

ATTITUDE OF REVIEWER

by **Prof. Dr. Matilda Ivanova Alexandrova-Boshnakova**, 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. General evaluation of the candidate regarding her research activity

For participation in the competition, Assoc. Prof. Dr. Radostina Bakardjieva presents 36 publications, of which: 2 monographs (1 habilitation work in group C and 1 monograph in group D); 2 studies (1 in a publication indexed in Scopus); 11 articles, 3 of which are co-authored (1 in a publication indexed in Scopus); 18 scientific papers, 1 of which is co-authored (10 in proceedings of international conferences and 8 in proceedings of national conferences); 3 chapters of collective monographs.

The thematic focus of the scientific production of the candidate is directed to the area of the corporate social responsibility, including the evolution of the theories of corporate social responsibility, the forms of its institutional manifestation, the criteria of the international social standards in this field and the extent of their application in Bulgarian business organizations. In addition to being a participant in a number of scientific projects, Assoc. Prof. Bakardjieva implements an individual project at ERI-BAS entitled “Corporate social responsibility of Bulgarian companies – current trends and European perspectives”. Besides the scientific activity, it should be taken into account also the participation of Assoc. Prof. Bakardjieva in scientific and applied projects related to the implementation of specific expert tasks, which directly connect the results of her scientific activity with the practice. Among these project are: project “Improving the quality of education and research in the field of business engineering to establish economy based on knowledge (innovation) and finance” (OP “HRD” 2007-2013), project “Improving the social dialogue and the working conditions of workers and employees” (Bulgarian-Swiss Program, “Partnership and Experts” Thematic Fund), “Mutual Learning Program” of the European Commission (GHK – European Commission) and others.

II. Quantitative assessment of meeting the minimum science-metric national requirements and the requirements of the Regulations of ERI-BAS

According to the presented materials, the candidate meets the minimum science-metric requirements for obtaining academic position “Professor” at ERI-BAS – achieved are 1282.5 points, which is almost twice the minimum threshold level of 650 points. The presented works, citations and participations reflect fully the real professional and scientific results of the candidate and are indicative of her compliance with the requirements of ERI-BAS for the occupation of academic position “Professor”.

III. Evaluation of the results and scientific contribution of the candidate

The achieved scientific results and contributions of the candidate can be specified in the following main fields.

Field 1. Theoretical and methodological aspects of corporate social responsibility

The candidate systematizes the evolution of the scientific theories in the field of the corporate social responsibility (CSR) by conducting institutional analysis in two directions: (1) public and private institutions, non-governmental organizations, international organizations, etc.; (2) international social norms, rules and values, through which CSR is manifested. The following main contributions can be outlined in this field:

- Based on the critical reconsideration and systematization of the economic theories in the field, determined are important clarifications of terms and are outlined basic definitions and conceptual apparatus (publications C-1, D4-1, D7.1-3, D7.2-1, D7.2 -2, D.8, D10.1, D10.2).
- Identified and systematized are the competitive advantages generated by socially responsible companies, outlined are the focuses of the European CSR concept (publications D7.4, D7.2-3, D7.2-4).
- Developed is a concept which presents CSR as an instrument of both corporate sustainability at firm level and sustainable development in a broader context. Reasoned is the transition from the three-dimensional CSR model (3P model) aimed at the people, the planet and the profits, to an updated five-dimensional model (publications D7.1-1, D9, D10.3, D7.6).
- Through a thorough comparative analysis of the social responsibility in the corporate and social enterprises, good practices in the functioning of European social enterprises are identified (publications D4, D7.3-2).

Field 2. Nature, requirements and criteria of the international CSR standards and evaluation of their implementation in Bulgarian companies

The following scientific and applied contributions can be outlined in this field:

- Outlined is the thesis that the social standards are an effective control mechanism, including key instruments for monitoring, inspection and conformity assessment. Studying the criteria of the international CSR standards reveals their role as economic indicators that provide an opportunity to measure the impact of the companies on the society (publications C-2, D4.1, D7.1-7, D7.2-6, D7.3-7, D10.1).
- Systematized are main criteria of key international social standards have been: ISO 9001:2015, OHSAS 18001:2007, ISO 45001:2018, ISO 14001:2015, EMAS, SA 8000. Identified is the contribution of ISO 14001:2015 to the internalization of the negative external effects. Formulated are recommendations for the companies to internalization and the positive external effects of introducing new technologies (publications C-1, D7.2-6, D10-1).
- Reasoned is the thesis that internationally confirmed social standards transpose universal principles, norms and values of responsible and informed behavior of the corporations, providing premises for flexible complementarity of the national legislation with mechanisms of corporate self-regulation and mutual regulation (publications C-1, D4, D7 .3-7).
- Suggested is “platform for social self-assessment of the companies” through the ISO 26 000 instrument and the UN Global Contract. Developed is author’s methodology for assessing the compliance of the companies with the criteria of ISO 26 000 with specialized instruments (questionnaire) (publications D7.3-5, D7.3-6, D.4-1, D4.2, D7.1- 3).

Field 3. CSR as an element of corporate governance

- Based on a thorough comparative analysis, evidence is presented to the thesis that CSR is a mandatory component of corporate governance (publications D10-1, D4, D7.3).
- Systematized are the requirements of G20-OECD “Principles of Corporate Governance” (2015) and “OECD Guidelines for Multinational Enterprises” (2011), the requirements of which are applicable not only to the general framework of the corporate governance but also directly to the CSR purposes (publications D6-1, D10-1).

Field 4. Monitoring and evaluation of corporate social responsibility in Bulgarian companies

- Based on provided empirical information of Bulgarian companies, is conducted analysis and evaluation of the internal CSR (targeting personnel as a key stakeholder) and external CSR (targeting suppliers and customers) in the context of the global supply chain and local community. Based on the author’s analysis, establish is that the internal CSR in Bulgarian companies has a greater weight than the external one (publications D10-1, D4-1, D10-3, D7.3, D10-3).
- Gathered are significant empirical evidences regarding the confirmation of CSR as an effective lever for meeting the stakeholder expectations (D10-1, C-1, D7.2-1). Outlined are the tendencies of the large companies, including the sub-divisions of the transnational corporations, to be leaders in the implementation of CSR, based on the internationally confirmed rules (D10-1). Data indicate that mining industry and pharmaceuticals are leading in the implementation of CSR (D10-1).
- Based on the gathered empirical information, an assessment is made of the implementation of the international CSR standards in the Bulgarian companies (publications C-1, D10-2, D4-1, D7.1-3).

IV. Evaluation of the originality of the presented works and the reliability of the presented scientific data

The presented scientific works are original in nature and are aimed at research of current problems, insufficiently studied in depth and based on considerable empirical information. The candidate successfully fills this gap in the Bulgarian economic science. I believe that the work presented for the competition is own work of the author and I do not find any plagiarism.

V. Critical notes and recommendations

I have no specific critical notes on the research and publication activities of the candidate. I would recommend in her future activity to put more efforts for more active promotion of the results of her studies in indexed publications abroad, which would highlight the achieved significant CSR results achieved by Bulgarian researchers.

VI. Conclusion

The stated above gives me reason to conclude that the candidate Assoc. Prof. Dr. Radostina Bakardjieva has presented scientific production that quantitatively and qualitatively meets the requirements of ERI-BAS for academic position “Professor”. The achieved scientific and applied contributions enrich the existing knowledge with new analyses and evaluations of corporate governance, corporate social responsibility and the international standards in this field. The candidate conducts active research, expert and project activities. Based on these

arguments, I give a **positive** assessment and propose Assoc. Prof. Dr. Radostina Telerig Bakardjieva to occupy academic position “Professor” in professional field 3.8 “Economy” at Economic Research Institute at BAS.

Date:

31.05.2019

Member of jury:.....

/Prof. Dr. M. Alexandrova/