

SUMMARIES OF PUBLICATIONS
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SECTION „ECONOMICS OF THE FIRM”
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The Publication of assoc. prof. R.Bakardjieva can be systematized thematically in the following Directions:

1. Theoretical aspects of Corporate Social Responsibility (CSR).
2. Essence of international CSR Standards and their application in Bulgarian firms.
3. Systematizing of the criteria of international CSR Standards and identification of Non-financial Indicators in three – dimensional Directions (economic, social and ecological).

B. Monograph in Bulgaria

Bakardjieva R., Corporate Responsibility Trough Application of International Social Standards- Challenges and European Dimensions,

Plovdiv, 2019, 130 p., Academic Publishing «Talent», ISBN 978-619-203-265-4 /Book applied/

RESUME

The area of CSR in which cross both – theoretical dimensions and implementation tools in practice remains insufficient and its role not fully substantiated in the economic literature. It is about implementation of universal principles, norms and values through economic tools of international/ European social standards on corporate level with purpose of creating of added value and increase of competitiveness of companies.

It is turns out that **Social Standards are key monitoring, compliance evaluating and control mechanism as well as the first, optimal but necessary stage in the Non-financial Reporting development.** Examining of company experience in this area is extremely useful and allows the formulation of specific recommendations to managers and institutions.

CSR is being considered as **solid kernel of corporate sustainability** with the purpose to achieve sustainable growth and employment in the companies. The Equalization of CSR-Impact Reporting to Sustainability Reporting even more extends the scope of CSR with new dimensions as taking into account impacts of climate changes, economic using of energy and water resources as well as ecological dimensions.

The purpose of this monograph is to reveal the transition from responsible initiatives of companies as basic level of CSR to social oriented management of CSR through of international standards. In this context a priority objective is **the institutional analysis of CSR in two main directions as a collection of:**

a/ public and private institutions, NGOs, international organizations, Multy Stakeholders Forums

b/ universal principles, norms and values

The Disclosure of requirements and the main Criteria of key international social standards– ISO 9001:2015, OHSAS 18001:2007, ISO 45001:2018, ISO 14001:2015, EMAS, SA 8000, OECD Principles for TNC: 2011- is main purpose of Monograph.

The scientific goal is to answer the question to how much CSR is integrated in value chain and to prove the CSR- contribution for timely **resolution of corporate conflicts with economic, social and ecological aspects**. An attempt has been made to bring evidence to validate of **CSR as the most effective instrument of reaction to expectations of Stakeholders**.

The purpose of monograph predetermines its **main tasks**:

1. Systematization of **new economic theories** in the CSR and social responsible Management- space.
2. Research of main Requirements, Principles, Criteria and Indicators of European/ international CSR Standards.
3. Research of **CSR as mandatory component of corporate governance**.
4. Summarizing of empirical results from national representative Survey on Implementation of international CSR Standards in Bulgarian firms.

The following leading **Hypotheses** are laid out in the monograph:

1. CSR is solid core of corporate sustainability.
2. Social responsible norms are put into action through ”soft law” Tools, setting in European and international standards which flexible and delicately complements national legislation.
3. European/ international CSR-Standards Application is flexible tool for raising a new high quality level of institutionalization of Dialogue with Stakeholders- customers, investors,(ISO 9001:2015), personal, public institution (ISO 45001:2018), local community, workers, public institution (ISO14001, EMAS).
4. Large companies are Leaders by implementing of socially responsible Management, based on adherence of internationally recognized rules.
5. Guiding Principles of OECD contribute to responsible business conduct of Multinational Companies to get a license to operate in local conditions.
6. Systematization of norms of social responsible standards assists the identification of Non-financial Reporting - Indicators.
7. European and international Social Standards Application as a core of CSR-management of Bulgarian firms is located on basic level.

Subject of the Survey in this monograph is CSR-Management System, based on the European/ international CSR- foundation, which implementation contributes to legitimation of company in the society, of their Stakeholders in particular, to obtain of license to operation in business environment, to reduction of non-financial risks, to their validation as sustainable corporate subjects.

The Object of research in this Monograph are Bulgarian firms and different aspects of implementation of the criteria of European/international Social Standards as well as compliance assessment sharply their criteria in Bulgarian firms.

Requirements of International CSR Standards are analyzed, the compliance with their criteria, as well as their implementation in Bulgarian firms.

CSR Concept is considered in the **Corporate Sustainability** context. It is pointed out that the system of indicators for corporate sustainability is foundation of **Non-financial Reporting**.

The author offers the following CSR Definition: **CSR can be defined as coherent system from successive economic, social and ecological activities, including ethical norms and values based on constant interaction with stakeholders with purpose reducing of non-financial risks in direction to reaching of corporate sustainability in pursuit of the objectives of sustainability development.**

CSR is presented as instrument for flexible timely response of firms with purpose in order to meet the requirements of Stakeholders.

Responsible business conduct to local community is guarantor of their support by the local institution and authorities, by population, too, to receive of **public “license”** to operate in the region concerned.

A conclusion was made that CSR is flexible tool of institutionalization of dialogues between the companies and Stakeholders, which can be activate by the absence of state and control mechanism in the negotiation processes as well as has an effective impact through “soft” form of regulation implementation in direction to engaging the Stakeholders, including local community, to common joint initiatives with business.

The scientific results can be systematized in this direction:

1. Systematization of new theories in CSR field of research.
2. An in-depth analysis between CSR and Corporate Governance has been made.
3. The hypothesis is confirmed that CSR is mechanism for insttutialisation of Dialogue with Stakeholders with purpose the satisfaction of their expectations.
4. CSR is a means of the Legitimization of the Firms to the Society with purpose to become “license for operation” in local business Environment.
4. The Results of an empirical Study are systematized. **Section International CSR Standard Implementation**

G.4 Published monograph wich is not presented as a major habilitation book

G.4. Bakardjieva R., Corporate Social Responsibility of Bulgarian Firms- Contemporary Tendencies and European Perspectives / Submitting a Project developed on the Scientific Research Agenda of Economic Research Institute, Bulgarian Academy of Sciences/, Sofia, 2017, GorexPres, ISBN 978-954-616-277-9, 200 p. /**Apply Book**/

SUMMARY:

The goal of this monograph is to deepen of theoretical analysis of CSR based on systematized contemporary academic publication in view of this with regard to which corporate and public subjects is targeted, to reveal the maim trends in the applied

corporate social policies, to outline the institutional prerequisites for CSR of Bulgarian firms, to identify good practices which will be successfully promoted and implemented in other firms.

The main goal of monograph is to answer the question what about CSR-Disclosure and Performance degree of Bulgarian firms to the society as core of their Integrate Reporting.

The Triple Bottom Approach with main direction- economic, social and environmental is the Foundation of CSR- Disclosure.

Empirical Results of national representative Survey, devoted to corporate governance and CSR, are summarized– Section «**Research of internal CSR in Bulgarian companies, directed to workers and employees as main internal Stakeholder**».

Company documents and firm information are analyzed according to international CSR Standards compliance, in particular to Un Global Compact Criteria Requirements.

In the monograph are laid out the following leading **Hypotheses**:

1. In the business model of Bulgarian companies has built the foundations of CSR and CSR is dynamically improving.
2. Internal CSR, directed to personal of firms, prevails over external CSR.
3. The Foundation of Non-financial Reporting of Bulgarian Firms are built, but there is still a lot to do in this direction.
4. Co-regulation Processes are extremely active and a positive experience emerges.

Subject of the Survey in this Monograph is **CSR and its impact on legitimacy of company to society, reducing of Non-financial Risk, increasing of degree of respect to Stakeholders, as well as achieving greater compliance with Criteria of universal international Standards, for Example Un Global Compact.**

Object of the Survey in this Monograph are selected **Bulgarian companies and his socially responsible practices.**

In **Chapter One** is analyzed the Evolution of Theories in the field of CSR and Strategies for its realization based on systematization of modern academic literature.

Interaction Mechanism between **Self- regulation of Companies, Public and Co-regulation** is revealed.

The Author analyses and defends the concept that CSR is Model of Corporate Governance, based on **fiduciary obligations to all Stakeholders in the Company.**

The Process of **institutional Building of CSR-Foundation in Bulgaria** is investigated.

Institutional approach implementation is considered as a basis to identification of the Phenomen as **coersive isomorphism, mimetic isomorphism and normative pressures** in Bulgarian business practice as alternative approaches to enforcement of Foundation socially responsible Principle and Values.

Summarized Results from **empirical Study**, Component “**CSR of Bulgarian firms- internal Dimensions**” in the **Section Two** are presented.

Company Staff as priority Stakeholder is kernel of **internal CSR**. A variety of corporate practices (career development programs, vocational education and qualification, creating of safe working and healthy condition, company transport, rest and relaxation of workers,

medical care) and its impact on satisfaction of interest of workers with purpose saving of high-quality workers, reducing turnover and increasing of work motivation are studied.

The manifestations of the **external CSR** are examined- conservations of natural area, ecological criteria when choosing suppliers and customers. A conclusion was made than Bulgarian companies are not indifferent to ecological responsibility. There are a few **Bulgarian companies they have developed ecological programs with the purpose protecting of environment.**

Based on real firm documents / Communique of progress/ **monitoring and evaluation of achieved compliance recording to CSR-norms and rules of Bulgarian firms regarding to requirements of Global Compact was made.** It is emphasized that Bulgarian companies have real progress in the implementation of main values and norms of Un Global Compact- Human Rights, observance of labor standards, environmental protection, anti-corruption.

The revealed trends have a great importance considering that The Global Compact is main voluntary imitation (isomorphism) tool which has a great effect as “soft law” instrument, it works without additional administrative burdens, on the basis of voluntary initiatives, implementing on advanced companies, directs both the catch-up and the start-up firms in right direction, getting to know them with good national and international practices.

Empirical Study Foundation is the following **basic definition- CSR is unified system including economic, social, ecological initiatives, including ethical norms and values, realized through Corporate Governance System on the basis on constant interaction with Stakeholders in Direction to reducing of Non-financial Risks, improving of firm reputation and enhancing competitiveness.**

Tables present – Carrier development programs according to earnings, Carrier development programs according to ownership of capital, Carrier development programs according to number of employees, Carrier development programs according to number of members of Management board, Carrier development programs according to market type, Carrier development programs according to international standards criteria критерий, Issued acts based on the requirements of the Law on safe working condition according to number of employees, Issued acts based on the requirements of the Law on safe working condition according to ownership of capital, Issued acts based on the requirements of the Law on safe working condition according to market type, Provided Transport to the workplace according to number of employees, Provided Transport to the workplace according ownership on capital, Rest of employees provided according to number of employees, Provided children garden according to number of employees, Provided children garden according to profits, Provided additional medical services according to number of employees, Provided additional medical services according to Profit, Conservation of natural areas according to number of employees, Compliance with the ecological criteria when choosing suppliers according to number of employees, Compliance with the ecological criteria when choosing suppliers according to criteria of international standards, Annual Report Publishing for CSR/ Sustainable Development.

Processed empirical information allows **a comparative analysis to be made between internal and external CSR, directed to satisfaction of interests of key internal Stakeholder /Personal/ and external Stakeholders / suppliers, clients, ecology/.**

It is concluded that **internal CSR has a greater weight than external.**

An Evaluation Card for criteria compliance according to The Global Compact Standard based on the observation of its 10 characteristics is presented.

A Toolkit for self-assessment of companies has been developed according to Requirements of Standard ISO 26000.

The conclusion is made that **Bulgarian firms are social responsible on basic level.**

G. 6 Articles in a referenced edition

1. Bakardjieva R., Bulgarian Firms as Engine of corporate social responsibility, Economic Studies, 2019, No 1, ISSN 0205-3292, / Applied Economic Studies, No1, 2019 /

Bulgarian Firms as Engine of corporate social responsibility

In the Article have been studied the theoretical foundations of CSR through the prism of the latest definitions of international institution as OECD, IFC, World Economic Forum, German Sustainability Code, IFC- ETHOS, SustainAbility, AccountAbility.

The Systematization of Definition built the theoretical Foundation of CSR with following Dimensions:

- CSR and corporate sustainability are used as synonymous terms by large group of authors.
- Връзката между КСО и ангажимента към заинтересованите страни е неразривна
- CSR is investigated as unit measure of impact measurement of companies on society
- A consensus has been established on international norms of business conduct
- Companies could generate social and ecological concern to Stakeholder on a voluntary basis.
- CSR occupies intermediate position between business and society.

CSR is analyzed as manifestation of corporate governance. The applied institutional approach considers **CSR not only as a set of functioning institutions, but also as a set of formal/ non- formal norms, values and standards.**

Dealing with interest of Stakeholders is a foundation both of corporate governance and CSR, too. In this context 5 stages of satisfaction of interests of Stakeholders are presented- from the lowest to the highest.

Separate groups of Stakeholder- primary and secondary, internal and external- are systematized.

Comparative analysis between European and American CSR models is made. The author summarizes that Bulgarian CSR model is targeted to satisfaction of interests of all groups of Stakeholders without expectation.

CSR as a form a manifestation of **“license of operating”** of the Firms in real business environmental has been analyzed.

A Conclusion was made that international CSR-standards are manifestation of the highest form of implementation of theoretical CSR principles.

Empirical CSR Study Results are presented and CSR has been investigated as core of corporate governance system in the Bulgarian public companies. A positive company experience for preparing of map of Stakeholders in 1 public company- “Industrial Holding” has been revealed. 30 % of management respondents can confirm availability CSR- policies and strategies.

Prepared with the help of X3 News Information Agency Empirical Study has been revealed that OECD Guidelines for Multinational Enterprises (2011), UN Global Compact and Social Accountability 8000 are most recognizable international CSR Standards in public companies in Bulgaria.

Empirical data reveal that 20% from managers of studied firms can confirm the Observation of OECD Guidelines for Multinational Enterprises (2011).

None of the observed companies gave a positive answer to declare compliance with the criteria of international CSR Standard SA 8000.

27% from studied firms declares the Affection to norms of the UN Global Compact.

A conclusion was made that **CSR is a mechanism for measuring of CSR Impact on Society**. The Bulgarian Managers are generally familiar with the requirements of international CSR Standards. The Application of CSR Standards in business practice of public companies in Bulgaria is at a basis level.

G. 7. Articles and Reports in a inreferenced Editions

G.7. 1.Articles

1.Bakardjieva R., Corporate Social Responsibility- core of sustainable development, In Collection: Sustainable development and diversity in Bulgaria , Sofia, Ikopis, 2010, ISBN 978-954- 91905-3-3, c.17-25 / **Copy applied**/

Summary

In the article has been investigated the interconnection between CSR and Sustainable Development. It is underlined че устойчив that Sustainable Development as theoretical conception has a broader range then CSR, which is manifested mainly at the company level. CSR of affiliates of TNC is investigated. It is concluded that TNC via CSR adjust to a non-traditional Situation on local level, especially by entering to new markets.

The Author made a finding that CSR suggest proactive company activities, generating options for added value in the future and new comparative advantages, too.

According to the Author CSR is sustainable, permanent process rather than a one-time act.

According to the Author CSR requires strict enforcement of the legal norms but also added initiatives, they go beyond law norms.

The conclusion is that in the European contract context the Bulgarian business must imperative to observe European norms of Conduct as guarantor of equal participation of the firms in Bulgaria at European Market.

2.Бакърджиева Р., Non-financial Risk Management- Foundation of Social Standards, Biznes posoki , Business Directions, 2019, No 1, 24 p., ISSN 1312-6016 , p.91-98 /Copy applied/

RESUME

Main purpose of Publication is to reveal the importance of managing of Non-Financial Risk in the CSR context as Foundation of Social Standards. Actual academic Literature is systematized, deducted to CSR as Non-Financial Risk Management. The Requirements of an international Standard OHSAS 18001:2007 with an emphasis health and work saving have been investigated. This Standard as key Social Standard, directed to interest of Personal as main internal Stakeholder, have been studied. The national significant empirical proposal results are presented. Recommendations to corporate managers to effective implementation of this Standard and the Observation his norms are prepared.

In the theoretical Part Social Responsibility in the Corporate Governance Context in the last years is presented as a core of corporate sustainability. The Requirements to Business on the part of investors, public institution and society are steadily rising.

One of the main tools that Company can use with purpose to achieve compliance with the **Requirements of their Workers and Employees as main internal Stakeholders** in extremely sensitive area of Health and Safety at work is analyzed- Social Standard **OHSAS 18 001:2007 and its updated ISO 45001: 2018.**

It is stated that, in the set of International Social Standards, **OHSAS 18001:2007 (Standard for Health and Safety Management at Work)**¹ is presented as Standarde most closely related to the formation of corporate policies with the purpose to Formation of Corporate Policies in the area Health and Safety at Work in the interest of main key Stakeholder-Workers and Employees. **OHSAS 18001:2007 is analyzed in the context of integrated ISO 9001:2009 System and ISO 14001:2009 System, which they together form CSR Management System in Direction to Implementation of International Reporting Standards.**

As main aim of Standard for Health and Safety Management at Work is formulated the Building of complex system for Health and Safety at Work with the Purpose reducing to minimum the Risks of Staff and other Stakeholders, which can be exposed to hazard related to Health and Safety issues, arising from their activities.²

The Author concludes that complying with the Requirements of **OHSAS 18001: 2007** is voluntary. In this Context This Standard is flexible instrument of “**soft law**”.

It is concluded, that **Standard for Health and Safety Management at Work, is effective Self-Control Company Tool.** Through external Audit Compliance and Compliance Assessment is carried out.

Arguments, that certification mechanism according to **OHSAS 18001: 2007 is guarantor to the raising of the Requirements of Business Partners in External Business Group and to contributing to the strengthening of Firm Reputation and Good Firm Image, are attached.**

¹ In the Article is used Abbreviation HSMW

² БИС /BIS/, OHSAS 18001:2007 Системи за управление на здравето и безопасността при работа, Health and Safety at Work Management С., 2008
БИС, OHSAS 18002:2008, Системи за управление на здравето и безопасността при работа. Health and Safety at Work Management С., OHSAS 18001:2007 , С., 2008

Presented **Complex Methodology for Health and Safety Management** consists from four Components – Plan, Do, Check, Act. (PDCA)³

It is stated, that CSR in the Corporate Governance Context suggest not only strict execution of the Health and Safety Work Law, periodic Training and Instructions of Workers, providing working clothes, training against accident and disasters, but includes **added voluntary initiatives in this Direction in the Interests of Company Staff.**

It emphasizes that in 2019 a Transition from Standard **OHSAS 18001:2007 Standard ISO 45 001:2018** will be made with Purpose **Health and Safety Management** to establish themselves as Foundation of Corporate Stability and long-term Sustainability.

Monitoring and Evaluation was carried out on Application of International Standard **OHSAS 18001:2007** based on empirical primary data from national representative Survey on Corporate Governance in Bulgaria.

The Trend has been revealed that as a matter of priority the large companies apply established Social Standards as for example **OHSAS 18001:2007.**

The following Conclusions are formulated:

- Managers of large Companies are good aware with the Benefits which could be generated as a Results of the Application of Requirements of Standard **OHSAS 18001:2007.**
- Companies using **OHSAS 18001:2007** must have a financial, management and technical resource to its successfully implementation in corporate policy.
- Applying of Standard **OHSAS 18001:2007 makes the corporate policyq associated with Health and Work Safety explicit, transparent and widely disclosed to Stakeholders.**
- Implementation of Standard **OHSAS 18001:2007 is entirely directed to Stakeholders to satisfaction of Interests of Staff of Companies as Key Stakeholders.**

Tables: Application of Standard **OHSAS 18001:2007 according to number of employees**, Application of Standard **OHSAS 18001:2007 according to Profit**, Application of Standard **OHSAS 18001:2007 according to ownership of capital**, Application of Standard **OHSAS 18001:2007 according to number of members of management board**, Evaluation of **OHSAS 18001:2007 as component of International CSR Standards Group for Good Governance with highly accountable character.**

Arguments have been systematized, that Companies in Bulgaria could recognize **OHSAS 18001:2007** as Strategic Management Tool and successfully apply it in their corporate practice in the Interest of Stakeholders.

3. R.Bakardjieva, Evaluating corporate social responsibility of Bulgarian firms, sp. Bisnes posoki, Business Direction Magazine, Issue of Faculty of Business Studies ISSN 1312-6016, No 1, 2018, p.21-38 / **Copy applied/**

Major theoretical Directions of CSR have been studied. An emphasis on institutional Theory has been put. The Meaning of CSR to institutional Performance of Business is revealed.

An Analysis of Convergence processes between European and USA-models of CSR are revealed.

³ Plan-Do-Check-Act

A systematic Analysis of CSR Dynamic of Bulgarian Enterprises in social and ecological Directions is prepared.

The institutional self-identification Subjects as Engines of CSR-Processes are identified.

A Conclusion was made, that Non-Financial Reporting is of great Importance for large Companies.

There has been a slowdown in the Implementation of Requirements of European Non-Financial Directive and Diversity.

4. Bakardjieva R., Corporate Social Responsibility in the Global Supply Chain- Bulgarian Experience, European Evidence

Corporate Social Responsibility in the Global Supply Chain- Bulgarian Experience, European Evidence, sp. Bisnes Posoki /Business Directions Magazine/, Issue of Faculty of Business Studies, ISSN 1312-6016, No. 2, 2018, c.25-39 / **Copy applied**/

The Publication **aims** to answer the Question what is the **Degree of Performance and Disclosure of CSR as a core of CSR of Bulgarian Companies to their Suppliers and Customers as Key Stakeholders in the process of their mutual Legitimatization not only along to the Supply Chain but also to the Society.**

The goal predetermines the following **main tasks**:

- 1. Revealing of the Relationship between CSR and Stakeholders- Suppliers and Customers in the Supply Chains context.**
- 2. Monitoring and Evaluating of external Performance Form of CSR- Production of Goods and Services, saving Health, as well as ecological Requirements to Suppliers and Customers Definition.**

The Analysis and Evaluating of CSR to Suppliers and Customers through the Prism of Supply Chains and her Role of Legitimizes Tool of Company in Society is **the main Goal of this Publication.**

The following **Hypotheses** are laid down in the Publication:

- 1. In the Business model of the large Firms in Bulgaria has been successfully built the Foundation of CSR through the Prism of Supply Chains.**
- 2. The large Companies are Leathers in the CSR-area and in Direction to Save of Health of the Customers, too. CSR legitimizes Bulgarian Firms on the domestic and international Markets.**
- 3. The empirical Information Base reveals a variety company experience.**

The processed empirical Information Base performs with Priority the Manifestations of **external CSR**, such as setting of ecological Criteria by Suppliers and Customers- choice.

It is concluded that **Bulgarian Companies tend to behave Responsible Conduct towards Companies with whom they operate in the process of Sustainable Interaction and require adequate Conduct from their Business Partners.**

The theoretical Construction of Supply Chain with Company – dimension in the Context of **“global Production and commercial Chains”** is analyzed.

The Conclusion was made that **“global Production and commercial Chains” are the main Prerequisite to the deep of regional integration Processes, but the Companies are basic Foundation of these Processes.**

In these sense, the Theme of the Construction and Function of sustainable responsible Supply Chain is on the Agenda in the Context of European Future of Bulgaria.

As a Result of the in-depth Study of the academic Resource the Author summarized that the Value Chain is changed as an important company Assets , that directly reflects to their Market Value.

The following **Work-Definition** in the Publication was used.

CSR in the Supply Chain Context is unified System of consecutive economic, ecological and social Actions, including ethical norms and values, by constant Interaction with interested Counterparties - Suppliers and Customers, transport and Logistic Companies- with the Purpose to Reduce of Non-Financial Risks and to raising of Competitiveness of the Firms as Foundation of Corporate Sustainability.

Main competitiveness Advantages of social responsible Value chains are systematized in 9 points.

Self-developed Definition suggest the Author: Sustainable Value chains is defined as Management of ecological, social and economic Impact connected in a active Relationship between Participations in the Supply Chain, as well as Application of social responsible Approach to Business Organization, including the Observance of ethical Principles of Business Relations as Human Rights Protection and environmental Protection throughout the life cycle of Production of Company.

The main Components of Sustainable Value Chains are identified- A/ Environmental Protection, B/ Social Problems, C/ Ethical Business.

As main Tools, using to forming of Sustainable Value Chains, could to indicate **Codes to Responsible Suppliers, International CSR Standards-implementation**, conducting Forums, conferences and exhibitions with the **Purpose of good Practice and excellence-Disclosure.**

In empirical Part are used **Indicators** used to reveal the Importance of Relationship between Company and its counterparties- Suppliers and Customers: Production of quality Goods and Services, saving Health of Customers depending on the Number of Employees, Ecological Criteria by Choice of Suppliers and Customers depending on the Number of Employees, Production of quality Goods and Services, saving Health of Customers depending on the Profit of the Firm, Ecological Criteria by Choice of Suppliers and Customers depending on Profit, Production of quality Goods and Services, saving Health of Customers, Ecological Criteria by Choice of Suppliers and Customers, Reporting of Emissions of harmful Gases depending on Member of Management Board, Production of quality Goods and Services, saving Health of Customers depending on the Number of Management Board, Ecological Criteria by Choice of Suppliers and Customers depending on the Number of Management Board, Production of quality Goods and Services, saving Health of Customers depending on the type of market.

The Conclusion was made that **in the Context of Sustainable Development Concept companies are oriented to dynamic Transformation of its Business Model pursuing Success in long-term perspective with Purpose flexible Management of Economic, Social and Ecological Impact in Relation with the manufacturing activity of the Companies. In**

this sense the Building of Value Chains creates objective Preconditions to Sustainable Development of the Companies.

CSR as a Sustainable Development Core performs the Function of a Tool by which companies identify themselves to their counterparts and to Society as all, as a result of which they receive **“license” to operate in real business Environmental.**

The Arguments puts forward confirm the **Hypotheses:**

1. Large Companies have greater financial Resources and management Experience to implement of corporate responsible Policies with variable Directions in the Value Chains Context- Economic, Social and Ecological.
2. Production of quality Goods and Services, saving Health of Customers suggest to legitimating of the Firms on internal and international market, strengthens their Reputation and Image and has a positive Impact on Sustainability of Companies.
3. Compliance with ecological Criteria when selecting Suppliers is a favorable Precondition to active Interactions between the Bulgarian and European Companies in the Context of Building of global Value chains. This is of great importance to sustainable Functioning of Small and Middle Enterprises in Bulgaria.

5. Dimitrov M., Tchipev P., Keremedchiev S., **Bakardjieva R.**, Contemporary State of Corporate Governance in Bulgaria, Spisanie na BAN, Bulgarian Academy of Sciences Magazin, 2014, No.6, ISBN 0007-3989, p. 27- 35 /**Coppy applied**/

The Article has made a comparative Analysis between Corporate and Strategic Governance as well as has pointed the Intersections between the two processes, which are Key Processes to the Companies.

The basic CSR Principles in the Context of Corporate Governance has been identified.

6. Bakardjieva, R. 2016. Sustainable development and corporate social responsibility: linking goals to standards. Journal of Innovations and Sustainability, Vol. 2 N 4, pp. 23-65., ISSN 2367 (Ebook), ISSN 2367-8151 (on line) / **on-line resources**/

<https://www.cceol.com/search/article-detail?id=495328>

<https://sites.google.com/site/journalinsust/home/journal-of-innovations-and-sustainability-vol-2-no-4-2016/sustainable-development-and-corporate-social-responsibility-linking-goals-to-standards>

The purpose of the Article is to reveal the CSR- Contribution to Corporate Sustainability/ in particular Sustainable Development in complex. Indicators System is presented, that reveals CSR Monitoring as Sustainable Development-Monitoring.

The Conclusion is made that this Relation has national and international Dimensions. Authors who offer specific Methodologies to Measurements of CSR in Sustainable Context are mentioned. The Author adheres to the 3P-Concept / People, Profit, Planet/, which include social, economic and ecological Dimensions of Companies Activity.

Date on Sustainable Development Reports, which prepare large Companies based on Annual Non-Financial reports.

7. **Бакърджиева Р.**, Social Responsibility in Bulgaria, в: Yearbook, Volume XIII, 2016, Higher School of Security and Economics, University Publishing House “P. Hilendarski”, ISSN 2367-8798, p. 22-35 /**Copy Applied**/

RESUME:

The Causes that make CSR a Factor of Competitiveness are examined. CSR is interpreted in two basic Dimensions- micro and macro level. Indicators for micro-and macro CSR level are indicated. A company Experience has been investigated.

The Author defines the great Importance of Corporate Boards, in particular Executive Directors for Defining of Strategic Goals in the CSR-field.

8. **Бакърджиева Р.**, Improving of Standards for Good Corporate Governance, Economic Thought, 2014, No.4, p. 136-142, ISSN 0013-2993 /**Copy applied**/

RESUME:

The Publication is kind of Review and presents the main Reports, delivered at a scientific Conference on modern aspects of Corporate Governance. There are presented the Publications of colleagues from Economic Research Institute about Corporate Boards Role in Processes of Corporate Governance/assoc. Prof. P.Tchipev/, The Role of Stakeholders as Foundation of Corporate Governance /assoc. Prof.S.Keremedchiev/, CSR as a Part of Corporate Governance /assoc. Prof. R.Bakardjieva/, Corporate Governance in Banks /M. Nedelchev/ and others.

9. **Bakardjieva R., Fileva M.**, Social Security in Germany- Experience, Achievements, Directions, in: Panorama of Work Magazine, No.3-4, 2007, ISSN 1312-305

RESUME:

The Authors investigated the Foundation of Social Security System in Germany – mainly in the Field of diseases and maternity. Normative Base of all social Unemployment Benefits with Vector, directed to Workers and Employees, as well as Social Contributions, they do in the State Budget, are studied. Actual Statistical Information about the Social Payments is systematized. Recommendations, directed to Bulgarian Practice of Social Security, are formulated.

10. Keremedchiev S., Bakardjieva R., State of the Art with Principles of Corporate Governance in Bulgaria, Internal Auditor, No.1, 2015, p.20-24 /**Copy applied**/

RESUME:

Current trends of Development of Corporate Governance and its part CSR have studied. New Theories are systematized. It is concluded that Corporate Governance has great Importance especially in public Companies, where Processes are more visible and the Results – more significant.

Г.7.2. Reports published in a Collection of Papers from International Conferences

1. **Bakardjieva R.**, Institutional Approach to Corporate Social Responsibility, in a Collection of Papers from International scientific-practice Conference «Development of Bulgarian and

European economy- Challenges and Opportunities», Volume 1, B. V.Turnovo, 2018, ISSN 2603-4093, c. 168-175 /**Copy applied**/

RESUME:

The CSR - theoretical Framework is analyzed. Particular Attention has been paid to Convergence CSR- Models – USA- Saxon and European. It is pointed out that emphasizing on Compliance to International and European Norms of social responsible Conduct, European Companies account the Importance of Corporate Transparency. Conversely, USA/ Saxon Companies, Pioneers in a Public Reporting, are convinced of meaning of compliance to international recognized norms and rules.

The Author points out the need to observe the Requirements of international Standards, of the European Directives in CSR field, the Requirements of Contractors in the Value Chains, as well as national Legislation and Specificity of cultural and entrepreneurial Traditions.

To be effective, CSR must take into account and flexibly to apply all of these Requirements.

2.Bakardjieva R., Corporate Social Responsibility- Factors to topicality of the Concept,- B: Reports Collection „Marketing- experience and perspectives”, International Scientific Conference, Varna, 29-30 June 2017, Publishing „Nauka I Economica”, Economic University, Varna, ISBN 978 – 954- 21- 0931-0, c. 301-310 /**Copy applied**/

RESUME:

In the Article are identifies the main CSR-Engines. The main Priorities of new European CSR- Strategy until 2019 are identified. As major Highlights Respect to fundamental Rights to Work and Life, CSR Direction to Youth with the Purpose to improve its Education, vocational Training, Competences and Qualification are outlined.

The commitments to active aging as a Priority of European CSR- Conception as well as new Trends in the Development of Non-Financial Reporting are not neglected.

Processes of Organization CSR- Institutionalization in the Context of the Building of Corporate Responsibility Subject are identified- CEO /Executive Director/, Human Resources Management Department Director, Department Marketing Director, Public Relations Department Director.

The Author makes Conclusion, that the Building of responsible corporate Subjects is a main Prerequisite for Validation of social responsibility Policies and Strategies in the Companies.

3.Bakardjieva R., European Conception on Corporate Social Responsibility, Collection of Reports from international scientific Conference «Contemporary Management Practices VII. Projects and Regions », 10-11 February 2012, Burgas, Free University of Burgas, ISSN 1313-8758, Published by «Ex-Press», Gabrovo, p. 188-198 /**Copy applied**/

RESUME:

The Evolution of CSR- Theories is systematized. It is made comparative Analysis between Corporate Social Responsiveness and Corporate Social Performance Theories. The Model of Wood for Corporate Conduct of the Firms “PPO”– Principles, Processes- Outcomes is presented.

Systematically the Solution of European Multi- Stakeholder Forum on CSR- 2003 was presented.

The Firm Experience is systematized. It is concluded, that CSR Leaders are great public Companies, Companies- suppliers of Services from common Interest, and Transnational Companies to, including its Affiliates. A lack of Compliance in the provided by the Companies quantitative and qualitative Information is established, which makes difficult comparative Analysis.

A Recommendation is recommended to synchronize of Non-Financial Information.

4. Bakardjieva R., European Concept for Corporate Social Responsibility, in: Collection from International Conference „Interaction– Theory and Practice: Key Problems and Solutions, Volume 1, 24-25 June 2011, Burgas Free University, Burgas, ISBN 978-954-9370-78-2, Published by “ExPress”, c. 333-340 /**Copy applied**/

RESUME

The Reputation-Signaling Theory as Guarantor of the Degree of Protection of Investments of Shareholders is presented in the Publication. The theory of Sufficiency- Deficiency emphasizes on CSR Impact on Financial Results of Companies. It is made Relationship between opportunity Conduct of Managers and Financial Results of the Company. By unsatisfactory financial Results the social Spending deliberately rising with the Purpose to cover up non effective action/ inaction of Managers.

Social Reporting is identified as a CSR Peak Point. Industries CSR- Leaders are identified- Pharmacy, Chemical Industry, Metallurgy.

5. Bakardjieva R., European CSR Strategy, in: Collection of Reports from Jubilee International Scientific- Practice Conference «20 years Investing in the Future», 18-19 May 2012, Veliko Turnovo, ISBN 978-954-616-221-2, Publishing by “GorexPres”, p. 341-353 /**Copy applied**/

RESUME

In this Article despite the similar Title has analyzed other CSR- economic Theories. Here are presented the fourth components of CSR according to A.Carroll Conception- economic, legally, ethical and donation.

Details of the species- kinds of Social Responsibility, Social Reactions and Social Results are disclosed in detail on the Base of sophisticated Model of Wartick, Cochram and Wood.

Experience of Firms is studied. It is concluded that Business has the Right to choose independently its own social Priorities and to seek Balance between their own Interest of Firms and the Interest of Society.

6. Bakardjieva R., Dimov E., Implementation of Social Responsibility Standards in Bulgarian Firms – Starter Stage of Non-Financial Reporting, In: Collection of Reports from Jubilee international science Conference on Topic: Security and Economics in Non-security World- Dilemmas and Challenges, /7 December 2018/, Plovdiv, 2019, p. 394-402, Publication Complex VUSI, ISBN 978-619-7343-24-3 /**Copy applied**/

RESUME

The aim of Publication is the Performance of Social Standards as Key Tools for Monitoring, Compliance Evaluating and Control, **as well as first, voluntary, but necessary Stage of Development of Non-Financial Reporting.**

There are systematized the Requirements of European Directive to uncover of Non-Financial Information and Diversity.

It is concluded that currently not all European Countries reported as fully completed the Process of incorporating of the Directive in the National Legislation.

The Author concludes that in the Complex of ISO-Standards **voluntary, but reporting mechanism ISO 9001, is extremely important to се отличава for the Reinforcement of sustainable nature of Management of Firms, for their Validation as reliable Producers, responsibility to the main importance Stakeholder- their Clients. In this Context the Implementation of Requirements of this Standard are differentiated as independent Component of Analysis.**

The actual statistic Date Basis in relation to World Implementation of this Standard is systematized.

The different Types of organizations Models recording to the Implementation of ISO 9001:2008 are identified -Basic type, Developing Type, Developed Type, Mature type, Leader Type.

Stakeholder Conception is identified as a Foundation of updated Standard **ISO 9001:2015** – with the main Focus Customers. Results from the Implementation of Standard can be looking for **in two Directions:**

1. Satisfaction of Customers
2. High quality Products and Services Production

ISO 9001: 2015 is identified from the Author as effective Form of internal Control and Audit.

The Implementation of **ISO 9001 regarding to the size of the Enterprise, measured by: Number of Employees and Profit of the Enterprise, is studied.**

It is made Evaluation of the Implementing of Standard **ISO 9001 as Component of international Standard System.**

The Recommendations to Managers are formulated to manifestation of greater Interest to strictly fulfill the Requirements of international Reporting Standards in Interest of the corporate Growth in the managed Firms.

7. **Bakardjieva R.**, Monitoring and Evaluation of Corporate Social Responsibility of Bulgarian Companies, in: Collection of Reports from Twelfth International Science- Practice Conference «Innovating Strategies to competitive Business», 2015, International High Business School, ISBN 978 9549432-67-1 (CD), c. 30-46, IBS press, ISBN 978-619-7343-24-3, / **on-line** /

RESUME

The CSR-Impact Mechanism on the Differences Elimination in the Firm Culture between Bulgaria and the other European countries are studied in the Publication. Investors- and Analytics Attitudes to Non-Financial Reporting have been studied as well as Transformation of Reporting in the Key Factor for making of Investment Decisions.

Actual Classification of CSR- international Standards, systematized in three main Groups- proactive Tools with the Purpose of Audit and Control, Reporting /Reports/ Tools and informal, voluntary CSR Tools- is presented. According to Results of Case-Study the Bulgarian Companies take various voluntary social responsible Initiatives. Managers of 29% of Companies can confirm the Implementation of Schemes for additional Pensions Insurance to Company Employees, 23%- additional Health Insurance.

Comparative Analysis between Financial and Non- Financial Reporting was presented. It is made an Overview of the Evolution of the Non-Financial Reporting. European Non-Financial Reporting Experience has studied.

8. Bakardjieva R., Corporate Social Responsibility in Bulgarian Companies, in: Proceedings of the Fourth International Scientific Conference “Climate Change, Economic Development, Environment and People Conference (CCEDEP) , Part: Regional development of Central and Eastern European countries, vol. 1, ISBN 978- 619-203-015-5, Academic Publishing House, “Talent”, University of Agribusiness and Rural Development, 2015 , p. 21-36 /**on-line**/

The Results from Empirical Case-Study in Relation to Study of the main CSR- Directions in the Bulgarian Firms were systematized. The Meaning of the Affiliates of TNC as CSR- Leaders / internal and external, ecological/ was presented.

9. Bakardjieva R., Corporate Social Responsibility for the Purposes of Society,- in: Reports Collection from International Science Conference международна научна „Contemporary Threats to European Security”, Plovdiv, 15 April, 2016, University Published „Paisii Hilendarski”, Plovdiv, p.334-348, ISBN 978- 954-92776-0-9 /**Copy applied**/

The Reasons they can transform CSR to Competitiveness Factor were studied. CSR was interpreted in 2 main Directions- on micro- and macro- level. CSR Indicators on micro- and macro- level are presented.

The Firms Experience is studied.

The Author defines the Meaning of Corporate Boards, in particular of Executive Directors in the Determination of the Strategically Goals in the CSR Field.

10. Bakardjieva R., Corporate Social Responsibility of the Public Companies in Bulgaria, in: International Science Conference „Economic Challenges: Migration, Globalization, Sustainability, Policies”, 21-22 October 2016 г., UNSS, Sofia, ISBN 978-954-644-986-3 , CD / **CD Resource**/

The Results from Empirical Case-Study to the Monitoring of CSR in the public Companies in Bulgaria were presented. The Conclusion was made that the Start Stage of the Perception of Managers of the great CSR-Meaning in the public has passed. Capital Markets pointed its Requirements to Sustainability and Social Responsibility of the Companies. CSR is added Guarantor to the Security to Investments of the Investors, without them in the Future could be paid Court Transactions as a Result of non-observance of ecological and social Legislation.

G.7.3.Report , published on Collection of Reports from National Conferences and National Conferences with international Participation

1. **Bakardjieva R.**, Innovation Aspects of Venture Capital: European Perspectives and Challenges, in: Collection of Reports from Science Conference with International Participation “Knowledge- Traditions, Innovation, Perspectives”, Volume 3, 2013, Burgas Free University, Burgas, 14-15 June, 2013, ISBN 978-954-9370-97-3, Publishing by “Ex-Pres”, p. 121-130 /Copy applied/

RESUME

The goal of this Report is to analyze of alternative Sources for Financing of Start-Up Firms-Business Angels, the Essence of the Venture Capital, to reveal of effective evidenced public Programs and Initiatives of developed Countries with traditional Experience in this Directions, to formulate Recommendations to the Institutions.

As Nuclear of the innovations Enterprises Development were presented a new Discoveries in a Form of new science Knowledge/ Inventions. Through Start-Up Enterprises the new Ideas and Inventions can be transformed in the new Products, sophisticated business processes and organization Methods. The Inventions according to Scale and Continuity can reflect to dynamic changing Markets, which can to destroy the establishes economic Order and to create new organization Methods, which can influence on economic, social and ecological sphere.

It is revealed the Specific of Financing of Innovation Enterprises. They are very sensibility to start Cost they are necessary to Product Development, to the Adaptation to the Market Requirements and to their Entry into the Market.

It is made a comparative Analysis between the Stages of Project Development, Finance Sources and Risk Assessment. Due to the high uncertainty of Risk, instability of financial Sources and non-material Character of Assets Banks and Investors are highly reserved, which makes difficult to finance of innovation Enterprises through Bank Credits .

As main Sources to financing of innovation Start-Up Enterprises are outlined the Business Angels and Venture Capitals Funds.

Business Angels, which give Wings of the Ideas, is revealed as one of the possible Sources for Investment to Start-Up Companies. European Commission defined them as the potential Sources in Europe. The Business Angel is individual Investor, they are high Education, rich Individuals aged 50-60 Years with erudite Knowledge, with Business Experience, which can directly to invest part of its personal financial Assets in new growing Business without being available Family Relationship.

The Author reveals that Business Angels could be corporate or individual Investors, Enthusiast, real Entrepreneurs, which are the more activity Angel Investors, Manager Business Angels, which can supervise and manage the Investments.

The Author reveals successfully Function of Bulgarian Business Angels Network as the Mediator between Entrepreneur and Investors. The Participations in this Network receive Business Projects and give them Publicity. The Presentation and qualified Estimates can support the Relation between the Subjects. The Importance of this Network is expected to grow progressively by Application for European Projects.

The German and the American Experience of Venture Financing is systematized. The Recommendations to Bulgarian Practice are formulated.

2. **Bakardjieva R.**, European Social Enterprises- Foundation and Strategies, in: Collection of Reports from Science Conference with international “Knowledge- Traditions, Innovation, Perspectives”, Volume 3, 2013, Burgas Free University, Burgas, 14-15 June, 2013, ISBN 978-954-9370-97-3, Publishing by “ Ex-Pres”, p.137-144 /**Copy applied**/

The goal of Publication is to analyze the theoretical Foundation of Social Enterprises, to identify the main Risks of their functioning and to formulate Recommendations to Creation of favorable business Environmental, which to allow their effective Development.

The positive Experience of France, Belgium, Finland in this Direction is studied.

It is made the comparative Analysis between Social Enterprises and Social Entrepreneurship. The Author presents Arguments in favor of the Thesis, that the Social Entrepreneurship is a core of Social Enterprises.

Priority Sphere to creating of favorable Environment for Social Enterprises are identified.

Start-Up Programs to Social Enterprises in Bulgaria are presented.

The Author reveal the Need for improvement of the Tools to measuring of created from Social Enterprises Value.

The Author recommends creating of National Code of Conduct for micro- and small Enterprises.

3. **Bakardjieva R.**, European Concept for Integrated Reporting, in: Collection of Reports from Science Conference with international “Knowledge- Traditions, Innovation, Perspectives”, Volume 3, 2013, Burgas Free University, Burgas, 14-15 June, 2013, ISBN 978-954-9370-97-3, Publishing by “ Ex-Pres”, p.130-137 /**Copy applied**/

The goal of Publication is to reveal the theoretical Construction of the Integrated Reporting, their Purpose, Direction and Structure.

The Author presents in Table type the comparative Format between Principles, Structure Components, and created Value of different Forms of Capital- Financial, Industrial, Human, Intellectual, Social and Nature.

The Key Requirements to Integrated Reporting are defined. The Conclusion was made that the Integrated Report must to present the Company Business Model and its Relation with Stakeholders.

The Global Reporting Initiative is presented as the most actual Form of Integrated Reporting.

The Company Disclosure on the Base of Integrated Reporting Criteria is a main Tool of informed investment choice of Investors. Presented Information is in favor of Personal, local Community, Suppliers, Customers, too.

4. **Bakardjieva R.**, European Contours of Corporate Social Responsibility, p. 246-257, in: Globalization and Regionalism Challenges to Economic Theory, in: Collection of Reports from Jubilee Science Conference, dedicated to 60- Years from the Foundation of Department

Economics and Macroeconomics Specialty, 20-21 November. 2008, Published by University Publishing Stopanstvo, 2009, ISBN 978 954 644 028-0, /Copy applied/

In the theoretical Part of Publication is presented the European CSR Model, which Foundation is the „Corporation of Participants” /“stakeholders corporation”/. There are presented the main Points of Dialogues with Stakeholders / European Stakeholder Forum on CSR-2003/.

The Author presented the specific CSR Operational Tools- Social Audit, Ethical Standards, Social Responsible Investments, Social Stock- Exchange Index – KLD Domini 400, FTSE4Good.

The Author presents the direct Relation between CSR and Social Capital and provides the Arguments for direct CSR- Impact on the Raising of Social Capital of the Companies.

5. **Bakardjieva R.**, Corporate Social Responsibility in Bulgaria България, in: Collection of Reports «Alternatives for economic development in the XXI century: Theories, Policies, Solutions», presented in front of Academic Forum «Economucs», 30.09-2.10. 2015, Varna, ISBN 978- 954-90138-3-2, с. 216- 227, / Copy applied/

RESUME

The goal of Publication is to reveal the Potential of CSR Standard **ISO 26 000: 2010** as the latest and most current Standard in the aggregate Portfolio of Standards of International Certification /ISO/, aimed at Social Responsibility of Organizations.

The Publication is built on the basic CSR Definition, proposed by authoritative International ISO Organization, Geneva.

The Author assets the Definitions, that CSR is „**Responsibility of Organization to their Decision Impact on Society and Environmental through transparency and ethical Conduct, to supporting the Sustainable Development, including Health and Welfare of Society, to observe of the Requirements of the Stakeholdersда, to act accordingly with national Legislationда and with Principles of international Norms of Conduct , to be integrated to the all Organization and implemented in their Relationship ”.**

The competitive Advantages they generate **implementing Principles of ISO 26000 Firm are revealed** – Raising of CSR/ CR-Management Efficiency, Raising of Reputation, promoting a good image of Organization, Activation of Mechanism of Public-Private Partnership in interest of Society, Validating a new Type organizational / corporate Culture, Creating of motivated responsibility Personal, Signing on „moral ” Contract between Organization and their Customers, Suppliers, local Community, Receiving bonuses when winning a grants and Application for external financing.

The Systematization of the main Principles and Themes of **ISO 26 000** allows a Conclusion to be drawn, that this Standard is the methodological Landmark, **Management CSR Guide, including CSR in the Context of Integration of Social Responsible Practices in Organization regardless of their legal Form or Size.**

ISO 26 000 does not require Certification unlike others CSR Standards. Its main Purpose is to create the necessary Prerequisites to building of **methodically unified, harmonized Platform of Measurement and Comparison between variable social responsible Practices of different Organizationна, in other words to prepare Preconditions to Non-Financial Reporting.**

The Conclusion is made, that **ISO 26 000 is a reliable Platform to Integrated CSR-Management in Organizations** with the Purpose to build an effective CSR Strategy with Direction to Satisfaction of the Interest of the Stakeholder .

The Publication has not only science as well as practice-applied Value.

6. **Bakardjieva R.**, ISO 26 000- Concept and Self Verification of Organizations, in: Collection of Reports from Science- Practice Conference with International Participation, «Horizons in the Development of Human Resources and Knowledge», 12-14 June 2015, Volume1, Burgas Free University, Burgas, Publishing by «Ex-Press», Gabrovo, ISBN 978-619-7126-10-5, p. 292-300 , / **Copy applied/**

RESUME

The Author presents **self-development /basic and control issues/** to Self Verification of Organizations in accordance with the Requirements of to International Standard ISO 26 000.

The Conclusion is that the Implementation of the Requirements of International ISO Standard 26 000 is an direct Relation with Non-Financial reporting.

7. **Bakardjieva R.**, International Corporate Social Responsibility Standards , in: Collection of Reports from Science- Practice Conference with International Participation, «Times of Uncertainty and Risks: Opportunities and Perspectives for Development», Plovdiv, 7-8 November, 2014, VUSI, University Publishing «P. Hilendarski», ISBN 978-619-202-037-8, p. 28-38, /**Copy appkied/**

RESUME

The Criteria of the Key CSR Standards are systematized in the Publication and it is made a comparative Analysis between them.

The Conclusion of the Author is that despite the Similarity between Criteria of individual Standards, there are significant Differences between them. All Standards assist the Formation of Indicators of Non-Financial Reporting as the highest Form of CSR manifestation.

International CSR Standards are the main Tool to **Social Control**, initiated by Public Institutions. The CSR Standards Implementing is a Guarantor to Compliance of Work and Health Conditions, Labor Law and Ecological Norms.

8. **Bakardjieva R.**, Non-Financial Reporting as Source of comparative Analysis, in: Collection of Reports from Science- Practice Conference, «Perspectives to Development of Bulgarian Economy», Veliko Turnovo, 30-31.10.2014, ISBN 978-954-9689-84-6, BLtD / **CD applied/**

RESUME

The economic Theories are systematized, they disclosure the Non-Financial Reporting as the highest point of the Development of CSR. There are systematized the competitive Advantages, they generate Social Reporting to the Companies. First of all, facilitating Access to new capital Resources is presented.

The Author presents the main Components of Social Reporting in the three main Blocks – Economic, Social and Ecological.

G.8. Studien. published in indexed issues

1. **Bakardjieva R.**, Corporate social responsibility of the Firms in Bulgaria, Economic Studies, 2009. No 2, 33-63pp., ISSN 0205-3292, /Copy applied/

The main of Publication is to reveal CSR Essence and its Manifestation in the Firms in Bulgaria. The Idea is to bring Arguments to CSR- Function in the Processes of Economic Transformation of the Firms in Bulgaria.

The Perception of CSR through the Prism of Contracts Theory is on of the theoretical Approaches, which implements the Author. In this Context CSR is perceived as Social Contract between Stakeholders.

The comparative Analysis is made between CSR and Corporate Citizenship as a broader Category.

The Author offers a Self-developed Definition Set, presented from authoritative international Institutions and declares that he adheres to CSR Definition, proposed by European Commission.

The Author offers self-development Classification of the internal and external competitive Advantages and Threats, as a Result from CSR- Implementation.

The Author offers self-development Schema to the Comparative Analysis between social CSR Reports and Sustainable Reports and concluded that they are almost similar, but the Second has a broader Range than the First one.

The Empirical Date–Base is systematized in relation to CSR- Implementing in the Enterprises in Bulgaria.

G.9 Science Studien, published in non– indexed issues

1. **Bakardjieva R.**, Empirical Evidence to Corporate social responsibility in the Bulgarian Companies, Scientific Works of UNSS, Volume 5, 2018 r., Publishing Complex UNSS, p.15-39, ISSN 0861-9344 /Copy appliede/

RESUME:

The goal of Publication is to reveal CSR as Tool to achieve the Corporate Sustainability Goals. In the Publication are presented the Monitoring and Evaluating of external CSR with Purpose the Satisfaction of Expectation of external Stakeholders, directed to ecological corporate Initiatives and Initiatives to the local Communities as well as the Impact Assessment of certain Factors as a Number of Employment and Profit on corporate social responsibility Strategies. They are studied Companies in Bulgaria and the Attitudes of their Managers to social responsible Projects. Statistical Methods are applied to statistical Processing of the Date. It is concluded, that CSR is flexible Tool to solving of social Conflicts and to overcoming of the Non-financial Risks.

The goal of Publication is to reveal the logic Relation between **CSR, corporate Sustainability and Sustainable Development**. They are studied the Forms of Manifestation of the **external CSR, directed to Satisfaction of Interests of external Stakeholders**.

The Goal of Publication predetermines its main tasks- Systematizing of new Concept and theoretic approaches, pointed in the Focus of Research the Relation between CSR, corporate Sustainability and Sustainable Development; Study of external Form of Manifestation of CSR

- Emissions of harmful gases Reporting, Saving of Nature areas, Waste recycling, effective Using of electricity Energy and Water Resources, Production of Health saving Goods and Services, Defining of ecological Requirements to Suppliers and Customers; Impact Assessment of certain Factors on the corporate social responsible Strategies.

In the Publication are Arguments collected in Favor of the following leading **Hypothesis**:

- In the Business model of Bulgarian Companies successful were built the CSR-Foundation.
- **Large Companies are Leaders in the CSR Field.**
- The **effective Using of electricity Energy and Water Resources** as Prerequisites of Sustainable Development were successfully applied in the responsible Bulgarian companies.
- Social responsible Initiatives in the Interest **of the local Community** provide to Bulgarian Companies kind of «**license**» to operate on certain Territory, which predetermines the great Attention of the Firms, especially of TNC, in this Direction.

Focus in the Publication in the Relation between CSR and corporate Sustainability as a young Theory with applied Importance of theoretical Conclusions and Recommendations. In-depth is analyzed the Transition from **3P to 5 P CSR Model**. Placing of the new global Aims to Sustainable Development CSR leads to the Occurrence of new Measurements, extend its reach and from three-dimensional Model (3P модел)⁴, directed to People, Planet and Profit is transformed into updated **5 P Model**, which is directed to active Engagements of the Companies to People, Planet, Prosperity, Peace and Partnership⁵. (UNDP, 2015)

In the Publication was used the following CSR- Definition. **CSR is unified System from systematic economic, ecologic and social Activities, including ethical Norms and Values, by constant Interrelations with Stakeholders with the Purpose to reduce on Non-Financial Risks in Direction to Achievement of Corporate Sustainability in pursuit of Sustainable Development Goals.**

CSR is identified as a flexible Tool to timely Response of the Firms purposed to the Fulfillment of the Requirements of Stakeholders. It is presented a Toolbox through which it becomes possible the Achievement of effective Interaction with the Stakeholders.

CSR is identified as Instrument to Institutionalization of Dialogues between the Companies and Stakeholders, which is activated in the Absence of Public and Control-Mechanism by the Negotiations, и impacts effective ефективно through applying of “soft” Forms of Regulation in Direction to involvement of the Stakeholders, in particular local Community to common Interests with the Business.

The manifestations of the **External CSR** were analyzed in the empirical Part of the Publication.

The Conclusions in the empirical Part were based on the Analysis of following Analysis of Indicators of the Firms, provided by Managers- Emissions of harmful gases Reporting regarding to Number of Employees, Waste recycling regarding to Number of Employees, effective Using of electricity Energy and Water Resources regarding to Number of Employees, Production of Health saving Goods and Services, Emissions of harmful gases Reporting regarding to Profit, Waste recycling regarding to Profit, effective Using of electricity Energy and Water Resources regarding to Profit, Cooperation with the municipality

⁴ 3 P модел- People, Planet, Profit

⁵ 5 P- People, Planet, Prosperity, Peace, Partnership

to organizing of cultural Events, Celebrations, Sport Initiatives regarding to Profit, Grant Scholarship to talent Children, Students regarding to Number of Employees, Grant Scholarship to talent Children, Students regarding to Profit.

The Monitoring and Evaluating of CSR confirm the following Hypotheses:

1. The **Large enterprises** have a greater financial Resource and Management Experience to conduct socially responsible Policies with variable Dimensions- economic, social and environmental.
2. The effective Using of electricity Energy and Water Resources **is recognized as one of the most significant CSR- Dimensions in the Sustainable Development Context.** As large Companies like the affiliates of TNC have developed and validated corporate Policies in this Direction.
3. Profit of the Companies as a Criterion for their Size and Sustainability **is the main Factor, which effects directly on the CSR- Intensity.**
4. The external CSR Form **Външните форми на проявление на корпоративната социална отговорност** to local Community are also a Priority of the Companies.

All this reveals the great Importance of CSR in the contemporary global Society as a Tool, which guarantees Transparency of Non-financial Information, Disclosure of Information for Stakeholders and Security to respect for the public Interests.

G10. Published Part of Collective Monograph

1. Bakardjieva R.,

Second Part III, Main theoretical Concepts and Approaches to CSR-Study, p. 66-97

Second Part VII, Implementation of CSR Standards, p.197-221

Fourth Part, IV, Improving of CSR Standards, p. 388- 393

In: M. Dimitrov, S. Keremedchiev, P. Tchipev, Bakardjieva R., Corporate Governance for XXI Century. Improving of Good Corporate Governance Standards in Bulgaria, GorexPres, Sofia, 2014, 405 p., ISBN 987 954-616-243-4 /Participation 60 p./, /**Copy applied**/

The main Factors, they can predetermined the CSR-Importance in contemporary conditions – Globalization, strong public Pressure on Corporations, Dynamics of emerging Markets, the established Supply Chains, new Technologies are studied.

It is made of Systematization of Theories, relating with CSR- Reduction Theory, fourth dimension CSR model, developed by Carroll, three dimension model, developed by модел Elkington J.

The Author defends the Thesis that SRM (Stakeholder Relations Management) is the Foundation of CSR in the Context of Corporate Sustainability.

The Concept to «shared» Social Responsibility is thoroughly analyzed. There are systematized the committed Institutions, Goals and Means to achieve of Goals.

The comparative Analysis between the Financial and Non-Financial Reporting is made. There are identified the main Dimension of Social Reporting.

The Initiatives of the Firms, directed to Personal as Key Stakeholder, are studied.

It is made Conclusion that separate fragmentary social Initiatives are an Expression of CSR of low-level CSR Basis Level. **CSR Integration to Corporate Strategies is an Expression of a new high CSR- Dynamics Level.**

The empirical Date, revealed the Compliance of the Bulgarian Firms to International CSR-norms and values, are systematized.

The Recommendations to improving of CSR Policies were formulated directed to the Public Institutions, to Business- as the main CSR- Engine, to the Academic Society.

2. **Bakardjieva R.,**

Corporate Social Responsibility in the Bulgarian Firms- new Challenges , In: Structure and Institutional Aspects of Economic Integration of Bulgaria to European Union, University published «Stopanstvo» , UNSS, Sofia, 2011, ISBN 978-954-644-212-3, p. 218-248, /**Copy applied/**

RESUME

The Goal of Publication is to study a Firm Experience on the CSR- Field of Research they are systematized in 2 main Groups- large Companies, and Small and Middle Enterprises.

According to the Criteria «decent pay of labor» is concluded, that THK provide the Payments higher than the average Salary in the relevant economic Sector.

The Industry CSR Leader- mining Industry – is identified.

Despite limited financial Resources some SME implemented interesting CSR- Practice. Through Interviews in Dobrich is revealed a good Practice – SME take Responsibility for Training of Teenagers from specialized Schools subsequently guaranteeing their workplace. Micro firm in Dobrich financed the Training of an orphan child.

All this shows the Variety of implemented Social Responsible Practice in Bulgarian Firms.

The Conclusion of the Author is that the Companies in Bulgaria make Effort to function Responsibility in the Interest of Society.

3. **Bakardjieva R.,** Corporate Social Responsibility- Bulgarian Experience, Main Achievements and Direction in the Future, p. 77-99, In: Collective Monograph, Editor **Bakardjieva R.,** Responsibility Business in Bulgaria: contemporary Challenges and European Measurements, ISBN 978-619-7246-09-4, Plovdiv, 2017, AIU, 230 p. /**CD applied/**

RESUME

In the theoretical Part of Publication are systematized new CSR Definitions.

The Author made a comparative Analysis between CSR and Social Responsible Investing as Social Responsible Investors Conduct in the Processes of their informed investment Choice.

As a Tool, applied with the Purpose to motivate Institutional Investors to be Socially Responsible are revealed the Requirements of Equator Principles **as Grants Project targeted Financing, which suggests effective Management of Ecological and Social Risks.**

Систематизирани са The main Direction to Monitoring of Human Rights Compliance in the Companies, including TNC were systematized. The main Instrument to Disclosure / Due Diligence/ of negative Impacts on Human Rights are systematized.

The Author reveals in a systematic manner the main Requirements of Tripartite Declaration of International Labor Organization regarding to Respect to Human Rights in TNC.

Empirical CSR Data is systematized on the Base of Indicators non used in the past Publications- Firm Transport according to Profit, provided daily Portion according Profit, Rest arranged according to Profit and Ownership of Capital, Medical Services guaranteed according to Ownership of Capital, guaranteed Portion, Transport, Rest, Child garden, medical Services according to Members of Management, guaranteed Portion, Transport, Rest, Child garden, medical Services according to Type of Market when operates the Companies.

The different Dimensions and Indicators show similar Results. The Affiliates of TNC are Leaders in the CSR- Initiative, directed to Personal as Key internal Stakeholder. Large Enterprises also show a Propensity to Social Responsible Conduct.

Not Verification Publications

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