

## REVIEW

**by Dr. Valeri Ivanov Apostolov, associate professor at UNSS**

of the materials submitted for participation in the competition

to occupy the academic position "professor"

in the Graduate School of Insurance and Finance

by field of higher education 3.8. Economics and professional direction (Economics and labor organization)

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

### **1. General presentation of the received materials**

#### **Subject:**

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)

To participate in the announced competition, the candidate submitted only documents:

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev from the Higher School of Insurance and Finance

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

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

The candidate Associate Professor, D.Sc. Evgeni Georgiev Evgeniev has submitted a total of nine scientific papers, seven studies, one monograph, one habilitation thesis/monographic research/.

### **Brief biographical data**

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev Master of Economics, majoring in Economics and Labor Organization from UNSS, in 1989 he obtained a scientific degree of Doctor of Economics from UNSS. In 2009 acquired the scientific position of associate professor at UNSS, and in 2019 obtained a scientific degree of Doctor of Sciences at UNSS.

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev has very rich work experience, as an expert on labor organization successively in the Ministry of Metallurgy - Center for Labor Organization and the Ministry of Energy and Raw Materials Resources. Subsequently, Associate Professor D.Sc. Evgeni Georgiev Evgeniev started working in the Committee on Labor and Social Affairs as a Specialist in Analysis and Management of Human Resources Responsible for the policy on organization and management of working hours, breaks and vacations, and later in the same position in the Ministry of Economy and Planning .

From 1989 – 1992 Associate Professor, D.Sc. Evgeni Georgiev Evgeniev also started working in the Ministry of Labor and Social Policy, as the Head of the "Labour Organization and Efficiency" department. He extends his experience to the banking sector "OBB" JSC, in a position Chief human resource management expert in charge of Analysis and management of human resource management systems in the bank's headquarters and branches, responsible for economic policy issues, personnel management, labor organization systems, innovation, qualification and professional development staff realization.

Associate Professor, D.Sc. Evgeni Georgiev Evgeniev also gained experience in the field of "Bultartabac Holding" AD, as a member of the Board of Directors, he headed the economic policy and finance department and the management of the economic and financial policy; personnel management, work organization systems, innovations, qualifications and professional realization. He participated in making and implementing strategic and operational decisions regarding the activities of the holding and the economic group.

From 2001 to June 2022, he was the Chairman of the Board of Directors of "Nikotiana BT Holding" AD and, as such, Headed the economic and financial policy, personnel and qualification assurance, personnel management, labor organization systems, innovations, qualification and professional realization. Participates in making and implementing strategic and operational decisions regarding the activities of the holding.

From 2001 to the present, he is the Chairman of the Board of Directors of "Personal Holding" AD, Sofia 1618, dealing with Management and organization of the overall activities of the holding and the economic group.

The scientific activity of Associate Professor D.Sc. Evgeni Georgiev Evgeniev started from 2009 to the present moment at UNSS, as an associate professor in the department of "Human Resources and Social Protection"

He teaches the disciplines "Labor Economics", "Industrial Relations", "Health and Safety at Work" and "Organization and Labor Standards". From May 2022 - until now, he works at the Higher School of Insurance and Finance, as Vice-Rector for Administration and Projects and manages and organizes the overall activity of the administration; organization and management of project development and management processes; management, coordination and control of the continuing and postgraduate professional training system.

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

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

The candidate Associate Professor, D.Sc. Evgeni Georgiev Evgeniev has a high evaluation of his educational and pedagogical activity, he participated in the preparation of teaching aids, led lecture courses and exercises with students, graduates and doctoral students at UNSS. From the submitted official notes, it is established that Assoc. 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 College" and "Master's College". 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 activity of the candidate after awarding the scientific degree "Doctor of Sciences" is attached in a set of materials on paper/electronic/ media and is in accordance with the Regulations for the Development of the Academic Staff of VUZF. The publications are classified by type as seven articles, one issue of monograph and one issue of monographic research. One article has an impact factor in SCOPUS and six of the articles have an index in a refereed international journal in CEEOL. It is clear from the presented data that the quantitative requirements of the candidate for the academic position "professor" correspond to the normative requirements. The content of the publications presented for the competition gives reason to express the opinion that they were developed at a very good linguistic and stylistic level.

The publications submitted for review are directly related to a professional direction (Economics and labor organization), outlining the spheres of the enterprise's organizational activity, analyzing the main changes in labor activity, working conditions and social partnership.

The candidate's contributions in the presented publications can be outlined in several main areas:

#### **1. Employment:**

The main characteristic features of labor activity were investigated, examining the common and the different between the concept of "work" as an economic category and the concept of "labor activity". An exemplary model for adapting enterprises to changes in labor activity is proposed.

#### **2. The organizational activity of the enterprise:**

The main activities in the organizational activity and in particular the content of the organization of the labor activity - as a specialized activity in the organization of the labor process - have been studied.

#### **3. Working conditions**

The state, problems and challenges in the working conditions are studied, and the challenges facing modern work are systematized in seven directions. The research and development proposals can be used in scientific and scientific applied developments.

#### 4. Social partnership:

Social partnership and, in particular, collective bargaining at the enterprise level have been studied. On the basis of a sociological survey, an analysis of the practice was made, both the achievements and weaknesses were examined, and concrete proposals were given to improve the work in this area. The main trends in the development of industrial relations, as well as their prospects for development in the near future, have been studied. In his research, Prof. Evgeniev examined the place, interests and specific functions of individual countries in the socio-economic system and industrial relations.

#### 5. Emotional intelligence:

The role and place of emotional intelligence, which is gaining more and more importance in modern labor relations, is explored. Prof. Evgeniev proposed a new approach in relation to the development of labor relations and their adaptation to the requirements of modern working conditions.

#### ***The applicant's citations in the submitted publications***

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.

#### ***The habilitation thesis - "Industrial relations realities and prospects"***

The monographic study is structured in an Introduction, three parts and a conclusion. The author has investigated the realities and prospects of industrial relations, having outlined the main characteristics and processes in the development of industrial relations and the perspective for their development.

In the first part of the monographic study, a retrospective of the development of industrial relations from their origin to today's realities is made. The main stages and levels through which the development of these relations has passed have been studied. The author has outlined modern requirements of the principles according to which industrial relations develop and function, while at the same time the main characteristics of the individual participants have been outlined. In this part, the participation of the structures of civil organizations is also investigated.

The second part examines the coming changes in society in several directions, which have a direct bearing on the development and functioning of industrial relations at the present stage and their future development. Changes in economic and social relations, changes in labor and the labor market, and changes in the conditions under which these relations function are examined. Третата част разглежда възможности, перспективите и предизвикателства пред индустриалните отношения, в три основни аспекта:

- ✓ The perspective regarding the changing conditions in which industrial relations are about to operate.

- ✓ Some basic problems that are yet to be solved by the individual countries in these relations.
- ✓ The main challenges and trends in the development of relations between countries in industrial relations.

Assoc. Prof. Evgeniev's habilitation work examines industrial relations, which are on the one hand deep and comprehensive, and on the other, influenced by many and diverse factors. The author has outlined the main framework and challenges that are decisive for the further development of industrial relations in modern conditions.

Assoc. Prof. Evgeniev with his habilitation work presented his own research with which he investigated and analyzed the state of industrial relations, outlined their dynamics and perspectives and presented an author's thesis on their development. In his research, the author has outlined that as a result of the new requirements for the knowledge and skills of workers in the labor market, a new group of workforce has appeared - the knowledge workforce. The author's contribution with this monograph is the systematic analysis and summarization of the impact on the functioning of industrial relations of processes such as life expectancy, increased aging of the population, migration and migration processes, increasing social inequality, etc.

### **3. Evaluation of the candidate's personal contribution**

Assoc. Prof. Evgeniev submitted a total of nine scientific papers, seven studies, one monograph, one habilitation thesis/monographic research/ in the competition.

In "Industrial relations" - past and present, "Economic Research" magazine, issue 2, 2021, pp. 74-86, ISSN 0205-3292, Associate Professor Evgeni Evgeniev makes a retrospective of the development of industrial relations from their inception to the present day. It clarifies the essence of the basic principles on which they function and the main participants in these relationships. It examines the main trends in contemporary conditions and the formation of new "players" in these relations.

The article "Necessary changes in the field of labor and social policy" magazine "Panorama na Truda", no. 3, 2020, pp. 15-22, ISSN 2683-0612 (online), the author has considered issues related to labor policy and management, labor relations and social policy, fundamental issues for changing approaches in management policy have been considered of the processes related to work and the framework of future incentives related to income from work, the organization of the work process in modern conditions, social partnership, etc.

"The Future of Labor and Industrial Relations" magazine "Panorama of Labor", no. 1, 2020, ISSN 2683-0612 (online), the author has reviewed in retrospect the changes in labor and labor activity and the relationship with industrial relations in modern conditions, as a means of improving labor activity. The new challenges to labor activity and industrial relations are outlined.

"Perspectives for the development of industrial relations" magazine "Panorama na Truda", no. 1, 2021, ISSN 2683-0612 (online), in the article the author outlines his views on the prospects for the development of industrial relations, as well as the problems to be solved by the individual participants in this process. The conditions in which industrial relations will develop and the perspective in the development of relationships between individual participants in them are considered.

"Emotional intelligence and the organization of labor activity" "Panorama of Labor" magazine, no. 3, 2021, ISSN 2683-0612 (online), in the article, the author examines the fundamentals of emotional

intelligence and the relationship with the organization of labor activity, the benefits for workers of mastering the elements of emotional intelligence are also discussed, and at the same time, he clarifies how they reflect on the work and success rate of work teams.

"Organization of the occupational risk assessment activity", magazine "Panorama na Truda" no. 1, 2022, ISSN 2683-0612 (online), Prof. Evgeniev in the article examines the issue of the organization and conduct of occupational risk assessment, formulating the essence, main goals and tasks facing this activity. The main activities carried out are defined. Stages of work in risk assessment are considered, and their content is clarified.

"The organization of labor activity in modern conditions" magazine "Panorama of Labor" no. 2, 2022, ISSN 2683-0612 (online), the author reviewed in retrospect the main trends and challenges facing the organization of work in the modern conditions of economic and social development. Conclusions have been made about the features, prerequisites and dependencies that determine the activity of labor organization in modern conditions. The main tasks of the organization of labor activity are formulated through the prism of the changing socio-economic environment.

#### **4. Critical remarks and recommendations**

Regardless of the desire of Assoc. Ph.D. Evgeniev in the field of Labor Economics to further develop the ideas, in some of the publications repetitions of author's ideas can be seen.

My recommendation to the candidate in the competition is to continue actively with research and teaching activities in the current and dynamic issues regarding labor economics and industrial relations.

#### **5. Personal impressions**

I have known the candidate Associate Professor Evgeniev for more than 15 years, we have worked with him and are working together on the issues of labor economics, industrial relations and health and safety at work, both as colleagues in the same department and as representatives of central management of the social partners in the field of industrial relations.

#### **CONCLUSION**

The documents and materials presented by Assoc. Professor D.Sc. Evgeni Georgiev Evgeniev meets all the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for the Implementation of the ZRASRB and the relevant Regulations of VUZF.

The candidate in the competition has submitted a sufficient number of scientific works published after the materials used in the defense of the SC "Doctor of Sciences". The candidate's works contain original scientific and applied contributions that have received international recognition, a representative part of which has been published in journals and scientific collections issued by international academic publishing houses. His theoretical developments have practical applicability, and some of them are directly oriented to academic work. The scientific and teaching qualifications of Assoc. Professor D.Sc. Evgeni Georgiev Evgeniev is undoubted.

The achievements of Assoc. Professor D.Sc. Evgeni Georgiev Evgeniev's academic and research results fully comply with the Regulations of VUZF for the application of ZRASRB.

After getting acquainted with the materials and scientific works presented in the competition, analyzing their significance and the scientific, scientific-applied and applied contributions contained in them, I find it reasonable to give my positive assessment and recommend the Scientific Jury to prepare a report-proposal to the Academic Council for the selection of the **academic position "Professor"**, Assoc. Professor D.Sc. Evgeni Georgiev Evgeniev by professional direction (Economics and labor organization) field of higher education 3.8. Economics at the Graduate School of Insurance and Finance.

15.08.2022

**Reviewer:**

**Assoc. Professor Ph. D. Valeri Apostolov**