

OPINION

from

Assoc. Prof. Dr. Atanaska Ivova Filipova-Slancheva,

Lecturer at UNWE - Sofia, FSF, Department of Accounting and Analysis of dissertation for awarding the educational and scientific degree "Doctor" in the field of higher education 3. Social, economic and legal sciences Professional field 3.8. Economics doctoral program "Finance, Insurance and Social Security" at the Higher School of Insurance and Finance (VUZF) - Sofia

Author: Alexandra Lisyuk

Topic: "Labor market and employment in the modern economy of Ukraine"

Scientific adviser: prof., Ph.D. Igor Gennadyevich Britchenko

This Opinion has been developed in accordance with the requirements of the Law for the Development of the Academic Staff in the Republic of Bulgaria (promulgated, SG No. 38 of 21.05.2010, as last amended and supplemented, SG No. 27 of 12.03.2021), (promulgated, SG, issue 75 of 24.09.2010, with amended and supplemented SG, issue 15 of 19.02.2019) and of the Regulations for admission and training of doctoral students in VUZF.

1. General description of the submitted materials

By order № 91 of 22.04.2021 of the Rector of the Higher School of Insurance and Finance Assoc. Prof. Dr. Grigoriy Vazov I was appointed a member of the scientific jury to provide a procedure for the defense of a dissertation on "Labor Market and Employment of the population in the modern economy of Ukraine ", for acquiring the educational and scientific degree " Doctor " in the field of higher education 3. Social, economic and legal sciences, Professional field 3.8. Economics, doctoral program "Finance, Insurance and Social Security". The author of the dissertation is

Oleksandra Lisyuk - PhD student in an independent form of education at the Department of Finance with supervisor Prof. D.Sc. Igor Gennadyevich Britchenko from VUZF - Sofia.

The materials submitted by Oleksandra Lisyuk for the defense of the dissertation include: 1 pc. dissertation in PDF format in Russian; 1 piece. abstract in Bulgarian in PDF format; 1 piece. abstract in Russian in PDF format; list of publications in Bulgarian and Russian; files from the publications in which the doctoral student's publications were made; CV in PDF format in English; reference for fulfillment of the minimum requirements for acquisition of this degree.

2. Brief biographical data about the doctoral student

Alexandra Lisyuk received her higher education at Vinnytsya National Technical University, Ukraine in 2011. Then, in the period from 2012 to 2021, she worked successively in Ukrainian companies, including: DataArt, Softjourn, Bel Oil, as a selection consultant. of staff and deputy. director of organization and management of human resources. For a period of two years, the doctoral student was also a lecturer at Kyiv National Trade-Economy University (college), Ukraine. He uses three languages - Ukrainian, Russian and English.

3. Topicality of the topic and expediency of the set goals and tasks

The presented dissertation is especially relevant with the specifics of the researched issues, its content and the applied research approaches and methods. It objectively and realistically presents the qualities, skills and abilities of the doctoral student as a researcher, analyst and professional in the specific field of science and practice. Already in the introduction of the dissertation are very clearly and precisely outlined: the subject, goals and objectives, as well as the methodology used and methodology for conducting and summarizing the results of the study. The research thesis is also clearly formulated, which is successfully defended and defended. The presented dissertation is oriented and tested through real data and indicators valid for the practice.

4. Knowledge of the problem

The way in which the analysis of the significant number of literature sources was performed, the scientific approach applied in the research, the achieved results and the proposals made, show that the doctoral student Oleksandra Lisyuk is thoroughly acquainted with the presented issues.

5. Research methodology

The used research methods (comparisons, analysis and synthesis, theoretical generalization, induction, deduction, etc.) can be assessed as completely suitable for achieving the set goal and results, leading to adequate answers to the main research questions in the dissertation.

6. Characteristics and evaluation of the dissertation

The presented dissertation on the topic "Labor market and employment in the modern economy of Ukraine" is developed in a total volume of 142 pages, incl. introduction, three chapters, conclusion and bibliography. The exhibition presents graphs, tables and diagrams. The bibliography contains 92 sources (including books, articles, periodic and non-periodic statistical and other publications, reports and available on the Internet sources) of which 89 in Ukrainian and 3 in English. A list of publications is also presented - a total of 13 in number.

The introduction of the dissertation presents: the relevance of the researched issues, object, subject, goal, tasks, research thesis, research methodology, the limitations in the field of the research, approbation of the results of the work, etc.

Chapter one of the dissertation is devoted to the theoretical characteristics of the labor market, its components and functions, reveals the global determinants of its development, examines the institutional basis of labor market integration in the economy as a whole. An important emphasis in this chapter is the systematization and definition of the most typical features characterizing the modern sphere of employment as: intensified global competition; decline in the share of the manufacturing sector and rapid growth of the services sector; structural changes in the process of transition from the sphere of material production to the sphere of production of intangible knowledge; increasing the number of high-tech industries, the origin of new technologies and

changes in the organization of production; increasing the demand for highly qualified and well-trained specialists who create high innovative potential, as well as the development of new non-standard forms of employment.

In the second chapter the research is aimed at analyzing the state, trends and regional features of labor market regulation in Ukraine for the period from 2010 to 2019. The doctoral student successfully presents his author's view and determines that under the conditions of activation of the process of forced internal relocation regional labor markets face the problem of the emergence of a new category of citizens in need of work - forced migrants, with whom the State Employment Service is facing for the first time.

In the third chapter, the doctoral student focuses on summarizing the theoretical and applied results of the study, which contributes to the formation of new approaches in addressing the issue of improving the guidelines for labor market regulation. The doctoral student presents the main directions for rationalization of the labor market in Ukraine, proposing a mechanism aimed at achieving a professional balance, to ensure a high level of competitiveness of the population, to provide quality parameters of supply and demand, as well as formation of a structurally balanced sphere of employment. In order to improve the state policy for labor market regulation, a model for the development of social entrepreneurship in Ukraine has been proposed. The proposals for development of innovative work are substantiated, in view of the needs of the economy and the social sphere for qualified personnel by transforming the forms of work into more progressive ones. Ideas for growth and development of innovative work in Ukraine are proposed and their possible advantages are listed. It can be pointed out that this chapter of the dissertation deserves the highest positive assessment, as it is characterized by a strong scientific and applied value for the Ukrainian labor market and, accordingly, provides opportunities for its improvement.

The conclusion contains the main results, conclusions and assessments of the doctoral student as a summary of the presentation in the three chapters. These results and conclusions are the basis for deriving the specific achievements and formulating the scientific-applied contributions and contribution moments of the dissertation.

In general, the scientific work is developed in a logical sequence and balance between the individual parts. The formulated goal and the set tasks of the research have been achieved.

7. Contributions and significance of the development for science and practice

Eleven scientific contributions to the dissertation have been formulated (p. 131). They fully correspond to the content of the text and are the merit of Lisyuk. The in-depth reading of the work gives grounds to unite some of them and on this basis to confirm the main contributions and contribution points of scientific and scientific-applied nature, as follows: the theoretical and methodological bases of the labor market development are defined, which gives the possibility of considering this category as a system of public relations related to the recruitment and supply of labor, including its purchase and sale; the peculiarities of the transformational changes in the modern structure of employment, characterized by the origin of its new forms and types, changes in the regulation of collective bargaining are systematized; a mechanism for regulating the labor market in Ukraine is proposed, in the conditions of the transformation of structural employment, through which the instruments of integrated state and market influence are determined; a model for the development of social entrepreneurship is proposed as a promising direction of state regulation of the labor market, which is a qualitatively new form of organizing the activities of enterprises in Ukraine, aimed at using non-standard approaches to solving social problems; a proposal for development and support of innovative work is substantiated, which will have a positive impact on the development of various spheres of the Ukrainian economy.

The indicated directions of the main achievements in the dissertation work give grounds to be defined as summarizing and upgrading existing knowledge, as well as formulating specific proposals with a high degree of usefulness for the development of theory and practice.

8. Evaluation of the publications on the dissertation

The main results of the dissertation are reflected in 12 scientific publications, 5 of them in scientific professional journals, 2 articles in scientific periodicals of other countries, 1 of which is included in the international scientometric database, 7 publications are based on materials from scientific practical conferences.

9. Assessment of compliance with the minimum national requirements

Assessment for fulfillment of the minimum national requirements: from the Information for fulfillment of the minimum national requirements for acquiring the educational and scientific degree “doctor” in the professional field presented by the doctoral student 3.8. Economy, we found that the minimum national requirements are met - a total of 148 points.

10. Personal participation of the doctoral student

I have not found plagiarism in my dissertation. I believe that the dissertation, the presented results and the contributions are the author's work of the doctoral student.

11. Abstract

The abstract reflects the content of the dissertation, containing the necessary information and highlights of the study. It correctly and comprehensively presents the dissertation, the contributions and the main conclusions in the text.

12. Critical remarks and recommendations

A careful study of the scientific works of the doctoral student Oleksandra Lisyuk gives me reason to summarize that there are no significant omissions, inaccuracies or contradictions in them.

13. Personal impressions

I have no personal impressions from the performances of the doctoral student outside the competition.

14. Recommendations for future use of dissertation contributions and results

I recommend the doctoral student to continue her in-depth research and expand the areas of her research interests.

CONCLUSION

The dissertation contains scientific, scientific-applied and applied results, which represent an original contribution to science and meet the requirements of the Law for development of the academic staff in the Republic of Bulgaria (ZRASRB) and the Regulations for application of ZRASRB. The presented materials and dissertation results fully comply with the specific requirements of the Regulations for admission and training of doctoral students at the Higher School of Insurance and Finance.

The dissertation shows that the doctoral student Oleksandra Lisyuk has in-depth theoretical knowledge and professional skills in Professional field 3. 8. Economics, demonstrating qualities and skills for independent research.

Due to the above, I confidently give my positive assessment of the research presented by the above peer-reviewed dissertation, abstract, results and contributions, and I invite the esteemed scientific jury to award the educational and scientific degree 'Doctor' of Alexandra Lisyuk in Higher Education. education 3. Social, economic and legal sciences; Professional field 3. 8. Economics; doctoral program "Finance, Insurance and Social Security".

11.05.2021 Prepared the opinion:

Sofia

Assoc. Prof. Dr. At. Filipova-Slancheva