Prof. Dr. Andriyana Yovcheva Andreeva from the Department of Legal Studies at the University of Economics - Varna.

Pursuant to Article 29a of the RRADB Act, Article 62(2) and (4) of the Implementing Rules of the RRADB Act, I submit my review of the announced competition, respectively on the scientific contributions of the presented works and the scientific criteria of the candidate.

INFORMATION ABOUT THE CANDIDATE

Prof. Dr. Andriyana Yovcheva Andreeva was born on 13.04.1972 in Varna

In 1991 she graduated from the G.S. She graduated from the school "Rakovski" in Varna. She graduated in 1991 in Varna. In the period 1991 - 1996 she studied law at the University of Economics - Varna, where she obtained a Master's degree.

Professional development. Three years later she took the academic position of Senior Assistant Professor and in 2002 - the academic position of Senior Assistant Professor. In 2005 he successfully defended his dissertation on "Alternatives to Imprisonment" and received his

Ph. In 2011, Andreeva was awarded the academic position of Associate Professor in the professional field 3.6 Law, Research specialty Labour Law and Social Security.

Teaching:

He teaches seminars and lectures in full-time and distance learning, at Bachelor's and Master's level in the following disciplines: labour and social security law; labour law; fundamentals of law, fundamentals of public law, etc. He teaches a lecture course on the discipline "Fundamentals of Law" in the specialty of International Tourism (with teaching in Russian).

For the period 2015-2023 has participated in 6 faculty mobility for teaching and training in: Spain, Madrid (UNED National University for Distance Education); Azerbaijan, (Baku Business University); Amman - Jordan -(teaching - Jordan - Princess Sumaya University for Technology); Liepaja University, Latvia, Yerevan Armenia (Russian-Armenian University) , University of Applied Sciences Darmstadt - Germany.

Administrative activity:

In addition to his extensive **teaching experience** (over 26 years), Assoc. Head of the Department of Legal Studies (2015-2023), Director of the Centre for Master's Studies (2019-2023), Head of the University Mediation Centre - University of Varna (2020-present). Member of the Academic Council of IU-Varna, member of the General Assembly of IU-Varna, member of the FSF and a number of methodological councils.

She has 10 years of practical experience as a legal advisor of UE-Varna - mainly in the field of public procurement, including public procurement of EU projects. He is a certified mediator.

Since 2017, Assoc. Prof. Dr. Andriyana Yovcheva Andreeva is the Head of the PhD Programme in Labour Law and Social Security at UE-Varna (currently discontinued after a legislative change). She is a scientific supervisor of 3 PhD students, including two who successfully defended their dissertation and one - dismissed with the right to defend.

Participation in socially and educationally significant organizations and institutions:

1.Member of the Section "Social, Economic and Legal Sciences" at the Union of Scientists - Varna

2.Member of the Bulgarian Association of Labour Law and Social Insurance.

3.Member of the Advisory Council on CSR to the Minister of Labour and Social Policy

Member of editorial boards/colleges of eight scientific journals in the country and abroad:

Editor-in-Chief of the journal "University News" of IU-Varna 2010-2019;

Member of the editorial board of the Journal of the University of Varna - 2019-2019.
Editorial Board Member of Izvestiia of IU-Varna. <http://journal.ue-varna.bg/bg/team>

Member of the editorial board of University Press of Liepaja, Latvia;

Member of the scientific board of the publication "Law and Business in Contemporary Society", IU-Varna, Department of Legal Studies (ongoing) 2018, 2019, 2020, 2021, 2022 <http://conference.ue-varna.bg/pravni-nauki/bg/organizing-committee/>

Member of the editorial board of Economics & Law. <http://el.swu.bg/ikonomika/editorial-team/>

Member of the scientific board of the publication "Mediation in different social spheres" -2020, 2021.

Member of the editorial board of the electronic journal Economics & Computer Science <https://eknigibg.net/Volume6/Issue2/spisanie-br2-2020.pdf>

Member of the editorial board of Studia mezowieckie.

(<https://studiamazowieckie.puzim.edu.pl/index.php/sm/about/editorialTeam>).

Leader and member of scientific projects, of which 7 scientific and 20 conferences.

Head of 4 educational projects with institutions of the judiciary under cooperation agreements with the Varna Institute of Law (Project "Youth and Justice" with Varna District Court; Project "Civil Monitoring" with Varna Court of Appeal; Project "Law is Action" with Varna District Court; Project "Administrative Justice - Training in Practice" with Varna Administrative Court).

Contribution to the development and promotion of the values of the University of Economics - Varna - Founder of the University Mediation Centre and development of a model for a harmonious academic environment.

Achieved national and/or international recognition, including honors, awards, honorary and other titles: Award from Itera Institute and the Chamber of Mediators in Bulgaria for contribution to the development of mediation - 2021, Award from the National Alliance for Social Responsibility - 2022.

The research interests of Prof. Andriyana Andreeva are in the fields of Labour Law; Legal Aspects of Educational Policies; Digital Transformations and the Impact of Artificial Intelligence on the Employment Relationship, Mediation, etc.

Author and co-author of over 170 scientific publications, including: 10 monographic works, 8 studies, 74 articles, 61 reports.

Her teaching activity is convincingly objectified in the developed 14 textbooks and 16 teaching aids, which provide up-to-date and necessary methodological support for students studying legal disciplines.

Assoc. Prof. Dr. Andreeva has participated in various conferences in the country, including with international participation.

Fulfilling the requirements for the academic position

Fulfillment of the quantitative requirements: the candidate in the competition far exceeds the National Minimum Requirements as stipulated in Article 2b of the RAADB Act and Article 1a, paragraph 1 of the Regulations for its implementation. In the indicators of

Group A- at min. 50 points, Assoc. Andreeva has accumulated 50t.+30t. = 80 pts. /30 pts. of publications on the dissertation/, on the indicators of Group B - at min. 100 pts., has 100 pts., on the indicators of group D - at min. 200 pts. has 825.81 pts., on the indicators of group E - at min. 100- has 850t., on the indicators of group F - at min. 100- has 294.1 pts. or total Assoc. Andreeva has gained 2 149.91 pts. , which significantly exceeds the required national minimum of 550 pts.

Evaluation of teaching and learning activities

Assoc. Prof. Dr. Andreeva has an extremely rich teaching experience. She has passed through all levels of academic teaching, successively holding the scientific positions: assistant, senior assistant, senior assistant, associate professor at the University of Economics - Varna, she has also acquired the educational and scientific degree "Doctor of Law".

Her total teaching experience from 1996 to date is **26 years and 7 months**.

Associate Professor Andreeva teaches lecture courses and seminars in the disciplines directly related to the specialty in which she is applying for a professorship (Labour Law and Social Security): labour law; labour and social security law, fundamentals of law, fundamentals of public law. Her academic and extra-curricular workload is extremely high (186 hours per academic year for the last two academic years 2021/2022 and 2022/2023). Her teaching schedule includes lectures and examinations at the Varna University of Economics. The discipline of Labour and Social Security Law, as well as the discipline of Criminal Law and Procedure (in which she also has research interests), are compulsory in the curricula of the specialty of Judicial Administration, Fundamentals of Law is a compulsory discipline for all specialties at UE-Varna. Teaching them requires high professional qualifications and pedagogical skills, which the candidate in this competition demonstrates excellently.

It should be explicitly mentioned the activity of Assoc. Prof. Dr. Andreeva as a scientific supervisor of two successfully defended dissertation work and acquired the educational and scientific degree "Doctor": Akmaral Mukataevna Suymenbaeva, with the topic of the dissertation: "Constitutional and legal regulation of the pension system in the Republic of Kazakhstan", Department of Legal Sciences, VSU "Chernorizets Hrabar" (date of defense: 30. "The Legal Institute of Disciplinary Punishment according to the Bulgarian Labour Law" (date of defence: 11.10.2021), as well as the PhD student Ventsislav Antonov Savov, Department of Legal Sciences, VSU "Chernorizets Hrabar", discharged in 2021 with the right of defence.

She has supervised 6 graduates in the specialty "Judicial Administration", bachelor degree, who successfully defended their diploma thesis.

Participation in scientific juries.

Member of scientific juries for academic positions:

1. In a competition for professor announced by UE-Varna (with candidate Margarita St. Yordanova);date Darina Dimitrova)
2. In a competition for assistant professor announced by IU-Varna (with candidate Zhivka Mateeva);
3. In a competition for assistant professor announced by IU-Varna (with candidate Diana Dimitrova);

4. In a competition for assistant professor announced by IU-Varna (with candidate Milena Cvetkovska)

5. In competition for assistant professor announced by IU-Varna (Violeta Vladova)

6. In a competition for assistant professor announced by the Bulgarian Academy of Sciences (with candidate Hristo Banov)

7. In competition for Associate Professor announced by UE-Varna (with candidate Darina Dimitrova)

Member of scientific juries for the award of PhD

1. Doctoral Student Mariana Dimitrova Shirvanian - Order 706/08.06.2021, Doctoral Programme "Labour Law and Social Insurance;

2. Doctoral student Maria Kirilova Kableshkova - Order 1056/09.08.2022. Doctoral Program "Theory of State and Law. History of Political and Legal Doctrines"

3. Doctoral student Teodora Boyanova Mladenova-Kaneva- Order 865/23.06.2022. Doctoral Program "Theory of State and Law. History of Political and Legal Doctrines".

In conclusion on this section, I accept that the teaching activity and academic competence of Assoc. Prof. d-Andreeva fully correspond to, even several times exceed the requirements of the announced competition for the academic position of "Professor" in the scientific field. 3.6. Law, scientific speciality Labour Law and Social Insurance.

General characteristics of the scientific works submitted to the competition

In the announced competition the candidate Assoc. Prof. Andriyana Andreeva participated with 118 papers:

Scientific works in the competition of Assoc. Prof. Dr. Andriyana Yovcheva Andreeva, Department of Legal Sciences at UE-Varna for participation in the competition for "Professor", professional field 3.6. Law, scientific specialty "Labour Law and Social Insurance",

I. Monograph or equivalent publications under Art. 77, item 3 of the PRAS in IU - Varna

One monograph. Labor Relations of Habilitated Persons in the Republic of Bulgaria. Varna: Science and Economics, 2023, 270., ISSN(in print) 978-954-21-1136-8 /

II. Monographs and studies under Art. 86 (5) (2) of the PRAS in IU - Varna - 13 in number - all co-authored.

1. Yolova, G., Andreeva, A., Blagoycheva, H., Dimitrova, D., Nedyalkova, P., Bogdanov, H. Legal and economic aspects of the state control of compliance with labour legislation. Varna : Science and Economics, 2022, 256., ISBN(in print) 978-954-21-1131-3 /

2. Andreeva, A., Yolova, G., Blagoycheva, H., Aleksandrov, A., Banov, H., Yordanov, Z. Protection for individual subjective labour rights (of the employee). Varna : Science and Economics, 2020, 276.

3. Andreeva, A., Yolova, G. Legal regime of breaks and vacations : Theoretical and practical aspects. Varna : Science and Economics, 2018, 220.

4. Andreeva, A., Yolova, G. Liability in Labor Legislation: New Challenges Related to the Use of Artificial Intelligence Responsible AI and Ethical Issues for Businesses and Governments - Hershey,

Pennsylvania, USA : IGI Global Publ., 2021, pp. 214-232., ISBN(in print) 978-179984286-6 / DOI 10.4018/978-1-7998-4285-9.ch012

5. Andreeva, A., Yolova, G. On Humanizing Work in the Digital Age: Chapter 11. Redefining Global Economic Thinking for the Welfare of Society : [Monograph], Hershey, Pennsylvania, USA : IGI Global Publ, 2022, pp. 178-196. - (Advances in Finance, Accounting, and Economics (AFAE) Book Series), ISSN(print) 2327-5677, ISSN(online) 2327-5685, ISBN(print) 978-179-988-259-6,

ISBN(online) 978-179-988-260-2 / DOI: 10.4018/978-1-7998-8258-9.ch011

6. Labour Discipline And Internal Control -Interaction And Boundaries Andriyana Andreeva, Chief Assistant Dr. Plamena Nedyalkova, University of Economics - Varna

7. Andriycheva, A., Yolova, G., Rachev, R. Current legal aspects of employment contracts and related legal institutes. Varna: Science and Economics, Bibl. "Tsani Kalyanjiyev" 2017, 203 p. ISBN 978-954-21-0935-8

8. Nedyalkova, P., Andreeva, A., Yolova, G. Digitalization and the New Legal and Economic Challenges to Employers in Implementing Internal Control. Economic Studies, Sofia : Economic Research Institute Bulgarian Academy of Sciences, 30, 2021, 5, 158-175., ISSN(online) 0205-3292 / Scopus

9. Blagoycheva, H., Andreeva, A., Yolova, G., Social Economy in the Context of Sustainable Development and Social Inclusion (Economic and Legal Aspects) In. ISSN 0205-3292

10. Andreeva, A., Dimitrova, D. Specifics of the control of the Executive Agency of the General Labour Inspectorate in the context of guarantees for payment of wages. BSU Yearbook, Burgas : Burgas Free University, 40, 2019, 243 - 258., ISSN(in press) 1311-221X /

11. Andreeva, A., Yolova, G., Dimitrova, D. Specifics of employment of foreigners in the tourism sector in Bulgaria. Business and Law, Sofia : UNWE Publishing Complex, 2019, 3, 15 - 41.,

ISSN(print) 2603-3437, ISSN(online) 2603-3445 /

12. Blagoycheva, H., Andreeva, A., Yolova, G. Obligation and Responsibility of Employers to Provide Health and Safety at Work -Principles, Current Regulation and Prospects. Economic Studies, Sofia: Economic Research Institute at the Bulgarian Academy of Sciences, 28, 2019, 2, 115 - 137., ISSN(in press) 02053292 / Scopus

13. Andreeva, A., Dimitrova, D. The management contract with the rectors of state higher education institutions. Norma: the legal journal, Sofia : Ciela Norma AD , 2021, 8, 76-103., ISSN(print) 1314-5126, ISSN(online) 1314-5118

III. Scientific articles under Art. 86 (5) (2) of the RAADB in IU - Varna - 52 articles

IV. Scientific articles under Art. 86 (5) (2) of the RAADB Act in UE - Varna - 49 articles

V. Textbooks and teaching aids under Art. 86 (5) (1) (b) of the Law on Education and Training at the UE - Varna - 7 pcs.

1. Andreeva, A., Yolova, G., Dimitrova, D. Fundamentals of Public Law (Problems, Case Studies, Tests). Varna: Science and Economics, 2015, 194., ISBN(in print) 978-954-21-0870-2.

2. Bachvarova, M., Andreeva, A., Yolova, G., Dimitrova, D., Mateeva, J. Fundamentals of law. Varna: Science and Economics, 2019, 379., ISBN(in print) 978-954-21-0991-4.

3. Andreeva, A., Yolova, G., Dimitrova, D. Fundamentals of public law. Varna: Science and Economics, 2021, 308., ISBN(in print) 978-954-21-1095-8.

4. Andreeva, A., Yolova, G. Labour and Social Security Law. 2nd rev. and suppl. ed. Varna : Science and Economics, 2020, 303.

5. Andreeva, A., Yolova, G. Fundamentals of public law. - Varna : Univ. ed. Science and Economics, 2016. - 321 c.

6. Andreeva, A., Dimitrova, D. Principles of law: Tasks, cases, tests. Varna: Publishing house "Science and Economics", 2017, 241.

7. Andreeva, A., Yolova, G., Dimitrova, D., Dimitrova, D., Tsvetkovska, M., Vladova-Ivanova, V., Mateeva, J., Specialty "Judicial Administration" a profession with many opportunities In: Short guide for applying to the specialty "Judicial Administration" at the University of Economics - Varna : [Electronic resource]. Varna : FIL Ltd, 2023, p. 57. ISBN 978-954-9741-54-4 (online). Available at: https://mpr.ub.uni-muenchen.de/116809/1/MPRA_paper_116809.pdf

The dissertation published on the basis of the defended dissertation on "Alternatives to Imprisonment", for the award of the educational and scientific degree "Doctor", (Diploma No. 29775 of 10. 06. 2005 of the SAC), as well as all the other works in connection with obtaining the educational and scientific degree "Doctor", resp. - for the academic position of Associate Professor, are not included in the scientific production submitted for the competition.

Evaluation of scientific and applied contributions:

Assoc. Prof. Dr. Andreeva is a well-known scientist in the legal community. The scientific output presented by her in the competition can be summarized in several areas of law, among which stand out those in the field of Labor Law and Social Security

I present my assessment in three groups: monographs, studies and teaching aids

A. Evaluation of the scientific and applied results and scientific contributions in the presented monographs.

1. The object of review in this part is first of all the monograph submitted for participation in the competition "Labour Relations of Habilitated Persons in the Republic of Bulgaria", Varna : Science and Economics, 2023, 270., ISSN (in print) 978-954-21-1136-8.

The monograph consists of 270 pages, contains a list of: 244 titles of "Literature used" / 10 of which are foreign /, 65 citations of "Case law used", 25 titles of "Legal acts used", 10 "Electronic information sources", 341 footnotes. In Appendix 1, 27 figures present "Statistics on academic staff in the modern period of development in public and private higher education institutions".

The main accents of this study are presented by the author in its objectives: to conduct a theoretical study of the employment relations of habilitated persons in the context of labour law - their retrospective development, legal nature, grounds for emergence, control over habilitation procedures, content of the legal relationship, disciplinary liability, termination and consequences, as well as to formulate reasonable proposals de lege ferenda. The object of the study is the current legal framework regulating the employment relations of habilitated persons in the Republic of Bulgaria (the employment law provisions of the HRAADB, the HEA, the LC and other relevant legal acts).

The subject of the study is the employment relations of habilitated persons in the context of the specific provisions under the current national legislation in the field of higher education, academic staff development and general labour law. The study is structured in a classical content of three chapters in which different aspects of the employment relations of the habilitated persons are analysed in relation to each other. Chapter One examines the development of the employment relationship of habilitated persons in the Republic of Bulgaria. Chapter Two is devoted to the factual composition of the employment relationship of the habilitated and the types of control. Chapter Three examines the content, control, liability and termination of the employment relationship of habilitated persons. The monograph fills a serious gap in employment law doctrine for a comprehensive study of employment relations in this specific state-regulated field, higher education, and more specifically concerning habilitated persons as members of the academic staff.

Major scientific and applied contributions:

This is the first comprehensive study of the employment relations of habilitated persons in Bulgaria, covering various aspects of the "life cycle": the establishment of the legal relationship, its content, various types of control, termination; A comparative legal study of the employment relations of these persons in Bulgarian legislation compared with foreign legislative decisions; The case law in the procedures for the establishment of employment relations of habilitated persons in the Republic of Bulgaria is exhaustively studied, Conclusions with practical orientation and proposals de lege ferenda are made; A complex study of the specificity of the employment relations of habilitated persons with regard to the principles of the general and the peculiarities of the special normative acts and institutes is conducted, thus outlining a complete systematics in the study of the applicable national legislation; A classification of the types of rights of habilitated persons included in the content of the employment relationship is proposed and on this basis the framework of the special

status of this category of employees is outlined; The thesis is substantiated that the employment relationship of habilitated persons is a specific type of legal relationship, uniting, on the one hand, the typical features of the employment relationship and, on the other hand, revealing administrative elements (similar to the service relationship of officials), originating from the special administrative educational activity, respectively from the work function assigned to the **habilitated persons**.

On the basis of the analysis in the individual parts, generalizations, conclusions, trends and proposals de lege ferenda are formed.

II. Monographs and studies under Art. 86 (5) (2) of the PRA at the Institute of Economics - Varna (for the works in this group, which are in co-authorship - not distinguished in separate chapters, the candidate has submitted declarations of consent from the other co-authors)

2. Apart from the above reviewed work, to this group I refer the monograph co-authored by: Yolova, G., Andreeva, A., Blagoycheva, H., Dimitrova, D., Nedyalkova, P., Bogdanov, H. "Legal and Economic Aspects of State Control over Compliance with Labour Legislation". Varna : Science and Economics, 2022, 256 pp, ISBN(in print) 978-954-21-1131-3 /- No. 1 in pt. II of my review.

The scientific aim of the monographic work is a generalized - both doctrinal and theoretical analysis and study of the mechanisms of control for compliance with labor legislation, considered through the prism of normative systematics and in the aspect of their economic effects on traditional and alternative forms of employment. The object of the study is the current legal framework regulating the state control of compliance with labour legislation and the practical effect of its implementation. The study is structured in a classical content of two parts with their respective chapters, in which different aspects of state control of compliance with labour legislation are analysed in relation to each other. Title I - In its three chapters, it examines the legal aspects of state control over compliance with labour legislation. Title II - In chapters 4, 5 and 6 focuses on the economic aspects of labour law compliance monitoring.

Chapter One (with the author - the candidate Assoc. Prof. Andreeva) - Evolution in the philosophy of the legal framework and the theoretical formulations concerning the control of compliance with the labour legislation. 1. study of the nature, characteristics and functions of the control of compliance with labour legislation, retrospective analysis of the institute in the national legal system and classification of its type diversity. 2. In view of this objective, a periodization of the stages in the development of control corresponding to the different stages in the social development of Bulgaria is proposed and a chronological order of the normative sources is suggested. The types of control are deduced on the basis of various classification signs, which are characterized by their main features.

On the basis of the conducted analysis, it is concluded that the state control occupies a central place among the types of control for compliance with the labour legislation, as the labour inspection accompanies the whole process from the emergence and development of the industry until today.

3. Andreeva, A., Yolova, G., Blagoycheva, H., Alexandrov, A., Banov, H., Yordanov, Z. **"Protection for individual subjective labour rights (of the employee)"**. Varna: Science and Economics, 2020, 276. no. 2 in pt. II of my review.

Chapter Three "Types of Individual Subjective Labour Rights in Bulgarian Legislation", independently developed by the candidate, is devoted to the species diversity of subjective labour rights in Bulgarian legislation, deriving and justifying their classification and systematics according to certain criteria, on the basis of which an up-to-date legal analysis has been carried out (which constitutes her justly indicated contribution). The author introduces a classification of the types of labour rights according to certain criteria, the basic one being used to clarify the rights in individual paragraphs. In three separate paragraphs, the following are traced: the constitutional right to work, subjective rights on entry into employment and subjective rights during the existence of the employment relationship.

The individual structural parts of the presentation provide an up-to-date normative analysis of the relevant labour rights in the current legislation, as well as a historical retrospective and references to case law. These, as well as the proposed periodisation in the development of subjective rights in Bulgarian labour law, is essential for both theoretical clarification of the institute and its evolution in national labour law, and for future forecasting in their development. On the basis of the analysis, conclusions, generalizations and proposals for the improvement of the norms are made.

4. Andreeva, A., Yolova, G. **"Legal Regime of Breaks and Holidays. Varna : Science and Economics, 2018, 220. №3 in point II of my review**

Chapter one. Historical development and comparative legal study of the institutes of holidays and vacations (independently written by Assoc. Prof. Andreeva). The chapter is structured in three separate paragraphs. The first one is devoted to the historical development of the institutes of holidays and vacations in the Bulgarian legislation, tracing in retrospect the different stages through which the normative regulation passed, as well as the evolution in the rheoretical formulations. In the second paragraph, a comparative legal study of the institutes with foreign legislative solutions is carried out, presenting the French, German and a mixed model, and the legislation of six countries is studied in the work. This comparison aims at identifying good practices and borrowing positive legislative solutions. Paragraph three is devoted to a comparison with other similar institutes of Bulgarian labour legislation. On the basis of the analysis carried out, Chapter One draws conclusions, summaries and guidelines on the application of the norms, as well as proposals for their improvement.

Chapter Two. (independent author - Assoc. Prof. Andreeva) Types of Breaks and Holidays. Procedural aspects of use, recognition and granting. Chapter two is structured in three paragraphs. Paragraph one examines the types of holidays in the current labour legislation and the specifics of their use. The holidays regulated in the Labour Code are classified in the light of the idea underlying their systematisation in the Code. This classification criterion has served for the current normative analysis carried out.

In the second paragraph, a classification of the types of leave according to different criteria is derived, and in the third and final paragraph, the specifics of the procedures for taking paid annual leave are analysed. In this chapter, too, on the basis of the analysis carried

out, conclusions, summaries and guidelines are drawn on the application of the norms, as well as proposals for their improvement.

5. Andreeva, A., Yolova, G. **Liability in Labor Legislation: New Challenges Related to the Use of Artificial Intelligence Responsible AI and Ethical Issues for Businesses and Governments** - Hershey, Pennsylvania, USA : IGI Global Publ., 2021, pp. 214-232. No. 4 in section II of my review

This study analyses the impact of artificial intelligence on employment relations and the related need to adapt the legal institution of liability in employment law to new social realities. It examines the sources at the European level and the current aspects of liability in labour law at the national level. Based on the analysis, the challenges and trends for the development of the doctrine, the European community and the legislation to introduce a regulatory framework are outlined.

6. Nedyalkova, P., Andreeva, A., Yolova, G. **Digitalization and the New Legal and Economic Challenges to Employers in Implementing Internal Control. Economic Studies** [Икономически изследвания], Sofia : Economic Research Institute Bulgarian Academy of Sciences, 30, 2021, 5, 158-175., ISSN(онлайн) 0205-3292 / [Scopus](#) / No. 8 in section II of my review.

The study examines the main aspects and issues related to personnel management in the context of digitalization of the work process. Human resource management (HRM) systems are considered as part of this management process. On the basis of a complex economic and legal analysis, theoretical and practical conclusions are drawn, the leading trends in the field of control are identified and recommendations for legislative adjustments are made.

7. Blagoycheva, H., Andreeva, A., Yolova, G., **Social Economy in the Context of Sustainable Development and Social Inclusion (Economic and Legal Aspects)** 2020, № 5, c. 79-98. ISSN 0205-3292. №9 in section II of my review.

This paper examines the social economy in the context of sustainable development and social inclusion, tracing the development of the legal framework of the social economy in Bulgaria and analysing some key concepts.

8. Andreeva, A., Dimitrova, D. **"Specifics of the control of the Executive Agency of the General Labour Inspectorate in the context of the guarantees for payment of wages"**, BSU Yearbook, Burgas: BSU, 40, 2019, 243 - 258., ISSN (in print) 1311-221X. №10 in section II of my review. The research examines the control exercised by the Executive Agency "General Labour Inspectorate" related to the payment of wages. On the basis of the analysis, conclusions and proposals on the application of the norms are drawn.

9. Andreeva, A., Yolova, G., Dimitrova, D. **"Specifics of the employment activity of foreigners in the field of tourism in Bulgaria. Business and Law"**, Sofia : UNWE Publishing Complex, 2019, 3, 15 - 41., ISSN(print) 2603-3437, ISSN(online) 2603-3445 / №11 in section II of my review

The article examines the specificities of the employment of foreigners in the tourism sector in Bulgaria, based on the domestic legislation and the primary laws on labour migration and labour mobility The Law on Labour Migration and Labour Mobility. The comprehensive analysis concerns the labour legislation and social security, the principles and main aspects of the status of foreign employees, as well as the activities of the state bodies competent for

compliance with the legislation in the field of labour activity of foreigners in tourism. On the basis of the analysis, the authors draw conclusions, note trends and make recommendations with practical implications

10. Blagoycheva, H., Andreeva, A., Yolova, G. **Obligation and Responsibility of Employers to Provide Health and Safety at Work – Principles, Current Regulation and Prospects.** Economic Studies, Sofia : Economic Research Institute at the Bulgarian Academy of Sciences, 28, 2019, 2, 115 - 137., ISSN(печатно) 02053292 / Scopus. №12 в т. II of my review

The paper examines the specifics of employers' duty and responsibility to ensure occupational health and safety in terms of their current status, requirements, trends and the characteristics of the legal framework. A comprehensive analysis of the issues in their economic and labour law aspects is made and relevant conclusions and generalisations are drawn with a view to improving the practice of implementing this legal construct.

11. Andreeva, A., Dimitrova, D. **"The Management Contract with the Rectors of State Higher Education Institutions".** Norma: the legal journal, Sofia: Ciela Norma AD, 2021, 8, 76-103., ISSN(print) 1314-5126, ISSN(online) 1314-5118 / No. 13 in section II of my review. This study examines the norms in the Higher Education Act as it relates to the introduction of the management contract. In a comparative law perspective, interrelationships are made between previous legislative decisions and institutes having a bearing on the application of the institute. On the basis of the analysis, conclusions are drawn and recommendations are made for adequate application of the norms in practice.

Problematics, which is considered by Assoc. Prof. Dr. Andreeva, has been the subject of her scientific interests since her first writings. The monographs presented in the competition show the high professional scientific level of the author and are a worthy continuation of her long-standing scientific activities. Therefore, my main recommendation to the candidate could not be other than to continue, with his inherent inclination for in-depth analysis, scientific integrity and diligence, to explore this problematic in which he has emerged as a competent author.

Б. The second part of my review should have been devoted to outlining the contributions of the other works - scientific articles and scientific papers with which Assoc. Prof. Dr. Andreeva participated in the competition for professor. Considering the large number of articles and papers presented (over 100) and the limited length of my review, I will not dwell on each of them individually, but I will point out some of the contributions in general:

1.1. Study of different aspects of the impact of digitalization on the labour process and on the educational process:

- An innovative study of the transformation of the employer-employee legal relationship by taking the traditional employment relationship to a different plane and transferring it to the conditions of digitalization of social relations in the sphere of labour (in: Transformation of the Employer-Employee Legal Relationship as a Result of the Impact of Digitalization. De Jure, In. V. St. George's University of Veliko Tarnovo. Cyril and Methodius, 11, 2020, 1(20), 11 - 18.);

- Analyzing the peculiarities of the control of the labor process through new - digital and digital technologies (in: On freedom and discipline in labor law - contemporary aspects in

the digital age. BUSINESS AND LAW- Sofia: UNWE, Faculty of Law, 2020, 3, 55-75, ISSN 2603-3437 ; ISSN 2603-3445);

- Study of the trends in the development and evolution of labour law principles (in: Labour law principles - evolution and transformation in the era of digitalization and the use of artificial intelligence. Izvestia. Sp. University of Economics - Varna, Varna : Science and Economics, 64, 2020, 1, 22 - 35.);

- Exploring the current aspects of the traditional issues of the boundaries and content of working time in the context of digitalization and how they impact on the employment relationship on the one hand and the boundaries of the professional relationship on the other (in: On the boundaries and content of the working time institute in digital conditions and in the context of telework. Proceedings of the University of Economics - Varna: 2021, 1, 87-100, ISSN 1310-0343; ISSN 2367-6949).

2.2. Exploring the impact of AI on the transformation of labour law institutes and legal principles, putting forward proposals for the development of labour law norms with a view to the adequacy of AI's entry into labour relations and the protection of the rights of the parties to the employment relationship: (recognition of AI in different roles);

Study of the impact of artificial intelligence on the different stages of the "life cycle" , Study of the concept of "ecosystem of trust" in the use of AI in labor relations; Study of the legal institute of liability in labor law in view of the entry of AI and proposals for its adaptation in view of the new social realities (in: Liability in workplace incidents related to the use of artificial intelligence - modern challenges to the legislator, Juris. collection- Burgas: BSU., 2020, 230 - 239, ISSN 1311-3771).

2.3. For the first time in the labour law doctrine, the issues related to digital competence in labour relations concerning subjective rights and obligations are brought to the field of doctrinal research (in: Digital competence of the parties to the employment relationship);

2.4. Study of current trends and dynamics of legal changes in the educational process in Bulgaria through the prism of their successful adaptation in practice and educational policies (in: Strategies of Educational and Scientific Policy, Sofia : I-Buki, Year 29, 2021, 1, 9 - 20., ISSN(print) 1310-0270, ISSN(online) 1314-8575 / DOI <https://doi.org/10.53656/str2021-1-1-law> /Web of Science; Andreeva, A., Yolova, G. Social dialogue and education - traditions and modern needs of the labour market. Strategies of educational and scientific policy :Scientific journal, Sofia: I Buki, Year 27, 2019, 5, 463 - 475., ISSN(print) 1310-0270, ISSN(online) 1314-8575 / Web of Science);

2.5 Exploring issues of academic education and research in the context of the fourth industrial revolution and the new social reality. Current analysis of applicable sources in the field of higher education at the national and European level regulating academic globalization and research synergy, as well as the guidelines for multidisciplinary of academic work in the context of the ideas of a new type of research orientation system (in: On some issues of academic globalization and research synergy. Strategies of Educational and Scientific Policy, Sofia, National Publishing House for Education and Science "I-Books", ISSN 1310 - 0270 (Print), ISSN 1314 - 8575 (Online), 30, 2022, 3, 227 - 243., ISSN(print) 1310-0270, ISSN(online) 1314-8575 / DOI 10.53656/str2022-3-1-glo / Web of Science /)

2.6 Study of the application of mediation in the field of education and employment relations (in: Application of mediation methods - from higher education to the labour market. Mediation in Different Public Spheres. - Varna, 2021, 2020, 7 - 14., ISSN 2738-8794);

2.7 Exploring the boundary between personal and professional life in the new flexible forms of work and in the conditions of digitalization (in: Legal Aspects of the Balance between Personal and Professional Life, Law and Business in Modern Society - Varna: Science and Economics, 2020, 330 - 337, ISSN 2603-5073; ISSN 2738-7488).

B. Study guides/textbooks and textbooks - this part includes the ones listed in point V of the General Characteristics of the submitted scientific works in the competition, as they are intended for students of the University of Economics - Varna, some of them are for the Bachelor's degree, others - for the Master's degree, for students studying the specialty "Public Administration", as well as students studying the discipline "Labour and Social Security Law". One of the mentioned textbooks (under No. 6) is with problems, case studies and tests, intended for students of Economics at the University of Economics - Varna, Bachelor's degree, with teaching in English. And the seventh proposal is a short guide for applying to the Judicial Administration specialty at the University of Economics - Varna, which is intended to assist in the preparation of students participating in law Olympiads and interested in continuing their education at the Bachelor's degree programme at the University of Economics - Varna. All seven materials are written for the period from 2015 to 2023.

CONCLUSIONS:

The documents and materials presented by Assoc. Prof. Dr. Andreeva fully comply with the complex requirements of the Law on Academic Staff Development at the University of Economics - Varna, the Regulations for its implementation. The candidate in the competition has presented an impressive number of scientific works published after obtaining the academic position of Associate Professor at the Varna University of Economics. They contain numerous serious and original theoretical and applied contributions which have received authoritative recognition. A significant part of them have been published in scientific journals, refereed and indexed in international databases of scientific information. The summary of the presented scientific production of Assoc. Prof. Dr. Andreeva leads me to the unidirectional conclusion of a high degree of thoroughness in research across the entire spectrum of her dealings with the problems of labor and social security law. A large number of the essays submitted to the competition generously go beyond the aforementioned field and contribute to the characterization of the candidate as a scholar with a particularly broad spectrum of research interests, respectively - her contributions in them. The candidate in the competition has demonstrated in an undisputed way his ability to select for development significant and topical problems of great theoretical and practical importance. An important feature of the reviewed scientific works is their theoretical depth, logical interconnection and practical orientation. I would especially like to share my personal impressions about Assoc. Andreeva as an energetic, intelligent colleague, impressive for her efficiency, perseverance and discipline.

After a detailed acquaintance with the materials and scientific works presented in the competition, analysis of their significance and the scientific, scientific and applied contributions contained therein, and based on my personal impressions, I give my distinctly positive assessment and confidently recommend the scientific jury to award Assoc. Prof. Dr. Andriyana Andreeva the academic position of "Professor".

16. July 2023

Sincerely:

Заличена информация съгласно
ЗЗЛД и регламент (ЕС) 2016/ 679

(Professor. Ivan RUSCHEV, Ph,Corresponding Member of BAS)