

SCIENTIFIC OPINION
BY PROF. DR. MILEN RUMENOV PENERLIEV,
DEPARTMENT OF GEOGRAPHY, REGIONAL DEVELOPMENT AND
TOURISM
SHU "BISHOP KONSTANTIN PRES LAVSKI"

**under the procedure for acquiring ESD "Doctor" in professional field 4.4 -
Earth Sciences (Geography of population and settlements)**

PhD candidate: Milen Georgiev Velikov

**Topic: "Dynamics and relationships of the labor market in Bulgaria for the
period 1989-2021 - quantitative and qualitative changes"**

Data on the procedure.

The procedure for acquiring the ESD "Doctor" is in professional field 4.4. Earth Sciences (Geography of Population and Settlements) with PhD candidate Milen Velikov, and I was appointed by Order RD-38-120 / 22.02.22 as a member of the scientific jury. By Minutes 1 of the first sitting, I have been appointed to draw up an Opinion. The topic of the dissertation is: Dynamics and relationships of the labor market in Bulgaria for the period 1989-2021 - quantitative and qualitative changes. All deadlines have been met. I received all the documents in full, according to the normative documents. The opinion on the dissertation has been prepared in accordance with the legal requirements (LDASRB, the Regulations for application of LDASRB, the Regulations of Sofia University "St. Kliment Ohridski").

Data on the PhD candidate.

Milen Velikov was born on August 1, 1982. In 2010 he graduated with a bachelor's degree from the University of National and World Economy, Sofia in "Economics and Organization of Labor", and in 2011 a master's degree in "Human Resources Economics" again at the University of National and World Economy - Sofia. In 2012 he completed a master's program in Organizational Behavior and Consulting of the organization at Sofia University "St. Kliment Ohridski" and is currently studying Social and Organizational Psychology at NBU (master's program). In 2019 he graduated from The Art & Science of Coaching at Erickson College International. His professional development ranges from Human Resources Manager to Projects Manager, People and Processes Manager at various companies. Fluent in English.

Analysis of the dissertation.

The total volume of the scientific work proposed for analysis is 287 pages, and this volume also includes: 15 pages of literature (a total of 195 literature sources and 82 electronic resources). Appendixes are presented and contributions are described separately. A total of 19 figures and 24 tables were used for visualization.

Structure: The dissertation is structured in Introduction, four chapters and Conclusion. The purpose, subject and object of the research are adequately clarified. The tasks provide clarity in the logic and actions of research. In the course of the analysis it is established that they have received their accurate analysis.

The first chapter is theoretical and examines the main scientific trends, theories and views on the labor market. A serious literary review has been made, which has its relevance to the topic of the dissertation. The doctoral student is very familiar with the basic theoretical formulations, which he will later successfully apply to the study of the problems of his scientific work. In terms of time and demographics, it finds its place on the labor market in Bulgaria among selected countries, which provides a very good basis for comparative and analytical review of the attached data.

The second chapter essentially analyzes demographic processes and structures. Given the topic of the dissertation, emphasis is placed on the working age population. Historical facts have been given since 1946, which clearly showed the violation of demographic indicators, especially after 1990. The educational, religious situation of the population, the new and the rate of unemployment, etc. are analyzed consistently. In general, this chapter gives an accurate picture of the state of the population and its labor potential. Numerous official statistics were used, skillfully visualized and adapted to the topic of the dissertation.

The next two chapters have similar titles and examine identical parameters, but for two time periods (2001/2011 and 2011/2021). All available demographic data analyzed through the prism of the labor market were used. As in the previous chapter, identical parameters are considered in these two periods, which is an important basis for comparisons and analysis. On page 186, the attached paragraph deals with the period beyond the time frame of this chapter (before 2011). As a remark we would point out the lack of conclusions to each of these chapters, as well as an attempt at a comparative x-ka between them.

In paragraph IV.5 we see the author's contribution to the dissertation in connection with his personal observations and surveys. The conclusions are

indicative, the respondents' number is very large, the representativeness is proven. Admirations to this part of the dissertation.

Question: In Table 20, the "pay" motivator is listed only in 3rd place after the other ones studied. Is this result related to some demographic structures of the population?

The conclusion of the dissertation summarizes the main conclusions of the theoretical and empirical research.

Evaluation of the obtained scientific and scientific-applied results and contribution moments.

The relevance of such research topics is indisputably proven. So is the leading research hypothesis. 4 contributing moments are presented, which are adequate to the research.

Evaluation of the abstract.

The abstract of the dissertation proposed for attention has been developed according to the established rules. Meets all requirements. In terms of content, it corresponds to all fully reflects the author's work in the work, including all the necessary elements. Contributions and publications on the topic are described.


Personal impressions and recommendations.

The remarks are related to the conclusions of each chapter, the increased volume of the dissertation and the possibility of shortening some texts. The overall assessment is excellent, a large period of time with a sufficient number of indicators has been analyzed, and an own study has been conducted.

CONCLUSION.

Based on the attached references and documents, the analysis of the scientific work submitted to me for opinion, the belief that the author (dissertation) has met all minimum (and not only) requirements for successful defense, I suggest members of the Scientific Jury to vote positively for ESD "Doctor" of PhD student Milen Velikov, Prof. Field 4.4. Earth Sciences with the topic: "Dynamics and relationships of the labor market in Bulgaria for the period 1989-2021 - quantitative and qualitative changes." I also vote FOR!

11.04.2022
Shumen

Opinion prepared by: 
/Prof. Dr. Milen Penerliev/