

ATTITUDE OF REVIEWER

by **Prof. Dr. Vassil Mishov Tzanov**, member of Scientific Jury in the competition for academic position “PROFESSOR”, approved by a decision of the Scientific Council minutes No 3 on 20.03.2019, and by an order of the Director No 78 on 25.03.2019, announced by Economic Research Institute at Bulgarian Academy of Sciences in SG, issue 8 on 25/01/2019

Candidate: Assoc. Prof. Dr. Irena Kirilova Zareva-Zafirova

I. General evaluation of the candidate regarding her research activity

The candidate’s research activity is expressed in the following:

1. Presented for reviewing are 21 publications with a total volume of 1266.5 standard pages. They include: 1) habilitation work (part of a collective monograph) – 125 pages; 2) monographs outside the habilitation work (2 items); 3) book based on the dissertation work (1 item); 4) studies referenced published in SCOPUS (4 items); 5) studies published in non-referenced editions (5 items); 6) chapters of collective monographs (6 items); 7) articles and reports in non-referenced editions (2 items).
2. Participation in research projects. The candidate has participated in 8 research projects, 1 of which is international. In 1 of the projects the candidate has been a scientific supervisor.
3. Participation in scientific forums and expert discussions. The candidate has presented information on participation with reports in 11 forums with international and national participation, and participation in 6 expert discussions in the international forums.
4. Participation in activities related to the training of Ph.D. students. The candidate participates in the discussions of Ph.D. seminars (2 items), scientific juries (3 items) and Expert Councils on internal defense (3 items).
5. Expertise. Presented is information on participation in 3 inter-department working groups; 8 written statements in support of institutions and governing bodies; participation in 21 organizational and specialized expert councils.
6. Citations. Presented is information on 88 citations in international and national editions, included in: List of NACID of contemporary Bulgarian scientific publications, referenced and indexed in SCOPUS and Web of Science; National Reference List of NACID – NRL; National Register of Published Books in Bulgaria – NRPBB or Electronic Catalogue of the the National Library “St. St. Cyril and Methodius” – COBISS.BG.

General evaluation of the research activity of the candidate:

1. The presented publication and expert activity of the candidate **covers the period after the acquisition of the academic position “Associate Professor”**.
2. The research activity of the candidate **completely meets** the requirements of the Law on development of academic staff and the Regulations for the acquisition of scientific degrees and occupation of academic positions at Economic Research Institute at BAS (Art. 89 and 93).

3. The candidate demonstrates very good research and expert skills in the development of theses and projects concerning human capital and migration processes.

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

According to the presented information for the fulfillment of meeting the minimum scientometric requirements for the academic position “Professor” at ERI-BAS, the candidate fully meets the requirements. The candidate has 1722.5 points compared to minimum requirements of 650 points. The verification of the presented quantitative evaluation by indicators shows that they meet the national criteria for quantitative assessment of production.

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

The scientific results and contributions of the candidate can be summarized in the following main groups:

1. *Formulation of conceptual views on the nature and role of the factors determining the human capital and migration processes.* This group includes:
 - Defined are the main characteristics and components of the human capital in education;
 - Drawn are conclusions of theoretical and scientific nature regarding the role, state and future directions of development of the higher education in Bulgaria;
 - Systematized are the theoretical statements and concepts on the nature, role and impact of the migration policies;
 - Developed is a concept of the basic drivers of migration, in which migration policies are defined as a framework that influences in a special way the migration flows.
2. *Enrichment of the existing knowledge with analyses and evaluations in the field of human capital and migration processes.* The following contributions may be associated to this group:
 - Complex evaluation (in quantitative and qualitative aspect) is made of the human capital in education in Bulgaria (by education degrees, regions and academic positions);
 - Outlined are imbalances in the development and adaptation of the educational system to the changes in the economy and the demand for labor force;
 - Complex evaluation of the state of the higher education system in Bulgaria in the aspect of its competitiveness, financial ensuring and regulatory framework is made;
 - Complex evaluation of the state and realization of the human capital on the labor market in Bulgaria is made, including key indicators, specific measures and actions;
 - Evaluated is the influence of the migration policies on 1) the decision whether and where to migrate and the integration of the migrants; 2) the impact of the restrictive immigration policies on the size of the migration flows and the profile of migrants;
 - Evaluation of the migration policies of EU, Switzerland and Bulgaria is made, and of their impact on the migration between Switzerland and Bulgaria.

3. *Evaluations and proposals of state policies in the field of human capital and migration processes.* The following contributions can be attributed to this group:

- Formulated are policies and specific measures for development of higher education in Bulgaria, covering all its aspects;
- Made is evaluation of the implemented policies in OPHRD 2007-2013, priority axes 3 (Improving quality of education and training in line with the needs of the labor market to build a knowledge-based economy) and 4 (Improving access to education and training). The achievement of the targets by key indicators, the effects and impact of policies on the human capital factor
- Evaluated is the achievement of the targets by key indicators, as well as the effects and the impact of the policies on the “human capital” factor;
- Developed is a concept for establishing a system of policies and specific measures to keep and encourage the return of Bulgarian migrants from abroad.

The presented above contributions are mostly of evaluative nature. They enrich the scientific perspectives on the role, dependencies and development of the human capital in Bulgaria and the migration attitudes of the population. Policy evaluations and proposals are of direct practical significance for solving the existing problems.

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

In my opinion, the presented works are a personal work of the candidate. I have not found plagiarism.

V. Critical notes and recommendations

I have no critical notes to the research and publication activity of the candidate.

VI. Conclusion

The candidate is presented with significant scientific production, which quantitatively and qualitatively meets the requirements for acquiring the academic position “Professor”. The achieved results and contributions enrich the existing knowledge with new analyses and assessment of human resources and migration processes. The candidate carries out active professional-academic activity. On the basis of these facts, **I give a positive evaluation and suggest** to the scientific jury to elect Assoc. Prof. Dr. Irena Kirilova Zareva-Zafirova to occupy the academic position “Professor” at Economic Research Institute at the Bulgarian Academy of Sciences.

Date: 30.04.2019

Member of jury:

(Prof. Dr. Vassil Tzanov)