

OPINION

by Prof. Maria Neikova Kaneva, D.Sc.

Member of scientific jury regarding procedure for
academic position "Professor" in Professional Field: 3.6. Law,
Scientific field „Labor law and social security“
at the Department of "Legal studies" at University of Economics – Varna
announced in the "State Gazette", No. 28 of 28.03.2023.

DEAR MEMBERS OF THE SCIENTIFIC JURY

Candidate in the procedure for the academic position of "Professor" in Professional field 3.6. Law, Scientific field "Labor law and social security", announced in the "State Gazette", no. 28/28.03.2023 is Assoc. Prof. Andriyana Yovcheva Andreeva, PhD.

In accordance with the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria and the regulations for its implementation, the candidate has presented Order no. ПД 06-54 dated 23.05.2023 of the Vice-Rector of the University of Economics - Varna, appointing the jury for conducting the procedure, CV, reference for the contributions in the scientific papers of the candidate participating in the procedure, summaries, reference for citations, etc.

All legal requirements have been fulfilled regarding the announcement of the procedure.

I. Presenting the candidate

Assoc. Prof. Andriyana Yovcheva Andreeva, PhD was born on April 13th 1972. She graduates from secondary education school (Trade High School "G. S. Rakovski" Varna) in 1991. In 1996 graduated from University of Economics-Varna, majoring in Law. In 2005 she obtained a PhD degree after a successfully defended dissertation on the topic of "Alternatives to the punishment of imprisonment" (based of which diploma No. 29775/ 10.06.2005 has been issued). Since 1996 she has been a member of the academic staff of the University of Economics - Varna.

The candidate's teaching activity began and developed at the University of Economics - Varna, where in 1996 she has been appointed to the position of "Assistant". The academic progress of Assoc. Prof. Andreeva includes successive development in academic positions (in 2004 she held the position of "chief assistant", since 2011 she holds the position of "associate professor").

Associate Professor Andriyana Andreeva, PhD has extensive practical, legal and teaching experience. The academic activities of the candidate in the field of higher education have been related to the development and teaching of a number of academic disciplines, some of which directly related to the scientific specialty "Labor Law and Social Security". Others expand the scope of the candidate's activity in the scientific field of teaching. She is an experienced educator with extensive professional experience of 26 years, and her work has been highly appreciated, both during attestation in the University and from the annual survey expressing students' opinions. Assoc. Prof. Andreeva conducts lectures in the regular form of education at "Bachelor" degree and "Master" degree studies.

The candidate also has practical legal experience, serving as a legal consultant at University of Economics-Varna (2010-2019). Her professional experience is related to activities as a member of audit teams on European projects, a consultant on public procurement procedures, etc. He has management experience, participating in University's government 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 at Financial Accounting Faculty and member of Academic Council at University of Economics -Varna, etc.

The high level of academic experience of the candidate is also evident from the significant scientific output and significant publication activity. Associate Professor Andreeva, PhD is the author of total of 118 scientific publications, including a habilitation paper on the topic of "Employment relations of habilitation academics in the Republic of Bulgaria"; a total of 14 monographies (independent chapters in monographies) and collective studies; 52 articles, of which 8 are not in co-authorship; 46 reports, of which 12 are not in co-authorship. In addition to scientific publications, Assoc. Prof. Andreeva has contributed to 6 textbooks and case books.

II. General overview of the scientific publications presented by the participant in the current procedure

The scientific work and papers of Assoc. Prof. Andriyana Andreeva, PhD presented in the procedure, in terms of quality, fully meet the requirements of the law, and quantitatively exceed the minimum nationally established requirements for appointment to the academic position of "professor". It meets the requirements of the Regulations for the Implementation of Law on the Development of the Academic Staff in the Republic of Bulgaria and those of the Regulations for the development of the academic staff at the University of Economics - Varna.

In the documentation provided within the procedure, a monographic book on the topic of "Labor relations of habilitated persons in the Republic of Bulgaria" contenting of 269 pages has been presented for review and evaluation within this procedure. As to the structure and content of the book, it includes an introduction, three chapters, conclusion chapter, bibliography and attachment. It is written in plain and understandable language at the necessary academic level. The topic of the monographic book is clearly relevant and significant from legal theoretical point of view. It can be useful both in theory and in practice as for various institutions and organizations, such as higher educational schools, scientific organizations,

judicial authorities, executive authorities, as well as in exercise of activities within the competences of control authorities.

The monographic book presented represents first of its kind as it provides systematic review and study of the legal characteristics, essence and specificity of the employment legal relations for specific category, namely the habilitated academics in the Republic of Bulgaria. On the basis of a historical comparative-legal study, a retrospective analysis of the legal framework in the development of the employment relations of habilitated academics at higher education schools has been presented. This retrospective analysis serves to periodize the different stages in the development of this institute. From a comparative legal point of view, it is presented by the author and the analyses of foreign legislation. Of particular importance is the provided analysis of the current labor legislation, as well as the acts related to the topic regulating the labor law aspects of habilitated academics - Law on Higher Education, Law on the Development of the Academic Staff in the Republic of Bulgaria, etc.

The author examines in detail the complex composition for the emergence of labor relations, as a positive opinion being provided by the fact that the topic is comprehensively presented from the labor law and administrative law aspect, analysing the procedures for administrative and judicial aspect of control. The jurisprudence presented and studied in detail by the author directly related to the topic of the monographic paper and it can be characterized as significant and important. Based on the study on the labor relations of the habilitated academics in the Republic of Bulgaria, the author provides significant conclusions, summaries, proposals de lege ferenda, as well as current issues.

The normative analysis of the applicable legal framework, carried out and presented by the candidate, covers various aspects of the "life cycle" - emergence of the legal relationship, content, various types of control, termination of the employment relationship has a main importance and provides significant contribution. Of particular importance is the presented classification of the types of rights of habilitated academics included in the content of the employment relationship.

The candidate brings to the attention of the scientific jury scientific publications related to significant and important legal topics covering issues related to: "Legal and economic aspects of State control for compliance with labor legislation", "Current legal aspects of employment contracts and related legal institutes", "Protection for the individual subjective labor rights of workers and employees".

Part of the publications with which Assoc. Prof. Andreeva participated in the current procedure are dedicated to the study of various aspects of the impact of digitalization on the labor process and on the educational process. The author has devoted special attention to analyzing the peculiarities of the control of the labor process by means of new IT and digital technologies (published in: On freedom and discipline in labor law - modern aspects in the digital era). A significant contribution has been provided and presented in research on digital competence in employment relationships regarding subjective rights and obligations (published in: Digital competence of the parties to the employment relationship). The research presented by the author on the impact of artificial intelligence (published in: Liability for

accidents at the workplace related to the use of artificial intelligence - modern challenges for the legislator) is distinguished by relevance and significance.

In the field of research on issues related to academic education and labor relations, the scientific publications presented by Assoc. Prof. Andreeva related to: "Application of mediation methods - from higher education to the labor market", "Mediation in the field of higher education" make an impression - an innovative model for communication in Bulgarian universities, etc.", as well as publications related to issues of academic globalization and synergy in scientific research, also explores educational and scientific policy strategies.

The candidate presents extensive experience in scientific project activity, taking part in the implementation and management of scientific and research teams within the framework of the implementation of significant scientific projects. Part of the project activity covers topics aimed at: Protection of individual subjective labor rights" (serving as project manager); "Actual legal aspects of labor contracts and related legal institutes" (serving as project manager); "Legal regime of holidays and vacations - theoretical and practical aspects" (serving as team member); "Legal and economic aspects of State control for compliance with labor legislation" (serving as member of the team); "Protection of personal data in the field of higher education" (serving as member of the team); "Legal relations and status of persons in the judiciary in the conditions of digitalization" (serving as member of the team); "Digitalization and digital competences – trends and innovative practices in higher education and the labor market", a project financed by the "Scientific Research" Fund.

I express my opinion that the publications submitted by the candidate within this procedure fully corresponds and are directly related to the scientific field "Labor Law and Social Security". A significant part of the scientific production has been developed as a result of an independent, thoroughly provided research activity. Those developed by Assoc. Prof. Andriyana Andreeva, PhD in co-authorship, present good skills and high level of ability for teamwork.

A significant part of the research presented by the candidate, Associate Professor Andriyana Andreeva, PhD are being significant in their nature and could be characteristics as important, as it includes main practical and scientific - applied importance.

III. Education and Teaching activity of the candidate

Assoc. prof. Andriyana Andreeva, PhD actively participates in the development and teaching academic disciplines at both Bachelor's and Master's degrees programmes at IU-Varna, including student training and teaching activities in lecture courses in the disciplines of Labor and insurance law, Labor law, Fundamentals of law, etc.

An additional activity provided by Assoc. Prof. Andreeva has been directly related to increasing the degree and level of education, by applying practical knowledge and skills gained within the framework of teaching experience including such in foreign higher education schools under the Erasmus + program, among which: Spain, Madrid, UNED (National University of Distance Education); Azerbaijan, Baku Business University; Jordan - Princess

Sumaya University for Technology; Liepaja, Latvia; Russian-Armenian University, Armenia; University of Applied Sciences Darmstadt, Germany.

Assoc. Prof. Andreeva has significant experience in supervising PhD students in doctoral programs in several higher education institutions, namely: University of Economics – Varna, "Chernorizets Hrabar" Varna Free University, "Angel Kanchev" University of Ruse. As a result of successful scientific guidance, Assoc. Prof. Andreeva has two PhD students who successfully defended their doctoral theses.

As head of the "Legal Sciences" department, the candidate maintains relationships with representatives of legal practice aiming to provide students with theoretical-practical knowledge. In this context, she skillfully conducted four educational projects (along with Regional Court - Varna, District Court - Varna, Administrative Court - Varna, Court of Appeal - Varna).

IV. Characterization and assessment of the scientific and scientific-applied contributions in the presented scientific works

All scientific papers submitted for evaluation by the candidate are in the scientific field where the current procedures have been announced. Among the scientific production, a significant role is provided by the main habilitation paper conducted and presented by the candidate. Also included monographic papers and scientific publications containing practically applied and theoretical legal elements with contributive characteristics. Within the framework of the scientific and publication activity, based on the presented materials, the author has researched, analyzed, systematized and presented the conceptual tools related to the process of specification and characterization of the labor relations of the habilitated academics. This has been presented within the framework of legal relations with higher education schools and scientific organizations.

Associate Professor Andriyana Andreeva, PhD examines, analyzes and presents the significance of models for researching the current aspects of traditional concepts, principles and institutions refracted through the prism of digitalization. In a practical-applied aspect, of particular importance and contribution is the research approach developed and proposed by the candidate in the study of digital competence in labor relations regarding subjective rights and obligations.

Compliance of the candidate's achievements with the mandatory requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, and the Regulations for the Application of the Law on the Development of the Academic Staff in the Republic of Bulgaria it can be observed and concluded that the candidate Assoc. Prof. Andreeva significantly exceeds the minimum national requirements for appointment to the academic position of "professor" in professional direction 3.6 "Law"

V. Notes and recommendations

I recommend to Assoc. Prof. Andriyana Andreeva, PhD in her future scientific and practical-applied research activities, to continue working on the conduction of publications indexed and referenced in world recognised databases.

Regarding her teaching activity, I recommend the candidate to continue, expand and further develop the introduction, use and application of innovative methods and modern digital practices in research and teaching activities.

The significant experience and contribution of Assoc. Prof. Andreeva, combined with the appropriate application of the approaches presented in her work, especially in the implementation of administrative activities in the field of higher education, contributes to the formation of well-prepared professionals who can skillfully manage challenges in the implementation of labor relations in the sphere of higher education and scientific activity in Bulgaria.

In conclusion

In relation to the evaluation and analysis performed to the candidate's documentation in the current procedure, based on the documents submitted by the candidate, with a ground on fulfilling the legally established indicators and criteria, I certainly express my positive opinion and recommend the honorable members of the scientific jury to vote for the appointment to the academic position of "Professor" of Assoc. Prof. Andriyana Yovcheva Andreeva PhD in field of higher education 3. "Social, economic and legal sciences" and Professional field: 3.6. Law, scientific field "Labor law and social security".

June 13th, 2023

Member of the Scientific Jury:

Prof. Maria Neikova Kaneva, D.Sc.

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

STATEMENT

Bx. № 220-597 / 28.06.2023

On a competition for the academic position of "Professor" in the professional field 3.6 "Law", scientific specialty "Labour Law and Social Insurance", announced in State Gazette No. 28/28.03.23 for the needs of the University of Economics-Varna, Department of Legal Sciences with a single candidate - Andriyana Yovcheva Andreeva

By Assoc. Prof. Dr. Galina Ognyanova Yolova - Paskaleva, Department of Legal Studies, University of Economics - Varna, field of higher education 3. Social, economic and legal sciences, professional field 3.6 "Law", scientific specialty "Labour law and social insurance"

Grounds for preparation - Order RD 06-54/23.05.2023 of the Deputy Minister of Environment Rector of the NIDRC of the University of Economics-Varna for determining the composition of the scientific jury for the academic position of "Professor" in the professional field 3.6 "Law", scientific specialty "Labour Law and Social Security", announced in the State Gazette No. 28/28.03.23 for the needs of the University of Economics-Varna, Department of Legal Sciences and the decision of the first meeting of the jury held on 31.05.2023.

I. Competition Data

The competition for the academic post of Professor is in the field of higher education 3. Social, economic and legal sciences, professional field 3.6 "Law", scientific specialty "Labour law and social insurance", announced in State Gazette No. 28/28.03.23 for the needs of the University of Economics-Varna, Department of Legal Sciences.

II. Candidate for the competition

The only candidate for the competition is Prof. Dr. Andriyana Yovcheva Andreeva. The candidate has been working at the IU-Varna, Department of Legal Studies since 1996 until the present moment. The submitted documents are in full compliance with the RASRB Act, the Regulations for the Implementation of the RASRB Act and the Regulations for the Development of Academic Staff at IU - Varna (PRASIV). The candidate is admitted to the competition as meeting the requirements of Article 62 of the RASISU - Varna and the quantitative requirements according to Annex 1 of the same Regulations.

III. Curriculum Vitae and personal profile of the candidate

Andriyana Yovcheva Andreeva was born on 13.04.1972. She graduated from secondary education in 1991 at the G.S. Rakovski Trade High School in Sofia. In 1996 she graduated from the University of Economics - Varna, majoring in Law. The candidate's teaching activity began and continued at the University of Economics - Varna, where he joined as an assistant professor in 1996. Her academic development went through a succession of different academic positions, since 2004 she has been a senior assistant professor and since 2011 she has held the position of associate professor.

In 2005 she received her PhD on the basis of her thesis on "Alternatives to Imprisonment" (Diploma No29775/ 10.06.2005).

Assoc. Prof. Dr. Andriyana Andreeva is an established and highly respected lecturer with a rich professional experience of 26 years, and her work is highly appreciated, both during attestations at the university and by the annual survey of students' opinion. She lectures full-time at the Bachelor's and Master's level. She has a serious and successful management experience, participating in the management bodies of the higher education institution at different levels - Head of the Department of Legal Studies (2015-2023), Director of the Centre for Master's Management (2019-2023), member of the FSF, Academic Council, GA of IU-Varna, etc.

He also has practical legal experience as a legal advisor of UE-Varna (2010-2019), member of audit teams on European projects, consultant on public procurement, etc.

Member of the Union of Scientists - Varna and the Bulgarian Association of Labour Law and Social Insurance.

IV.Quantitative and substantive characteristic of the scientific works submitted after the last procedure (compliance with the requirements under Article 77, items 3, 4, 5 and 6 in conjunction with Article 86 of the Regulations for the Development of Academic Staff at the University of Economics - Varna)

In the competition for professor the candidate Assoc. Prof. Andriyana Andreeva participated with 118 publications, including:

- Independent monograph (habilitation thesis) - "Labour Relations of Habilitated Persons in the Republic of Bulgaria";

- 14 - monographs (individual chapters in collective monographs) and collective studies;
- 52 articles, of which 8 independent;
- 46 reports, of which 12 independent.

In addition to scientific publications, the candidate has contributed to 6 textbooks and teaching aids.

The main monographic work of Assoc. Prof. Dr. Andriyana Yovcheva Andreeva "Labour Relations of Habilitated Persons in the Republic of Bulgaria" has a total volume of 269 pages. Structure of the work: introduction, three chapters, conclusion, used literature and annexes. It is written in clear and accessible language with the necessary academic level. The topic chosen by the author is undoubtedly topical and significant for legal theory. The monographic work developed on it can be useful in the practice of higher education institutions, judicial authorities, Ministry of Education, control bodies, etc.

The monographic work analyses the employment relations of a specific category of persons, namely habilitated persons in the Republic of Bulgaria. In the different parts different aspects of the problems are analysed. On the one hand, on the basis of the historical comparative legal study, a retrospective analysis of the legal framework in the development of the employment relations of habilitated persons with the higher education institutions is made. This retrospection serves to make a periodization of the different stages in the development of the institute. The experience of foreign legislations is also presented in a comparative legal perspective. On the other hand, an analysis is made of the current labour legislation, as well as the related acts regulating the labour aspects of habilitated persons - the Law on Higher Education, the Law on the Development of Academic Staff in the Republic of Bulgaria, etc. In this part the matter is presented in a complex way from the labour and administrative law side, taking into account the procedures of administrative and judicial control. The case law on the subject is examined in detail. The employment relationship is presented in its entire "life cycle" from its inception to its termination. On the basis of the study of the employment relationship of habilitated persons in the Republic of Bulgaria, significant conclusions, generalizations, suggestions de lege ferenda are drawn, and topical issues are raised.

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

- ✓ First of its kind comprehensive and complex monographic study of the employment relations of the habilitated persons in the Republic of Bulgaria. The

up-to-date normative analysis of the applicable legislation is not only theoretical but also of great practical importance.

- ✓ A normative analysis of the applicable legal framework covering various aspects of the "life cycle" - establishment of the legal relationship, content, various types of control, termination;
- ✓ Classification of the types of habilitated persons' rights included in the content of the employment relationship.
- ✓ Reasoned and comprehensive normative, historical and comparative legal analysis in the regulation of the employment relationship of habilitated persons in all possible aspects of the creation, development, content and termination of the employment relationship,
- ✓ Correlation of all aspects of the specificity of the status of habilitated persons through the prism of the general and special normative acts, through which a systematic scientific parallel is drawn, outlining the framework of the special status in this category of working persons;
- ✓ A correct definition and author's analysis of special institutes and concepts concerning academic staff is given in the aspect of the necessity of their correct understanding and practical application, especially for the needs of internal and administrative control.
- ✓ Systematically and consistently, and at each stage and aspect of the study, conclusions, generalizations and proposals *de lege ferenda* are drawn and justified, giving a complete answer to the scientific thesis, the goals and objectives of the study.
- ✓ The prepared periodization of the sources related to the development of higher education in Bulgaria and the respectively applied and relevant to the respective periods normative acts outline the general framework, but also the trends in the development of the regulation, enabling a parallel and systematic analysis and the presentation of reasoned conclusions and proposals *de lege ferenda*.
- ✓ The attached data on academic staff in the contemporary period of development, in their statistical breakdown, provide the necessary analysis, sufficient and objective enough to draw justified and scientifically sound conclusions and generalizations.
- ✓ The analyzed issues are systematized in such a way as to fully correspond to the author's understanding of the need for transformation in the system of higher

education, which should be urgently and adequately adapted to current national and international processes.

In conclusion, it can be summarized that the presented monographic work is a serious and valuable contribution to the general and special labour law. Such a study is undoubtedly innovative for our legal doctrine, which confirms its relevance and significance for the theory of labour law.

The author's other scientific publications deal with diverse legal topics, which can be summarized as follows:

- ✓ **First**, a normative analysis of important labour law institutes studied in retrospect and in their contemporary setting in the following monographic works:
 - "Legal and Economic Aspects of State Control over Compliance with Labour Legislation"- the independent chapter of the candidate examines the nature, characteristics and functions of control over compliance with labour legislation. A retrospective analysis of the institute in the national legal system and a classification of its diversity of types is made;
 - Theoretical and Practical Aspects - in the independent chapter of the candidate is carried out a study of the historical development of the institutes of breaks and holidays in the Bulgarian labour law. Comparative legal study of the institutes of breaks and holidays in Bulgarian labour law with foreign legislative decisions, comparison with other similar institutes of Bulgarian labour law - working time, stay, strike, etc.
 - "Current legal aspects of employment contracts and related legal institutes"- Study of the type diversity of employment contracts through the prism of their current normative analysis, as well as considering the need and legal establishment of flexible forms of employment, generated by the new social realities, with a corresponding analysis of their need and adequacy of the legislative response;

- "Protection for the individual subjective labour rights of employees"- Study of the type diversity of subjective labour rights in the Bulgarian legislation, respectively derivation and substantiation of their classification and systematics according to certain criteria, based on which an actual legal analysis is carried out. Historical retrospection in the development and establishment of subjective rights in the Bulgarian labor legislation and their corresponding periodization;
- ✓ **Secondly**, some of the publications are devoted to exploring different aspects of the impact of digitalization on the labour process and on the educational process. Among them stands out :
- study of the transformation of the employer-employee legal relationship (in: Transformation of the employer-employee legal relationship as a result of the impact of digitalization)
 - - Analyzing the peculiarities of the control of the labor process by means of new - digital and digital technologies (in: On freedom and discipline in labor law - contemporary aspects in the digital age.)
 - - Analyzing current aspects of traditional concepts, principles and institutes refracted through the prism of digitalization.
 - - Exploring the impact of artificial intelligence (in: Liability in workplace incidents involving the use of artificial intelligence - contemporary challenges for the legislator,
 - - Exploring Digital Competence in Employment Relationships on Subjective Rights and Obligations (in: Digital Competence of Parties to the Employment Relationship)
- ✓ **Third**, publications on other topics, such as:
- - the application of mediation in the field of education and labour relations (in: Application of mediation methods - from higher education to the labour market; Mediation in higher education - an innovative model for communication in Bulgarian universities, etc.);
 - - Research on Academic Education and Research (in. Strategies of Education and Science Policy)

The scientific production of the candidate is entirely in the field of the announced competition, and it is noteworthy that the scientific articles, studies and reports are in established, refereed and indexed journals, and 7 of the candidate's publications are in journals indexed in world-renowned databases of scientific information Skopus and/or Web of Science.

The publications of Assoc. Prof. Andriyana Andreeva have a remarkable number of citations by national and foreign scientists, including in Skopus and/or Web of Science. Thus, out of the 100 points required by the group of indicators "E", the points collected from the declared citations are 840, significantly exceeding the established minimum.

At the same time, according to the information submitted by the applicant for registration in Google scholar, the scientific output has 1325 references (citations), with h-Index 17, I d index 38, and according to the information submitted for registration in Web of Science, with 10 references (citations) and h-Index 3, respectively.

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

In the presented publications Assoc. Prof. Andriyana Andreeva demonstrates the ability to formulate and argue scientific theses. The scientific issues are developed at a high scientific level, are distinguished by the depth of the scientific analysis, and on the basis of established doctrinal formulations the author derives well-founded theoretical opinions, justified and adequate proposals *de lege ferenda*, thereby building on the legal theory in the specific field of his scientific interests.

The candidate also presents extensive experience in scientific projects, both as a supervisor and as a member of a scientific team. Among them I can highlight the following: "Protection of individual subjective labour rights" (project leader); "Current legal aspects of labour contracts and related legal institutes" (project leader); "Legal regime of holidays and vacations - theoretical and practical aspects" (team member); "Legal and economic aspects of state control over compliance with labour legislation" (team member); "Protection of personal data in the field of higher education" (team member); "Legal relations and status of persons in the judiciary in the conditions of digitalization" (team member); "Digitalization and digital competences - trends and innovative practices in higher education and the labour market", financed by the Research Fund. Five of the projects have resulted in the publication of monographic studies submitted by the applicant to the competition. The remaining two are

currently active. Work on research projects demonstrates both the candidate's ability to manage projects successfully and to work as part of a team on topical and significant research topics.

Prof. Dr. Andriyana Andreeva has extensive experience in organizing scientific forums (20 national scientific conferences and round tables), among which the national scientific conferences "Law and Business in Modern Society" and "Mediation in Different Societal Spheres" are well-established in academic circles.

I consider that the publications submitted by the candidate for the competition are fully relevant and in the field of the scientific specialty "Labour Law and Social Security". A part of them are prepared as a result of independent research work, and those which are co-authored show the good teamwork of Assoc. Prof. Dr. Andriyana Andreeva, as well as the study of the issue in its entirety, combining interdisciplinary aspects from different legal branches or scientific fields.

V. Identification of scientific contributions

The contributions presented by Assoc. Prof. Andriyana Andreeva are of scientific and applied nature. I accept the candidate's contributions as real, significant and enriching the existing legal theory and practice.

The more important ones are:

- ✓ The first of its kind comprehensive monographic study of the employment relations of habilitated persons in the Republic of Bulgaria, in which:
 - - Reasoned comprehensive normative, historical and comparative legal analysis in the regulation of the employment relationship of habilitated persons in the various aspects of the origin, development, content and termination of the employment relationship;
 - - A comparative legal study of the employment relationship of the habilitated persons in the Bulgarian legislation with foreign legislative decisions;
 - - Comprehensive study of the case-law in the procedures for the establishment of the employment relationship of the habilitated persons in the Republic of Bulgaria, on the basis of which practical conclusions and proposals de lege ferenda are drawn;

- ✓ Contribution to the development of legal theory on the main labour law institutes - breaks and holidays, control of compliance with labour legislation, employment contract, subjective labour rights, etc.
- ✓ Contributing to the field of legal research and formulating de lege ferenda proposals on significant employment law topics concerning the impact of digitalization in the labor process, artificial intelligence in labor relations, etc.;
- ✓ Citing a publication in a judicial record;
- ✓ Participation in significant and enriching doctrine and practice research projects
- ✓ Contributions enriching the general theory and the content of the teaching material in particular legal disciplines - The candidate's participation in the development of textbooks and teaching aids is of a complementary, expanding and updating the teaching content, both of general and special legal disciplines. As a significant contribution should be highlighted the participation in the preparation of a textbook on the discipline of Labour and Social Security Law, where she is also the scientific supervisor of the author's team.

In summary, it can be concluded that the candidate is an extremely productive researcher with a high level of knowledge in the relevant scientific field, a rigorous and correct researcher and in this sense her research work is at an undeniably high academic level, as in the quantitative and qualitative aspect fully meets the requirements of the PRASIU for holding the academic position of "professor".

VI. Quantitative and qualitative evaluation of the teaching work (compliance with the requirements of Article 77, item 2 in conjunction with Article 86 of the Regulations for the Development of Academic Staff at the University of Economics - Varna

According to the documents submitted, the candidate has the full teaching load for the academic year according to the university's norm. The candidate Assoc. Prof. Dr. Andriyana Andreeva teaches at IU-Varna at the Bachelor and Master levels and the main lecture courses she teaches are the following. The candidate Assoc. Prof. Dr. Andriyana Andreeva teaches at IU-Varna at the Bachelor and Master levels and the main lecture courses she teaches are the following.

He has gained extensive teaching experience in foreign universities under the Erasmus+ program, as follows: Spain, Madrid, UNED (National University for Distance Education);

Azerbaijan, Baku Business University; Jordan - Princess Sumaya University for Technology; Liepaja, Latvia; Russian-Armenian University, Armenia; University of Applied Sciences Darmstadt, Germany.

The teaching load fully corresponds to the requirements of the PRAS of UE-Varna for the academic position.

The above shows the serious teaching activity of Assoc. Prof. Dr. Andriyana Andreeva. Along with her direct involvement in the educational process, she actively works with the students on their preparation for their participation in student scientific conferences, essay competitions on legal topics, competitions and other forms motivating the trainees to deepen their knowledge and build on their interest in legal matters depending on their specialty. Instructs scientific guidance and reviews theses of students in the Bachelor's degree, special. Judicial Administration and Master's Degree in Judicial Administration. Human Resources Management.

Supervision of PhD students in PhD programs at IU-Varna, VSU "Chernorizets Hrabar", Rousse University "Angel Kanchev", with two successfully defended PhD students.

As head of the Department of Legal Studies, he maintains relations with representatives of the legal practice aimed at providing students with the theory-practice link. In this direction are the four educational projects led (with the District Court - Varna, District Court - Varna, Administrative Court - Varna, Court of Appeal - Varna).

The teaching work of Assoc. Andreeva is distinguished by a high level of teaching, successful application of various models with practical orientation, combining the theoretical part with specific practical skills. My years of working with the candidate give me grounds to confirm that she is an extremely conscientious, strict and responsible teacher, and at the same time a collegial researcher who enjoys the respect of her students and colleagues.

In summary, the candidate's teaching work is in full compliance - qualitatively and quantitatively with the requirements of Article 62, item 2 in conjunction with Article 71 of the Regulations for the Development of Academic Staff at the University of Economics - Varna.

The foregoing gives me grounds to state that the candidate in the competition has the necessary teaching experience and degree of preparation to hold the academic position of Professor.

VII. Critical comments and recommendations

Given the fact that I have participated in the discussion of most of the publications of Assoc. Andreeva's publications at the level of the primary unit - the Department of Legal Studies, I have no specific comments and recommendations on their content. I believe that it is good for the candidate to maintain the high scientific level of his/her research and to use the experience gained to develop interdisciplinary research, respectively - initiate the development of scientific and applied projects.

VIII. Compliance assessment and conclusion

In conclusion, the compliance of the candidate's achievements with the mandatory requirements of the Academic Staff Development Act in the Republic of Bulgaria (ASDA), the Regulations for the Implementation of the Academic Staff Development Act in the Republic of Bulgaria, incl. Minimum National Requirements, as well as the Regulations for Academic Staff Development at UE-Varna.

In this sense, and in relation to the requirements of the Law on Academic Development and the Regulations for its implementation:

- ✓ The candidate holds the degree of Doctor of Education and Science.
- ✓ The candidate has submitted an independent monographic work, as well as other publications (monographs, studies, articles, reports, textbooks and teaching aids) in specialized scientific publications.
- ✓ The candidate meets and exceeds the minimum national requirements for the academic post of professor in professional field 3.6 'Law' in all categories and in general.
- ✓ The publications submitted to the competition have not been found to be plagiarised.

Regarding the requirements in the Regulations for the Development of Academic Staff at UE-Varna:

- ✓ The main monographic work has been published in a specialized scientific publishing house, having been previously discussed in a specialized primary unit (Department of Legal Studies at UE-Varna - Protocol № 4 /14.10.2022) and has been reviewed by two habilitated persons.

- ✓ The candidate fulfils the other minimum quantitative requirements in terms of publications, citations, successfully defended Ph.

Assoc. Prof. Andreeva is a productive scientific worker with a high level of knowledge in the relevant scientific field, a rigorous and correct researcher and in this sense her scientific - research work is at an undeniably high academic level, as in quantitative and qualitative aspects fully meets the requirements of the PRASIU for occupying the academic position of "professor".

In view of the above, I consider that the candidate meets the requirements of the Academic Staff Development Act in the Republic of Bulgaria, the Regulations for the Implementation of the Academic Staff Development Act in the Republic of Bulgaria and the Regulations for the Development of Academic Staff at UE-Varna. On the basis of the above, I confidently give my positive assessment of the candidature and recommend to the esteemed jury to award the academic position of "Professor" in the professional field 3.6 "Law", scientific specialty "Labour Law and Social Security" to Andriyana Yovcheva Andreeva.

28.06.2023 г.

Prepared by:

Assoc. Prof. Galina Yolova - Paskaleva

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

REVIEW

From: Prof. Dr. Sc. Jivko Ivanov Draganov, Department of International Law and EU Law,
Law Faculty of the University of National and World Economy

Subject: competition for the academic position of "professor" in the field of higher
education 3. Social, economic and legal sciences, professional field 3.6. Law,
scientific specialty "Labour Law and Social Security", announced by the
University of Economics - Varna

1. Information about the competition

The competition is announced for the needs of the Faculty of Finance and Accounting
of the University of Economics - Varna. I participate in the composition of the scientific jury
of the competition in accordance to Order № RD-06-54/23.05.2023 of the Deputy-rector of
the University of Economics – Varna.

2. Information about the candidates in the competition

Associate Professor Dr. Andriyana Yovcheva Andreeva is the only candidate in the
announced competition.

Andriyana Andreeva graduated in "Law" in 1996, and the same year she was
appointed to the position of "assistant professor" in the Faculty of Law of University of
Economics - Varna. In 1999 she was appointed to the academic position of "senior assistant
professor" and in 2002 to the position of "chief assistant professor". In 2005, she obtained a
doctorate with a dissertation on the topic: "Alternatives to the punishment imprisonment". In
2011, Andriyana Andreeva was appointed to the academic position "associate professor"
with a scientific specialty "Labor Law and Social Security".

Assoc. prof. Andriyana Andreeva served as Head of the Department of Legal
Sciences in the period 2015-2023 and as a Director of the Center for Master's Education from
2019 to 2023. Since 2020, she holds the position of Head of the University Center for
Mediation. She is a member of the Academic Council, of the General Assembly of
University of Economics -Varna and the Faculty Council of the Faculty of Finance and

Accounting. Andriyana Andreeva has ten years of practical experience as an in-house lawyer at the University of Economics -Varna. She is a member of the Union of Scientists - Varna, of the Bulgarian Association for Labour Law and Social Security, of the Advisory Council to the Minister of Labour and Social Policy, and of the editorial boards of eight scientific journals in the country and abroad. She was the lead of numerous scientific and educational projects. In the period 2015-2023 she has carried out teaching abroad in Spain, Azerbaijan, Jordan, Latvia, Armenia and Germany. She is an author and co-author of over 170 scientific publications, of which: 10 monographic works, 8 studies, 74 articles, 61 reports. She has also published as an author or as co-author 14 textbooks and 16 study materials.

3. Fulfilment of the requirements for holding the academic position

The candidate in the announced competition exceeds the requirements for holding the academic position "professor". The compliance of the materials presented in the competition with the minimum national requirements set by the Act for the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB) and with the additional requirements of the University of Economics -Varna is established as follows.

Based on the Reference-declaration of the candidate for the fulfilment of minimum national requirements for occupying the academic position "professor" in accordance to Art. 2b, paras. 2 and 3 of the ZRASRB, it is established not only the compliance, but also significant exceeding of the minimum national requirements. From the Reference-declaration on the quantitative requirements presented by Associate Professor Andriyana Andreeva according to Art. 77, point 5 of the Rules of the University of Economics -Varna, the following implementation of the additional indicators is established. Under item 1 "Scientific reports" - 283.3 points with a minimum number of 60. Under item 2 "Scientific articles and studies" - 276 points with a minimum number of 115. Under item 3 "Publications in Scopus and/or Web of Science" - 170 points with a minimum number of 30. According to item 4 "Citations in Scopus and/or Web of Science" - 45 points with a minimum number of 15. According to item 5 "Defended doctoral students" - 60 points with a minimum number 40. Under item 6 "Research projects participation and/or management" - 170 points with a minimum number of 15. The candidate has submitted a habilitation work with the title "Employment legal relations of habilitated persons in the Republic of Bulgaria".

The sum of points of Assoc. Prof. Andriyana Andreeva on the minimum national and additional requirements exceeds the required minimum number of points in relation to the majority of the indicators. It should be noted the significant number of citations, the impressive number of textbooks and teaching materials prepared by the candidate or with her participation - a total of 29, as well as the teaching mobility in six different countries, the participation in projects and in organizational and program committees of scientific conferences.

4. Teaching

The candidate in the competition has the necessary teaching experience. Assoc. prof. Andriyana Andreeva has developed lecture courses and curricula in a total of nine academic disciplines, including in Russian. References are presented for the study load of Assoc. prof. Andreeva in the bachelor's and master's degrees during the last two academic years, from which an annual lecture load of 186 hours in the bachelor's degree and 20 hours in the master's degree is established. The candidate's main teaching load is in the disciplines "Labour and Social Security Law", "Fundamentals of Law" and "Criminal Law and Process". Associate Professor Dr. Andriyana Andreeva has extensive lecturing experience in the field of the announced competition, which fully meets the requirements for the occupation of the academic position "professor".

5. General characteristics and contributions of the presented scientific papers

The candidate has an impressive publication activity. In addition to her habilitation work, Assoc. prof. Andreeva has submitted for her participation in the competition 6 monographic studies in co-authorship, 6 studies in co-authorship, 52 articles, of which 8 as a sole author and 44 in co-authorship, 46 scientific reports, of which 12 as a sole author and 34 in co-authorship and six co-authored textbooks and study materials. The total number of all presented publications is 118, amounting to 1856 pages. 65 of the publications are in refereed editions. The majority of the presented publications fall into the scientific field of the announced competition. The candidate's research focus is on labour law problems.

5.1. General characteristics and contributions of the candidate's habilitation work

The habilitation work "Employment Legal Relations of Habilitated Persons in the Republic of Bulgaria" is an original scientific study dedicated to current and significant issues for the development of legal theory. The work is in volume of 269 pages. Scientific

literature includes 244 titles in Cyrillic and Latin. The presentation is divided into an introduction, three chapters and a conclusion. A summary in Bulgarian, English, Russian and German and a list of abbreviations used is included. There are 341 footnotes. Statistical data on the academic staff in the country are attached.

The work is distinguished by a number of merits. The presented habilitation work is the first comprehensive study in the Bulgarian legal literature of the current regulation of the employment relationships of the habilitated persons. The author has examined the questions in a historical and comparative context, which allows to determine the trends in the development of the legislation in our country, to identify the main problems and to make proposals for the improvement of the regulatory framework. The work is a complex study that covers all aspects of labour relations of the habilitated academic staff, their establishment, content, termination and the specific administrative control. The analyzed court practice allows the author to determine the main problem areas in the application of the applicable legislation. In addition to the above, the candidate's classification of the types of rights of the habilitated persons and the substantiation of the thesis about the specific nature of the employment relations of the habilitated persons also constitute a contribution.

The habilitation work has a high scientific and applied value. The systematization of the types of control, the clarification of basic concepts, the structuring and classification of the rights and obligations and the functions of the habilitated persons contribute to the development of scientific research. At the same time, the analysis of the control procedures, the study of the specific grounds for the termination of the employment relationship, etc., also have great applied importance. The conclusions in their entirety are well-reasoned and can be supported. In particular, the conclusions about the excessiveness of the administrative control introduced with the amendments of the 2018 ZRASRB regarding the quality of scientific activity should find support, due to the contradiction of the mentioned changes with the principles of academic autonomy, decentralization of procedures and the freedom of scientific creativity (pp. 193 – 194). Last but not least, the monographic study contains a number of proposals for improving the current legislation, which are in their main part well-founded and would contribute to the elimination of basic imperfections in the regulatory framework.

5.2. General characteristics and contributions of the candidate's other publications

For her participation in the competition, the candidate submitted monographs, studies, articles and reports. In its entirety, the research work of Andriyana Andreeva contains numerous contributions to the development of legal science and practice. A contribution to the development of scientific research is the monograph "Legal and Economic Aspects of State Control for Compliance with Labour Legislation" (co-authored). Scientific novelty is the article "Transformation of the Employer-Employee Legal Relationship as a Result of the Impact of Digitalization", in which the candidate examines the impact of digitalization on labour relations, as well as the article "On the Boundaries and Content of the Working Time Rules in Digital Environment and in the Context of Remote Work". Along with research on the impact of the digital environment on labor relations, the main emphasis in the candidate's scientific output is the problems of higher education, academic development, creation of academic works, mediation in higher education, etc.

6. Critical remarks and recommendations

I consider it not necessary to make a general characterization of basic concepts such as disciplinary liability (pp. 176 – 177), since it is assumed that the reader is familiar with them.

The proposal made on page 139 for a legislative change, which would provide that the employment relationship with the selected candidate arises from the date of conclusion of the employment contract by the rector, instead of from the rector's order confirming the selection, cannot find support. The main argument of the candidate is that such change will provide an opportunity, in case of a refusal by the candidate elected by the faculty council, for the rector to be able to conclude an employment contract with the second candidate. The employment relationship arises from the election of the faculty council, and the approval and conclusion of the employment contract are obligations of the rector as an employer. This interpretation is also made by the court, which perceives that Art. 59 PPZRASRB should be interpreted only as a "specific normative solution" to establish the initial moment of the emergence of the employment relationship, but not as grounds for its establishment (Order No. 6754 from 7.06.2016 of the Supreme Administrative Court under case No. 5193 /2016). Therefore, without a decision on the election of the faculty council, the rector cannot conclude an employment contract with another candidate in the procedure.

The proposal made by the author to introduce quantitative indicators regarding the establishment of plagiarism in scientific works cannot find support either. The assessment of

the presence or absence of plagiarism cannot and should not be based on quantitative measures alone. Indeed, established matches with other people's works are an important indicator, but not the only one. The quantitative criterion can be provided as a basis for mandatory verification, but not as the main criterion for establishing plagiarism.

The critical comments made above do not change my entirely positive assessment of the habilitation work and of the other publications submitted for participation in the competition.

7. Conclusion

The candidacy of Assoc. prof. Dr. Andriyana Andreeva meets all the requirements of the Act on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for the Implementation of ZRASRB and the additional requirements of the Regulations of the University of Economics - Varna.

Based on my overall assessment, I consider that Assoc. prof. Dr. Andriyana Andreeva possesses all the necessary qualities, research and teaching experience, to hold the academic position of "professor" and I confidently recommend to the scientific jury to adopt a decision to propose to the Faculty Council of the Faculty of Finance and Accounting of University of Economics - Varna, Assoc. prof. Dr. Andriyana Andreeva to be elected to the academic position of "professor" in the field of higher education 3. Social, economic and legal sciences, professional direction 3.6) Law, scientific specialty "Labor law and Social Security".

18.06.2023

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

Prof. Dr.Sc. Jivko Draganov

TO
The SCIENTIFIC JURI,
Approved by Order № PD 06-54/23.05.2023
Of the Vice-Rector of RIPD of University of Economics - Varna
In the competition for Professor
Announced in SG. 28/ 28.03.23

STATEMENT

Prof. Tania Jossifova, PhD,
Professor in Civil and Family Law
at the Law Faculty of UNWE

concerning: competition for **Professor in the professional area 3.6 „Law“, scientific specialty „Labour Law and Social Insurance“, announced in SG. 28/ 28.03.23 r. for the needs of University of Economics - Varna, “Legal Studies” Department**

with only candidate in the competition: **Assoc. Prof. Andriyana Yovcheva Andreeva, PhD**

1. Information about the competition

The competition is announced in SG 28 or 28.03.2023 for the needs of “Legal Studies” Department of University of Economics – Varna in the area of higher education 3. Social, Economic and Legal Sciences, Professional area 3.6. Law (Labour Law and Social Insurance).

My participation in the Scientific Yuri is according PD 06-54/23.05.2023.
Of the Vice-Rector of RIPD of University of Economics - Varna.

2. Short information about the candidate in the competition

Assoc. Prof. Dr. Andriyana Yovcheva Andreeva from the Department of Legal Studies of the University of Economics - Varna participates in the competition as the only candidate. She was born on 13.04.1972 in Varna. In 1991 she graduated from the Trade Gymnasium “G.S. Rakovski” (Technical School of Economics). She graduated from Varna University of Economics in Varna in 1991. In 1996 she obtained a Master's degree in Law at the University of Economics-Varna. In December 1996, after successfully winning a competition, Andriyana Yovcheva Andreeva was appointed as an Assistant Professor at the Faculty of Law of UE-Varna. Three years later she took the academic position of Senior Assistant Professor and in 2002 - the academic position of Chief Assistant Professor. In 2005 he successfully defended her dissertation on "Alternatives to Imprisonment" and received a PhD. In 2011, she acquires the academic position of "Associate Professor" in the professional area 3.6 Law, Scientific specialty "Labour Law and Social Insurance"

3. Evaluation of teaching and training activities for the candidate

Candidate Assoc. Prof. Dr. Andriyana Andreeva teaches at UE-Varna in the Bachelor and Master courses, the main lecture courses she teaches are the following: “Labour Law and Social Insurance”, “Labour Law”, “Principles of Law”, “Special Seminar” and others. She has a full teaching load during all the years of her teaching experience. She has gained teaching experience in foreign universities as well as conducted trainings at home and abroad.

Assoc. Prof. Dr. Andriyana Andreeva actively works with students on their preparation for their participation in student scientific conferences, essay competitions on legal topics, competitions, etc. She provides scientific guidance and reviews diploma theses of students in the Bachelor's Degree in "Judicial Administration" and Master's Degree in "Human Resources Management". She supervises PhD students in doctoral programmes at UE-Varna, VFU "Chernorizets Hrabar", Ruse University "Angel Kanchev", and has two PhD students successfully defended. As the head of the Department of "Legal Studies" she maintains relations with representatives of the legal practice, aiming to provide students with the theory-practice link.

Assoc. Andreeva has extensive teaching experience in foreign universities, as a result of which she implements good educational practices in the teaching of legal disciplines at UE-Varna. For the period 2015-2023 she has carried out 6 teaching and training mobility 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 Russian-Armenian University, Armenia, University of Applied Sciences Darmstadt, Germany.

In addition to her rich teaching experience (26 years), she has held various managerial positions at UE-Varna, as follows: Head of the Department of Legal Studies (2015-2023), Director of the Master's Training Centre (2019-2023), Head of the University Centre for Mediation - UE-Varna (2020-present). Member of the Academic Council, General Assembly of UE-Varna, Faculty Board of the Faculty of Finance and Accounting 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.

The stated above gives me reason to declare that the candidate in the competition has the necessary teaching experience and degree of preparation to hold the academic position of Professor.

Andriyana Yovcheva Andreeva is a member of the Social, Economic and Legal Sciences Section of the Union of Scientists-Varna; a member of the Bulgarian Association of Labour Law and Social Insurance; a member of the Advisory Council on CSR to the Minister of Labour and Social Policy; a member of the editorial boards of eight scientific publishers in the country and abroad.

Head and member of scientific projects, including 7 scientific and 20 conferences.

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

The scientific interests of Assoc. Prof. Dr. Andriyana Andreeva are in the fields of Labour Law; Legal Aspects of Educational Policies; Digital Transformations and Influence of Artificial Intelligence on the Employment Relationship, Mediation, etc., which is evident in the scientific works presented in the competition

I believe that the teaching activity and academic competence of Assoc. Andriyana Yovcheva Andreeva fully meet the requirements of the announced competition for "Professor" in the professional field 3.6. Law (Labour Law and Social Security).

4. Brief description of submitted scientific papers/publications

In the competition for professor the candidate Associate Professor Andriyana Andreeva participated with 118 publications, including:

-a stand-alone monograph (habilitation thesis) - "Labour Relations of Habilitated Persons in the Republic of Bulgaria";

- 14 monographs (independent chapters in collective monographs) and collective studies;
- 52 articles, of which 8 independent;
- 46 reports, of which 12 independent.

In addition to scientific publications, the candidate has contributed to 6 textbooks and teaching aids.

Characteristics of the monographic work

The main monographic work of Assoc. Prof. Dr. Andriyana Yovcheva Andreeva "Labour Relations of Habilitated Persons in the Republic of Bulgaria" is the first comprehensive and complex labour law study of the issues related to habilitated persons in Bulgaria. It has a total volume of 269 pages, structurally balanced, following a well-established model for legal research: introduction, three chapters, conclusion, references and annexes. It is written at an academic level, while being clear and understandable for a wider audience and not only for a strictly specialized one. The topic of the monograph is properly formulated and corresponds to the content. At the same time, it is undeniably relevant and significant for legal theory as well as practice - legal and higher education, respectively members of academic staff.

In the monographic work, based on a normative analysis of the employment relations of habilitated persons in the Republic of Bulgaria, different aspects of these social relations are analyzed. The author includes a historical analysis of the legal framework in the development of the employment relations of habilitated persons with higher education institutions. The retrospection serves to derive a reasoned periodization, which the author justifies with the development of the country in economic and political terms and the related legislative regulations of social relations, in particular those concerning higher education and the habilitated persons. A comparative legal analysis is also made in which the experience of foreign legislations is presented. The current normative acts regulating the Labour Law aspects of habilitated persons are studied - the Higher Education Act, the Development of Academic Staff in the Republic of Bulgaria Act, etc.

It is worth paying attention to the study of the complex factual composition for the establishment of the employment relationship, as in this part the matter is complexly presented from the Labour and Administrative Law point of view. The case-law on the subject is analysed and linked to the actual normative analysis of the applicable sources.

Of interest is the employment relationship from the moment of its establishment to the moment of its termination, and in the complex nature of labour, both the grounds for establishment and termination, as well as issues concerning the rights and obligations of the parties and the control of their compliance are considered.

On the basis of the study of the employment relations of habilitated persons in the Republic of Bulgaria, conclusions, summaries, proposals de lege ferenda are drawn

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

- 1.The monograph is the first of its kind comprehensive and complex monographic study of the employment relations of the habilitated persons in the Republic of Bulgaria.
- 2.A periodization of the stages through which the Bulgarian legislation related to the employment status of the habilitated persons has passed is made;
- 3.A comparative legal study with foreign legislative decisions is made;
- 4.The normative analysis of the employment relationship of the habilitated persons from the establishment of the legal relationship, its content, different types of control, to the termination is of a contributive nature;
- 5.Classification of the types of habilitated persons' rights included in the content of the employment relationship.

Scientific contributions of other scientific publications of the author, which can be summarized as follows:

1.Firstly, an examination of classical Labour Law institutes presented in their current light through the prism of the contemporary challenges of the digital environment. The following monographic works stand out:

- "Legal Regime of Breaks and Holidays: Theoretical and Practical Aspects"- in the candidate's independent chapter a study of the historical development of the institutes of breaks and holidays in the Bulgarian Labour Law is carried out, as well as a comparative legal study with foreign legislative solutions.
- "Legal and economic aspects of the state control of compliance with the labour legislation"- in the independent chapter of the candidate the nature, characteristics and functions of the control of compliance with the labour legislation are examined.
- "Current legal aspects of employment contracts and related legal institutes"- Study of the diversity of types of employment contracts in Bulgarian Labour Law with an emphasis on the new forms generated by the needs of the labour market.
- "Protection of individual subjective labour rights of employees"- In the separate parts the author examines the type diversity of subjective labour rights in Bulgarian law.

2.Secondly, articles, studies and reports on education and education policies. The author explores the impact of digitalization on the educational sphere, and in some of the publications this is intertwined with and touches upon Labour Law issues. E.g. Digital competence of parties to the employment relationship; Transformation of the employer-employee legal relationship as a result of the impact of digitalization; On some issues of academic globalization and synergy in research. Strategies of education and science policy.

3.Thirdly, publications related to the application of mediation in the field of education and labour relations (in: Application of mediation methods - from higher education to the labour market; Mediation in higher education - an innovative model for communication in Bulgarian universities, etc.);

Among the candidate's publications, we should single out 7 issues that are in publications indexed in Scopus and/or Web of Science.

The publications of Assoc. Prof. Andriyana Andreeva have numerous citations by national and foreign scientists, including in Scopus and/or Web of Science.

Many of the publications in the competition were developed within research projects. Five of the projects have resulted in the publication of monographic studies submitted by the applicant. Assoc. Andreeva successfully works in a team and this is evident from the complex and interdisciplinary topics. Among them I can point out the following: "Protection for Individual Subjective Labour Rights" (project leader); "Current Legal Aspects of Employment Contracts and Related Legal Institutes" (project leader); "Legal Regime of Breaks and Holidays - Theoretical and Practical Aspects" (team member); "Legal and Economic Aspects of State Control over Compliance with Labour Law" (team member); "Protection of personal data in the field of higher education" (team member); "Legal relations and status of persons in the judiciary in the conditions of digitalization" (team member); "Digitalization and digital competences - trends and innovative practices in higher education and the labour market", financed by the Research Fund.

Assoc. Prof. Dr. Andriyana Andreeva has extensive experience in organizing scientific forums (20 national scientific conferences and round tables), two of which have the status of continuing publications listed in the NACID - "Law and Business in Contemporary Society" and "Mediation in Different Social Spheres".

I consider that the publications submitted by the candidate for the competition are relevant and in the field of the scientific specialty "Labour Law and Social Insurance".

5. Synthesized assessment of the main scientific and applied contributions of the candidate

The contributions presented by Assoc. Prof. Dr. Andriyana Andreeva are of a scientific and scientifically applied nature and I believe that they are important for legal theory.

The most important are the following:

1. The monograph is the first of its kind comprehensive monographic study of the employment relations of the habilitated persons in the Republic of Bulgaria. In the frames of this work stands out the retrospection in the development of the institute, the comparative legal analysis, the study of the complex factual composition of the emergence of employment relations, etc.
2. Contribution to the development of legal theory on the main Labour Law institutes - labour contract, breaks and holidays, control of compliance with labour legislation, subjective labour rights, etc. Each of these institutes has been analyzed in monographic work and in a team (within the framework of scientific projects), as well as independently in articles, reports.
3. Study of the impact of digitalization on the labor process - from the emergence of the employment relationship, through control, basic Labour Law concepts to the termination of the legal relationship.
4. Exploring the place and role of artificial intelligence in employment relations etc.

6. Main critical remarks and recommendations

I believe that the candidate Assoc. Prof. Andriyana Andreeva has research experience and scientific potential, but some recommendations can be made:

She should direct her research for publication in economic and legal publishers, which will be useful for the better knowledge of the author by the Bulgarian legal community.

7. Fulfilling the requirements for the academic position

According to the transcript submitted, it is evident that the candidate meets the minimum criteria in the competition for "Professor", fulfilling the national minimum requirements according to the Development of Academic Staff in the Republic of Bulgaria Act (Art. 2b) and its Implementing Regulation (Art. 1a, para. 1).

8. Conclusion

In conclusion, I express my categorical position that the works of Assoc. Prof. Dr. Andriyana Yovcheva Andreeva, presented in the competition for Professor, are developed at a high theoretical level and unconditionally meet the requirements of Art. 24, para 1, items 1, 2, letters "a" and "b", item 3 and para. 3 of the Development of Academic Staff in the Republic of Bulgaria Act. For this reason, I will support with a positive vote the candidature of Assoc. Prof. Dr. Andriyana Yovcheva Andreeva for the academic position of Professor in the professional field 3.6. Law (Labour Law and Social Insurance) at the Department of Legal Studies of the University of Economics-Varna.

12.07.2023 г.,
Sofia

Signature:

Prof. Tania *Таня* *Таня* PhD

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