

## PEER REVIEW

by **Assoc. Prof. Dr. Miroslava Mihailova Peycheva**, department “Human Resources” at UNWE, member of Scientific Jury in the competition for academic position “PROFESSOR”, approved by a decision of the Scientific Council minutes No 4 on 10.04.2019, and by an order of the Director No 122 on 12.04.2019, announced by Economic Research Institute at Bulgarian Academy of Sciences, SG, issue 13 on 12.02.2019

**Candidate: Assoc. Prof. Dr. Radostina Telerig Bakardjieva**

### *I. Short biography of the candidate*

Assoc. Prof. Dr. Radostina Telerig Bakardjieva has graduated higher education (Master of Economics) at the University of National and World Economy, majoring in “Political Economy”, profile “Sociology”. In 1987, she participates in a Ph.D. program at the Department of Economics at Humboldt University, Berlin, Germany, for preparation of dissertation work. She defends her dissertation on the topic “The General and the Special in the Economic Mechanism of People's Republic of Bulgaria and German Democratic Republic” (Diploma No/date: 19100/02.06.1989, approved by Minutes No/date: 9/18.05.1989). Since 1989 till now she works at Economic Research Institute of BAS. In 2007 she occupies academic position “Senior Research Fellow II degree” (number/date of appointment act: 24028/22.01.2007, approved by Minutes No/Date: 19/07.11.2006). Since 2011 she occupies academic position “Associate Professor”, professional field: 3.8. Economy (number/date of appointment act: 37/25.01.2011).

Assoc. Prof. Dr. Radostina Telerig Bakardjieva has specialized in: Ulster Business College at Ulster University; Rhine-Westphalia Institute for Economic Research from German Academic Exchange Service, Essen, Germany; Rhine-Westphalia Institute for Economic Research, Essen, Germany.

### *II. General characteristics of the scientific and applied work of the candidate*

#### **1. General description of the submitted materials (monographs, textbooks, articles, reports, projects, etc.) by research fields**

The candidate – Assoc. Prof. Dr. Radostina Telerig Bakardjieva has presented a total of 35 (thirty five) publications. Of which:

##### **Monographs**

- 2 individual monographs

The presented monographs are in compliance with § 1, item 10 of the Supplementary Provisions of the Law on Development of Academic Staff in Bulgaria.

##### **Articles in referenced publication**

- 1 individual article in referenced journal

The journal where the article is published is listed under #7 in the List of Contemporary Bulgarian Scientific Publications, referenced and indexed in world-famous databases with scientific information, published on the website of NACID.

### **Articles and reports in non-referenced publication**

- 10 articles in non-referenced publications, 7 of which are individual and 3 are co-authored. The points of all articles in co-authorship are precise and meet the requirements of item 6 of the Notes in the Regulations for implementation of the Law on Development of Academic Staff in the Republic of Bulgaria.

### **Reports**

- 9 reports published proceedings of international conferences, 8 of which are individual and 1 is co-authored. Division protocol is presented for the report in co-authorship.

### **Report published in proceedings of national conferences and national conferences with international participation**

- 8 individual reports published in proceedings of national conferences and national conferences with international participation

### **Study in referenced publication**

- 1 individual study in non-referenced publication

The presented study, published in scientific editions referenced and indexed in world-famous databases with scientific information, meets the requirements of § 1, item 12 of the Supplementary Provisions of the Law on Development of Academic Staff in Bulgaria. The journal, where the study is published, is listed under № 7 in the List of Contemporary Bulgarian Scientific Publications, referenced and indexed in world-famous with databases scientific information, published on the website of NACID.

### **Study in non-referenced publication**

- 1 study in non-referenced publications

The presented study, published in scientific editions, referenced and indexed in world-famous databases with scientific information, meets the requirements of § 1, item 12 of the Supplementary Provisions of the Law on Development of Academic Staff in Bulgaria.

### **Chapter of collective monographs**

- 3 chapters of collective monographs

Division protocols are presented for the co-authored publications.

The documents presented by the candidate prove that the Assoc. Prof. Dr. Radostina Telerig Bakardjieva meets the minimum national requirements for occupying academic position “Professor” according to LDAS, its Regulations, as well as the minimum requirements of the Regulations of ERI-BAS in area 3. Social, Economic and Legal Sciences, professional field 3.8. Economy (Corporate Social Responsibility).

## **2. General characteristics of the candidate’s scientific, applied and teaching activities**

The main publications of Assoc. Prof. Dr. Radostina Telerig Bakardjieva are in the field of corporate social responsibility. Assoc. Prof. Dr. Radostina Telerig Bakardjieva studies the evolution of corporate social responsibility theory, its measuring and monitoring. In her scientific publications, Assoc. Prof. Dr. Radostina Telerig Bakardjieva analyzes corporate social responsibility as a mandatory element of the corporate governance and as a “core of the corporate sustainability” (Bakardjieva, R. Corporate Responsibility through the Application of International Social Standards in the Bulgarian Companies – Challenges and European Dimensions). The research studies of Assoc. Prof. Dr. Radostina Telerig Bakardjieva discuss

the good practices on corporate social responsibility, the state of the corporate social responsibility of the Bulgarian companies, as well as the system of indicators of corporate sustainability, which is the basis of the non-financial corporate accountability.

The scientific and applied activity of Assoc. Prof. Dr. Radostina Telerig Bakardjieva is evident from her participation in many national and international projects of scientific and applied character.

Assoc. Prof. Dr. Radostina Telerig Bakardjieva has been teaching at the Institute for International Tourism, Burgas and has been part-time Assist. Prof. at Sofia University “Kliment Ohridski”.

### ***III. Quantitative characteristics of the candidate’s scientific work***

The evaluation of the conformity of the materials presented for review by Assoc. Prof. Dr. Radostina Telerig Bakardjieva with the minimum science-metric national requirements and the requirements of the Regulations of ERI-BAS shows that the **1282.50 points** (one thousand two hundred eighty two and a half) of the candidate Assoc. Prof. Dr. Radostina Telerig Bakardjieva significantly exceed the minimum requirements of 650 (six hundred and fifty) points.

### ***IV. Evaluation of the results and scientific contribution of the candidate***

I accept all scientific and applied contributions stated by the candidate – Assoc. Prof. Dr. Radostina Telerig Bakardjieva, and I would outline and add the following:

- Theoretical aspects of corporate social responsibility (publications № C1, D4, D7.1-1, D7.1-4, D7.1-6, D7.2-1, D7.2-2, D7.2-5, D8 -1, D.9-1, D10-1, D10-2, D10-3, D7.3-2, D7.3-3, D7.3-4)
- International standards for corporate social responsibility and their application in the Bulgarian companies (publications № C1, D4, D7.1-2, D7.2-6, D7.3-5, D7.3-6, D7.3-7, D10-1)
- Indicators for non-financial reporting with three-dimensional focus – economic, social, environmental (publications № C1, D7.1-2, D7.3.3, D7.3.6, D7.3.8)

Among the contributions related to the theoretical aspects of the corporate social responsibility stand out:

- The definition of Assoc. Prof. Dr. Radostina Telerig Bakardjieva on corporate social responsibility “Corporate social responsibility can be defined as a single system of consistent economic, environmental and social activities, including ethical norms and values, with constant interaction with the stakeholders for reducing the non-financial risks towards achieving corporate sustainability in pursuit of the goals of the sustainable development”.
- The conclusions reached by Assoc. Prof. Dr. Radostina Telerig Bakardjieva on the staff as the core of the internal corporate social responsibility of the companies and as their priority stakeholder.
- The conclusion drawn by Assoc. Prof. Dr. Radostina Telerig Bakardjieva that “corporate social responsibility is a flexible instrument for institutionalizing the dialogue of the companies with the stakeholders, activated in the absence of state and control mechanisms in the course of the negotiations, and has an effective impact through the implementation of

soft forms of regulation aimed at involving the stakeholders, in particular the local community, towards common business initiatives”.

- Studied is the evolution of the corporate social responsibility theory, “the peak of which is the institutional analysis in two main areas, such as: public and private institutions, NGOs, international organizations, forums of CSR stakeholder, and universal international social norms, rules and values through which CSR is manifested”.
- Outlined is the definition of “management of change” “as a system of managing temporary and permanent changes that affect the indicators of the activity in the field of health and safety at work, and includes the introduction of new products, services and processes (production conditions, organization of work, equipment, work force), changes in the regulatory requirements and their implementation, profound changes in knowledge and information on health and safety risks, as well as development of knowledge and technology in the indicated directions”.
- Analyzed is the new 5P corporate social responsibility model. “By setting new global goals of sustainable development, corporate social responsibility takes new dimensions, expands its scope from a three-dimensional model (3P) towards people, the planet and the profits, and evolves into an updated 5P model that ranges the active involvement of the companies towards people, planet, prosperity, peace and partnership”.

The contributions of Assoc. Prof. Dr. Radostina Telerig Bakardjieva related to the social standards and non-financial reporting are also significant, such as:

- The statement that “social standards are key instruments for monitoring, conformity assessment and control, and also as a first, optional but necessary step in the development of the non-financial reporting”.
- Identified is the contribution of ISO 14001:2015 to “the internalization of the negative external factors that contributes to the transfer of responsibility to the offenders and under the pressure of the civil society, consumers and control institutions they are forced to compensate the damages to the environment. Formulated are recommendations for the company to internalize positive external factors as a result of the introduction of new technologies financed by European environmental grants such as water treatment or air improvement”.
- Developed is a methodology for evaluating the compliance with the ISO 26 000 criteria, including the development of a detailed questionnaire.
- The conclusion that “the three main quality management systems must function in synch, because the synchronization of effectively implemented instruments for quality, health and environmental management guarantees the company’s sustainable functioning in the interest of the stakeholders, sustainable growth and sustainable employment in the long term”.
- The arguments for the symmetrical interrelation between corporate social responsibility and sustainable development.
- The conclusion that “corporate social responsibility is the core of the sustainable development”.
- The conclusion that “the institutional manifestation of CSR identifies the international social standards as an effective proactive instrument for audit and inspection”.

Evidence of the importance of the scientific publications of the candidate – Assoc. Prof. Radostina Telerig Bakardjieva are the significant number of citations in monographs, reports, articles, including in Scopus editions.

## ***V. Assessment of the originality of the presented works and the reliability of the presented scientific data***

The scientific works presented by Assoc. Prof. Dr. Radostina Telerig Bakardjieva have depth, proven value for science, and usefulness for individual companies as well as the society as a whole. In her research, Assoc. Prof. Dr. Radostina Telerig Bakardjieva presents concrete definitions of corporate social responsibility, analyzes the basic principles and criteria of the international standards for social responsibility, states the relation between corporate social responsibility and sustainable development, analyzes the German code on sustainability by drawing conclusions and specific recommendations for the Bulgarian companies.

All this gives me reason to state that the scientific works presented by the candidate – Assoc. Prof. Dr. Radostina Telerig Bakardjieva, have originality and indisputable scientific value.

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

My main recommendations to the candidate – Assoc. Prof. Radostina Telerig Bakardjieva are focused on her future research studies. In this direction, I believe that Assoc. Prof. Dr. Radostina Telerig Bakardjieva can continue to study the corporate social responsibility in the Bulgarian companies by using retrospective analysis for evaluation of trends. My second recommendation is related to the non-financial reporting. In her research studies, Assoc. Prof. Dr. Radostina Telerig Bakardjieva draws significant conclusions about the non-financial reporting that could be the basis for further research.

My personal impressions of Assoc. Prof. Dr. Radostina Telerig Bakardjieva are that she is consistent and thorough in her research studies. The undisputed professional competence of Assoc. Prof. Dr. Radostina Telerig Bakardjieva allows her to study problems not well known in the Bulgarian theory and practice, as well as to offer reasoned solutions.

## ***VII. Conclusion***

My overall assessment of the works presented for review by Assoc. Prof. Dr. Radostina Telerig Bakardjieva is positive. The scientific development of Assoc. Prof. Dr. Radostina Telerig Bakardjieva corresponds to the field of the announced competition. The scientific production of Assoc. Prof. Dr. Radostina Telerig Bakardjieva enriches the theory and practice in the field of corporate social responsibility.

I am convinced of the positive assessment of the overall activity of the candidate – Assoc. Prof. Dr. Radostina Telerig Bakardjieva, who fully meets the requirements of LDAS, the Regulations for its implementation, the additional requirements of ERI-BAS for occupying academic position “Professor” at ERI-BAS.

I recommend to the honorable members of the Scientific Jury of the competition to vote “FOR” the election of Assoc. Prof. Dr. Radostina Telerig Bakardjieva to occupy the academic position of “Professor” in professional field 3.8. Economy (Corporate Social Responsibility).

Date: 03.06.2019

Sofia

Member of jury:

(Assoc. Prof. Dr. Miroslava Peycheva)