



Curriculum Vitae

Personal information

First name(s) / Surname(s)	Professor Dr Iraj HASHI MBE
Address(es)	Flat 13, Watersmeet Place, Green Lanes, London N4 2JH, United Kingdom
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Mobile	00447732580509
E-mail	i.hashi@staffs.ac.uk
Nationality	British
Date of birth	28 December 1946
Gender	Male

Education and training

Dates	1974-79
Title of qualification awarded	PhD
Principal subjects/ occupational skills covered	Economics
Name and type of organisation providing education and training	University of Keele, Keele, U.K.
Dates	1968-1970
Title of qualification awarded	MA
Principal subjects/ occupational skills covered	Economics
Name and type of organisation providing education and training	University of Maryland, USA
Dates	1964-1968
Title of qualification awarded	BSc (Hons)
Principal subjects/ occupational skills covered	Engineering
Name and type of organisation providing education and training	Abadan Institute of Technology, Abadan, Iran

Work experience

Dates	1 September 1978 – present
Occupation or position held	Lecturer, Senior Lecturer, Professor and (since 1 September 2018) Emeritus Professor of Economics
Main activities and responsibilities	Research, teaching and consultancy
Name and address of employer	Staffordshire University Business School, Leek Rd., Stoke on Trent, ST4 2DF, United Kingdom

Type of business or sector

Higher Education

Experience Relevant to the Position

In addition to my teaching and research at Staffordshire University and as the Director of the Centre for Research on Emerging Economies, in the last thirty years I have worked with universities, research institutions and think tanks in Albania, Bosnia-Herzegovina, Croatia, Czech Republic, Kosovo, Macedonia, Poland, Romania and Russia as a teacher, consultant and researcher on both individual projects and large multi-partner projects. These projects were funded by the European Commission's Framework Programme, ACE Programme, Tempus Programme, ERASMUS+ Programme, the World Bank, CIPE, USAID and other international and national organizations and agencies (see below for detail).

In terms of the present post, I have been involved in research and educational support in Albania since 1995. I coordinated four three-year Tempus projects (with budgets between €300,000 to €1.2 mil. Each) and three one-year International Credit Mobility Projects (with budgets over €250,000 each) in Albania as listed below:

1995: Business Administration Programme in Albania (Ref: JEP 09816-95)
1997: Applied Statistics and Economics Programme in Tirana (Ref: S_JEP 12157-97)
1999: Public Administration and Financial Management (Ref: AC_JEP 14356-1999)
2008: Entrepreneurship and Local Economic Development in Albania, Kosovo and Macedonia (ELED) (Ref:145061-TEMPUS-2008-UK-JPHES)
2016: International Credit Mobility (Ref: ICM 2016-2-UK01-KA107-0350036)
2018: International Credit Mobility (Ref: ICM2018-1-UK01-KA107-046977)
2019: International Credit Mobility (Ref: ICM2019-1-UK01-KA107-061366)

Additional information: Recent Publications

Books

Enterprise Exit Processes in Transition Economies: Downsizing, Workouts, and Liquidation, Central European University Press, Budapest, 1998 (co-editor with Leszek Balcerowicz and Cheryl Gray).

Barriers to Entry and Growth of New Firms in Early Transition, Kluwer Academic Publishers, Boston, 2002 (co-editor with Ewa Balcerowicz and Leszek Balcerowicz).

Secondary Privatization in Transition Economies: Evolution of Ownership in Mass Privatised Companies in Poland, Slovenia and the Czech Republic, London, Palgrave Macmillan, 2003 (co-editor and co-author with B Blaszczyk and R. Woodward).

Mikroekonomija (Microeconomics, in Croatia), University of Split Publications, third edition 2010 (co-authored with I. Pavic and D. Benic).

Industrial Competitiveness and Restructuring in Enlarged Europe, Palgrave Macmillan, 2007 (co-editor and co-author with P Welfens and A Wziatek-Kubiak).

PEPPER IV Report: Benchmarking Financial Participation in EU Countries, Free University of Berlin, 2009 (co-editor and co-author with Jens Lowitzsch and Rick Woodward).

Spanish Sociedades Laborales –Activating the Unemployed: A Potential New EU Active Labour Market Policy Instrument, London, Palgrave Macmillan, 2017 (co-authored with Jens Lowitzsch and Sophie Dunsch).

Articles and chapters in books (since 1999)

Privatisation and Transition in Albania, Post-Communist Economies, Vol. 11, No. 1, 1999, pp. 99-125 (with Lindita Xhillari).

The Polish National Investment Fund Programme: Mass Privatisation With a Difference?, Comparative Economic Studies, XLII, No. 1, Spring 2000, pp. 87-134.

Fiscal and Regulatory Impediments to the Entry of New Firms: A Comparative Analysis of Five Transition Economies, Journal of East-West Business, 6, No. 2, 2000: 59-94.

Financial and Institutional Barriers to SME Growth in Albania: Results of an Enterprise Survey, MOCT-MOST, 11, No. 3, 2001: 221-238.

The International Experience of Privatisation and Lessons for Kosova, Staffordshire University Business School Division of Economics Working Paper No. 2001.12, December 2001.

The Restructuring and Privatisation of Utilities and Large Companies in Kosova, paper presented at the 'International Conference on the Privatization of SOEs and the Reform of Utilities in Kosova', Prishtina, June 27-29, 2002

Mass Privatisation, Corporate Governance and Endogenous Ownership Structure, William Davidson Institute Working Paper No. 596, July 2003 (with Irena Grosfeld), also published as: Mass Privatization, Corporate Governance and Endogenous Ownership Structure, ICFAI Journal of Management Research, 3 (3), March 2004: pp. 21-45. ISSN 0972-5342

The Legal Framework for Effective Corporate Governance: Comparative Analysis of Provisions in Selected Transition Economies, Studies and Analyses No. 268, December 2003, Center for Social and Economic Research (CASE Foundation), Warsaw.

The Emergence of Large Shareholders in Mass Privatized Firms: Evidence from Poland and Czech Republic, William Davidson Institute Working Paper No. 718, August 2004.

The Development of Insolvency Procedures in Transition Economies: A Comparative Analysis, in J. Lowitzsch (ed) *Das Insolvenzrecht Mittel-und Osteuropas*, Berliner Wissenschafts- verlag, Berlin, 2004 (with E. Balcerowicz, J. Lowitzsch, M. Szanyi).

The Legal Basis of Corporate Governance (A Comparative Analysis of Post-Socialist Countries' Experience), *Problemy teorii I praktiki upravleniya* (Theoretical and Practical Aspects of Management), No. 3, 2004, pp.48-57 (in Russian).

Can Government Policy Influence Industrial Competitiveness: Evidence from Poland and the Czech Republic, *Zagreb International Review of Economics and Business*, VIII (2), November 2005; pp. 1-22 (with D. Hajdukovic and E. Luci).

The comparative analysis of state aid in Poland, Hungary and the Czech Republic prior to accession, *International Journal of Economic Research*, 3 (1), 2006: pp. 17-38 (with E. Balcerowicz).

An Overview of Employee Financial Participation, in J. Lowitzsch (ed.), *The PEPPER III Report: Promotion of Employee Participation in Profits and Enterprise Results in the New Member and Candidate Countries of the European Union*, European Foundation for the Improvement of Living and Working Conditions, Dublin, 2006.

Changes in Ownership Concentration in Mass Privatized Firms, *Corporate Governance: An International Review*, 15 (4) July 2007; pp. 429-543 (with Irena Grosfeld).

The Evolution of Ownership Structure, Path Dependency and Enterprise Performance Using Dynamic Panel Data Models, *Corporate Ownership & Control*, 5(1), Fall 2007: 166-178 (with Entela Shehaj).

The Implementation of The European Commission's Merger Regulation 2004: An Empirical Analysis, *Journal of Competition Law and Economics*, 4 (3) September, 2008: 791-809 (with B.M. Fernandez and Marc Jegers).

Benchmarking and Financial Participation in the EU, in J. Lowitzsch (ed), *Financial Participation of Employees in the EU-27*, Palgrave Macmillan, Basingstoke, 2009 (with Jens Lowitzsch and Rick Woodward).

Financing Constraints, Credit Rationing and Financing Obstacles: Evidence from Firm-Level Data in South-Eastern Europe, *Economic and Business Review*, volume 12, No. 1, 2010 (with V. Toci).

The Law and Finance Nexus in Transition Economies: Does the Measurement of Law Enforcement Matter?, in M. Uvalic and B. Cerovic (eds), *Western Balkan's Accession to the European Union- Political and Economic Challenges*, Belgrade, 2010 (with V.Z. Toci).

Privatization through concession, paper presented at the Conference on Activating the Sources of Economic Growth in Kosovo, organized by Riinvest Institute for Development Research, Prishtina, 14 May 2010.

Business Environment and Private Sector Development: A Comparative Study of Iran, Pakistan and Turkey, paper presented at the Iranian Accounting Association, 3rd International Conference, 5-6 December 2010, Tehran (with A. Hashani).

Entrepreneurship and SME Growth: Evidence from Advanced and Laggard Transition Economies, *International Journal of Entrepreneurship Behaviour and Research*, 17 (5), 2011:456-487 (with Besnik Krasniqi).

Determinants of the Choice between Different Innovation Regimes amongst Firms in the Enlarged Europe, in G. Canullo, F. Chiapparino and G. Cingolani (eds), *The Adriatic-Balkan Area: from Transition to Integration*, Napoli: Edizioni Scientifiche Italiane, 2011:141-170 (with Nebojsa Stojcic).

Employee Financial Participation in Public Services in the European Union, *European Association of Employers and Enterprises Providing Public Services (CEEP)*, Brussels, 2012 (with Jens Lowitzsch).

Employee Financial Participation in Companies' Proceeds, a Study for the European Parliament (DG Internal Policies, Brussels), 2012 (with Jens Lowitzsch).

The impact of innovation activities on firm performance using a multi-stage model: Evidence from the Community Innovation Survey 4, *Research Policy*, 42(2), 2013: 353-366 (with N. Stojcic).

Business Environment and Private Sector Development: A Comparative Study of Iran, Pakistan and Turkey, *Research Report*, Corporate Governance and Responsibility Development Centre, Tehran, Iran, 2013.

Intermediation Efficiency of Banks in South-East Europe: An Empirical Assessment Using DEA and Malmquist Index, *International Journal of Finance and Banking Studies*, 2(3), 2013: 1-20 (with V. Toçi).

Different Proxies Matter for the Law and Finance Nexus, *International Journal of Finance and Banking Studies*, 2(3), 2013: 57-75 (with V. Toçi).

Restructuring and Competitiveness: Empirical Evidence on Firm Behaviour in New EU Member States and Candidate Countries, *East European Economics*, 51 (4), July-August 2013: 84-107 (with N. Stojcic and S. Telhaj).

Knowledge Spillovers, Innovation Activities and Competitiveness of Industries in EU and Candidate Countries, *Economic Annals*, LVIII (198), July-September 2013:7-34 (with Nebojsa Stojcic).

Determinants of financial participation in the EU: Employers' and employees' perspective, *Advances in The Economic Analysis of Participatory and Labour-Managed Firms*, 14, 2013 (with Alban Hashani).

Export behaviour of SMEs in transition countries, *Small Business Economics*, 42 (2), 2014:407-435 (with Petrit Gashi and Geoff Pugh).

The promotion of employee ownership and participation, Study prepared for the European Commission's DG MARKET (Contract MARKT/2013/0191F2/ST/OP), European Union, October 2014, Brussels (with Jens Lowitzsch), available on http://ec.europa.eu/dgs/internal_market/studies/

Firm Productivity and type of innovation: Evidence from the Community Innovation Survey 6, *Croatian Economic Survey*, 16 (2), December 2014: 121-146 (with Nebojsa Stojcic).

KGHM Polska Miedz (Polish Copper Co) – Case Study, prepared for the Committee on Economic Development, Infrastructure, Trade and Industry of the Assembly of the Republic of Kosovo, CASE Foundation Warsaw, 2016.

A Qualitative Exploration of Euroization and its Risks at Bank Level, *Economic Thought and Practice*, 25(2), 2016: 389-421 (with Albulena Xhelili and Valentine Toci).

Firm Level Determinants of Tax Evasion in Transition Economies, *Economic Systems*, 41, 2017: 354-366 (with Lumir Abdixhiku, Besnik Krasniqi and Geoff Pugh).

Cross sectoral FDI spillovers and their impact on manufacturing productivity, *International Business Review*, 27 (4), 2018: 777-796 (with Edvard Orlic and Mehtap Hisarciklilar).

Business Tax Evasion in Transition Economies: A Cross-Country Panel Investigation, *European Journal of Comparative Economics*, 15(1), 2018:11-36 (with Lumir Abdixhiku and Geoff Pugh).

Creativity, innovations and firm performance in an emerging transition economy, *Ekonomski Pregled*, 69 (3), 2018: 203-228 (with Nebojsa Stojcic and Zoran Aralica).

Creativity, innovation effectiveness and productive efficiency in the UK, *European Journal of Innovation Management*, 21 (4), 2018: 564-580 (with Nebojsa Stojcic and Edvard Orlic).

Innovation and the export performance of firms in transition economies: the relevance of the business environment and the stage of transition, *International Journal of Entrepreneurship and Small Business*, 38 (4), 2019: 476-506 (with Fisnik Recica, Ian Jackson and Besnik Krasniqi).

Privatization by Auction: Determinants of Asset Prices in Kosovo, *Eastern European Economics*, 58 (4), 2020 (with Petrit Gashi and Geoff Pugh).

FDI spillovers and firm productivity during crisis: Empirical evidence from transition economies, *Economic Systems*, 45 (2), 100865 (with Nina Vujanovic and Nebojsa Stojcic).

Fiscal Performance and Elections in the context of a transition economy, *Economic Systems*, 45 (2), June 2021, 100886 (with Endrit Lami, Drini Imami and Geoff Pugh).

Funded Research Projects

The promotion of employee ownership and participation, a study prepared for the European Commission's DG MARKET (Contract MARKT/2013/0191F2/ST/OP) (see publications).

Employee Financial Participation in Companies' Proceeds, a study prepared for the European Parliament (see publications).

Competitiveness of Firms, Regions and Industries in the Knowledge-based Economy (Microdyn); European Commission's Framework VI Programme; 2007- present (with 17 partner institutions) (see publications).

Industrial Competitiveness in Accession Countries (Competitiveness); European Commission's Framework V Programme, 2002-2006 (with ten partner institutions); resulting in the book on Industrial Competitiveness and Restructuring (see publications)

Improving the Corporate Governance Framework in Publicly Owned Enterprises and Financial Institutions in Kosovo, Center for International Private Enterprise, Washington D.C.; 2007-2009

Benchmarking Financial Participation of Employees in the European Union and Candidate Countries; European Commission DG Employment, 2008-2009; resulting in PEPPER IV Report for the Commission (see publications)

Secondary Privatisation in Transition Economies, European Commission's PHARE ACE Programme, 2000-2003 (with 3 partner institutions); resulting in the book on Secondary Privatisation (see publications)

Corporate Governance Framework in Iran, Pakistan and Turkey, a project funded by the Center for International Private Enterprise (CIPE), Washington DC.

Entrepreneurship Development and Policies in Iran, Turkey and Pakistan, a project funded by the Center for International Private Enterprise (CIPE), Washington DC.

Spanish Employee Owned Companies, *Sociedades Laborales –A Potential New EU Active Labour Market Policy Instrument* (see publications)

Academic Honours

Awarded MBE (2007) for 'services to higher education and economic reconstruction in Kosovo' by the British Government

Awarded Presidential Medal of Merit, President of the Republic of Kosovo (2015) for 'contribution to higher education in Kosovo'

PhD students' research projects

In addition to individual and collaborative research projects, I have also supervised MPhil and PhD students to completion in the following areas:

PhD (21)

The Causes and Consequences of Corporate Restructuring in Albania (Dr. Lindita Lati, 2001)

Financial Intermediation in Transition Economies with Special Reference to Albania (Dr. Erjon Luci, 2002)

Privatisation in Albania (Dr. Entela Shehaj, 2006)

International Trade and the Small Firm Sector in south Eastern Europe, with Special Reference to Kosovo (Dr. Petrit Gashi, 2007)

The Psychographic Segmentation of Russian Consumers (Dr. Maria Mukhina, 2008)

Financial Development in Transition Economies with Special Reference to South-East Europe and Kosova (Dr. Valentin Toci, 2008)

Determinants of SME Growth in Transition Economies with Special Reference to Kosovo (Dr. Besnik Kransniqi, 2010)
 Competitiveness, Restructuring and Firm Behaviour in Transition: The Case of Croatia (Nebojsa Stojcic, 2011)
 Industrial Restructuring and Competitiveness in Transition Economies with Special Reference to Bosnia and Herzegovina (Sabina Silajdzic, 2011)
 Ownership Evolution and Performance in Privatised Firms -The Case of Macedonia (Hyrije Abazi, 2013)
 Banking Sector Competition and its Impact on Banks' Risk-Taking and Interest Margins in the Central and East European Countries (Arben Mustafa, 2014)
 The impact of corporate governance on the performance of financial institutions (Gezim Tosuni, 2014)
 Ownership Concentration and Firm Performance in Transition Economies: Evidence from Montenegro (Zorica Kalezic, 2014)
 Efficiency and market structure in the banking sector in South East European countries (Viktorija Atanasovska, 2015)
 Euroization and Its Impact on Bank Efficiency in Transition Economies: with Special Reference to South East European Countries (Albulena Xhelili, 2015)
 Ownership transformation and firm performance in the successor states of the former Yugoslavia (Alban Hashani, 2016)
 Effects of FDI spillovers on the productivity of domestic firms in selected transition countries (Edvard Orlic, 2016)
 Innovation and firm performance in transition economies, with special emphasis on Kosovo (Fisnik Recica, 2016)
 Fiscal Decentralisation and Economic Growth in Transition Economies (Aida Gjika, 2018)
 FDI spillovers in selected SEE countries: sectoral and spatial diversities (Nina Vujanovic, 2018)
 Entrepreneurship and Economic Performance: International Evidence (Ermal Lubishtani, 2018)

MPhil (2)

Porter's model of generic competitive strategies: A study of three industries in Albania (MPhil) (Orges Ormanidhi, 2007)
 Unofficial Economy in Albania (MPhil) (Katerina Shuteriqi, 2007)

External Examinerships

I have been external examiner for PhD students at: UCL, Universities of Bristol, Lincoln, Paisely, Ljubljana, West of England, Prague University of Economics, University of West of Scotland, Birkbeck University of London, and University of Bournemouth.

OTHER PROJECTS AND SHORT TERM ENGAGEMENTS

Dates	October 15-February 2019
Occupation or position held	Coordinator of the project 'Entrepreneurial Universities for Industry Alliances'
Main activities and responsibilities	To Coordinate the implementation of the above project in six universities in Kosovo with the support of the Kosovo Chamber of Commerce and four large Kosovar companies. Main activities included: identification of graduate skill gap through enterprise surveys, development of teaching and learning methods to close the skill gap, training of academic staff to recognise and help close the skill gap.
Name and address of employer	Staffordshire University (U.K.), on behalf of the European Commission's Erasmus+ Programme
Type of business or sector	Public Sector
Dates	May-July 2017
Occupation or position held	Senior Privatisation Expert
Main activities and responsibilities	To review the 'Feasibility Study for Trepça with Strategic Orientation for its Development' prepared by the Consortium of HPC AG and Ernst & Young for the Privatisation Agency of Kosovo in April 2017
Name and address of employer	Privatisation Agency of Kosovo, Prishtina, Kosovo
Type of business or sector	Public Sector
Dates	September-October 2016
Occupation or position held	Senior Privatisation Expert
Main activities and responsibilities	To prepare a paper summarising six Case Studies commissioned by the Assembly of the Republic of Kosovo focusing on the privatisation of large industrial complexes (in Albania, Bulgaria, Canada, New Zealand, Poland and Turkey) for presentation at a Panel Discussion on 'Trepça: The Upshot of the Law: Challenges, Opportunities and Risks', 28 October 2016, Prishtina
Name and address of employer	Forum 2015, Prishtina, Kosovo
Type of business or sector	Civil Society Organisation

Dates	November 2015-June 2016
Occupation or position held	Senior Privatisation Expert
Main activities and responsibilities	To prepare a Case Study based on the privatisation of the Polish Copper Company (KGHM Polska Miedz) for the Commission on Economic Development, Infrastructure, Trade and Industry of the Assembly of the Republic of Kosovo (the Commission was investigating alternative methods of revitalising the Trepca complex following the passage of the Law on Trepca)
Name and address of employer	Assembly of the Republic of Kosovo, Prishtina, Kosovo
Type of business or sector	Public Sector
Dates	May 2010-2014
Occupation or position held	Consultant on privatization and corporate governance and entrepreneurship
Main activities and responsibilities	Regional Private Sector Development Project. Research on the development of privatization, corporate governance framework and entrepreneurship in Iran, Pakistan, Turkey and Kosovo; author of the Comparative Report of the Project.
Name and address of employer	CIPE – Center for International Private Enterprise, Washington, U.S.A.
Type of business or sector	Private Think Tank
Dates	October 2013-June 2014
Occupation or position held	Senior Researcher on Employee Financial Participation
Main activities and responsibilities	Research on the impact of employee financial participation in EU 27 using the European Company Survey (2012); writing the Report for the European Commission's DG MARKET (Contract MARKT/2013/0191F2/ST/OP)
Name and address of employer	Inter-University Center, Free University of Berlin, Germany; Contract for the European Commission's
Type of business or sector	Research Institution
Dates	January-June 2012
Occupation or position held	Senior Researcher on Employee Financial Participation
Main activities and responsibilities	Research on the impact of employee financial participation in EU 27; writing the Report for the European Parliament
Name and address of employer	CASE Foundation, Warsaw, Poland; Contract for the European Parliament
Type of business or sector	Research Institution
Dates	2007-2011
Occupation or position held	Senior Researcher, competitiveness and innovation
Main activities and responsibilities	A partner in the EC's FRAMEWORK VI Project 'Microdyn', analysing the impact of technological change and innovation in companies of different size and different technological level in three leading accession countries (Poland, Hungary and the Czech Republic), using EUROSTAT's firm level Community Innovation Surveys (CIS3 and CIS4).
Name and address of employer	CASE Foundation, Warsaw, Poland
Type of business or sector	Research Institution
Dates	2008-2009
Occupation or position held	Senior Researcher, employee financial participation
Main activities and responsibilities	Research on employee financial participation in EU 27 (plus Croatia and Turkey) with view to bench mark the progress of employee share ownership and employee profit sharing schemes; statistical analysis of large data sets (CRANET and EWCS) on employee financial participation, and co-authoring and co-editing the PEPPER IV Report for DG Enterprise.
Name and address of employer	Inter-University Center, Free University of Berlin, Germany; Contract for the European Commission's DG Enterprise
Type of business or sector	Research
Dates	2006-2009

Occupation or position held	Senior Researcher and consultant, corporate governance
Main activities and responsibilities	Preparing policy papers on Improving Corporate Governance Framework in Publicly Owned Enterprises and in Financial Institutions in Kosovo. The project was funded by the Center for International Private Enterprise, Washington D.C.
Name and address of employer	Riinvest Institute for Development Research, Prishtina, Kosovo, Contract for International Center for Private Enterprise
Type of business or sector	Research Institution
Dates	2005-2006
Occupation or position held	Senior Researcher, employee financial participation
Main activities and responsibilities	Research on employee financial participation in the new member states and candidate countries of the European Union EU 27; reviewing the literature on employee participation in transition economies, conducting surveys of enterprises in these countries to assess the extent of employee financial participation; statistical analysis of the data on employee financial participation, and co-authoring and co-editing the PEPPER III Report for DG Enterprise
Name and address of employer	Inter-University Center, Free University of Berlin, Germany; Contract for the European Commission's DG Enterprise
Type of business or sector	Higher Education and Research
Dates	2003-2006
Occupation or position held	Senior Researcher, industrial competitiveness
Main activities and responsibilities	A partner in the EC's FRAMEWORK V project 'Competitiveness', analysing the change in the industrial competitiveness of three accession countries (Poland, Hungary, Czech Republic) in the period leading to accession and identifying whether there is convergence between the industries of the three countries with those in the older EU member states, using original data sets at industry level.
Name and address of employer	CASE Foundation, Warsaw, Poland
Type of business or sector	Research Institution
Dates	July-October 2005
Occupation or position held	Consultant, Reform and Restructuring of utilities
Main activities and responsibilities	Assessing the alternatives for the provision of energy (electricity, gas and hot water) in Kosovo until 2015; proposing the reform of the electricity sector, including the opening up of generation and distribution to competition. The study was commissioned by the Kosovo Government's Ministry of Energy and Mines
Name and address of employer	Riinvest Institute for Development Research, Prishtina, Kosovo
Type of business or sector	Research Institution
Dates	2003-2005
Occupation or position held	Corporate Governance Expert
Main activities and responsibilities	Assessing the state of corporate governance framework in companies privatised through mass privatisation programme in Bosnia and Herzegovina in 2002; identifying the trend of ownership evolution; and its impact on company performance; preparing policy proposals for the improvement of corporate governance framework. The project was funded by the EU Delegation in Sarajevo.
Name and address of employer	ADE S.A. Consultants, Belgium
Type of business or sector	Consulting Service
Dates	January-July 2002
Occupation or position held	Bankruptcy and Reorganization Expert

Main activities and responsibilities	Assessing the bankruptcy legislation in Romania at the time and its operation in the past few years (using a survey of syndical judges and bankruptcy specialists) to identify gaps in legislation and supplementary measures needed for the reform and review of bankruptcy and related laws. The project was funded by the World Bank.
Name and address of employer	GTZ Consultants Berlin
Type of business or sector	Consulting Service
Dates	1999-2001
Occupation or position held	Senior Researcher on privatisation
Main activities and responsibilities	Assessing and comparing the evolution of ownership following mass privatization in Poland, the Czech Republic and Slovenia and analyzing the performance of enterprises under new ownership structures, using large scale data sets from the three countries. The project was funded by EC's Phare ACE programme.
Name and address of employer	CASE Foundation, Warsaw, Poland
Type of business or sector	Research Institution
Dates	1996-1999
Occupation or position held	Senior Researcher on SMEs
Main activities and responsibilities	Analysing the legal, fiscal and regulatory barriers to the entry and growth of new firms in the early transition period, using the survey of 400 newly established enterprises, especially designed and conducted for this project; proposing policy measures to lower these barriers and improve the business environment for new firms. The project was funded by the EC's Phare ACE programme.
Name and address of employer	CASE Foundation, Warsaw, Poland
	Research Institution
Dates	2001-2003
Occupation or position held	Restructuring and Privatization Expert
Main activities and responsibilities	Analysing the position of large publicly and socially owned companies in Kosovo (KEK, TELEKOM, TREPICA, FERRONIKELI) and provide alternative policy proposals for their restructuring and ultimately their privatization
Name and address of employer	Riinvest Institute for Development Research
Type of business or sector	Private Research Institution