

REVIEW

By **Assoc. Prof. Dr. Nadezhda Ilieva**, Section "Economic and Social Geography", Department of Geography, National Institute of Geophysics, Geodesy and Geography at BAS, member of the scientific jury appointed by order ПД-38-120/22.02.2022 г.

Topic of the dissertation: "Dynamics and relationships of the labor market in Bulgaria for the period 1989-2021 - quantitative and qualitative changes", presented for the award of educational and scientific degree "Doctor", in professional field 4.4. Earth Sciences (Geography of Population and Settlements)

PhD student: Milen Georgiev Velikikov

Supervisor: Assoc. Prof. Dr. Georgi Kostadinov Bardarov

Legislation: This review has been developed in accordance with the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria (DASRB), the Regulations for the Implementation of the DASRB and the Rules of Sofia University.

Milen Georgiev Velikov was enrolled by order ПД 20 – 1223/25.06.2021г. of the Rector of Sofia University "St. Kliment Ohridski ", as a PhD student in independent training at the Department of Socio-Economic Geography - Faculty of Geology and Geography in the field of science 4.4. "Earth Sciences", and was discharged with the right to protection by order № ПД 20-444/17.02.2022 г. of the Rector of Sofia University "St. Kliment Ohridski ". Assoc. Prof. Dr. Georgi Bardarov has been appointed research supervisor of the PhD student. The dissertation was discussed at an extended meeting of the department and a public defense procedure was opened. According to order № ПД 38-120/22.02.2022 г. of the Rector of "St. Cl. Ohridski "the composition of the scientific jury has been determined. All requirements in the documentation are met.

Milen Velikov was born on August 1, 1982. He graduated with a bachelor's degree in Economics and Organization of Labor from the University of National and World Economy - Sofia, Master's degree in Human Resources Economics from the University of National and World Economy, Organizational Behavior and Consulting of the University of Sofia. Kliment Ohridski ", " Social and Organizational Psychology " - NBU. Participates in the Erasmus program at Cardinal Stefan Wyszyński University - Warsaw, professional qualification "Marketing and Business Planning" - UNWE - Institute for Postgraduate Qualification, Diploma in Human Resource Management - Chapter Institute of Personal Development UK, Global Career Development Facilitator (GCDF) - Job Tiger (Center for Credentialing & Education USA), The Art & Science of Coaching - Erickson College International. His work experience is related to holding positions in the field of human resources - "Human Resources" - Actavis, Human Resources Manager - Ecopharm, Human Capital Expert and Career Consultant for Students - Hobelix, Director of Human Resources - Telelink Business Services, Project Manager - HR-bg, Human Resources Manager - Credissimo, Human Resources and Communication Manager - Zentiva and People and Processes Manager - Dentios. He is the author of over 130 articles on FOCUS HR, career guidance, motivation, professional values, people management and more.

in Capital newspaper, Karieri.bg, Economy.bg, Forbes.com, Manager magazine, Bulgaria Business Review magazine, Human resources magazine, Facility magazine, Business Lady magazine, Enterprise magazine, DEA magazine, DEA magazine Economics, Your Business magazine, Infodent magazine, Business Bglobal magazine, Neftelimov.com and others.

The dissertation submitted for review is 287 standard pages. Structurally, it consists of an introduction, four chapters, a conclusion. Each chapter contains a different number of subheadings depending on its content and purpose. The dissertation contains 24 tables, 19 figures, 54 appendices. 195 scientific sources (10 of them in Latin) and 82 Internet sources were used. The development gives a clear idea of the content of the work, the goal, the main tasks, the methods used and the results obtained. Applications and graphics perfectly complement and illustrate the main aspects of the analysis. The structure and content of the individual chapters follow the logical sequence of the exposition for the achievement of the set goal and the solution of the formulated four tasks in the introduction.

The introduction is 13 pages long. It emphasizes the relevance of the topic, formulates the object, purpose, subject and objectives of research in the dissertation. The change of the political model, the economic, social, cultural changes in the society, the abolition of the state monopoly, the change of ownership, privatization, the change in the trade relations related to the transition, the nature of the relations between workers and employers, and the impact of global changes, which reflect on the nature of employment, the formation of the labor market, sectoral employment, and the different rates at which the transition takes place in different parts of the country determine the relevance of the topic of the dissertation. A long period of time is covered, namely 1989-2021, with the emphasis on the subperiod 2011-2021. The aim of the dissertation is to clarify the factors, the role of individual participants and the reasons that affect the labor market during the period 1989-2021, and formulation of measures to optimize the situation on the labor market in Bulgaria in the near future.

Chapter one "Theoretical and methodological foundations of the study" is 58 pages long. It clarifies the nature of labor, human capital, the labor market, employment, the way they affect demographic behavior, the conditions and existing restrictions on the functioning of a competitive labor market. The peculiarities of the labor market after the emergence of the industrial revolutions to the last, which is associated with the intensive use of innovative and intelligent solutions. The role of the motive and motivation for work, the motivational theories and the factors that provoke the person to work and exercise is clarified, which is of great importance in the analysis of the behavior of all participants in the labor market. The main terms, institutions and participants in the labor market, the nature of active and passive policy in this area are clarified. A brief overview of the development of the labor market and the overall political and economic situation in the country since the Liberation was made in order to clarify some of the reasons for the current situation. Different quantitative indicators used in the analysis of the labor market and applied in the dissertation are described, related to its participants, dynamics and relationships that give its quantitative and qualitative values at the level of individual, group or population.

Chapter two "Main stages in the dynamics and development of the labor market in Bulgaria for the period 1989-2001" is 42 pages long. An in-depth analysis of the impact of political and economic transformations in Bulgaria for the period under review on the state of the economy and the labor market has been made. The dynamics and trends in the change of the population, natural, mechanical growth, age, educational and ethnic structure and their impact on the formation of employment and unemployment are traced. These changes are seen in the context of ongoing economic reform, which is destroying the model of full but inefficient employment. The changes in the sectoral employment are traced through the prism of the institutional, economic and economic reforms and the overall restructuring of the economy. Both domestic political factors that counteract the faster development of the private sphere (economic crisis, slow pace of privatization and restitution, organizational restructuring of agricultural production, lack of investment, etc.) and foreign policy and their impact on functioning have been clarified. on the labor market in Bulgaria.

Chapter three "Trends in the demographic and economic development of Bulgaria between the censuses in 2001-2011 and their impact on the labor market" is 30 pages long. An analysis of the demographic and socio-economic processes and their impact on the functioning of the labor market in Bulgaria has been made. Particular attention is paid to the years before and after the country's accession to the EU and the changes taking place in the banking sector, reforms in administration and key public sectors, privatization deals, business environment, weaknesses in regional policy, tax policy, justice, the global financial crisis, investments, the state of the education system, and their impact on employment and economic activity in the country and individual areas. Various demographic and socio-economic indicators have been applied in the sizing of the observed processes.

The fourth chapter "Dynamics and interrelations of the labor market for the period 2011-2021" is 97 pages long. The political development of the country, the dynamics, the competitiveness, the sectoral development of the Bulgarian economy, the structure of imports and exports, the state of the financial system, incl. and the banking sector, investment, the development of economic and industrial zones, as a key component of the country's economic progress and the pursuit of higher employment levels. In addition to domestic policy, the state of the external environment, the factors that favor or hinder investment, which have a direct impact on employment, are also considered.

An in-depth analysis of the labor market in Bulgaria after the economic crisis of 2008-2010 was made. . The dynamics of the relations between the main participants in the labor market - workers, employers, trade unions in 2011-2021 is considered through the prism of personal experience and observations. A positive moment in the formation of these relationships is the entry of various international companies, which contribute to the emergence of better practices in finding, hiring, developing and managing staff. The reasons for the observed processes are the penetration of the Internet and digitalization processes, the financial crisis of 2008, the trade wars between the US and China, the existence of international sanctions against Turkey and Russia, different dynamics in the development of EU countries, the COVID

pandemic 19. The internal factors that have a leading influence on the labor market in Bulgaria include political uncertainty in our country, pronounced periods of high unemployment, due to the impossibility of rapid restructuring of our economy, lack of greater flexibility in approaches to work. institutions with business and economic sectors with a palpable hunger for staff, as well as those with a lack of attractive working conditions and modern management skills, inadequate education system and opportunities for staff training and continuing education. The increase of the entrepreneurship of the Bulgarians is pointed out as a positive moment, as one of the main reasons are the European subsidies for the small and medium business, whose main requirement is the management of processes, people, capital; the entry of foreign companies, increasing the outsourcing industry and contact centers, etc.

The fifth point of the fourth chapter has a great contribution moment, in which on the basis of author's researches, surveys and researches the motivation and satisfaction of the employees in Bulgaria for the period 2011-2021 are analyzed, which is directly related to the social efficiency of the labor market. . The professional values of the people are derived, analyzed and ranked in order of importance, which, in addition to motivation, determine the levels of professional ethics and attitude towards work. This study provides an opportunity to adapt the methods of selection and retention of personnel in Bulgaria, the opportunities for development of the employee and the company. The factors that have the strongest influence on the formation of professional values have been clarified, using a sample of 2581 respondents. The dynamics of these processes and the leading professional values are considered between the different generations, and each of them is distinguished by its behavioral specifics and way of thinking, which is a consequence of the time in which they were formed, political and economic circumstances and volumes of information. , with which each of them operated. The factors that influence the attitudes and motivation of employees to work are traced. The factors that influence a person to prefer one offer to another are different, to make a decision when changing jobs, the most common reasons for refusing to receive an offer for starting, as well as the preferred branches for starting work in Bulgaria for the period 2018-2021.

Positive features of the dissertation: the time span is long and covers three decades, the dynamics and interactions are considered through the prism of political, economic, demographic and psychological reality for this period; all participants in the labor market are covered, both global and intra-regional factors that affect the functioning of the labor market are monitored and analyzed; the statistical data are not used on their own, but through their analysis the causal links are derived, which directly affect the dynamics of the labor market; The conducted survey is extremely valuable, which serves to bring out the main applied contribution points. Препоръчително е териториалните особености на разглежданите процеси да бъдат визуализирани в авторски картографски изображение.

Which of the necessary conditions are currently lacking on the labor market in Bulgaria in order to function competitively? Rank them in order of importance?

In which years and in which regions of the country after 1989 can it be said that the labor market functions most efficiently and why? By this we mean not only economic but also social and territorial efficiency?

The formulated four scientific contributions have both theoretical and practical applications. They are precisely and in detail defined and reflect the achievements in the dissertation. The abstract has a volume of 59 pages. It meets the requirements and reflects the results achieved.

The presented dissertation of Milen Georgiev Velikov is current, dissertable and complete. From the analysis and the results obtained in the dissertation it is evident that the formulated goal has been successfully fulfilled. I believe that the development is dedicated to a significant scientific problem of theory and practice, has the necessary qualities and significant scientific results have been achieved. **On this basis, I propose to the esteemed jury to award Milen Georgiev Velikov the scientific and educational degree "Doctor".**

Sofia

13.04.2022 г.



Assoc. Prof. Dr. Nadezhda Ilieva