

POSITION

**From Prof. Dr. Silvia Trifonova Trifonova-Pramatarova,
University of National and World Economy (UNWE), Sofia**

of a dissertation for the award of the educational and scientific degree “Doctor”

in Area of Study 3. Social Sciences, Economics and Law, Field of Study 3.8. Economics, Ph.D. Program “Finance, Insurance and Social Security”, Higher School of Insurance and Finance (VUZF University), Sofia

Author: Ph.D. student Oleksandra Lysiuk

Title: „Labour market and employment in the modern economy of Ukraine”

1. General description of the presented materials

By Order № 91/22.04.2021 of the Rector of the Higher School of Insurance and Finance (VUZF University) Assoc. Prof. Dr. Grigorii Vazov I have been appointed a member of the scientific jury for providing a procedure for defense of a dissertation on the topic “**Labour market and employment in the modern economy of Ukraine**” for obtaining an educational and scientific degree “Doctor” in the Area of study 3. Social Sciences, Economics and Law, field of study 3.8. Economics, Ph.D. program “Finance, Insurance and Social Security”.

The author of the dissertation is Ph.D. student Oleksandra Lysiuk. The materials submitted by the Center for Scientific Research and Doctoral Studies at the VUZF University include all the necessary documents for the procedure, namely: CV in English, dissertation in Russian, abstract in Bulgarian and in Russian, list and summaries of the publications on the topic of dissertation in Bulgarian and Russian, the publications of the doctoral student on the topic of the dissertation, reference for fulfillment of the minimum requirements for acquisition of educational and scientific degree “Doctor”.

2. Brief biographical data about the candidate

Oleksandra Lysiuk graduated from the Vinnytsya National Technical University, Ukraine in 2011. From 2011 to 2021, she worked for Ukrainian companies such as: DataArt, Softjourn, Bel Oil, etc., as a supply chain manager, consultant for staff selection and deputy director for organization and management of human resources. For a period of two years she was also a lecturer at the Kyiv National Trade-Economy University in Ukraine.

3. Relevance of the topic and expediency of the set goals and objectives

The topic of the dissertation research is relevant and interesting, as it examines the structural changes in the labor market in Ukraine as a result of the transformation of social and economic relations.

The author has set as the main goal of the dissertation to improve the scientific and methodological provisions and to develop practical recommendations for regulating the labor market in the conditions of the transformation of the employment structure. This goal is decomposed into 8 research tasks.

4. Knowledge of the problem

The author is well acquainted with the problem of scientific research. This is evidenced by the clear formulation of the object and subject of the study. The object of the study are the processes of functioning, regulation and development of the labour market. The subject of the research are theoretical, scientific-methodical and practical aspects of the regulation of the labour market in the conditions of the transformation of the employment structure. I consider that it should have been pointed out everywhere that she is talking about Ukraine.

5. Research methodology

Different research methods have been used for the development of the dissertation work – theoretical and methodological analysis, systematic approach, functional and structural approach, descriptive analysis, empirical analysis, method of observation, method of analysis and synthesis, etc. Other methods are mentioned in the dissertation’s methodology, but some of them cannot be considered as such – for example, a monographic method - for determining indicators for the functioning, regulation and development of the labour market; methods for statistical analysis - to assess indicators characterizing the current state of the labour market and transformational changes in the structure of employment.

6. Characteristics and evaluation of the dissertation

Structurally, the dissertation consists of the following parts: introduction, three chapters, conclusion and bibliography.

Before the introduction are not presented list of abbreviations, list of tables nor list of figures.

The dissertation is accompanied by an abstract, which briefly presents the structure and content of the dissertation and author’s theses and research results. The dissertation is written in Russian, and the abstract is in Bulgarian and Russian.

The total volume of the dissertation is 144 pages. No appendices to the dissertation.

The bibliography includes 92 literature sources – books, articles, reports, periodicals and non-periodicals. All sources in the bibliography are written in Russian, which means that either even foreign sources were used in their translation into Russian, or they are incorrectly written in Russian, but used in the original English, or the Ph.D. student does not use English, although in her CV she stated that she uses level C1.

The first chapter of the dissertation is devoted to the theoretical and methodological foundations of the formation of the labour market. The market is considered as a system of economic relations with

identification of the organizational and economic mechanism for its regulation. Of interest is the analysis of the main characteristics of the labour market in Ukraine.

The second chapter is devoted to the analysis of the labour market in Ukraine in modern conditions. For this purpose, the demographic basis for the formation of the labour market is studied, the main characteristics and scale of unemployment are derived, and an analysis of the impact of migration on the Ukrainian economy is made.

The third chapter is devoted to the ways to improve the organizational and economic mechanism for the formation and development of the labour market in Ukraine. For this purpose, the main aspects of the regulation of the labour market are studied and the role of social entrepreneurship as an element of the improvement of the state market policy is emphasized. Of interest is the introduction of innovative labour as an element of the formation of the market mechanism in the labour market in Ukraine. The conclusion presents the main findings from the study.

7. Contributions and significance of dissertation for science and practice

The author's contributions are not listed in a submitted Reference of contributions.

Contributions are also not listed neither in the abstract, as is generally accepted.

The clearest idea of the contributions can be obtained from the dissertation's introduction, where the scientific innovations of the results obtained in the following groups are distinguished - scientific theses elaborated for a first-time, contributions to improvement, contributions to further development and contributions with practical applied character. The improvement of the labour market regulation mechanism in Ukraine, the further development of the model of social entrepreneurship as an element of the improvement of the state market policy in the country and the proposed idea for development of innovative labour as one of the perspective areas of the state labour market regulation in Ukraine can be highlighted.

I do not consider that the 11 conclusions formulated in the abstract are scientific contributions of dissertation (pp. 18-21). They are rightly called „conclusions of a scientific and practical nature, reflecting the results of solving the main tasks in accordance with the set goals”.

8. Evaluation of publications on the dissertation

The Ph.D. student has presented a significant number of scientific publications on the topic of the dissertation - a total of 13 publications. They are both individual and co-authored, and are closely related to dissertation issues. They include: 5 publications are in scientific journals, 1 article in a journal indexed in the Web of Science, 2 participations in collective monographs, 5 papers at scientific and practical conferences. The publications were made in the period 2015 - 2021.

9. Assessment of compliance with the minimum national requirements

From the submitted by the Ph.D. student Reference for fulfillment of the minimum national requirements for acquiring the educational and scientific degree “Doctor” in the professional field 3.8 Economy, it is clear that she meets the minimum national requirements – she has a total of 148 points.

10. Personal participation of the candidate

I consider that the dissertation is the work of the candidate herself.

11. Abstract

The abstract is prepared in Bulgarian and Russian, and the dissertation – only in Russian. The abstract corresponds to the content of the dissertation.

However, the **abstract has many disadvantages:**

1. The abstract does not include a reference of contributions. The section “Conclusions” of the author’s abstract contains conclusions, called “conclusions of scientific and practical nature, reflecting the results of solving the main tasks in accordance with the objectives”. However, they cannot be called contributions.

2. There are many errors and inaccuracies in the abstract, some of which are **unacceptable**. For example, on page 10 in the author’s abstract it is written: “The total volume of the diploma work is 135 pages. The main essence of the diploma work”. I guess it’s a technical error. But this means a complete negligence in the preparation of the abstract and / or an inaccurate translation from Russian to Bulgarian, without a check before submitting the materials to the scientific jury. I recommend that a very careful review of all documentation of Ph.D. students should be made!

3. In the abstract in the text of Figure 1.2. Basic models of the labour market, is not read at all (page 11) and it is not clear why it was put there at all.

12. Critical remarks and recommendations

I have the following notes and recommendations about the dissertation:

In many places of the dissertation there is no author’s critical analysis of the presented theses, and above all there is a descriptive and theoretical-methodological analysis. It is not clear what is meant by a monographic method in the dissertation methodology - it is claimed that it serves to determine indicators for the functioning, regulation and development of the labour market, but this is not correct. The Ph.D. student writes that she used statistical analysis methods to assess indicators characterizing the current state of the labour market and the transformational changes in the structure of employment in Ukraine, but in practice statistical analysis was not applied in the dissertation.

I mentioned earlier that all 92 literary sources in the bibliography are written in Russian. It is not clear whether foreign sources translated into Russian were used, whether they were incorrectly written only in Russian, but they were used in the original in English, or whether the Ph.D. student did not use English, although in her CV she stated that she uses level C1.

Although the dissertation is now being defended in 2021, it does not reflect the impact of the Covid-19 pandemic on the labour market and employment in Ukraine. The empirical data analyzed in the dissertation are up to 2019 including, and should cover 2020 as well.

Many notes of a technical nature to the dissertation could be mentioned:

- illegible figures in the dissertation due to the absence of any text in them (for example, Figure 1.1. on page 14, Figure 1.2. on page 24, Figure 1.3. on page 34) and in the abstract (as Figure 1.2. Basic models of the labour market on page 11) – i.e. the figures are empty;
- below any one table in the dissertation the source of the data is not indicated;
- the formatting of dissertation is poor;
- there is a discrepancy between what is written in the abstract and in the dissertation;
- the pages in the content do not correspond to the exposition, etc.

For example, on page 2 in the abstract and on page 9 in the dissertation it is written that the dissertation consists of 142 pages, incl. introduction, three chapters, conclusion, references, lists of abbreviations used, graphs and tables. As mentioned earlier, the dissertation consists of 144 pages and has no lists of abbreviations used, graphs and tables.

My recommendation is that the doctoral student's documentation be much better prepared.

I have 3 questions for the Ph.D. student:

1/ What is the state of the labour market in Ukraine and what changes occur in it due to the impact of the Covid-19 pandemic?

2/ How and in what ways can the increase of employment in Ukraine be stimulated in the current conditions of a pandemic?

3/ What guidelines does the Ph.D. student propose for regulating the labour market in Ukraine in the conditions of the transformation of the employment structure?

13. Personal impressions

I do not know the Ph.D. student and I have no personal impressions of her.

CONCLUSION

The dissertation on the topic “**Labour market and employment in the modern economy of Ukraine**”, developed by Ph.D. student Oleksandra Lysiuk is an interesting and comprehensive scientific study on this issue. The presented materials comply with the requirements of the Law for the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB) and the Regulations for implementation of ZRASRB, and the Regulations for admission and training of doctoral students at the VUZF University.

I give my **positive assessment** of the research **but I make a significant recommendation** to the Ph.D. students, their supervisors and the department that manages the Ph.D. students - before submitting

a dissertation and abstract, the latter should be subject to thorough examination at the VUZF University!
I propose to the scientific jury **to award the educational and scientific degree of “*Doctor*”** to Oleksandra Lysiuk in the area of study 3. Social Sciences, Economics and Law, field of study 3.8. Economics, Ph.D. program “Finance, Insurance and Social Security”, VUZF University, Sofia.

13.05.2021

Sofia

Reviewer:

(Prof. Dr. Silvia Trifonova-Pramatarova)