

CURRICULUM VITAE

Personal details

Name: Vassil KIROV
Birth date: 2.01.1971
Nationality: Bulgarian
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Institute for the Study of Knowledge and Society,
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Area of scientific research: Sociology of work and organizations, employment relations, labour markets, Europeanisation, Central and Eastern Europe, precarious work, digitalisation

Education

Ph.D. degree 1997 – 2002, Institut d'études politiques de Paris; Institute of Sociology, Bulgarian Academy of Sciences (co-tutelle with 2 scientific directors – Reanand Sainsaulieu et Duhomir Minev), Ph. D. dissertation – “The privatized enterprise in Bulgaria, 2000 in Sofia and 2002 in Paris

MA degree 1994 – 1995, Institut d'études politiques de Paris, Master Degree (DESS en Gestion de l'emploi et developpement social d'entreprise), “HMR in the high risk industries in France and Bulgaria”

1989 – 1994, Sofia University “Sv. Kliment Ohridski”, University Diploma in Sociology and Economics

Awards, scholarly or other distinctions: Marie Curie Senior Researcher Grant (2012), French Government Scholarships (MA 1994 – 1995 and Ph.D 1998 - 2000), Marie Curie scholarship (2001), Maison de sciences de l'homme postdoctoral Scholarship, Paris, 2002, Prize for Young Scientists, BAS, 2002

Practical experience

Scientific positions:	Associate Professor (since 2012) Institute for the Study of Knowledge and Society Research Fellow - Institute for the Study of Knowledge and Society (since 2010), Institute of Sociology – 1997 – 2010 Associate Researcher at the European Trade Union Institute (ETUI) – since 2012 Associate Researcher at the Centre Pierre Naville, University of Evry – since 2014
Teaching experience:	See in Annex
Expert and consulting activity:	Expert of numerous international organizations – the European Commission, the European Foundation for the Improvement of living and Working Conditions, the International Labour Organisation, the ITC-ILO, the Fundamental Human Rights Agency, the Swiss government, the “Open Society” Institute, the UNDP, etc. as well to national administration (Ministry of Labour and Social Policy, NICA, etc.), social partners and local governments in South-Eastern Europe.
Editorship:	Membership of the Editorial Board of the British journal „Work, Organisation, Labour and Globalisation” (since 2008), “European Journal of Workplace Innovation” since 2015 and correspondent of the French „Les mondes du travail” (since 2006).
Membership in different institutions:	Bulgarian Sociological Association, AISLF, ISA
Evaluator Expertise	EU REA, Horizon 2020 (since 2016); French Scientific Agency – ANR (2014); Education, Audiovisual and Culture Executive Agency (EACEA) - "Europe for Citizens" Programme (2011 - 2014); COST (2015)
Reviewer	‘Work, Organisation, Labour and Globalisation’; ‘Sotziologicheski problemi’ (Sociological Problems); ‘Cahiers de recherche sociologique’; ‘Travail, Emploi, Formation’; ‘Les mondes du travail’ ; EU ITN Changing Employment Working Papers
Working Groups for large EU level surveys	Member of the Working Group for the preparation of the Third European Company Survey (2013) and the Sixth European Working Conditions Survey (2015) of the European Foundation for the Improvement of Living and Working Conditions (http://www.eurofound.europa.eu/).

Academic activities

Participation in schools and conferences: See list in Annex

Publications list: See list in Annex

Participation in national/international scientific research projects: See list in Annex

Languages

Fluent in English, French and Russian

Computer skills

Fluent in Word, Excel, SPSS, ACCESS, PowerPoint

ANNEX 1. LIST OF SELECTED PUBLICATIONS

Year	Publication
	Books (9 authored, co-authored, edited and co-edited books)
2016	Delteil, V., Kirov, V. (eds.), (2016), “Labour and Social Transformations in Central and Eastern Europe: Europeanization and Beyond” , Abingdon, UK and New York, USA: Routledge (https://www.routledge.com/products/9781138927995) (forthcoming in July 2016)
2016	Meil, P., Kirov, V. (eds.), (2016), “Virtual Work: policy perspectives” , Houndmills: Palgrave, book for the Dynamics of Virtual Work Series, edited by U. Huws and R. Gill (http://www.palgrave.com/series/Dynamics-of-Virtual-Work/DVW/) (Forthcoming in November 2016)
2015	Holtgrewe, U., Kirov, V. , Ramioul, M. (eds.) (2015), “Hard Work in New Jobs. The Quality of Work and Life in European Growth Sectors” , Houndmills, Palgrave MacMillan, 328 p. (http://www.palgrave.com/page/detail/hard-work-in-new-jobs-ursula-holtgrewe/?isb=9781137461070) Book reviews published in Applied Research in Quality of Life, Damian R. Molgaray (first online – 9.03.2016), forthcoming in several journals in 2016
2014	Kirov, V. (Ed.) , Markova, E., Peycheva, D. (2014), “Forced flexibility and job insecurity” Sofia, East-West Publishing House, 256 p.(in Bulgarian), ISBN 978-619-152-546-1
	Articles in Peer-Review journals (16 authored and co-authored articles)
2016	Kirov, V. , Thill, P. (2016), “Employment relations and restructuring management in the banking sector in Luxembourg” , Warsaw Forum of Economics Sociology (WFES), Vol 6, Number 1 (11): 75 – 100
2016	Rego, R., Sprenger, W., Kirov, V. , Tomson, G., di Nunzio, D. (2016), “The use of new ICTs in trade union protest in five European countries” , Transfer: European Review of Labour and Research (http://trs.sagepub.com/), Special issue on ‘Developments in strike action’, (2014 SJR (SCImago Journal Rank) Score: 0.289) (Forthcoming in November 2016)
2016	Sørensen, O., Holtgrewe, U, Kirov, V. (2016), “Convergence or path-dependency: The quality of work and industrial relations in the waste sector in three European countries” , British Journal of Industrial Relations, (5 Year Impact Factor (2014): 1.672) (Forthcoming)
2015	Kirov, V. , Hohnen, P. (2015), “Trade unions strategies to address inclusion of vulnerable employees in ‘anchored’ services in Europe” , International Journal of Manpower (2014 Impact Factor: 0.471), Special Issue: “Worker Vulnerability and Strategies for Inclusion” (co-written with P. Hohnen), Vol. 36 No. 6, 2015, pp. 848-873
2013	Kirov, V. , Markova, E., Peycheva, D. (2013), “Action Research: An Example of Adapting and Applying Active Sociological Surveying in Bulgaria” , Sociologičeski problemi (Sociological Problems), Issue: 1-2/2013, pp. 67 – 90, (in Bulgarian)
2011	Mako, C.; Illéssy, M. ; Csizmadia, P. , Kirov, V. , Galev, T. (2011), Changes in Work from the Global Value Change Perspective The Case of Transformation Economies: Bulgaria and Hungary , Budapest Management Review (Vezetéstudomány), XLII. ÉVF. 2011. 6. SZÁM / ISSN 0133-0179, pp. 2 – 12
2009	Kirov, V. , Mircheva, K. (2009), ‘Employment in Call Centres in Bulgaria’ , in Work Organisation, Labour and Globalization, Vol. 3, N. 1, pp. 144 – 157
2008	Kirov, V. , (2008), ‘Trade Unions in CEEs and the Challenges after the EU Accession: The Case of Bulgaria’ in "Economia & Lavoro", anno XLII, n.3 Settembre - Dicembre 2008, pp.83-94
2007	Illessy, M., Mako, C., Kirov, V. , Stoeva, S. (2007), Labour Relations, Collective Bargaining and Employee Voice in SMEs in Central and Eastern Europe . In: Transfer: European Review of Labour and Research, Volume 13, Number 1: 95-113, Spring 2007 (2014 SJR (SCImago Journal Rank) Score: 0.289)
2001	Kirov, V. (2001), ‘La privatisation des entreprises bulgares: de la contrainte exogène à l’adaptation locale’ , in Revue "Communisme", Numéro spécial ‘Communisme et post-communisme en Europe centrale et orientale’, N°64, pp. 143 – 166

2000	Bafoil, F., Kirov, V. (2000), ' Héritages institutionnels et innovations locales en matière d'emploi. Une comparaison Bulgarie – Pologne ', (in co-authorship with F. Bafoil) in " <i>Recherches sociologiques</i> ", vol. XXXI, N°2, pp.105 – 120
	Book chapters (28 authored and co-authored book chapters)
2016	Delteil, V., Kirov, V. (2016), Revisiting the Transition: Labour Markets, Work and Industrial Relations in the New Europe , in Delteil, V., Kirov, V. (eds.), (2016), "Labour and Social Transformations in Central and Eastern Europe: Europeanization and Beyond", Abingdon, UK and New York, USA: Routledge
2016	Delteil, V., Kirov, V. (2016), " Building and Reshaping Social Dialogue in the CEECs: from Formal Europeanisation to New Dependencies and Contingencies in Bulgaria and Romania " in Delteil, V., Kirov, V. (eds.), (2016), "Labour and Social Transformations in Central and Eastern Europe: Europeanization and Beyond", Abingdon, UK and New York, USA: Routledge
2016	Kirov, V. , (2016), " Bulgarie: Syndicalisme et tripartisme après la chute du communisme " in Andolfatto, D. & S. Contrepois (eds) (2016), <i>Syndicats et dialogue social, les modèles occidentaux à l'épreuve</i> , Bruxelles, Peter Lang,
2015	Holtgrewe, U., Kirov, V. , Ramioul, M. (2015), "Introduction: New and Growing but Not Necessarily Better – Expanding Jobs in Europe", in Holtgrewe, U., Kirov, V. , Ramioul, M. (eds.), " Hard Work in New Jobs. The Quality of Work and Life in European Growth Sectors ", Houndmills, Palgrave MacMillan, pp. 1-10
2015	Jaehrling, K., Finnestrand, H., Kirov, V. , Torvatn, H. (2015), ' The (In)Visible Third Party: De- and Re-regulation of Working Conditions through Public Procurement ', in Holtgrewe, U., Kirov, V., Ramioul, M. (eds.), "Hard Work in New Jobs. The Quality of Work and Life in European Growth Sectors", Houndmills, Palgrave MacMillan, pp. 130 – 150
2015	Kirov, V. (2015), ' Can Social Partners Improve the Quality of Work in Low-Wage Work in Europe? ' in Holtgrewe, U., Kirov, V., Ramioul, M. (eds.), "Hard Work in New Jobs. The Quality of Work and Life in European Growth Sectors", Houndmills, Palgrave MacMillan, pp. 114 – 129
2015	Kirov, V. (2015), " The Europeanisation of the Bulgarian trade union movement: achievements and challenges ", in C. Landgraf, H. Pleines (eds): 'Europeanization of Trade Unions in EU member states of the Eastern Enlargement', Hannover, Ibidem Verlag, , pp. 161-80
2015	Kirov, V. (2015), " The Integration of the Bulgarian Trade Union Confederation of Independent Trade Unions of Bulgaria (CITUB) into European Union (EU) Governance Structures ", in C. Landgraf, H. Pleines (eds): 'Europeanization of Trade Unions in EU member states of the Eastern Enlargement', Ibidem Verlag, Hannover pp. 217 – 236
2015	Kirov, V. (2015), " The link between the labour market and the vocational education and training in Bulgaria ", in Stoilova, R., Petkova, K. et Koleva, S. « Znanieto kato zennost, poznaniето kato prizvanie », Sofia, East-West Publishing House, pp. 209 - 222 (in Bulgarian)
2014	Kirov, V. , Ramioul, M. (2015), " Quality of work in the cleaning industry: a complex picture based on sectoral regulation and customer-driven conditions ", in M. Hauptmeier and M. Vidal (eds), „The Comparative Political Economy of Work and Employment Relations”, London, Palgrave, pp.290 – 311
2013	Kirov, V. (2013), Introduction: Addressing quality of work in Europe in Kirov, V. (Ed.), <i>Addressing quality of work in Europe</i> , Sofia, Ciela, 2013, pp. 5-26
2012	Kirov, V. (2012), " Restructuring of Global Value Chains in the New Member States Economies - the impact on flexibility ", in Petraki, G., (ed.) (2012), <i>Global Change in Work Organisation</i> , Gutenberg, Athens, pp 135-153, ISBN 978-960-01-1450-8 (in Greek)
2010	Kirov, V. , Prince, J.-C. (2010), ' Le dialogue social dans les Balkans : le cas de la Bulgarie et de la Macédoine ' in A. Mias (sous la dir.) « Mondialisation et recomposition des relations professionnelles : in état des lieux », Toulouse, Editions Octares, pp. 212 – 222
2005	Kirov, V. (2005), ' Restructurations industrielles en Bulgarie: Strategie des acteurs dans le contexte de l'integration Europeenne ', in M. Alaluf et E. Krzeslo (eds.) 'Protection sociale et emploi. Regards croises sur la mondialisation en Europe et en Chine', Bruxelles, Editions de l'ULB, 2005, pp. 167 – 184

2005	Kirov, V. (2005), ‘Facing EU Accession: Bulgarian Trade Unions at the Crossroads’ in Dimitrova, D. and Vilokx, J. (eds.): Trade Unions Strategies in Central and Eastern Europe: Towards Decent Work’, ILO, Budapest, pp. 111 – 152
2004	Kirov, V. (2004), ‘Le dialogue social sectoriel en Bulgarie : conflits et zones de confiance’, in A. Krasteva et A. Todorov (eds.) « Conflits, confiance, démocratie », (sous la dir. de), Sofia, Nouvelle Université bulgare, 2004. pp. 126 – 132
2003	Kirov, V. (2003), ‘Bulgaria: a still Undeveloped Component of Industrial Relations’, in Ghellab, Y. and Vaughan-Whitehead, D. (eds.) ‘Sectoral Social Dialogue in Future EU Member States: the Weakest Link’, Budapest, International Labour Office – European Commission, , 2003, pp. 77 – 104

	Working Papers and Research Reports (28)
2015	Kirov, V., Thill, P. (eds.) (2015), “Social dialogue in the financial sector in Europe. Contribution to anticipation and restructuring”, (edited by), Research Report for the Project EUROSOFIN, VS 2013/ 0355, Esch-sur-Alzette: LISER, 120 p.
2015	Kirov, V. (2015), Comparative analysis of Motor Industry Bargaining to support review of collective bargaining model in South Africa , Research Report for the Motor Industry Bargaining Council (MIBCO), prepared in the framework of ILO project supporting MIBCO, Geneva, 40 p.
2015	Kirov, V. (2015), “The digital economy and public services in Europe”, ETUI analytical report for the purpose of the European Public Service Union (EPSU), Brussels, 55 p. (Summary of the report will be published in 2016)
2014	Kirov, V., Markova, Ek., Markova, Eug. (2014), “Methodology to construct MMWD policy scenarios”, MMWD Project Working Paper for WP 4. – Constructing population forecasts and policy scenarios on human capital, labour markets and social needs at national and regional/local scales, Activity 4.4. Construction of policy scenarios at the country and at the regional/local level and definition of a reference methodology for policy scenarios, 22 p., http://www.migration4growth.eu/
2014	Kirov, V., (2014), “Managing restructuring in Bulgaria: Innovation and learning after the financial crisis”, Research Report for MOLIERE Project, IRENE Policy Paper, N°4, 24 p., (http://responsible-restructuring.eu/wp-content/uploads/2014/10/Irene-Policy-paper-No-4-Bulgaria-copy.pdf)
2012	Ravn, J., Hasle, P., Holtgrewe, U., Kirov, V., Markova, E., Van Peteghem, J., Peycheva, D., Ramioul, M., Sardadvar, K., Sørensen, O., Torvatn, H., Øyum, L. (2012), “Engaging stakeholders in developing working conditions. Summary report on action research and policy lessons”. Research Report, Deliverable 9.15, 'Summary report on action research and policy lessons' for Workpackage 9 of the walqing project, SSH-CT-2009-244597, http://www.walqing.eu/fileadmin/WALQING_DEL9.15_fin.pdf
2012	Kirov, V. (2012), “Study on precarious work and social rights”, National Report and Case Study Reports. Working Paper for the Project “Precarious work and social rights” with the contract number VT/2010/084
2012	Kirov, V. (2012), Public Funding for Green Energy in a Context of Crisis. Country report (Bulgaria) , Brussels, ETUI, 30 p. https://www.etui.org/Publications2/Reports/Public-funding-for-green-energy-in-a-context-of-crisis
2012	Kirov, V., Markova, E. (2012), “Health and safety at work. Results from a Sociological Survey” for the ESF funded project „Development of health and safety work profile in the machine building industry in Bulgaria” Bulgarian Branch Chamber - Machine Building, 101 p.
2011	Kirov, V. (2011), ‘How many does it take to tango? Stakeholders’ strategies to improve work in Europe’, Research Report, Deliverable 5.7 of the WALQING project, SSH-CT-2009-244597, Sofia, November 2011. (http://www.walqing.eu/fileadmin/download/external_website/publications/walqing_Del5.7_SyntesisreportWP5_fin.pdf)
2010	Kirov, V., Markova, E. (eds.) (2010), ‘The challenges of demographic change in Bulgaria’., Sofia, Color Print, pp. 33 – 84, in Bulgarian

2010	Kirov, V. (2010), National Background Report ‘Bulgaria’ prepared for A.R.E.N.A.S. European Commission and ILO Project, 88 p., available in English and Bulgarian at: http://arenas.italo.org/countries/bulgaria/presentation-of-nbp/national-background-paper
2009	Kirov, V. (2009), ‘The impact of the Racial Equality Directive: a survey of trade unions and employers in the Member States of the European Union. Bulgaria’ . Country Report, prepared for the Fundamental Rights Agency, available at: http://fra.europa.eu/fraWebsite/attachments/RED_Bulgaria.pdf
2008	Kirov, V., Markova, E. (2008), ‘People without health insurance. Health Insurance in Bulgaria’ . Report. in Markova, E., Kirov, V., Zahariev, B. et al. (2009). The Uninsured and the Health Insurance System in Bulgaria. Sofia, Open Society Institute, pp. 11 - 26 (in Bulgarian), http://osi.bg/downloads/File/HealthInsur.pdf , (2009 – in English - http://osi.bg/cyeds/downloads/Report_Health_Uninsured_2009_ENG.pdf)
2007	Kirov, V. (2007), ‘Beer AD’ . Organisational case study on logistics in the food industry - Bulgaria. Internal Working Paper, WORKS-Project (http://www.worksproject.be/).
2006	Jeleva, R., Kirov, V., Markova, E. (2006), Monitoring of the programs of the Bulgarian government for the retention of children at school, Research Report: National quantitative sociological survey and 8 regional case studies , Open Society Institute (in Bulgarian)
2001	Kirov, V. (2001), Development Cooperation Report – Bulgaria 2000, Sofia, UNDP

	Other publications (reviews, articles in non-peer-reviewed journals) (11)
2013	Kirov, V. (2013), "Sociology as Science: the Discovery of Raymond Boudon in Bulgarian" , Book review, <i>Sotziologicheski problemi (Sociological Problems)</i> , 1-2 (2013): 343-344 (in Bulgarian)
2013	Kirov, V. (2013), “Aspects of the Social Stratification in Bulgaria: a successful opening” , Book Review, <i>Kritika i humanizam</i> , 2013/ 42 (in Bulgarian)
2012	Kirov, V., Van den Berge, J. (2012), “Conditions de travail dans le secteur des déchets en Europe et implications pour les orientations de la politique syndicale” , <i>Journal international de recherche syndicale</i> , Vol. 4 No 2, 2012, pp. 197 – 214 (in English, French and Spanish)
2011	Kirov, V. (2011), Les effets de la globalisation dans l’emploi en Bulgarie : quels impacts sur les organisations et les individus , Grande Europe, La revue sur les pays du continent européen, La Documentation française, pp 50 – 56
2006	Kirov, V. (2006), ‘L’emploi en Bulgarie’ , Mensuel de Centre d’études pour l’emploi, Décembre 2006, (http://www.cee-recherche.fr/fr/connaissance_emploi.htm)

	Dictionaries Entries (1)
2008	Kirov, V. (2008), ‘Bulgarie’ . In: Bertoncini, Y. et al. (Eds.), <i>Dictionnaire Critique de l’Union Européenne</i> . Paris, Armand Colin, , 2008, pp. 43-44

	Selected Presentations at Conferences (2007 - 2015) (more than 40)	
Date	Event and Title of Presentation	Place
November 2015 (12 - 13)	SOCIAL BOUNDARIES OF WORK. THE VARIETIES OF INFORMAL WORK IN CONTEMPORARY SOCIETIES Vassil Kirov (with Ekaterina Markova, Darina Peycheva), "Hybrid work organisation in the construction sector in Bulgaria: employees or sub-contractors?" http://www.socialboundariesofwork.lh.pl/wp-content/uploads/2015/10/SBW_conference_programme1.pdf	Zielona Góra, Poland
May 2015 (21 - 23)	“2015 INTERNATIONAL CRIMT CONFERENCE Institutional Change and Experimentation: Shaping the Future of Work and Employment” Vassil Kirov and Patrick Thill, „Anticipation and restructuring – what contribution of the social dialogue in the European banking sector?“ (http://www.crimt.org/CRIMT2015/CRIMT2015_Programme_preliminaire.pdf)	Montreal, Canada

September 2014 (3-5)	International Conference “Dynamics of Virtual Work: The Transformation of Labour in a Global Digital Economy”, University of Hertfordshire (http://dynamicsofvirtualwork.com/wp-content/uploads/2013/06/Conference-Programme-3-5-September-20141.pdf) Vassil Kirov, “New forms of work and employment and challenges for the social partners in Europe?”	Hatfield, United Kingdom
July 2014 (13 - 19)	XVIII ISA World Congress of Sociology Vassil Kirov, "How Can Trade Unions Improve Quality of Work in Low-Wage Services in Europe?", (https://isaconf.confex.com/isaconf/wc2014/webprogram/Paper50075.html)	Yokohama, Japan
June 2014 (16 – 19)	Participation at the “XIVe Journées Internationales de Sociologie du Travail Les marges du travail et de l’emploi » for the presentation called ‘Le travail dans les services, le rôle des clients et les nouvelles marginalisations’ (http://jist2014.univ-lille1.fr/spip.php?article33)	Lille, France
April 2014 (7 - 9)	32nd International Labour Process Conference, London, 7-9 April 2014 Vassil Kirov: ‘Triangular relations in the ‘anchored’ services: investigating the role of institutional customers for the quality of work’ (http://www.ilpc.org.uk/Portals/56/ilpc2014-docs/ilpc2014-call-for-papers.pdf)	London, United Kingdom
February 2014 (4 - 7)	28th conference of AIRAANZ ‘Work, Employment and Human Resources: The redistribution of economic and social power’ Vassil Kirov ‘Low wage work in Europe: is it possible to improve the quality of work in the ‘anchored’ services?’ (http://www.airaanzconference2014.com/AIRAANZHandbook2014-FINAL-low%20res.pdf)	Melbourne, Australia
November 2013 (21 - 22)	Participation at the International Conference “Central and Eastern Europe: Work, Employment and Societies between Transition and Change” (21 and 22 November 2013) Vassil Kirov “The absence of actors: social dialogue in the service sector of Central and Eastern Europe” and “Europeanisation and social dialogue institutional transfers in the CEEC – the case of Bulgaria and Romania” (together with V. Delteil) (http://cpn.univ-evry.fr/attachments/article/148/Conference-CPN-Evry-Programme-v.19.11.2013-Full.pdf)	Evry, France
September 2013 (11 - 13)	3rd International Conference on Vulnerable Workers and Precarious Work, Toulouse, 12-13 September 2013 “Trade unions strategies to address vulnerable employees in ‘anchored’ services in Europe”,	Toulouse, France
September 2013 (3 - 5)	BSA Work, Employment and Society Conference 2013, States of Work: and the interpretations of work, employment, society and the state, 3-5 September 2013 University of Warwick, UK (http://www.britisoc.co.uk/media/56737/wes2013_programme_final.pdf) Vassil Kirov “Shaping quality of work: how trade unions could impact the role of public authorities as a client of external services?”	Warwick, United Kingdom
September 2012 (19 - 20)	Final International walqing conference „Hard work? Pursuing quality of work and life in European low-wage sectors.” http://www.walqing.eu/fileadmin/ConferenceHardWork_19-20Sep2012_Vienna_Programme.pdf), Vassil Kirov „Stakeholder strategies to improve quality of work in Europe”	Vienna, Austria
September 2012 (5-7)	IREC 2012/ ESA RN 17 Challenges for Public and Private Sector Industrial Relations and Unions in times of Crisis and Austerity, 5-7.09.2012. V. Kirov: “Addressing vulnerable employees: what do social partners do in problematic sectors in Europe?” (in co-authorship)	Lisbon, Portugal
June 2012 (25 - 26)	WALQING Expert Seminar „The sustainability of work”: how to enable workers to stay healthy in the job, and to develop as person and professional” V. Kirov „Application of the Action Research approach in ‘City Clean’ municipal waste collection enterprise’.	Leuven, Belgium

March 2012 (27 - 29)	30th International Labour Process Conference (ILPC conference) (http://www.ilpc.org.uk/ILPC2012.aspx), (presentations « Quality of work in the cleaning industry: a complex picture based on sectoral regulation and customer-driven conditions », (in co-authorship with Monique Ramioul, HIVA, K.U. Leuven and Jan Van Peteghem, HIVA, K.U. Leuven) and „Green and decent: stakeholders strategies to address quality of work in the construction”, (in co-authorship with Hans Torvatn, SINTEF) ;	Stockholm, Sweden
2011 December (12-13)	„Across Boundaries: An Interdisciplinary Conference on the Global Challenges Facing Workers & Employment Research, British Journal of Industrial Relations (BJIR) 50TH ANNIVERSARY”, December 12th-13th 2011, London School of Economics, London, UK, http://www2.lse.ac.uk/BJIR/home.aspx Vassil Kirov “The global, the local and the networked: The quality of work and industrial relations in the waste sector in four European countries” (with Ursula Holtgrewe Ole Sørensen)	London, United Kingdom
2011 October 13-14	German Industrial Relations Association (GIRA) - Jahrestagung 2011, „Industrielle Beziehungen im Dienstleistungsbereich“, (http://www.giraweb.de/sites/default/files/ProFinal.pdf) Ursula Holtgrewe/Vassil Kirov: ‘Greening, Privatising and Europeanising: The Quality of Work in the Waste Sector in Europe’ (presentation made by U. Holtgrewe)	Düsseldorf, Germany
September 2011 (19 - 21)	„Challenge Social Innovation”, Innovating innovation by research - 100 years after Schumpeter”, http://www.socialinnovation2011.eu/wp-content/uploads/2011/04/agenda2011.pdf Vassil Kirov, ‘Social innovation and good practices at work in the NMS: the legacies, the transfers and the experiments’	Vienna, Austria
2010 October 18-19	EU Presidency Conference, ‘Anticipating and managing restructuring in a socially responsible way New partnerships to preserve employment’, http://www.employment.eutrio.be/eutrio/defaultEutrio.aspx?id=31184 Vassil Kirov, Rapporteur, ‘National Background Paper Bulgaria’	Brussels, Belgium
October 2008 (8-9)	‘Fragmentation? The future of work in Europe in a global economy, WORKS final international conference’, http://ec.europa.eu/research/social-sciences/events-13_en.html Vassil Kirov, “Changes in work in transitional economies in the New Member States”	Rome, Italy
June 2008 (19 - 20)	Colloque ‘Mondialisation et recomposition des relations professionnelles’, Université de Rouen, http://www.afs-socio.fr/FI93/AppelMondialisation.pdf V. Kirov, « Le dialogue social en Bulgarie : une intervention auprès des partenaires sociaux sectoriels »	Rouen, France
November 2007 (13)	International Conference, Good practice on workforce ageing across Europe, http://www.workinglives.org/research-themes/wlri-project-websites/cawa-en/cawa-international-conference.cfm Vassil Kirov, „Ageing Employees in Central and Eastern Europe – facts and challenges”	Madrid, Spain
2007 June (8)	Présentation du projet dialogue social, 8 juin 2007, Organisation internationale de travail, dans le cadre de la Conférence internationale de travail, Genève, Suisse (http://www.cgas.ch/SPIP/IMG/pdf/2007-05-24uss_Invitation_8_juin_2007.pdf)	Geneva, Switzerland

ANNEX 2. LIST OF PROJECTS (RESEARCH, APPLIED RESEARCH AND EXPERT PROJECTS)

October 2015 – December 2015	“Comparative analysis of Motor Industry Bargaining to support review of collective bargaining model in South Africa”, ILO Project Researcher and Expert in charge of the Comparative Report
February 2015 – June 2015	“The digital economy and public services in Europe”, ETUI analytical report for the purpose of the European Public Service Union (EPSU) Research Expert for the European Union countries
December 2013 – February 2015	EUROSOFIN - Social dialogue in the financial sector in Europe: Contribution to anticipation and restructuring, VS 2013/ 0355, Project financed by DG Employment and co-ordinated by CEPS Luxembourg (LISER since 2015) Researcher for EU Comparative analysis and Luxembourg, Project Co-ordinator (together with P. Thill)
December 2013 – November 2014	MOLIERE - Monitoring Learning and Innovation in European Restructuring, VP/2012/009/123, Project financed by DG Employment and Co-ordinated by The Goteborg Business School, Sweden Research Expert for Bulgaria
October 2013 – October 2014	Project “In-company trainers’ professional development”, (Contract No. 2013-0103/AO/ECVL/IJE/), Commissioned by CEDEFOP (European Centre for the Development of Vocational Training - http://www.cedefop.europa.eu/fr) and coordinated by 3s research laboratory, Austria Research Expert for Bulgaria
December 2013 – November 2014	2013-2014: Convergence and Divergence of Job Quality in Europe from 1995 to 2010. A report based on the European Working Conditions Survey, EUROFOUND (http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1521en.pdf) Expert for Central and Eastern Europe
May 2012 – October 2014	Project “Making Migration Work for Development - Policy tools for strategic planning in SEE regions and cities” (SEE/C/0007/4.2/X) (http://www.migration4growth.eu/), financed by South-Eastern Europe Programme and coordinated by the Region Emilia-Romagna, Italy Head of the Bulgarian Research team
June – 2013 – January - 2014	Project “Development of trade unions in the New Member States of the EU”, research project, co-ordinated by ETUI National Expert for Bulgaria
October 2012 – September 2016	„COST Action IS1202, Dynamics of Virtual Work”, „COST Action Individuals, Societies, Cultures and Health”, Co-ordinated by the University of Hertfordshire, UK, (http://dynamicsofvirtualwork.com/aboutus/) Representative for Bulgaria
August 2012 – April 2014	“The Europeanization of Trade Unions in the Countries of the Eastern Enlargement. Perspectives for Interest Representation by Trade Unions and for Trade Union Solidarity within the EU”, financed by the Hans Böckler Foundation, Germany and co-ordinated by The Research Centre for East European Studies (Forschungsstelle Osteuropa) at the University of Bremen, Germany National expert for Bulgaria
August 2012 – December 2012	Project. „Development of health and safety work profile in the machine building industry in Bulgaria” (Contract №I-0027 / 02.08.2012), funded by ESF and realised by the Bulgarian Branch Chamber - Machine Building (http://www.bbcmb.dir.bg/content/en_aboutBBCMB.php), Sofia, Bulgaria Expert in Charge of the Sociological Survey in the sector
July 2012 – October 2012	Project “Public Funding for Green Energy in a context of crisis”, Commissioned by the European Trade Union Institute and coordinated by Instituto Sindical de Trabajo, Ambiente y Salud (ISTAS), Spain Research Expert for Bulgaria

May 2012 – October 2012	Project “Cooperation between education and training and the labour market in renewing VET” , (Contract No. 2011-0161/AO/ECVL/JP-IPS/Cooperation Labour market-VET/007/11), Commissioned by CEDEFOP and coordinated by 3s research laboratory, Austria Research Expert for Bulgaria
August – October 2011	Project 'Fitness check' on EU acts in the area of Information and Consultation of Workers Commissioned by the European Commission and coordinated by Deloitte Consulting SCRL, Belgium Expert for Bulgaria and Luxembourg
July 2011 – April 2012	Study on precarious work and social rights , funded by the EU Commission, under the title “Precarious work and social rights” with the contract number VT/2010/084 and coordinated by the Working Lives Research Institute, London Metropolitan University, UK Research Expert for Bulgaria
October 2010 – Present	Preparation of studies on work organisations, working conditions, restructuring, industrial relations and employment policies for the observatories of the European Foundation for the Improvement of Living and Working Conditions – EIRO, EWCO and ERM Researcher , Eurofound Country Correspondent for Bulgaria (Consortium IR Share – ISSK-BAS since April 2014) and Leader of the Bulgarian Team; correspondent for Luxembourg (Consortium IR Share – CEPS/INSTEAD since 2010)
March 2011 – May 2011	Study on the characteristics and legal effects of agreements between companies and workers' representatives , Study Commissioned by DG Employment, Social Affairs & Inclusion to Labour Asociados Consultores (www.labour-asociados.com), Spain Research Expert for Bulgaria
July 2010 – April 2011	Social dialogue in times of global economic crisis , Study of the European Foundation for the Improvement of Living and Working Conditions, coordinated by ASTREES, France (www.astrees.org) Research Expert for Bulgaria and Luxembourg
March 2010	“European analysis of provisions and practices of national, regional and local public authorities in support of restructuring” , Study commissioned by the European Commission, coordinated by ASTREES, France (www.astrees.org) Research Expert for Bulgaria
April 2010 – July 2010	Study to support an Impact Assessment on further action at European level regarding Directive 2003/88/EC and the evolution of working time organisation (Provision of evaluation and evaluation related services to DG EMPL, including support for Impact Assessment Activities, VT/2009/129), Coordinated by Deloitte, Belgium Expert for Bulgaria
December 2009 – November 2012	WALQING - Work and Life Quality in New and Growing Jobs . (Grant Agreement Number 24459, SSH-CT-2009-244597), www.walqing.eu 7th Framework programme for RTD Leader of the Bulgarian research team and Member of the Management Board of the Project , in charge of the comparative analysis on employment relations
March 2009 – March 2010	Anticipating Restructuring in Enterprises: National Seminars (A.R.E.N.A.S.) (http://arenas.itcilo.org/) The International Labour Office (ILO) and its International Training Centre (ITC-ILO) and the International Restructuring Experts Network Europe (IRENE), Initiative, commissioned by the European Commission, DG Employment, Social Affairs and Equal Opportunities, in the framework of the contract called “Restructuring in Europe: 27 national seminars”. National Expert for Bulgaria
December 2008 – September 2009	The impact of the Racial Equality Directive: a survey of trade unions and employers in the Member States of the European Union London Metropolitan Project research project, ordered by the Fundamental Rights Agency of the European Union Country Expert for Bulgaria
December 2008 – December 2009	Mapping study on the Trade Union practices in fighting discrimination and promoting diversity Contract No. VT/2008/003 London Metropolitan Project research project, financed by the European Union Country Expert for Luxembourg and Macedonia

July 2008 – July 2010	<p>“ESF 6 CIA - Capitalising Innovative Approaches towards Demographic Change” http://www.esf6cia.eu The project is financed under INTERREG IVC and has been labelled as a 'Fast Track Network' by the European Commission under the 'Regions for Economic Change' initiative. Head of the Bulgarian Team</p>
May 2008 – October 2008	<p>Development of trade unions in the NMS of the EU and candidate member states European Trade Union Institute Project Expert for Bulgaria</p>
January 2008 – December 2008	<p>“Elex” – EWCs: learning from experience A training project for trade unionists in Bulgaria and Romania, Financed under Information, Consultation and Participation of Representatives of Undertakings Budget Heading 04.03.03.03 – Call for Proposals VP/2007/003 Expert</p>
January 2007 – November 2007	<p>Project for transborder co-operation “Good neighbours – good partners” of the Municipalities Lom, Bulgaria and Pantelej, Serbia, Budget line: BG2004/016-785 04SER01/02/00X, Phare, Consultant and Researcher</p>
January 2007 - September 2007	<p>Project “Monitoring of Public Budgets”, Foundation “Institute Open Society”, Sofia, Qualitative and quantitative study of the profiles of the Bulgarian population without health insurance, Head of the research team</p>
January – December 2007	<p>Strategy for the Development of the Machine Building Industry in Bulgaria http://www.bbcmb.dir.bg/Content/strategia/Mashinostroene-Strategia071010.pdf Ministry of Economics and the Machine Building Chamber of Bulgaria project, supported by GTZ (Germany) Human Resources and Qualification expert and working group moderator</p>
December 2006 – December 2007	<p>Project “Socially responsible restructuring in accession countries - promotion of the social partners role to anticipate and accompany consequences at regional level”, financed by European Commission Budget Heading 04030301, VP/2006/001/1297, Expert</p>
February 2006 – March 2007	<p>Research Cooperation and Networking Project “Reflecting the Knowledge-based Society in the Context of EU Enlargement: Research on the labour market restructuring, employment change and skills acquisition in Austria, Bulgaria, Croatia and Macedonia”, Supported by Austrian Science and Research Liaison Offices Ljubljana and Sofia (managed by the Centre for Social Innovation, Vienna) on behalf of the Federal Ministry of Science and Research of the Republic of Austria in the Framework of its Southeast Europe (SEE) science cooperation initiative Project Co-ordinator</p>
January 2006 – December 2006	<p>Monitoring of the programs of the Bulgarian government for the retention of children at school, Foundation “Institute Open Society”, Sofia, National quantitative sociological survey and 8 regional case studies Head of the Research Team</p>
December 2005 December 2007	<p>CAWA - Creative Approaches to Workforce Ageing ESF, EU project, coordinated by WLRI, London Metropolitan University, UK www.olderworkers.eu Head of the Bulgarian team</p>
December 2005 – August 2006	<p>EU Project «Creation of a Compromised Mediation & Arbitration Mechanism for National Industrial Relations Systems _ VS/2005/0522», coordinated by Athens University of Economics and Business National expert</p>
June – 2005 – September 2009	<p>WORKS « Work organisation and restructuring in the Knowledge Society », SIXTH FRAMEWORK PROGRAMME, EU (www.worksproject.be) coordinated by HIVA, Katholieke Universiteit Leuven Head of the Bulgarian team</p>

2005	Balkan Summer School for Doctorate students in Sociology “Social inclusion and Economic Strategies in the Balkans”, organised by the Institute of Sociology with the support of “Open Society Foundation”, Head of the project
June 2004 – May 2005	“Initiatives locales pour l’emploi en Bulgarie et en Quebec” Research Project under the direction of Prof. Jacques Boucher, Universite de Quebec Responsible for the Report about Bulgaria
2004 – 2005	ILO and National Institute for Conciliation and Arbitration (NICA) , “Strengthening Social Dialogue on Enterprise and Sectoral Level and Resolutions of Collective Labour Disputes in the Chemical Sector” Consultant
2003 – 2005	ILO, Research Project “Towards Trade Union Strategy for Decent Work” ("Strengthening social dialogue and tripartism and enhancing the technical expertise in labour law in the countries of South Eastern Europe" - REF/02/M52/FRA), Responsible for the Bulgarian Report
2002 – 2006	"SMALL" - Representation and voice in Small and Medium-sized European enterprises : monitoring Actors, Labour organisations and Legal frameworks European Research Project, FP V Researcher, Head of the Bulgarian team
2003	Training of sociology through the use of data bases of empirical sociological surveys Project of the Institute of Sociology, organised with the support of “Open Society Foundation”, Member of the Project Team
2002 – 2007	Swiss Agency for Development and Cooperation Project “Social Dialogue” Consultant (with about 50 – 60 consultancy days per year) (including activities with sectoral social partners in Bulgaria 2002 - 2007, in Macedonia – 2005, and in Romania – 2004, 2006)
2001 – 2002	European Institute of Construction Labour Research, Brussels Project «Industrial relations in construction sector on Applicant countries », European Institute of Construction Labour Research Researcher, Responsible for the project in Bulgaria
2001 – 2001	International Labour Organisation, Central and East European Team (Budapest) Report "Sectoral Social Dialogue in Bulgaria » National Expert
2001	‘New Education Practices in Training Post-Graduate Students in Sociology’ , Project of the Institute of Sociology, organised with the support of “Open Society Foundation”, Member of the Project Team
2001	UNDP, Sofia Development Cooperation Report – Bulgaria 2000 Senior Consultant
1998 – 2000	"The Policies of Social Integration in Europe. System of Collective Action. France, East Germany, Poland, Bulgaria" , TSER, 4 th FPRTD, EU Directed by F. Bafoil, Cerat-CNRS, Grenoble Researcher
1998 – 2000	TACTICS (Telematics and Communications Technology Industrial Comparative Study) , European Commission DG XII – INCO-COPERNICUS, Researcher, Member of the team
1998 – 1999	The entrepreneurs and the access to credit in Bulgaria , Research Project, financed by the Foundation « Open Society », directed by Ivan Tchalakov Researcher

Annex 3 – LIST OF UNIVERSITY COURSES

UNIVERSITY COURSES AND RELEVANT TEACHING EXPERIENCE

University Courses (Designed and Taught):

- Lecturer in Sciences Po Paris (Campus européen de Sciences Po à Dijon, 1er cycle Européen - Europe centrale et orientale), Course “**Introduction to sociology – introduction à la sociologie**” (since 2008) (24 hours per semester) (in French and English) – groups of 15 – 20 students, focus on methods, labour markets, welfare, education (evaluations could be provided on request);
- Lecturer in the Plovdiv University “Paisii Hilendarski”, Bachelor Programme in Sociology, “**Industrial Relations**”, (since 2014), (60 hours per semester) (in Bulgarian) – groups of 40 students, focus on European and national employment relations and social policy;
- Lecturer in the Sofia University “Sv. Kl. Ohridski”, Master Degree Program “Labour markets and development of the human resources”, Course: “**Sociological Diagnostics and Organisational Consulting**” (2005 – 2012) (30 hours per semester) (in Bulgarian), groups of 20-25 students
- Lecturer in the Ecole Nationale Supérieure des Arts et Métiers (ENSAM) – Cluny (now Arts et Métiers ParisTech, Campus Cluny), France, Master Degree program “Management of Industrial Projects East-West”, Course: “**Evolution of the Enterprise in Central and Eastern Europe**” (2006 – 2009) (12 hours per semester) (in French), groups of 15-20 students,
- Lectures in the University of Evry, France - interventions in the Doctoral School and invited lecturer in Sociology of Employment, for Bachelor level students and Methodology of Research, for Master Degree level students (during the period October 2012 – September 2014) (in French).

Supervision:

- **Postdoc Project**- Supervision of Gabriela Yordanova “Work Life Balance in ICT sector in Bulgaria”, Bulgarian Academy of Sciences (2016 - 2017)
- **Ph.D. Students** – 1, in the field of Sociology of work
- **Master Degree Theses:** students in the Sofia University “Sv. Kl. Ohridski”, Master Degree Program “Labour markets and development of the human resources – 2

Annexe 4

Scientific Committees and Organisation of Conferences		
2015	Co-organizer of the Editorial Symposium “Labour and Social Transformations in Central and Eastern Europe: Europeanization and Beyond”, CERI, Sciences Po, Paris, 2 October 2015	Paris, France
2015	Member of the Scientific Committee of the International “Social boundaries of work. The varieties of informal work in contemporary societies”, Zielona Góra, Poland, 12-13 November 2015, organized by the Sociology of Work Section of Polish Sociological Association (http://www.socialboundariesofwork.pl/)	Zielona Góra, Poland
November 2013 – November 2014	Member of the Scientific Committee of the International ‘Conference Social boundaries of work. Changes in the sphere of work in the 21st century capitalism’, Wrocław, 14-15 November 2014 organized by the Sociology of Work Section of the Polish Sociological Association and the Institute of Sociology, University of Wrocław, (www.socialboundariesofwork.pl)	Wrocław, Poland
November 2013 (21 - 22)	Member of the Scientific Committee of the International Conference “Central and Eastern Europe: Work, Employment and Societies between Transition and Change” (21 and 22 November 2013) (http://cpn.univ-evry.fr/attachments/article/148/Conference-CPN-Evry-Programme-v.19.11.2013-Full.pdf)	Evry, France
October 2012 (18 - 19)	President of the Scientific Committee of the International Conference „Addressing quality of work in Europe », Sofia, Bulgaria, 18-19 October 2012 (http://sofia2012qualityofworkconference.wordpress.com/)	Sofia, Bulgaria
December 2004, (9-10)	Member of the Scientific Committee of the International Conference «L’élargissement de l’UE: enjeux, effets et perspectives», http://calenda.revues.org/nouvelle4132.html	Lille, France