



## OPINION

By: Prof. Julia Dobрева, PhD, DSc, VUZF University, scientific field 3.8 Economics

About: Competition for Associate Professor in the field of higher education 3. Social, Economic and Legal Sciences, Field 3.8 Economics (Finance, Taxation and Financial Management of the Company) at IBS

### **1. Information about the applicant**

The competition was announced for the needs of IBS in accordance with Decision of the Academic Council No. 4/26.03.2025. I participate in the scientific jury of the competition according to Order No. 39/02.04.2025 of the Rector of IBS.

### **2. Short information about the applicant in the competition**

One candidate took part in the competition – Assist. prof. Dr. Tsvetelina Nenkova, lecturer at IBS.

### **3. Fulfilment of the requirements for taking the academic position**

According to the provided scientometric reference, the candidate has fulfilled all the requirements for occupying the academic position of Associate Professor, in accordance with the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria and the Regulations of IBS.

### **4. Assessment of the teaching activity of the applicant**

The candidate in the competition Assist. prof. Dr. Tsvetelina Nenkova has over 15 years of teaching experience, first as an assistant at the D. Tsenov Academy of Economics, Svishrov, and since 2015 as a chief assistant at IBS, Botevgrad, a position she currently holds.

### **5. Short characteristics of the submitted scientific works/publications**

The candidate in the competition Assist. prof. Dr. Tsvetelina Nenkova has presented the following scientific papers: a monograph, a book based on a dissertation for the PhD thesis, 14 reports, 3 studies and 2 articles.

The main focus of the publications is company financing, pension insurance companies and taxation – and these topics have also found a place in the habilitation work of the candidate.

The monograph is titled "*The Need to Update the Organization of Income Taxation of Individuals in Bulgaria*". The study is structured in four chapters, which examine the essence and trends in the development of personal income taxation. The subject of the study is the organization of taxation of the income of natural persons working under employment and non-employment relations, and the subject is income taxes and taxation systems that are

applied in the tax practice of Bulgaria. The monograph focuses on the need to introduce into the tax practice a rational mechanism for taxation of personal income through the implementation of a reform in the organization of income taxation.

A valuable contribution of the monograph is the analysis of the emergence and development of income taxes in the tax system and policy of Bulgaria, made in the first chapter, highlighting the advantages and disadvantages of personal income taxes. Another significant contribution of the study is the analysis of personal income taxation techniques in EU countries and proposed tax reforms. Recommendations have been made for the introduction of progressive income taxation, which will have a significant positive effect on reducing income inequalities – an indicator by which Bulgaria ranks last in the EU.

## **6. Summary assessment of the main scientific works and contributions of the applicant**

After reviewing the publications submitted for participation in the competition, I accept the following scientific and scientific-applied contributions of the candidate:

1. Theoretical statements are presented, revealing the essence and trends in the development and improvement of the income taxation of natural persons in Bulgaria.
2. An in-depth analysis of the current income tax policy in Bulgaria is carried out on the basis of the world theory and practice, justifying the need for reform in the income taxation of natural persons.
3. Substantiated proposals have been made to optimize the organization of taxation of personal income in accordance with the economic development of the country, namely:

- transition from proportional to progressive income taxation and the introduction of a scale for income taxation in practice. The direct link between the upper limit of the compulsory social security income and taxation is a prerequisite for a just distribution of the tax burden among natural persons

***This contribution has a very important place in the context of the introduction of tax reform in Bulgaria (transition from flat to progressive tax) in order to eliminate income inequalities and their just distribution.***

- abolishing the patent taxation system, which puts natural persons in an unequal position when taxing the same income;
- change in the organization of taxation of the income of sole proprietors (the organization of taxation of sole proprietors should be the same as that of other legal entities, they should not have the status of natural persons and should be taxed at a tax rate of 10%, not 15%);
- introduction of family income taxation in the tax system of a country, which will lead to a fairer distribution of income among households;
- elimination of preferences regarding taxation of the income of natural persons working under non-employment relationships;
- focusing on improving the work of the revenue administration through digitalization of tax services.

4. The application of methods for influencing the financial result of the enterprise has been further developed.
5. The possibilities for optimization of the investment policy of the enterprise in the conditions of crisis are outlined.
6. Rational suggestions are given when choosing a technique for financing the enterprise.

## **7. Main critical remarks and recommendations**

I have no significant critical remarks. I recommend that the candidate in the future improve the academic writing style, avoiding one-sentence paragraphs and extensive texts with bullets, which give schematic form to the work.

I also recommend the candidate to publish her analyses in foreign scientific journals with an impact factor, indexed in Scopus, Web of Science, etc.

## **8. Conclusions**

The documents and materials presented by Assist. Prof. Tsvetelina Nenkova, PhD meet all the requirements of the Academic Staff Development Act in the Republic of Bulgaria (RASRB), the Regulations for the implementation of the RASRB and the additional requirements of the relevant Regulations of IBS.

The candidate in the competition has submitted a sufficient number of scientific papers published after the materials used in the defence of the PhD thesis. In the works of the candidate there are original scientific and applied contributions. Her theoretical developments have practical applicability, and some of them are directly oriented to the educational work. The scientific and teaching qualification of Assist. prof. Dr. Tsvetelina Nenkova is undoubted.

The achievements of Assist. Prof. Tsvetelina Nenkova, PhD results in the educational and research activities fully comply with the IBS Regulations for the implementation of the RASRB.

After getting acquainted with the materials and scientific papers presented in the competition, analyzing their significance and the scientific, scientific-applied and applied contributions contained in them, I find it reasonable to give my positive assessment and recommend to the Scientific Jury to prepare a report-proposal for the selection of Assist. prof. Dr. Tsvetelina Nenkova at the academic position of Associate Professor at IBS in the professional field 3.8 Economics (Finance, Taxation and Financial Management of the Company).

03.05.2025г., Sofia

Signature: .....  
Prof. Julia Dobрева, PhD, DSc