ATTN: THE SCIENTIFIC JURY

Appointed in connection with competition for acquiring

the academic position of “Professor” in the professional field

3.6. Law (Labour and Social Insurance Law), announced by

the Sofia University “St. Kliment Ohridski”

STATEMENT

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Professor at the Faculty of Law, Sofia University "St. Kliment Ohridski", Ph.D.

1. Information about the competition

In the competition, announced by the University of Sofia "St. Kliment Ohridski" ("SU"), for the academic position of "Professor" in the professional field 3.6. Law, scientific specialty ("Labour and Social Insurance Law"), published in the State Gazette, issue 22 of 16.03.2021, according to a decision of the Faculty Council of the Faculty of Law, protocol № 9 of 20.04.2021, there is one candidate participating: Nina Milkova Gevrenova, Associate Professor at the Faculty of Law of Sofia University, Department of Labour and Social Insurance Law.

I am a member of the scientific jury according to Order № РД-38-200/23.04.2021 of the Rector of Sofia University.

2. Information about the candidate

Nina Gevrenova was born in Plovdiv on March 3, 1966. She successfully graduated with a Master's Degree in Law from the Faculty of Law at Sofia University in 1992. Since 1992, she has been a lecturer at the Faculty of Law at Sofia University. She was habilitated as an Associate

Professor of "Labour and Social Insurance Law" in 2014 with habilitation thesis "Special protection of workers and employees with reduced working capacity". From 2017 until now, she is Head of the Department of Labour and Social Insurance Law at the Faculty of Law, Sofia University.

As a doctoral student of independent training, in 2007 Nina Gevrenova was awarded the scientific and educational degree "Doctor of Law" in the professional field 3.6. Law ("Labour and Social Insurance Law"). Her dissertation is called "Rules for internal labour order - a non-state source of labour law".

Nina Gevrenova is an established scientist in the field of labor and social security law. She is the author and co-author of five monographs (one of which is her dissertation), nine studies, twenty-one scientific articles, series and collections, two textbooks. He is the compiler of five collections.

She specialized in Hungary (1994 and 1995) and Germany (2006).

3. Fulfillment of the quantitative and qualitative requirements for holding the academic position

Assoc. Prof. Gevrenova not only covers, but far exceeds the national minimum requirements for holding the academic position of "Professor" at Sofia University according to the Act on the Development of the Academic Staff in the Republic of Bulgaria (Art. 26) and the Rules for its implementation (Art. 1a, Para.1).

As can be seen from the submitted Information on the implementation of national requirements under Art. 26 of the Act on the Development of the Academic Staff in the Republic of Bulgaria (ADASRB), for scientific domain 3. Social studies, professional field 3.6 Law (Labour and Social Insurance Law), Assoc. Prof. Gevrenova has gathered the following points required under all groups of indicators, provided for in the Rules on the implementation of the ADASRB, as follows: - under letter A - dissertation for the award of educational and scientific degree "Doctor" - 50 points; under letter C - habilitation thesis - monograph - 100 points; under letter D - scientific publications - 115 points; under letter E - citations - 335 points; under letter F - guidance

of a successfully defended doctoral student - Gergana Borislavova Kirilova-Andreeva in the development of a dissertation on the topic: "Legal regime of social insurance contributions in the state social insurance", with the award of educational and scientific degree "Doctor", with Diploma № BT -20 4-0049, issued on Oct. 27, 2020 - 40 points; published university textbook or textbook used in the school network - 3 textbooks (60 points), a total of 100 points. The total number of points in view of the fulfilled quantitative indicators by groups A + B + C + D + E + F is 700 points.

Associate Professor Gevrenova has serious contributions to the national development of knowledge. She has participated in practical seminars organized by RAABE and the Bulgarian Chamber of Commerce and Industry on: labour law (health and safety at work), current changes in labour legislation and others.

4. Evaluation of the teaching activity

Nina Gevrenova is an established teacher and lecturer with an indisputable university and national contribution in teaching, studying and pedagogical development.

She has almost 30 years of experience as a professor of law and a practicing lawyer, of which 7 years as a habilitated lecturer.

In the Faculty of Law of Sofia University, she conducts lecture courses on "Labour Law", as follows - a full-time form of education, from the academic year 2014-15 till today, study by correspondence, from the academic year 2011-12 until today. Assoc. Prof. Gevrenova leads a lecture course in social security law - full-time and part-time education, from the academic year 2013-14 to this day.

According to Certificate № 69/05.04.2021, issued by the Head of the Human Resources Department of Sofia University, Nina Gevrenova has been working under an employment contract since 06.10.1992 and continues to work under an employment contract under Article 67, paragraph 1, item 1 of the Labour Code. She has held the following academic positions: Assistant, as of October 6, 1992, to March 6, 2000, Junior Assistant, as of March 7, 2000, to July 7, 2003, Senior Assistant, as of July 8, 2003, until 01.07.2014, Associate Professor, as of 02.07.2014 until the

present moment. As already mentioned, Assoc. Prof. Gevrenova has been the Head of the Department of Labour and Social Insurance Law at the Faculty of Law at Sofia University since 2017.

As per Certificate № 199/27.04.2021, the Secretary of the Department of Labour and Social Insurance Law at Sofia University, during the last 3 academic years Nina Gevrenova has the following study programme: academic year 2018/2019 (classroom duties) - 376 hours, of which lectures on labour law: 20 hours, lectures on social insurance law: 110 hours, exercises on social insurance law: 36 hours, lectures on labour law and social insurance (Faculty of Philosophy): 40 hours; academic year 2019/20 (classroom duties): 350 hours, of which lectures on labour law: 55 hours, lectures on insurance law: 80 hours, lectures on labour law and social insurance (Faculty of Philosophy): 40 hours; academic year 2020/21 (classroom duties): 410 hours, of which lectures on labour law: 60 hours, lectures on insurance law: 75 hours, lectures on labour law and social insurance (Faculty of Philosophy): 40 hours; lectures on international labour law (specialty International Relations): 30 h.

Assoc. Prof. Gevrenova has led lecture courses at other faculties of Sofia University, as follows: Faculty of Pedagogy - "Legal Aspects of Social Activity", Master's program, from the academic year 2005/06 until the academic year 2008/09; Faculty of Public Administration - "Labour Law", full-time form of education, from the academic year 2018/19 to this day; Faculty of Economics - "Labour Law", Master's degree, from the academic year 2019/20 to this day.

Assoc. Prof. Gevrenova leads lecture courses in other higher education institutions, as follows: University of Veliko Tarnovo, Faculty of Law - "Labour Law", part-time education, from academic year 2012/13 till now; "Insurance law", part-time education, from academic year 2012/13 till now; Faculty of Economics - "Labour Law", specialty "Human Resources Management", from academic year 2018/19 till now; "Labour Law", specialty "Accounting and Control", from academic year 2018/19 till now; New Bulgarian University, School of Management - "Labour Law", Master's program, academic years in the period from 2002 until 2012; "Difference Management", Master's program, academic years in the period from 2002 to 2012.

In view of the above, I am convinced that Assoc. Prof. Gevrenova is a lecturer of the highest possible academic level, extremely well prepared and competent to hold the academic position of "Professor", for which this competition was announced.

5. Professional experience

Assoc. Prof. Gevrenova has serious professional experience. She has held the position of Expert at: the Ministry of Justice, PHARE Program (1996-1997); Tripartite Council for Social Cooperation at the Ministry of Labour and Social Policy in connection with draft laws on labour law, health and safety at work (2000-2009) by the Bulgarian Chamber of Commerce and Industry; USAID on the project "Labour Market Project-Harmonization of the Bulgarian Labour Law with EU Legislation" (2003-2004). During the period 2012-16, Nina Gevrenova was a member of the Legal Council of the President of the Republic of Bulgaria. She was also Chief Legal Adviser (2004-08) and HR Director of BTC AD (2009-12). She has been registered as a lawyer since 2000. Between 2003 and 2009, she was an arbitrator at the National Institute for Conciliation and Arbitration, and since 2012, she has been a mediator at the same institute.

6. Characteristics and evaluation of the scientific and scientific-applied contributions of the presented scientific works

For her participation in this competition, Assoc. Prof. Gevrenova has submitted the following papers: a monograph: "The essential content of the individual employment contract", S., Ciela, 2021, 359; three studies: "Termination by the employer of the employment contract with a trial period", Judicial world, Sibi, №1/2020, 58-80, "On some issues concerning the internal salary rules as a non-state source of labour law". Current issues of labour and social insurance law. V. XI. S., Univ. edition St. Cl. Ohridski, 2020, 68-90, “The Trial Clause - Postulates, Problems and Reality.” Yearbook of Sofia University, Faculty of Law, Volume 86, 2019, 325-356; seven articles: “Labour remuneration - regulation, interests and realities. Part One.” Legal Review, 2017, № 2, 110-121, “Additional remuneration for acquired length of service and professional experience - regulation, expectations and realities. Second part. Legal Review”, 2017, № 7-8, 54-

64, “On some issues for the specified terms of individual employment relationships.” Anniversary collection dedicated to the 80th anniversary of Prof. D.Sc. Vasil Mrachkov. S., Labour and Law, 2014, 277-298, “Social services - concept and basic legal characteristics.” Judicial world, 2014, № 1, 132-144, “Effective legal protection - the new challenge to labour legislation.” Current issues of labour and social insurance law. V. VII. The challenges facing the Bulgarian labour legislation. S., Univ. ed. St. Cl. Ohridski, 2015, 69-80, “The subjective right of non-compliance with the term of the given notice - essence, procedure for exercise and legal consequences.” DE JURE, 2018, Official edition of the Faculty of Law of the University of Veliko Tarnovo “St. St. Cyril and Methodius”, 5-12, “The right to social assistance in the context of social support and social service.” Current issues of labour and social insurance law. T. H. S., Univ. ed. St. Cl. Ohridski, 2018, 69-80.

All scientific papers submitted for review are in the field of labour and social insurance law, for which this competition has been announced.

Among the scientific work of the candidate, a special place is held by the habilitation work presented and entitled "The essential content of the individual employment contract". The monograph is an original work containing valuable scientific contributions. In itself, it represents the first comprehensive study in the Bulgarian legal literature of the content (and in particular, of the essential content) of the individual employment contract. The paper contains an in-depth analysis of the legal framework, theory and practice of this issue in labour law. The author has critically analyzed the body of the Bulgarian literature devoted to the essential content of the employment contract, as well as esteem foreign studies: German, English and Russian. Contemporary theoretical views in this field are thoroughly discussed. The scientific apparatus is rich, and the citation is accurate and conscientious. In the habilitation work, the author has skillfully combined different methods of scientific research, which is undoubtedly its strength. The historical, comparative law and positivist methods have been used with the greatest success in the research, which is determined by the specifics of the phenomena.

The habilitation thesis contains the following main valuable scientific contributions.

The notion of essential content of the individual employment contract as a content without which the employment contract cannot be concluded, has a contribution value, as well as its three

essential characteristics - legal regulation, consent of the parties, non-employment in the absence of consent to the necessary content (p.17-26).

The author's contribution is also in the analysis of the preconditions due to which the consent for the essential content of the employment contract gives rise to an employment relationship - an explicit norm which should regulate the elements of the essential content; the lack of a norm to replace the missing consent; legal prohibition to replace the elements of the essential content from other sources (p.27-42).

The analysis of the elements of the essential content included in the monograph also reveals its contribution character, regulated in Art. 66, Para. 1 of the Labour Code (LC), whereby the exposition consistently focuses only on those elements that regulate the prestation of the worker or employee and his rights.

A new viewpoint for the Bulgarian literature is the one of settling a norm, according to which the lack of an agreement on an element of the essential content is an obstacle to the rise of employment relationship, unless there is a normative or other rule to replace it. For the first time in the theory, the thesis is supported that the contradiction with non-state sources should be settled as a ground for invalidity of the contractual clause, so that the rules of non-state sources replace and supplement the content of the employment contract. The author's contribution lays also in the view that the absence of a contractual clause does not lead to invalidity of the whole contract, when there is a rule of a non-state source to replace it. For the first time in Bulgarian literature, restriction of the freedom to negotiate on the elements of the essential content of the individual employment contract is analyzed, substantiating the conclusion that lack of agreement on such elements gives rise to an employment relationship with the most favourable content for the employee.

Contributing character is the distinction of the content of the employment contract regulated in Art. 66, Para. 1 of the Labour Code into two parts: “substantive essential content” (the agreement on the position’s title), without the consent of which the employment relationship does not arise (p.52-95), and “non-substantive essential content” (the agreement on Art. 66, Para. 1, item 1, points 3-8 of the Labour Code), which has no such effect (p. 45). The author's conclusion is substantiated that the legislator restricts the freedom to negotiate the elements of the non-substantive essential content, because, on the one hand, consent on these elements is not sufficient

for concluding the employment contract, and, on the other hand, its absence does not lead to impossibility for employment to arise. On the contrary, despite the lack of such stipulations, the employment contract is concluded, but not with a content as per the will of the parties, but with a normatively established one. The understanding that the parties are legally limited in negotiating the elements of the non-substantive content is also worth noting, as the legislator imperatively restricts the limits for the use of labour force, forbidding non-state sources to regulate and change them. The author's understanding should be shared that the law explicitly defines the prerequisites, under which the permanent and mobile place of work are agreed, as well as the boundaries within which the permanent place of work is defined. Both the type and the boundaries of the place of work and the type and duration of the working hours are imperatively regulated, and any deviation from the regulation leads to the invalidity of the respective stipulations and to their replacement with the respective norms.

The author's contribution is in her analysis of the legislator's approach to the freedom to negotiate the scope of basic labour rights - remuneration, paid annual leave and termination of employment contract with notice, which regulates mandatory minimum thresholds and allows negotiation or settlement in another way of standards more favourable to employees (with the exception of the additional remuneration for length of service and professional experience, for which parties may agree less favourable parameters in comparison with the ones normatively established).

The author's contribution is the consistent analysis of all elements of the substantive and non-substantive content, which covers their nature and significance for the employment relationship, the subject and options for negotiation, the grounds for invalidity of clauses and the consequences of their replacement by relevant provisions.

Undisputed contribution is revealed by the substantiated proposals for amendment of Art. 66, Para. 1 of the Labour Code aimed at specifying the type and number of the elements of the essential content.

Proposals for improvement of the regulation of collective labour agreements, internal salary rules and regulations for the internal labour order are new and contributive as that will facilitate the process of negotiation and protection of labour rights, as well as the understanding of

the need for settlement in Para. 2 of Art. 66 of the Labour Code on the limits of contractual freedom in determining more favourable for the employee labour rights and working conditions in comparison with those established by the state and non-state sources. The author's contribution is also found in the proposal for normative differentiation of the consequences under Art. 66, Para. 1 of the Labour Code, subject to negotiation, from the ones individually determined by the employer.

Analysis and proposal for creation of a regulation of the position, the job description and the full working hours are also of contributing nature. High point in Assoc. Prof. Gevrenova's work is the distinction of the position from its title, the analysis of the restriction of the freedom to negotiate the title of the position (Art. 66, Para. 4 of the Labour Code), as well as the analysis of the significance of the position for the obligations of the employee. Author's contribution is also found in the study of the procedure for compiling and entering into force of the job description, as well as the author's proposal to establish more effective protection of the employee in case of change of the job description (p.52-95).

The work contains indisputable scientific contributions in the analysis of one other essential element of the employment relationship: the place of work, its separation from the workplace, and the study of the employer's options to change the agreed place of work. New to Bulgarian literature are the distinction and definition of two types of place of work: "mobile" (which has the character of an exception) and "permanent" (which has the meaning of a principle), as well as disclosing the dependence of the place of work from the position. For the first time, the thesis is argued that in the sense of Art. 66, Para. 1, item 1 and Para. 3 of the Labour Code, the parties agree on the type of the place of work, and possibly, its boundaries. The author's contribution is the discovery of different variants of lawful determination of the clauses regarding the place of work, as well as the consideration of the ways for judicial protection of employees in the hypotheses of violation of the legal requirements. Another advantage of this written work is the study of the cases of lack of clauses on the type and boundaries of the place of work, as well as their replacement by legal norms (p.96-136).

One more author’s contribution is the determination of the agreed duration of working hours as a criterion for the amount of prestation provided by the employee together with the labour norms, which are however set unilaterally by the employer, as well as the analysis of the transforming rights with which the employer can assign work larger than the agreed amount. Another contribution is the thesis that according to Art. 66, Para. 1, item 8 of the Labour Code, parties first agree on the type of working time (full or part-time), after which they agree on its “duration” and “distribution”. With full-time work, parties agree on the statutory duration. The author's contribution is strong in the analysis of the invalidity of the stipulations with which the full working hours are calculated and/or distributed, as well as the conclusion that they are replaced by rules contained in the regulations. The need to reach an agreement on part-time work, its duration and distribution is also analyzed. Another contribution is the proposals de lege ferenda regarding Art. 66, Para. 1, item 8 of the Labour Code. The study of the limits of contractual freedom to choose the type of working time and its duration in full-time and part-time work, as well as the applicable legal framework, is also of a contributory nature. Legal significance of the stipulation for the duration of working hours is analyzed, including regarding the rights of the employees to remuneration, length of service, paid annual leave, length of service, etc. (p.137-180).

Undisputed scientific contributions are contained in the analysis of the concepts of basic remuneration and payment system (p.181-228). A novelty of contributing nature for our literature are the author's research and conclusions about the three payment systems: the duration-of-work system, the results-of-work system and the mixed system, the proposals de lege ferenda, as well as the analysis of the provision of Art. 66, Para. 1, item 7, sentence. 1 of the Labour Code in connection with the remuneration and the payment system. The author's valuable contribution is when considering the competition between the different sources which regulate the amount of basic remuneration and/or the pricing under the duration-of-work system and the establishment of imperative limits of contractual freedom, as well as the replacement of missing stipulations with other rules. An advantage in this written work is also the consideration of the contractual type of the payment system.

The contribution of the monograph is also the analysis of the regulation of the additional remuneration for length of service and professional experience, as well as of its differences with the regulation of all other types of remuneration (p. 229-283). For the first time, the thesis is substantiated that with the exception of the amount of the percentage for each year of service, the legislation does not establish a minimum, but a maximum standard that can be observed by the employer with the help of internal salary rules. The sanction established by the collective labour agreement is also examined. The author's contribution is the analysis of the concept of additional remuneration. For the first time are analyzed the grounds, the amount, the number of years of work experience or professional experience, the moment of occurrence, the period of time during which the amount is increased in view of the additional remuneration, which by virtue of Art. 66, Para. 1, item 7, sentence 2 LC parties are obliged to agree upon. Competition between the different types of sources and the cases of replacing missing stipulations with other rules is analyzed.

Distinction between the types of remuneration, the periodic payment of which parties are obliged to agree upon (p.270-283), also brings great value to this written work.

Of great interest is the analysis of the concept of paid annual leave and its legal significance, as well as the study of the peculiarities of the three types of paid annual leave (p.284-304). The thesis is argued that by virtue of Art. 66, Para. 1, item 5 of the Labour Code, parties agree on the amount, but not the type of paid annual leave, nor the amount of the remuneration, the procedure for use, postponement and repayment by prescription of the three types of leave. The analysis of the limits of negotiating the amounts of the basic, extended and additional leave also stands out with great distinction.

Scientific contributions are contained in the analysis of the regulation of the notice period for termination of employment (p.305-336). The criticism of the lack of a unified and consistent legislative approach, as well as the analysis of the notion of an agreed notice period, deserves support. The analysis of the contractual freedom to negotiate the notice period for the different types of employment contracts, as well as the proposals de lege ferenda made in this regard, should be shared. The study of the significance of the collective labour agreement for the period of notice, as well as of the cases of replacement of a missing stipulation by a norm from the Labour Code or by a stipulation in a collective labour agreement, is also worth noting.

Undoubtedly, the scientific input of the monograph is that it has not only theoretical but also important practical significance, because the analysis contained in it is based not only on legal and dogmatic prerequisites, but also on the current practice of the Supreme Court of Cassation and the Supreme Administrative Court.

In connection with the habilitation work, some recommendations can be made to the author. First of all, it could be recommended to clearly distinguish the different types of legal facts related to the essential content of the individual employment contract. Further consideration needs to be given to the view that stipulations in an individual employment contract that run counter to a collective labour agreement, internal wage rules or internal labour regulations, should be invalid and be replaced by the rules of the relevant source.

To participate in this competition, the candidate has submitted three studies, published in edited collective volumes.

The study "Termination by the employer of the employment contract with trial period", Judicial World, Sibi, №1/2020, 58-80, examines the subjective right of the employer to unilaterally terminate the employment relationship on the basis of the trial clause in his favour. The in-depth analysis of the grounds for exercising the right, its holder, the options to delegate it and the practical problems they raise, is of significant interest. The thesis about the preclusive nature of the probationary period deserves support. Great input can be found in the study of the valid reasons why the term ceases to run, as well as the legal consequences that their termination causes. It is worth supporting the thesis that the exercise of the right depends on the discretion of the employer. The comparison of this right with other rights of the employer, the analysis of the case law and the proposals de lege ferenda are also worth noting.

The study "On some issues regarding the internal salary rules as a non-state source of labour law", Current issues of labour and social insurance law. V. XI. S., Univ. ed. St. Cl. Ohridski, 2020, 68-90, examines the essence and features of the internal rules for the salary. The procedure for their adoption, their subject of regulation and their legal effect are analyzed. The study reveals the difference between the collective labour agreements and the internal salary rules, as well as the proposals made de lege ferenda, which brings additional value to the work.

The study "The Trial Clause - Postulates, problems and reality", Yearbook of Sofia University, Faculty of Law, Volume 86, 2019, 325-356, analyzes the trial clause and its consequences for the employment relationship. Contributing points are contained in its comparison with the term and condition and in the analysis of the possibilities for negotiating a probationary clause and a term for the same employment relationship. New to our literature is the thesis of the presence of three elements in the trial clause, the limits within which each of them is agreed, and the legal consequences of their violation. Valuable points are contained in the analysis of the differentiation of positions into identical, similar and different, the study of the case law and the proposals for change in the current legal framework.

In order to participate in this competition, Assoc. Prof. Nina Gevrenova has submitted seven articles published in peer-reviewed scientific journals or in edited collective volumes, that contain scientific contributions.

The article entitled "Remuneration - regulation, interests and realities. Part One", Legal Review, 2017, № 2, 110-121, analyzes the structure of remuneration and the different types of remuneration. The reasonable conclusion that basic remuneration does not compensate the difference between the due and actually provided amount of labour, nor the difference in the qualities of the labour force, brings great value, as is the conclusion that minimum amount of basic remuneration applies to all labour relations, regardless of their peculiarities. It is worth supporting the study of the collective labour agreements and the internal salary rules, which by virtue of an explicit state sanction settle higher amounts of labour remunerations than the ones established by the legislator. The analysis of the possibilities of these sources for settling types of additional remunerations, which the state does not settle, has a contributing character.

In the article called "Additional remuneration for acquired length of service and professional experience - regulation, expectations and realities. Part Two. Legal Review", 2017, № 7-8, 54-64, examines the additional remuneration for acquired length of service and professional experience, answering the question whether there is an objective need for its payment. Contributions are contained in the analysis of the right to additional remuneration, including the legal framework, the basis and time of occurrence of the right, the amount of remuneration and the

period of its increase. The author's argumentative thesis that this is the only remuneration paid for presumed labour, which presupposes the significant differences in the regime of its payment, should be supported. For the first time in our literature are analyzed the prerequisites that would ensure change in the work of the employee and would justify the fairness of the paid additional remuneration. Critical analysis of the regulation forms basis for the reasonable conclusion that the regime is favourable for the employees, but biased, thus allowing the employer – helped by existing professional experience - to create a more objective regime, but also less favourable for its employees. Reasoned conclusions must be noted about the need to amend the regulation which is not in line with the process of deterioration of the physical and mental abilities of the employee, as well as with one of the main provisions in Bulgarian insurance law that with reaching retirement age, "absolute incapacity for work" occurs.

The article "On some issues for the specified terms of individual employment.", Jubilee collection dedicated to the 80th anniversary of Prof. D.Sc. Vasil Mrachkov. S., Trud i pravo, 2014, 277-298, analyzes the relationship between legally regulated terms and the "chain" signing of fixed-term employment contracts. Well-founded value in the article is seen in the study of the aspects of restriction of the contractual freedom and the options for lawful coordination of the different types of certain terms, as well as the analysis of the grounds for negotiating certain terms; the duration of terms and the different in type prohibitions for their re-negotiation. Great worth is also seen in the study of the case-law. The thesis of the option for a repeated negotiation of clauses for a certain period of time must then be supported. The main criticisms are the normatively established restrictions, as well as the proposals for improving the legislation.

In the article "Social services - a concept and basic legal characteristics." Judicial world, 2014, № 1, 132-144, the regulation of social services as a subject of the right to social assistance is analyzed. Its contributing nature is presupposed by revealing the features of social service as a generic concept, allowing the study of the many different types of services. The article points out the main differences between social services and social benefits, and outlines their importance within the right to social assistance. Input is also revealed in the study of the obligations of the state for effective functioning of the system of social services in view of the right to social assistance provided for in Art. 51, Para. 1 of the Constitution. Scientific contributions are contained in the analysis of the concepts of "provider" and "user" of social services, the main types of

providers, differences in their legal regime, delegation of activities funded by the national and municipal budgets. Criticism of the tendency to reduce the state's commitments and activities in the field of social services, as well as the proposals for providing services to at least the categories of persons for whom the Constitution requires special care, should be supported.

The article called "Effective legal protection - the new challenge for labour legislation." Current issues of labour and social insurance law. V. VII, The challenges facing the Bulgarian labour legislation. S., Univ. ed. St. Cl. Ohridski, 2015, 69-80, considers the effectiveness of the legal protection provided by the legislator, linking its content with the achieved end result. The author's contribution is the analysis of the concept of protection's effectiveness. New for our literature are the conclusions about the mediation of the relations between the employer and the employee by trade unions, representatives of workers and employees, occupational medicine services, officials on safe and healthy working conditions or working conditions committees. The study of the procedures in the field of health and safety at work and the critique of the existence and rights of the committees on working conditions and the working conditions groups, which duplicate those of the trade unions, also reveal a contributing character. The proposals for legislative changes made in the article deserve support.

In the article "The subjective right to non-observance of the given notice - nature, order of exercise and legal consequences." Official edition of the Law Faculty of the University of Veliko Tarnovo "St. St. Cyril and Methodius", 5-12, analyzes the testamentary right of each party to the employment relationship not to comply with the notice period. Scientific contributions are contained in the study of the holder of the right, the grounds and procedure for its exercise, as well as the consequences for the legal relationship. The analysis of the case law in connection with the consequences of non-compliance with the notice is of a contributory nature. It is worth supporting the thesis that the law provides an opportunity for the employee and the employer to determine the duration of the employment relationship. Contributions are also found in the analysis of the obligation to compensate.

The article called "The right to social assistance in the context of social support and social service." Current issues of labour and social insurance law. V. X. S., Univ. ed. St. Cl. Ohridski, 2018, 69-80, analyzes the obligations of the state related to the right to social assistance for the creation of legislation, provision of financial resources and administrative resources that are

necessary for building and maintaining the system of social assistance. The study of the features of social assistance and social service as the main elements of the right to social assistance is also contributing. For the first time, the distinction is justified between social assistance and social service in view of their characteristics, purpose and weight within the right to social assistance. It is worth supporting the understanding that social assistance provides legal guarantees for implementation of the right to social assistance. The author's contribution is the study of the philosophy of the obligations of the state in the field of social services. Legislator's propensity to expand the circle of users of the services is analyzed, combined with the remuneration while providing them, which changes the understanding of the social element in social assistance and of the social function of the state as a whole.

7. General evaluation of the scientific and scientific-applied contributions and recommendations

The scientific works of Assoc. Prof. Nina Gevrenova presented for the competition - both the habilitation work and the studies and articles - in terms of quality not only meet, but exceed the requirements of the law. They contain numerous valuable scientific contributions. Assoc. Prof. Gevrenova has demonstrated her ability to formulate and argue in depth her scientific theses. The conclusions, summaries and proposals de lege ferenda contained in the works have not only scientific but also great practical significance, because they are not self-serving, but are fully consistent with public needs and case law.

The recommendations made do not in any way affect the value and seriousness of the scientific contributions of the scientific papers submitted for review, and do not in any way diminish their high scientific and scientific-applied significance.

7. Conclusion

Given the above, I strongly suggest that Assoc. Prof. Nina Milkova Gevrenova be elected for the position of "Professor" in the professional field 3.6. Law, specialty "Labour and Social Insurance Law" at the Faculty of Law of Sofia University "St. Kliment Ohridski".

Sofia, May 29, 2021 Kind regards, _____

Angel Kalaydzhiev