

## **Opinion**

**by Professor Dr. Svetla Boryslova Toshkova, UNSS  
for the materials submitted for participation in the competition  
to occupy the academic position "professor"  
in the Graduate School of Insurance and Finance**

**Area of higher education 3.8. Economics and professional direction (Economics and labor organization)**

### *General presentation of the procedure and the candidate*

The competition for "professor" was announced in the State Gazette, no. no. 30 of 15. 04. 2022 and on the website of the Higher School of Insurance and Finance. The only candidate is an Associate Professor D.Sc. Evgeni Georgiev Evgeniev from the Higher School of Insurance and Finance

By order No. 168 of 25.07.2022. of the Rector of the Higher School of Insurance and Finance, I have been appointed as a member of the scientific jury of a competition for **the academic position of "professor" at VUZF** in the field of higher education 3.8. Economics, professional direction (Economics and labor organization)

Presented by Associate Professor D.Sc. Evgeni Georgiev Evgeniev's set of materials on paper/electronic/ media is in accordance with the Regulations for the Development of the Academic Staff of VUZF and includes the following documents:

- Monograph
- Habilitation work
- List of publications
- Reference citations
- Certificates of participation in projects

The candidate Associate Professor D.Sc. Evgeni Georgiev Evgeniev has presented a total of 11 scientific works: 2 monographs (one of which is presented as a habilitation thesis), 2 chapters of collective monographs, 7 studies, 3 textbooks and teaching aids and a list of 12 scientific research projects - national and international scientific research the project. Prof. Evgeniev is the supervisor of a doctoral student who has successfully defended his thesis.

From the review of the presented documents and evidence for the announced competition for a professorship, I believe that the candidate Associate Professor D.Sc. Evgeni Evgeniev meets the requirements and exceeds the required quantitative criteria.

Associate Professor D.Sc. Evgeni Georgiev Evgeniev holds a master's degree in Economics, majoring in Economics and Labor Organization from UNSS. In 1989, he obtained a scientific degree of Doctor of Economics at UNSS. Since 2009, he has held a scientific position as an associate professor at UNSS, and in 2019 he obtained a scientific degree of Doctor of Sciences at UNSS

Prof. Evgeniev's long-term work experience is invariably in the field of labor organization, human resources management and social affairs. Associate Professor D.Sc. Evgeniev is an expert on labor organization at the Ministry of Metallurgy - Center for Labor Organization and the Ministry of Energy and Raw Materials. Later he worked in the Labor and Social Affairs Committee as a Specialist in Human Resources Analysis and Management, and later in the Ministry of Economy and Planning. From 1989 to 1992, Associate Professor D.Sc. Evgeni Evgeniev is the head of the "Labor Organization and Efficiency" department at the Ministry of Labor and Social Policy. It is in "OBB" AD chief expert in human resource management and is responsible for economic policy, personnel management, labor organization systems, innovation, qualification and professional development of personnel. Later, Associate Professor Evgeniev was a member of the Board of Directors and head of the economic policy and finance department at Bulgartabac Holding.

From 2001 to June 2022, he was the Chairman of the Board of Nicotiana BT Holding AD, where he managed the economic and financial policy, personnel and qualification assurance, personnel management, labor organization systems, innovations, qualification and professional realization. From 2001 to the present, he is also the Chairman of the Board of Directors of "Personal Holding" AD, managing and organizing the overall activities of the holding and the economic group.

Associate Professor D.Sc. Evgeniev skilfully combines the accumulated solid practical experience in the management and leadership of large organizations, personnel management and labor organization with teaching and scientific research. Since 2009, he has been an associate professor at UNSS in the Department of Human Resources and Social Protection, and is currently the Vice-Rector of the Higher School of Insurance and Finance, being responsible for administration, project development and management, and management of the system for continuing and postgraduate professional training.

### ***General characteristics of the applicant's activity***

#### ***Assessment of educational and teaching activity and preparation of the candidate***

Associate Professor Evgeniev's academic and teaching activities deserve high praise. He led lecture courses and exercises with students, graduates and doctoral students at UNSS, developed lecture courses, authored textbooks and study aids. From the submitted Official Notes it is established that Associate Professor D.Sc. Evgeniev, as a full-time teacher at the "Human Resources and Social Protection" department, during the period 2012-2021 has a sufficient academic load in the Bachelor's and Master's Colleges. He has led lectures and exercises in the following disciplines:

- Industrial relations;
- Healthy and safe working conditions;
- Labor economy;
- Organization and labor standards;
- Payroll management.

### ***Evaluation of the candidate's scientific and scientific-applied activity***

The scientific research activity of the candidate after awarding the scientific degree "Doctor of Sciences" is in accordance with the quantitative and qualitative requirements of the Regulations for the Development of the Academic Staff of VUZF. The publications, classified by type, are: seven articles, one monograph and one monographic study. One article has an impact factor in SCOPUS and six of the articles have an index in a refereed international journal in CEEOL. Certainly, the quantitative characteristics of the research presented by the candidate for the academic position "professor" correspond to the normative requirements. The content of the publications presented for the competition also gives grounds for a high quality assessment of the research.

The publications submitted for review fully correspond to a professional direction (Economics and labor organization), in the areas of organizational activity of the enterprise, transformations in labor activity, working conditions and social partnership.

Accepting the contributions presented by the candidate as a completely objective self-assessment, I would add in a summarized form the most important, in my opinion, contributing moments in the works of Associate Professor Evgeniev in a scientific-research and practical-applied aspect:

1. Embedding the problems of labor and industrial relations in the general framework of the current social characteristics of development - the problems of social inequality, migration and the social economy.

2. Outline the prospects and problems of the future in the organization of labor and industrial relations in the context of the radical changes of the Fourth Industrial Revolution.

3. Study of changes in values - identities - in relation to the individual, the family, the redefinition of the labor market.

4. The search for the balance between the market and the state, the role of trade unions, social partnership and the study of changes in the group characteristics of society.

5. Study of the problem of emotional intelligence as an important behavioral and psychological feature of the personality and its role for the effectiveness of work teams and for the development and functioning of labor relations.

### ***Critical notes and recommendations.***

As one of the possible topical directions in the author's future research, I would allow myself to suggest that he further develop the analyzes of the organization of work and labor activity in the conditions of the digital economy in the context of changes and problems in the essential characteristics of work and labor relations generated by it — in the shared economy, in the deindustrialization of societies, in robotization and the displacement of man by artificial intelligence.

I know Associate Professor D.Sc. Evgeni Evgeniev well from our many years of joint scientific teaching and practical activities. He is an established specialist and respected university lecturer in

the field of economics and labor organization and a capable leader and professional in the practice of human resources management, labor organization, trade union organizations and non-governmental structures dealing with labor relations.

Associate Professor D.Sc. Evgeni Georgiev Evgeniev is cited in full-text databases of EBSCO and CEEOL, and is also cited in books, articles, conference reports and dissertations, as can be seen from the attached reference from the collection of the UNSS Library.

## **CONCLUSION**

Presented by Associate Professor D.Sc. Evgeni Georgiev Evgeniev works, documents and materials for the competition meet all the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for its implementation and the relevant Regulations of the VUZF.

The candidate in the competition has submitted a sufficient number of scientific works published after obtaining the scientific degree "Doctor of Sciences". The candidate's research contains original scientific and applied contributions, known and cited in international publications. His theoretical developments have a certain practical applicability, and in his teaching work Assoc. Evgeniev applies the accumulated experience of a practitioner-specialist and manager.

Bearing in mind what has been stated so far in the opinion, as well as the significant professional experience, scientific and teaching capabilities of the candidate, I confidently give my positive assessment and will vote "FOR" the election of Associate Professor D.Sc. Evgeni Georgiev Evgeniev for "professor" in professional direction (Economics and labor organization) area of higher education 3.8. Economics at the Graduate School of Insurance and Finance.

Gave the opinion:

20.08.2022

Prof. Dr. Svetla Toshkova