

PROGRAMME

**PROTECTION AGAINST  
*DISCRIMINATION*  
IN BULGARIA, IN EUROPE  
AND IN THE WORLD**

INTERNATIONAL SCIENTIFIC  
CONFERENCE

**19-20 april | 08:30, Building 1, Hall 409**

All hours are in local Sofia time  
Time zone: UTC/GMT + 2 hours

In person and online in ZOOM

## **April 19th 2024 (Friday), NBU, Building 1, Hall 409**

ZOOM Meeting ID: 876 1682 3234

Join Zoom Meeting: <https://nbu-bg.zoom.us/j/87616823234>

### **9.00 – 9.30 CONFERENCE REGISTRATION**

### **9.30 – 10.00 CONFERENCE OPENING**

Moderator: Ekaterina Mihaylova, Professor, PhD, New Bulgarian University, Chair of the Organizing Committee

- Vesselin Metodiev, Honorary Professor, PhD, President of the Board of Trustees of New Bulgarian University
- Ana Dzumalieva, Associate Professor, PhD, Chair of the Commission for Protection against Discrimination, Republic of Bulgaria
- Vesselin Vuchkov, Professor, PhD, Chair of the Department of Law, New Bulgarian University

### **10.00 – 12.30 FIRST PANEL: “DISCRIMINATION IN THE INTERDISCIPLINARY DIALOGUE OF THE HUMANITARIAN AND SOCIAL SCIENCES”**

Moderator: Deyana Marcheva, Associate Professor, PhD, New Bulgarian University

Language: Bulgarian

10.00 – 10.10 Malina Novkirishka–Stoyanova, Professor, D. Sc. (Legal sciences), New Bulgarian University, Department of Law  
**Discrimination of Roman Women and Law**

10.10 – 10.20 Konstantin Tanev, Associate Professor, PhD, University of National and World Economy, Faculty of Law  
**Divortium ex Lege. A Few Words on the Marital Status of Women**

10.20 – 10.30 Stefan Detchev, Associate Professor, PhD, New Bulgarian University, Department of Anthropology  
**Several Explorations about the Hidden History of Gender in the End of the 19th Century**

10.30 – 10.40 Dimitar Gyudurov, Associate Professor, PhD, New Bulgarian University, Department of History  
**Gender Discrimination in Bulgaria and the “Social Evils” 1879–1944**

10.40 – 10.50 Ruzha Smilova, Chief Assistant Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Philosophy, Centre for Liberal Strategies  
**Inequality and Violence against Women as Forms of Discrimination: The Case of Bulgaria**

10.50 – 11.00 Alexey Pamporov, Associate Professor, PhD, Institute of Philosophy and Sociology – Bulgarian Academy of Sciences  
**Police Inaction as a Form of Structural Discrimination in Gender-Based Violence**

11.00 – 11.20	Discussion
11.20 – 11.30	Coffee Break
11.30 – 11.40	Evelina Staykova, Associate Professor, PhD and Ildoko Otova, Assistant Professor, PhD, New Bulgarian University, Department of Political Sciences <b>Discrimination in the Reception of People Fleeing War: Different Treatment Approaches for Asylum Seekers in Bulgaria</b>
11.40 – 11.50	Simeon Asenov, Associate Professor, PhD, University of National and World Economy, Faculty of International Economics and Politics <b>Discriminatory Aspects and Practices in the Electoral Law and the Electoral Process</b>
11.50 – 12.00	Georgi Prodanov, Chief Assistant Professor, PhD, New Bulgarian University, Department of Political Sciences <b>Discriminatory Practices at Local Elections in Bulgaria</b>
12.00 – 12.10	Veselina Slavova, Associate Professor, PhD, Medical University – Varna “Prof. Dr. Paraskev Stoyanov”, Medical college <b>Ethical Assessment of Intentional and Unintentional Forms of Discrimination</b>
12.10 – 12.30	Discussion
12.30 – 13.00	Lunch Break

## 13.00 – 17.20 SECOND PANEL: “DISCRIMINATION IN EUROPE AND IN THE WORLD”

13.00 – 15.20 Part 1: “Antidiscrimination Law in the World”

Moderator: Silvia Tsoneva, Associate Professor, PhD, New Bulgarian University

Language: English

13.00 – 13.10	Marko Stanković, Associate Professor, PhD, University of Belgrade, Faculty of Law, Belgrade, Republic of Serbia <b>Constituent Nations (“Peoples”) in the Political System of Bosnia and Herzegovina – Consociation or Discrimination</b>
13.10 – 13.20	Simona Rodat, Full Professor, PhD, Adventus University, Faculty of Theology and Social Sciences, Cernica, Romania <b>Actions, Measures, and Strategies to Combat Discrimination</b>
13.20 – 13.30	Hisham Jadallah Mansour Shakhathreh, Assistant Professor, PhD, Jadara University, Faculty of Law, Irbid, Hashemite Kingdom of Jordan <b>The Right to Equality and Non-discrimination</b>
13.30 – 13.40	Emilia Miščenić, Full Professor, Dr. Iur. (KFU Graz), LL.M. (Saarland), Department of European and Private International Law, Faculty of Law, University of Rijeka, Croatia <b>The Effectiveness of the Enforcement of the Croatian Anti-discrimination Law: Lessons Learned in the Past Two Decades</b>

13.40 – 13.50	Mikołaj Tarkowski, Associate Professor, Dr hab., Head of the Department of History and Philosophy of Law; Maciej Helmin, Assistant Professor, PhD, Pomeranian University in Słupsk, Institute of Law and Administration, Republic of Poland <b>Protection against Discrimination in Poland. Selected Historical and Contemporary Aspects compared to Legal Solutions in Other European Countries</b>
13.50 – 14.00	William Manga Mokofe, PhD, Advocate of the High Court of South Africa, Senior Law Lecturer, Euvos South Africa, Republic of South Africa <b>Advancements in Anti-discrimination Efforts in Post-apartheid South Africa</b>
14.00 – 14.10	Melissa Muindi, PhD, Strathmore Law School, Academic Director, Nairobi, Republic of Kenya <b>Safeguarding Workers Rights: A comprehensive analysis of Discrimination Protection Laws in Kenya</b>
14.10 – 14.20	Nenad Tešić, Associate Professor, PhD, University of Belgrade, Faculty of Law; Jelisaveta Boljanović, Teaching associate, University of Belgrade, Faculty of Law; Ljubiša Vulić, Regulatory Affairs Operational Bidding Specialist, Thermo Fisher Scientific, Belgrade, Republic of Serbia <b>On Equal Access to Healthcare in the Republic of Serbia</b>
14.20 – 14.30	Filip Bojić, Assistant Professor, University of Belgrade, Faculty of Law, Belgrade, Republic of Serbia <b>Discrimination of Persons with Disabilities in Serbian Law and Practice</b>
14.30 – 14.40	Ivan Andreevich Ivannikov, Doctor of Legal Sciences, Doctor of Political Sciences, Professor of the Department of Theory, History of State and Law of the Sochi Branch of the VSUYU (RPA of the Ministry of Justice of Russia), Professor of the Department of Civil and Criminal Law and Procedure of the Sochi State University, Sochi, Russian Federation <b>About Poverty as a Form of Discrimination</b>
14.40 – 14.50	Jelena Ristić, Associate Professor, PhD, “Ss. Cyril and Methodius” University, Institute for Sociological, Political and Juridical Research, Skopje, Republic of North Macedonia <b>Hate Speech and Discrimination in the Case-law of the European Court of Human Rights</b>
14.50 – 15.10	Discussion
15.10 – 15.20	Coffee Break

15.20 – 17.40 *Part 2: “Employment Aspects of Discrimination in Europe”*

Moderator: Deyana Marcheva, Associate Professor, PhD, New Bulgarian University

Language: English

15.20 – 15.30	Beatriz Sánchez-Girón Martínez, PhD student in Employment Law, Comillas Pontifical University, Madrid, Kingdom of Spain <b>The Concept of Disability in European Non-Discrimination Law: Upcoming Challenges</b>
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15.30 – 15.40	Lorenzo Giasanti, Associate Professor, PhD; Marta Giaconi, Associate Professor, PhD; Simone Varva, Associate Professor, PhD, University of Milano–Bicocca, Italian Republic <b>Non-discrimination Based on Disability and the Possibility for Employers to Investigate Workers' Health (and Genetic Characteristics)</b>
15.40 – 15.50	Michał Matuszak, Assistant Professor, PhD, attorney-at-law, University of Warsaw, Faculty of Management, Department of Legal Problems of Administration and Management, Laboratory of Socio-Legal Problems of Employment, Warsaw, Republic of Poland <b>Management and Organizational Capacity of the Employer in the Area of Counteracting Discrimination in the Workplace</b>
15.50 – 16.00	Silvia Capíková, Assistant Professor, Comenius University in Bratislava, Faculty of Medicine, Bratislava, Slovak Republic <b>Institutional Safeguards in Combating Discrimination in Labour Relations: A Critical Analysis of the Legal Framework in Slovakia</b>
16.00 – 16.10	Țop Dan, Full Professor, PhD, Valahia University of Târgoviste, Faculty of Law and Administrative Sciences, Doctoral School of Sociology and Legal Sciences of the Romanian Academy, Romania <b>Protection against Discrimination of Workers in Romania</b>
16.10 – 16.20	Aleksandar Ristovski, Associate Professor of Labour Law, PhD, "Ss. Cyril and Methodius" University, Skopje; Angela Jovanovska, LL.M, PhD student in the Business Law (Labour Law) Study Program, "Iustinianus Primus" University, Law Faculty, Skopje, Republic of North Macedonia <b>Workplace Harassment in a Macedonian Legal Context: from a Concept of Protection against Discrimination to a Concept of Protection of the Dignity of All Workers?</b>
16.20 – 16.30	Ljubinka Kovačević, Full Professor, PhD, University of Belgrade, Faculty of Law, Belgrade, Republic of Serbia <b>Serbian Approach to Legal Remedies for Protection of Right to Equality at Work</b>
16.30 – 16.40	Marija Dragičević, LL.D., Assistant Professor, University of Niš, Faculty of Law, Belgrade, Republic of Serbia <b>Peaceful Dispute Resolution in Employee Discrimination Cases in the Republic of Serbia</b>
16.40 – 16.50	Mina Kuzminać, LL.M. (master of laws), PhD student, junior teaching assistant, University of Belgrade, Faculty of Law, Belgrade, Republic of Serbia <b>Prohibition of Intersectional Discrimination in Serbia – Reflections on the World of Work</b>
16.50 – 17.00	Katarina Dolović Bojić, Associate Professor, PhD; Snežana Dabić Nikićević, Assistant Professor, University of Belgrade, Faculty of Law, Belgrade, Republic of Serbia <b>Legal Regime of Property Acquired by a Lifetime Support Contract</b>
17.00 – 17.10	Daniil Kaniukov, 3rd year student, Belarusian State University, Faculty of Law, Minsk, Republic of Belarus <b>Protection from Discrimination in Case of Termination of Employment Relations in the Republic of Belarus</b>

17.10 – 17.20 Mária Nováková, Associate Professor, PhD; Silvia Capíková, Assistant Professor, PhD; Katarína Kezman, Assistant Professor, PhD; Igor Doboš, Assistant Professor, PhD, Comenius University in Bratislava, Faculty of Medicine, Faculty of Law, Bratislava, Slovak Republic  
**A Four-day Working Week Model in Harmony with New Workplace Technologies**

17.20 – 17.40 Discussion  
Closing of the first day of the conference

## **April 20th 2024 (Saturday), NBU, Building 1, Hall 409**

ZOOM Meeting ID: 864 6519 1122

Join Zoom: <https://nbu-bg.zoom.us/j/86465191122>

### **9.00 – 11.30 FIRST PANEL: “PUBLIC LAW AND CRIMINAL LAW ASPECTS OF DISCRIMINATION”**

Moderator: Ralitsa Kostadinova, Associate Professor, PhD, New Bulgarian University  
Language: Bulgarian

9.00 – 9.10 Velina Todorova, Associate Professor, PhD, Institute for the State and the Law – Bulgarian Academy of Sciences  
**Traditional Values and the Right to Protection from Discrimination in Constitutional Court Decisions**

9.10 – 9.20 Blagoy Deliev, Chief Assistant Professor, PhD, Plovdiv University “Paisii Hilendarski”, Faculty of Law  
**The Indirect Discrimination between Freedom and Equality**

9.20 – 9.30 Nataliya Kiselova, Associate Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Law  
**Equality and Inequality: Race, Gender or ... Class?**

9.30 – 9.40 Zornitsa Yordanova, Associate Professor, PhD, “Angel Kanchev” University of Ruse, Faculty of Law  
**The Prohibition of Dual Citizenship for High State Positions, Established in the Constitution of the Republic of Bulgaria – Discrimination or Necessity?**

9.40 – 9.50 Peter Kichashki, PhD, member of the Commission for Protection against Discrimination, South-West University “Neofit Rilski”, Blagoevgrad, Faculty of Law and History  
**The Protected Characteristic against Discrimination “Personal Status” – Problems and Development**

9.50 – 10.00	Darina Zinovieva, Professor, PhD, Institute for the State and the Law – Bulgarian Academy of Sciences, Plovdiv University “Paisii Hilendarski”, Faculty of Law <b>Quorum and Majority of the Commission for Protection against Discrimination as a Collective Body (current issues)</b>
10.00 – 10.10	Raina Nikolova, Professor, D. Sc. (Legal sciences), New Bulgarian University, Department of Law <b>Discrimination in Administrative Law and Administrative Practice</b>
10.10 – 10.20	Elitsa Kumanova, Associate Professor, PhD, “Angel Kanchev” University of Ruse, Faculty of Law <b>The Problems of Discrimination in Health Care in the United States of America</b>
10.20 – 10.30	Petar Topurov, Chief Assistant Professor, PhD, Institute for the State and the Law – Bulgarian Academy of Sciences <b>Violation of the Prohibition of Discrimination by the Bulgarian Authorities in Their Response to the Domestic Violence Cases</b>
10.30 – 10.40	Krasimir Manov, Associate Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Law <b>Peculiarities of Crimes under the Bulgarian Penal Code Committed with a Discriminatory Motive</b>
10.40 – 10.50	Nikoleta Puleva, Chief Assistant Professor, PhD, “St. Cyril and St. Methodius” University of Veliko Tarnovo, Faculty of Law <b>About Crimes with Discriminatory Element</b>
10.50 – 11.00	Ivan Georgiev, Visiting Assistant, University of National and World Economy, Faculty of Law <b>Statutory Discrimination on the Basis of Sex, in the Prosecution of Crimes against Marriage, Family and Youth in the Form of Failure to Comply with a Court Ruling</b>
11.00 – 11.20	Discussion
11.20 – 11.30	Coffee Break

## **11.30 – 13.40 SECOND PANEL: “LABOUR LAW AND SOCIAL SECURITY LAW ASPECTS OF DISCRIMINATION”**

Moderator: Ivaylo Staykov, Associate Professor, D. Sc. (Legal Sciences), New Bulgarian University  
Language: Bulgarian

11.30 – 11.40	Emilia Alexieva, Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Philosophy <b>Is Workplace Harassment Discrimination – Psychological Perspective</b>
11.40 – 11.50	Albena Velikova–Stoyanova, Assistant professor, Sofia University “St. Kliment Ohridski”, Faculty of Law <b>Discrimination Related to Overqualification</b>

11.50 – 12.00	Rayna Koycheva, Associate Professor, PhD, University of National and World Economy, Faculty of Law <b>Certain Discriminatory Provisions in Retirement Pensions</b>
12.00 – 12.10	Andrey Alexandrov, Associate Professor, PhD, Institute for the State and the Law – Bulgarian Academy of Sciences, South-West University “Neofit Rilski”, Blagoevgrad, Faculty of Law and History <b>Guarantees for the Right to Work for Workers and Employees with Mental Disabilities</b>
12.10 – 12.20	Atliana Mileva, Chief Assistant Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Law <b>The Special Protection of Pregnant Women and Mothers in Labour Law – Discrimination or Not?</b>
12.20 – 12.30	Teodora Filipova, Associate Professor, PhD, Plovdiv University “Paisii Hilendarski”, Faculty of Law <b>Discriminatory Legislative Decisions and Administrative Practice in Exercising Parental Rights</b>
12.30 – 12.40	Nikoleta Lazarova, Chief Assistant Professor, PhD, South-West University “Neofit Rilski”, Blagoevgrad, Faculty of Law and History <b>The Legal Protection of Workers or Employees Against Workplace Harassment – Regulatory Issues and New Challenges for the Legislator</b>
12.40 – 12.50	Vanya Miteva, Chief Assistant Professor, PhD, Plovdiv University “Paisii Hilendarski”, Faculty of Law <b>The Pension under Art. 68, para. 4 of the Social Security Code – Discriminatory or Not?</b>
12.50 – 13.00	Maria Radeva, Chief Assistant Professor, PhD, “Angel Kanchev” University of Ruse, Faculty of Law <b>On the Negative Effect of Dismissal Protection</b>
13.00 – 13.10	Tsveta Popova, Chief Assistant Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Law <b>Does the Law Effectively Protect an Employee, who is Discriminated by the Employer for Being a Whistleblower?</b>
13.10 – 13.20	Stefan Stefanov, PhD student, South-West University “Neofit Rilski”, Blagoevgrad, Faculty of Law and History <b>The Harassment as a Form of Discrimination within the Exercising of Employment Rights</b>
13.20 – 13.40	Discussion
13.40 – 14.00	Lunch Break



## 14.00 – 18.10 THIRD PANEL: „PROTECTION AGAINST DISCRIMINATION IN BULGARIA AND THE IN THE EUROPEAN UNION: PROBLEMS AND PERSPECTIVES”

14.00 – 16.00 Part 1

Moderator: Maria Chochova, Chief Assistant Professor, PhD, New Bulgarian University

Language: Bulgarian

14.00 – 14.10	Hristo Hristev, Associate Professor, PhD, Sofia University “St. Kliment Ohridski”, Faculty of Law <b>Prohibition of Discrimination and Equality before the Law as a Dimension of the Rule of Law in the Legal Order of the European Union</b>
14.10 – 14.20	Stoil Molloff, Visiting Assistant, PhD, New Bulgarian University, Department of Law <b>Labour Market Inequalities and European Union Countermeasures</b>
14.20 – 14.30	Georgi Mihaylov, Chief Assistant Professor, PhD, South-West University “Neofit Rilski”, Blagoevgrad, Faculty of Law and History <b>Discrimination Provisions in the Bulgarian Anti-discrimination Legislation</b>
14.30 – 14.40	Filip Samuilov, PhD student, New Bulgarian University, Department of Law Discrimination Based on Sexual Orientation and Gender Identity in Bulgaria
14.40 – 14.50	Vladimira Stoimenova–Deliyska, PhD, member of the Commission for Protection against Discrimination <b>Sexual Harassment within the Meaning of the Protection against Discrimination Act and in the Context of Other Normative Acts in Republic of Bulgaria</b>
14.50 – 15.00	Borislav Borisov, Chief Assistant Professor, PhD, “St. Cyril and St. Methodius” University of Veliko Tarnovo, Faculty of Law <b>Burden of Proof in Court Cases under the Protection against Discrimination Act</b>
15.00 – 15.10	Blagoy Ginev, PhD student, Sofia University “St. Kliment Ohridski”, Faculty of Law <b>The Settlement under Art. 62 of the Protection against Discrimination Act</b>
15.10 – 15.20	Stanislav Angelov, PhD, junior judge in District Court – Varna <b>On Some Issues Related to the Court Proceedings under Art. 71 of the Protection against Discrimination Act</b>
15.20 – 15.30	Katerina Yocheva, Associate Professor, PhD, New Bulgarian University, Department of Law <b>The Bulgarian Commission for Protection against Discrimination as a National Jurisdiction within the Meaning of Art. 267 TFEU – Past and Prospects</b>
15.30 – 15.50	Discussion
15.50 – 16.00	Coffee Break

16.00 – 18.10 Part 2

Moderator: Katerina Yocheva, Associate Professor, PhD, New Bulgarian University

Language: Bulgarian

16.00 – 16.10	Ekaterina Mihaylova, Professor, PhD, New Bulgarian University, Department of Law <b>The Parliamentary Debates on the Protection against Discrimination Act</b>
16.10 – 16.20	Deyana Marcheva, Associate Professor, PhD, New Bulgarian University, Department of Law <b>Is Protection against Discrimination Possible without Dismantling Certain Stereotypes in the Legal Discourse?</b>
16.20 – 16.30	Maria Chochova, Chief Assistant Professor, PhD, New Bulgarian University, Department of Law <b>Protection against Discrimination by Legal Action</b>
16.30 – 16.40	Ivaylo Staykov, Associate Professor, D. Sc. (Legal sciences), New Bulgarian University, Department of Law <b>The Statutory Discrimination that Created Interpretative Decision No. 4 of 2023 of the General Assembly of the First and Second Colleges of the Supreme Administrative Court</b>
16.40 – 16.50	Veselina Maneva, Professor, PhD, New Bulgarian University, Department of Law <b>Does it Give Rise to Discrimination the Unfair Payment of Remuneration by an Employer When Using a Service Invention Created Under Co-authorship?</b>
16.50 – 17.00	Tsvetalina Petkova, Associate Professor, PhD, New Bulgarian University, Department of Law <b>Wearing of Religious Clothing by a Student at School in Light of the Prohibition of Direct Discrimination Based on Religion or Belief</b>
17.00 – 17.10	Silvia Tsoneva, Associate Professor, PhD, New Bulgarian University, Department of Law <b>Tort Liability for Discrimination</b>
17.10 – 17.20	Tchetin Kazak, Assistant Professor, PhD, New Bulgarian University, Department of Law <b>The Concept of “Systemic Discrimination” – Should It Remain Only in the Media?</b>
17.20 – 17.30	Ralitsa Kostadinova, Associate Professor, PhD, New Bulgarian University, Department of Law <b>Discrimination and Genocide</b>
17.30 – 17.40	Ivan Tushev, 5th year student, New Bulgarian University, Department of Law <b>The Prohibition of Discrimination in European Union Law</b>
17.40 – 17.50	Dimitar Kokinov, 5th year student, New Bulgarian University, Department of Law <b>Racial Discrimination and Racial Segregation</b>
17.50 – 18.10	Discussion
	Conference Closing