

Załącznik 3

**Summary of professional accomplishments
presenting the description of achievements and
scientific achievements**

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Alina Grynia

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I. Basic information about the candidate

1.1. First name and last name

Alina Grynia

1.2. Diplomas, degrees and the title of the doctoral dissertation

Education:

07.07.2004	Doctor of Economic Science Warsaw School of Economics, Collegium of World Economy Doctoral dissertation <i>Foreign direct investment in Lithuania</i> , supervisor dr hab. Marian Geldner, prof. SGH
1980-1982	Full-time Masters Course University of Gdańsk, Faculty of Production Economics. Specialization: Econometrics and Statistics
1976-1980	Four-year full-time studies Vilnius University, Faculty of Economics. Field of study: Economic Cybernetics

Internships

01.10.2005-30.09.2006	Science internship, habilitation internship Warsaw School of Economics, Collegium of World Economy
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1.3. Information on previous employment in scientific bodies

After defending my doctorate (in 2004-2007), I worked at the Rural Development Agency of the Vilnius Region as a project manager, and later I acted as Director General. I started working at the university on June 1, 2007, since the inception of the foreign branch of the University of Białystok in Vilnius. According to Lithuanian law, this unit is the first (and the only) branch of a foreign university in Lithuania and the first branch of the Polish university outside its borders. Since then I have been employed at the Faculty of Economics

and Informatics in Vilnius as an assistant professor (Polish: adiunkt). In the period between 2007 and 2016 I was the Deputy Dean of the Faculty.

At the Faculty in Vilnius, I run courses for first cycle studies in the faculties of Economics and European Studies and Master studies. My professional experience acquired turned out to be very helpful in conducting classes for students.

II. Indication of the achievement resulting from art. 16 sec. 2 of the Act of 14 March 2003 Law on Academic Degrees and Title and Degrees and Title in the Arts (Official Journal of Laws of 2017, item 1789)

2.1. Title of scientific achievement

Scientific monograph *International competitiveness of the Lithuanian economy after joining the European Union. Achievements and postulated directions of changes*

2.2 Author, title of the publication, year of publication, name of the publishing house, publishing reviewers

Alina Grynia, *International competitiveness of the Lithuanian economy after joining the European Union. Achievements and postulated directions of changes*, Wydawnictwo Uniwersytetu Gdańskiego, Gdańsk 2018, 346 pages. Editorial reviewers: prof. zw. dr hab. Wojciech Kosiedowski, Nicolaus Copernicus University and dr hab. Tomasz Dołęgowski, prof. SGH

2.3. Discussion of the scientific purpose of the mentioned-above work, results achieved and their possible implementations

The monograph *International competitiveness of the Lithuanian economy after joining the European Union. The achievements and postulated trends of changes* concerns the competitiveness of the Lithuanian economy, and more broadly: it discusses the specificity of the development of small countries in the region of Central and Eastern Europe and their competitiveness. The subject of the research was chosen due to several reasons:

- Firstly, it seems to be valid and up-to-date. Despite the large number of theoretical and empirical studies on the international competitiveness of the national economy, the theory is still unclear and contains many ambiguous theses and hypotheses still under discussion.
- Secondly, the work is devoted to problems so far diagnosed to a small extent (sustainable competitiveness) and presents empirical research (analysis of practical changes taking place in competitive potential and competitive position).
- Thirdly, it concerns the economy of Lithuania, which is a neighbour and economic partner of Poland, yet the knowledge about modern Lithuania and its economy is

limited in Poland. Thus, as a representative of the Polish minority in Lithuania, I am passionate about the issue chosen.

Integration processes lead to various types of consequences (so-called effects) that result from the liberalization of trade in goods and services, the flow of capital and labour. The effects of integration at the level of the Economic and Monetary Union generally refer to economic growth and social well-being, i.e. goals whose achievement depends on the competitive ability of the economy. A particularly interesting research issue in this context seems to be the question of the impact of integration processes on the international competitiveness of integrating economies. In order to meet the growing interest in broader concept of competitiveness, I have made an attempted to go beyond the economic dimension, enriching this concept with a social and environmental dimension, i.e. introducing the notion of sustainable competitiveness.

The main research goal of the dissertation is to create a theoretical model to analyse the process of achieving sustainable competitiveness by the national economy and to carry out the analysis of the changes taking place in the competitive potential and competitive position of Lithuania in the post-accession period. The study of the relationship between competitiveness and integration processes in Europe regarding Lithuania is a particular point of interest.

The study verifies the hypothesis that the process of building Lithuania's competitive potential and the changes it is undergoing, caused by changes in external competitiveness factors, takes place in the post-accession period much faster than before entering the grouping. Changes in the competitive potential and the competitive advantage system have influenced competitive position of the Lithuanian economy – it has improved considerably as a result of the development of inclusive international connections.

When assessing the competitive position, it was taken account of the fact that the competitiveness of the economy is relative and should be considered in comparison to other countries at a similar stage of development. In the case of Lithuania, Central and East European countries were selected as such a reference group. These countries began systemic transformation at the same time as Lithuania. They are members of an integration group and are at a similar level of development. They are Poland, the Czech Republic, Hungary, Slovakia, Slovenia, and other two Baltic States – Estonia and Latvia, and Bulgaria and Romania, which joined the group in 2007. In general, the post-accession period (2005-2016) was chosen as the research period, which is due to the objective set. However, in some cases, this period has been extended or reduced due to the lack of data.

The assumptions of the model of sustainable competitiveness of the national economy in the conditions of integration and globalization are based on two issues: international competitiveness of the economy and benefits accompanying the process of international integration (effects of integration). Considering the fact that in the open economies the competitiveness has an international dimension, the following definition of competitiveness has been adopted: international competitiveness of the national economy means the ability to create such competitive potential that will allow (really or potentially) coping with competition forces on international markets, while ensuring sustainable

economic growth and increasing the well-being of the inhabitants. In other words, it is the ability of the national economy to achieve developmental goals in a global environment.

The concept of competitiveness defined in this way was deconstructed into sub-concepts, which were treated as stages of achieving developmental goals, i.e. competitive position. Meanwhile, factor-based competitiveness is defined by all the widely understood resources owned by Lithuania. They create the competitive potential of the economy and decide about the country's ability to compete with rivals. For the purposes of the dissertation, the factors determining the competitive potential of the national economy were divided into two groups: internal and external. Such a division results from the assumption that countries (particularly small or with a less developed economy) establish a competitive position not only on the basis of internal factors but also by using broadly understood connections with the outside world.

In the case of external factors, perceived as all the opportunities and threats within the global economy, the scope of international competition and the competitive ability of other countries was specified, which results from the fact that competitiveness is primarily a relative feature of the economy. In addition to the factors listed, additional variables were considered, which were defined as integration effects. They result from the country's accession to the integration group. In this regard, particular attention was paid to changes in trade, the attractiveness of the country for foreign investors, and the level of economic and social development (convergence of development processes). It is this group of external factors that was subjected to detailed analysis at work, and the concept of international competitiveness of the country presented was the basis for building a model of sustainable competitiveness of the national economy in the conditions of integration and globalization.

The model presented in the dissertation is nominal and combines the international competitiveness of the economy with the global environment. This refers primarily to the effects of the development of inclusive international connections, but also the effects of progressing processes of globalization. The format of this model is based on the assumptions of the theory of international integration defining the effects of countries joining a grouping, making their scope dependent on the degree of integration of the member states' economies, as well as the concept of international competitiveness of the economy mentioned above.

The dissertation assumes that the changes in competitive potential caused by joining the EU may result primarily from:

- trading effects;
- effects in the inflow of foreign direct investment;
- reducing the economic and social gap (convergence of development processes).

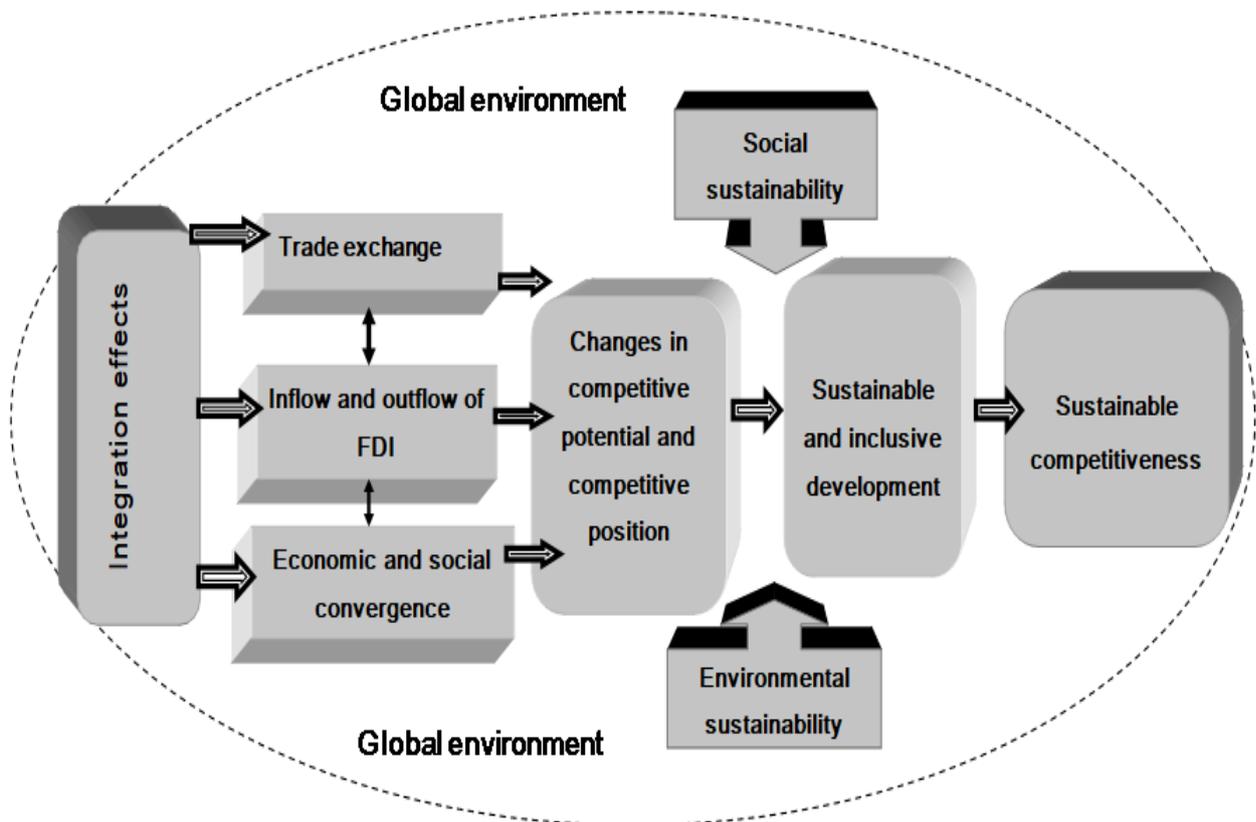
These integration effects are a consequence of the free movement of goods, services, capital and people established by the common market, and the introduction of a single currency. The main emphasis in the study was put on the changes resulting from the integration effects of the Economic Union, because Lithuania introduced the euro only in 2015 and the long-term effects of the Monetary Union are still to be revealed.

The assessment of changes that occurred in Lithuania in the post-accession period (2005-2016) in selected areas (trade exchange, inflow of FDI and socio-economic convergence) allowed of:

- determining the direction of changes in the competitive potential of the country;
- identifying factors that determine this potential and determine the current condition of the economy;
- determining to what extent the identified changes in competitive potential influenced the resulting competitiveness of the economy.

Based on the assumptions made, an attempt was made to create a model approach to sustainable international economic competitiveness (Figure 1).

Figure 1. A model of sustainable competitiveness of the national economy in the conditions of integration and globalization



Source: Own study.

The process presented schematically consists of interrelated elements. Causal factors in the form of liberalization of economic flows bring about the occurrence of potential integration effects, which in turn give rise to changes in competitive potential and result in a change in the competitive position. These effects may occur in three areas (trade, inflow

of FDI and socio-economic development) and interact with each other, reinforcing the final effect or weakening it. For example, the free movement of labour creates opportunities to better align resources with employment needs, but it can also lead to serious losses of human resources, whilst increased competition enforces technological progress, but it also eliminates the least efficient enterprises. Similarly, the inflow of FDI contributes to the increase in export competitiveness and improves its structure, but on the other hand, it may be substitutive to exports, etc. Progress in social convergence and ecological balance is also significant, as low level of income inequality and poverty, as well as reasonable management of natural resources will promote economic growth and lead to an improvement in the standard of living of the society. The process of development and economic growth in the conditions of globalization will contribute to the change of Lithuania's competitive position in the international arena.

Each of the listed competitiveness components is relative and was considered in comparison to other CEE countries. Depending on the result of the comparative analysis, there was a competitive advantage (result *in plus*) or a competitive gap (result *in minus*). The obtained result was evaluated both in relation to the competitive potential of the economy under study compared to its rivals and to the competitive position. The assessment of the competitive difference in the current competitive potential revealed some interesting results. This difference is significant from the perspective of the possibility of competing in the period that will follow this moment.

As a result of such research, it became possible to explain to what extent Lithuania was able to use the effects of integration and to what extent the membership in the European Union helped it meet the challenges of open competition on the European and international markets.

Verification of the formulated hypothesis and reaching the goal of the dissertation determined the structure of the study and research methods applied. The dissertation consists of an introduction, six chapters and final remarks, containing thorough conclusions drawn from the presented research and considerations.

Chapter 1 gives a critical overview of literature in terms of determining the theoretical background for further considerations on the international competitiveness of the economy. A retrospective review of the main trends of research in the area of the issues analysed was made and their relation to the economic theories was shown. The following concepts related to the international competitiveness of the national economy in the literature were addressed: competitive potential, competitive position, factors and measures of competitiveness and competition strategy. The multifaceted trend of research in the field of national economy represented by the World Economic Forum (WEF) and the International Institute for Development Management (IMD) was taken into consideration as well. The research concepts of these institutions include broad sets of factors determining competitiveness. In general, the analysis focuses on how well the economy is equipped with the resources of production factors (their size and structure) and the efficiency of their use. In addition to the traditional analysis, this chapter also presents a group of factors that currently determine the international competitiveness of the economy to the greatest extent.



Summing up, it can be concluded that an important achievement of the considerations carried out in the first chapter is the presentation of the theoretical concept of international competitiveness of a national economy, which served as a basis for further analysis.

Chapter 2 presents the assumptions, components, mechanism and the way of practical verification of the model of sustainable competitiveness of the national economy in the conditions of integration and globalization. This model is a nominal model that combines the international competitiveness of the economy with the global environment. The effects of the development of integrative international connections and the effects resulting from the ongoing globalization processes were taken into account. The model is based on the assumptions of the theory of international integration, defining the effects of countries accession to the grouping and theoretical ideas in the field of international competitiveness (the theoretical concept of international competitiveness of a national economy presented in Chapter 1). It was assumed that the changes in the competitive potential brought about by Lithuania's accession to the EU would primarily result from the effects of trade, the inflow of foreign direct investment and the convergence of development processes (socio-economic). The hypothetical-deductive method was used in the research.

The presentation of the assumptions of the model analysis was preceded by a review of the achievements of Central and Eastern European countries in the field of building foundations for the market economy, i.e. systemic transformation. The changes in the international competitive position of Lithuania in the pre- and post-accession period were evaluated according to WEF and IMD rankings. Moreover, through the factor analysis, the changes in the competitive potential of Lithuania were examined. In addition to the multifaceted assessment of international competitiveness of the economy (focused on the traditional approach to competitiveness), the review of the achievements of Lithuania in reference to rankings that include topics related to the institutional environment, equipment with highly qualified workforce (talents), individual well-being, social capital and digitization of the economy was conducted. A few of the latest international competitiveness rankings were taken into account, namely: *World Talent Ranking 2017*, *World Digital Competitiveness 2017*, *Doing Business Report 2017*, *Index of Economic Freedom 2017*, *Corruption Perceptions Index 2017* and *World Happiness Report 2017*.

Summing up, it can be concluded that the analysis of selected reports clearly shows that Lithuania has achieved considerable successes in the context of the CEE countries in improving the international competitive position of its economy in the period under study. These results are the starting conditions for the evaluation of transformations that took place in subsequent years. An important part of the discourse in this chapter is the identification of the expected integration effects that had an impact on the changes taking place in the competitive potential and competitive position of Lithuania.

The practical verification of the created model was made in subsequent chapters. The factor affecting the competitive potential is the trade relations between Lithuania and the EU countries and the whole world. Chapter 3 is devoted to the analysis of trade relations of Lithuania, concerning both goods and services. It is divided into relations with EU member states and with countries outside the grouping. Such a division was necessary to trace the

effects of creation and shifting in trade streams. The competitive position of individual commodity groups of the Lithuanian commodity exchange as well as competitive advantages in trade in services were also assessed. For this purpose, three resultant quantitative measures were used: the index of revealed comparative advantage - RCA, coverage rate of imports by the exports - TC and the index of intra-industry trade intensity - IIT. The final part of the chapter compares the results of the analysis of changes in the area of trade in Lithuania in the period 2005-2016 with the expected effects of integration.

In conclusion, the values of RCA and TC indicators show similar conclusions as to the competitive position of particular product groups. In exports of food, raw materials and mineral fuels, Lithuania has comparative advantages and a trade surplus, which establishes a strong competitive position of these commodity groups on the EU market. These are unprocessed products, which in 2016 made up 36.8% of Lithuanian exports to the markets of member countries. Meanwhile, among processed goods, competitive advantage was recorded only in the export of industrial goods to third-country markets. Such situation should be assessed as negative. The studies also revealed the intensification of intra-industry exchange, which may result from the progressive convergence of income, leading to increased exchange of varieties of diverse goods, perceived by consumers as substitutes. At the same time, as the differences in equipment with production factors decrease, this type of trade should increase.

The aim of the research in Chapter 4 was to show the connection between the processes of Lithuania's integration into the European Union and the inflow of foreign direct investment (FDI) to the country and to evaluate the impact on the competitiveness of the Lithuanian economy. According to the model assumptions, the cause and effect relationship between integration and FDI takes the form of the effects of creation and the shifting of direct investment flows. The first two parts of the chapter are devoted to identifying the expected integration effects in terms of foreign capital flows in the form of FDI. They include a detailed indicative analysis of the inflow of direct investments, geographical and sectoral structure, and assessment of Lithuania's investment position in the region. The next part attempts to determine the impact of foreign direct investment on the basic areas of the Lithuanian economy, i.e. on the competitive potential of Lithuania. For this purpose, several areas particularly important for the competitiveness of the Lithuanian economy were selected and, with reference to the index analysis and quantitative methods, they were characterized in terms of the presence of foreign investors.

To sum up the above considerations, the positive impact of Lithuania's integration on the location of FDI can be noted due to increased interest in the Lithuanian market by EU investors, the growth of Lithuanian direct investments, improvements in the structure of FDI in industrial processing in terms of technological advancement and the growing importance of FDI for the economy of Lithuania. The direct investments coming to Lithuania affect many economic variables, thus shaping the country's competitive potential. In my opinion, changes in the analysed areas are moving towards the modernization of the Lithuanian economy, which means that it has a chance to become more competitive in the international system.



Chapter 5 analyses the convergence of Lithuania's development processes, i.e. achievements in reducing the distance between Lithuania and the richest and the most competitive countries of the grouping and the world. The considerations were conducted in two directions as both economic and social convergence were examined. Changes in the scope of the demographic and economic potential of Lithuania, economic growth and real convergence of the sigma and beta type, measured by the GDP per capita index were assessed. The second part of the chapter assessed progress in the field of socio-economic development, i.e. in terms of qualitative changes accompanying economic growth. To this end, the convergence of the level of income and individual consumption of population, as well as the inequality of income distribution and the risk of poverty were assessed. Changes in the level of social development of Lithuania in the context of joining the European Union were also evaluated using synthetic measures – the Human Development Index and the Social Progress Index. Not only did the use of these measures allow to determine changes in relation to the past, but it also showed the distance to leaders.

Comparison of the expected effects with the achievements in individual areas determined considerable progress of Lithuania in the field of economic convergence and less in terms of social convergence. It should be added that the convergence process showed a significant acceleration during the economic good times, while the economic crisis slowed it down significantly, whereas divergence was noticeable in individual periods. These processes indicate a significant degree of 'globalization' of Lithuania (and other CEE countries) and its transition from the peripheral countries to relatively well-developed EU member states.

Integration effects are usually considered in two perspectives: static (short-term) and dynamic (long-term). Long-term effects result from adjusting economies to changes in trade and capital flows. This effect is often called the restructuring effect. In the context of perceiving competitiveness through the prism of the level of economic development of the country, changes in the structure of the economy and in the level of development are becoming an extremely important research area. The transition of the economy to a higher level of development itself makes it more competitive in relation to the past. The first part of Chapter 6 is devoted to assessing changes in the level of development of the Lithuanian economy. To this end, the assumptions of the eclectic theory of Terutomo Ozawa and the model of the theory of the Investment Development Path by John H. Dunning were used. Such research approach allowed determining the range of changes that took place in the structure of the Lithuanian economy in the period analysed and forecasting the direction of future transformations.

The second part of this chapter, which shifted away from the traditional perception of competitiveness, was devoted to changes in the existing models of economic development and international competitiveness of the national economy. Conceptual assumptions of sustainable and inclusive development as well as sustainable competitiveness and new measures of this competitiveness were presented. The international competitive position of Lithuania was re-assessed with reference to the Global Competitiveness Index (GCI) defined by WEF and adjusted for sustainable development and to the Global Index for Sustainable Competitiveness (GSCI) created by the independent think tank *SolAbility*

Sustainable Intelligence. Additionally, the factors supporting and weakening sustainable competitiveness of Lithuania were also reviewed.

The chapter concludes with reflections on opportunities and challenges in the context of sustainable competitiveness. The conception of economic policy of Lithuania regarding support of international competitiveness in the context of strategic documents was presented: the long-term national development strategy "Lithuania 2030", medium-term national development strategy and integrated strategies/programs that serve the implementation of development objectives. Subsequently, the 'soft spots' posing a threat to development and challenges for the Lithuanian government identified during the research were discussed. In this context, the study suggested some changes that could increase the benefits of integration and speed up the process of achieving sustainable competitiveness.

In conclusion, the achievement of the set goals of the monograph allowed for a positive verification of the research hypothesis. The successes reported lead to the conclusion that Lithuania actively uses the external conditions of competitiveness resulting from integration within the global economy. This helps to bypass development barriers resulting from the limited national potential. However, it is worth mentioning that the analysis of changes taking place in the competitive potential and the competitive position of the country in the post-accession period is a specific balance of benefits and losses. The final result depends not only on internal conditions in the country and economic policy pursued or even on EU policy, but also on the rapidly changing global environment. Yet, in general, there is a clear convergence of development processes, which does not mean that the differences in the competitive potential have been fully eliminated.

It seems, therefore, that this book can provide a new look at the theory of international competitiveness of the economy and fill the gap in the knowledge about the modern economy of Lithuania. Conclusions formulated in the monograph, as well as the relevance of the issue and its important place in the country's strategic documents, can be considered useful for improving foreign economic policy not only of Lithuania, but also of Poland and other CEE countries.

III. Discussion of other scientific and research achievements

3.1. Course and subject of scientific work, , impact indicators

The monograph, which I pointed out as a scientific achievement (in accordance with art. 16 sec. 2 of the Act of 14 March 2003 Law on Academic Degrees and Title and Degrees and Title in the Arts) is a combination of my research interests in the following areas: issues related to the labour market, issues related to the development of entrepreneurship in Lithuania, research on innovativeness and competitiveness of the Lithuanian economy and analysis of factors of economic competitiveness.

- The first thematic area concerns extensive research in **the field of the labour market**. Determining the main trends in the labour markets in the countries of Central and

Eastern Europe compared to other member states was the main goal of these studies. Particularly noteworthy were such facts as:

- **the accession of Lithuania (CEE countries) to the EU and the intensification of the phenomenon of emigration.** Integration processes, guaranteeing the free flow of labour force, caused disturbances on labour markets in the form of labour shortages;
- **the global economic crisis** has led to numerous bankruptcies of companies and massive redundancies. Deterioration of the labour market situation was important for the labour market policy, both active and passive.
- **in recent years, the problem of shrinking labour supply has become apparent.** Overcoming the economic recession caused by the crisis and returning to the growth path resulted in an improvement in the economic situation in the CEE countries, which was reflected in the growing employment and declining unemployment level. Nevertheless, the growing demand for labour is less and less satisfied by national labour resources. The shrinking labour supply may constitute a significant barrier to economic growth in these countries and reduce their competitive ability;
- **knowledge, skills and qualifications of employees.** There are many different factors that determine the competitiveness of the economy. The latest research results show that quality determinants, including resources and efficiency of the basic productive factor, which are people with their skills, are becoming more and more important. Currently, it is not so much the total supply of labour that is important, but the human capital understood as a set of knowledge, skills and competences of the employees employed and the professional experience gained by them.

According to the list of published works (Annex 4b), in the indicated research area there are such publications as:

- *Changes on the labor markets in CEE countries in the context of their international competitiveness* (2.1);
- *Human capital as a determinant of competitiveness of the economies of the Baltic states* (2.12);
- *Functioning and financing of the European labour market policy at the time of the global economic crisis* ("Kwartalnik Kolegium Ekonomiczno-Społecznego. Studia i Prace", in 2012, not pointed by the Ministry of Science and Higher Education);
- *Competitiveness of the university in the context of globalization and internationalization – selected aspects* (3.6);
- *Education and skills in the context of the quality of human capital in Lithuania* (3.11);
- *Labour market in times of crisis: Lithuania against the background of Europe* (3.12);
- *Determinants of free labour movement in the Euroregion Niemen*, (3.13)

and others.



I am also the scientific editor of 3 monographs, which contain the results of research by many authors from leading Polish and Lithuanian universities and fall within the indicated research scope:

- *The impact of the global economic crisis on the countries of Central and Eastern Europe. Economic and social aspects*, 2011 (4.9);
- *The role of intellectual capital in the development of a knowledge-based economy*, 2011 (4.8);
- *EU member states response to the crisis and development perspectives*, 2012 (4.7);
- *Is the diploma of higher education losing its importance?*, 2012 (4.6).

This thematic area also includes participation in the international research project *Mobility of the Workforce in the Euroregion Niemen* (2006-2007), financed from EU Structural Funds (Community Initiative INTERREG IIIC). Together with other experts from the Institute of Labour and Social Research of Lithuania, I took part in the preparation of a case study for Lithuania, Poland and the Kaliningrad District. Acting as an executor, I also participated in statutory research conducted by the Department of Economic Systems Theory SGH *Economic aspects of sustainable development. Economic policy of the countries of Central and Eastern Europe during the global economic crisis*. The study I prepared as part of this research concerned the operation and financing of European labour market policy in times of global economic crisis. The results of the research were published and were presented at the conference (Annex 4a).

- The second research area, which interests me beside the labour market, is **related to the development of entrepreneurship in Lithuania**. In this area, it is possible to distinguish the research trend in terms of business conditions in Lithuania compared to other EU countries. The results of the research were presented in the following studies (Annex 4b): *The conditions for business activities in Lithuania in 2006/2012* (2.19) and *Conditions for business activities in countries of Central and Eastern Europe in view of their competitiveness* (2.7). I also raised the issues of innovation and competitiveness of Lithuanian enterprises. Aspects of innovation have been highlighted in the following publications: *Innovation and competitiveness of Lithuanian enterprises – research results* (3.9) and *Innovation activity of Lithuanian enterprises in the age of globalization* (2.8). In addition, the subject of competitiveness at the micro level is analysed in such publications as: *Fiscal charges and competitiveness of Lithuanian enterprises* (2.17) and *Entrepreneurship in Lithuania – the way to competitive economy* (3.3).

This subject area also includes statutory research conducted by me at the Department of Economics in 2009-2010 and 2011-2012 *Entrepreneurship study in the Vilnius region: current status and development prospects*. The research was carried out in two stages. During the first stage, an expert study *Research on the competitiveness of enterprises of Vilnius County in the period 2005-2008* was prepared. 407 enterprises were surveyed. Later, in the years 2011-2012 (the second stage), an expert report *Study of changes in the competitiveness of the SME sector in Vilnius County in times of crisis* was prepared. 500 enterprises were surveyed. The results of the research were presented at two conferences (Annex 4a) and in publications (Annex 4b): *Market and non-market factors shaping the*

competitiveness of enterprises of Vilnius County (3.8); Internal and external conditions of competitiveness of Lithuanian enterprises (3.4).

- The next study area consists of **research on innovation and competitiveness of the Lithuanian economy**. Innovation is widely regarded as a key factor for the development and building of competitive advantage of modern economy. In this context, particular attention was devoted to show the place of Lithuania in the innovative European economy and to examine the level and structure of financing research and development activities. In this trend, the following studies can be distinguished:

- *Lithuania's place in European innovation economy (2.20);*

- *Innovation of the Baltic countries: potential and barriers (2.13)*

- *Innovation and international competitiveness of Lithuania (2.15)*

- *Level and structure of investment in research and development in Lithuania in comparison with other countries (2.10)*

Competitiveness in the static sense is a set of economic features that describe its competitive position (or competitiveness). This is a result-based approach, characterizing the achievements of the economy in terms of competitiveness and the level of economic development achieved. *International competitiveness of the Lithuanian economy in the period 2005-2012 (3.10)* and *International competitiveness of the economies of the Baltic states in the period 2004-2014 (2.14)* set out the competitive position of Lithuania in the EU and in global rankings.

This trend also includes statutory research conducted by me at the Department of Economics in 2014-2015 *Competitiveness of Lithuania in the global economy*. In this area of the Lithuanian tax system and the effectiveness of the use of EU funds were evaluated, and the process of macroeconomic stabilization was monitored. The results of the analysis were presented in the following publications: *Competitiveness of tax system of Lithuania compared to the countries of the European Union (2.18)*, *Effectiveness of using EU funds in the context of competitiveness of the Lithuanian economy (3.1)* and *Competitiveness of EU-10 from the perspective of the macroeconomic stabilization pentagon (3.2)*.

As a result of the research and three thematic conferences that I organized at the Faculty of Economics and Informatics in Vilnius, three multi-author monographs were published under my editorship: *Influence of globalization and integration on the competitiveness of new EU member states (2013)*, *Changes in the competitiveness of new EU member states: achievements and challenges (2014)*, *Selected aspects of development and competitiveness of new EU member states (2015)*.

- The next trend covers the subject of **competitiveness factors of the economy**. As part of research in this area, the competitiveness of the national economy was determined due to its determinants and causative factors. Studies include exchange of goods, direct investments, public finances, grey zone and other important factors shaping the competitiveness of the economy. Research work was carried out as part of statutory research conducted by me at the Department of Economics in 2017-2018 *Analysis of the competitiveness factors of the Lithuanian economy*. The studies published, inter alia, include:

- *The competitive position of Lithuanian trade in goods with non-EU countries* (2.2);
- *Competitiveness of Lithuanian intra-EU trade* (2.3);
- *Determinants of foreign direct investment inflow to the Baltic countries* (2.4);
- *Foreign direct investment in Lithuania in comparison to CEE region* (2.6);
- *Climate in Lithuania and the takeover of the Mažeikiai Refinery* (2.11);
- *Public finances in Lithuania compared with the EU countries* (2.9);
- *The importance of ICT in improving the international competitiveness of the Lithuanian economy* (2.16);
- *Shadow economy as a destimulant of the competitive of Lithuania economy* (3.5).

As a result of the research and two thematic conferences that I organized at the Faculty of Economics and Informatics in Vilnius, two multi-author monographs were published under my editorship: *New EU member states regarding globalization processes. Sources of competitiveness* (2017) and *Factors limiting and improving the competitiveness of the new EU member states* (2016).

Summing up, after obtaining the degree of Doctor of Economic Science, I focused my scientific research work around the issues of competitiveness. All the areas of research interest indicated above overlap and complement each other. In addition, didactic and organizational as well as popularizing activities allowed me to verify my knowledge and influence the final shape of the monograph.

In addition to the achievement indicated in p. II, I am the author of 44 pointed publications in science journals, including 1 scientific monograph, 20 articles in peer-reviewed journals, 14 chapters in monographs and 9 editions of multi-author monographs. The full list of works published is included in Annex 4b. The total number of points obtained for publications (according to the year of publication) in accordance with the score of Polish Ministry of Science and Higher Education in 2007-2018 was 319. The number of citations of scientific publications according to *Publish or Perish* database (as on 23/02/2019) was 12, while the Hirsch index according to *Publish or Perish* database was 2.

Moreover, another interesting cognitive experience became participation as an expert in four international projects. *Integrated analysis of transnational and national territories based on ESPON 2006 results, Identification of Spatially Relevant Aspects of the Information Society, Mobility of the Workforce in the Euroregion Niemen, Provision of advisory services to residents of Vilnius region regarding the possibility to use the EU financial support* financed from EU Structural Funds (Annex 4a, clause 2.7). Experience related to the implementation of these projects constituted a good basis for further search for the answers to the bothering questions of substantive and methodological nature. Research conducted in 2010-2018 was carried out as part of statutory research undertaken in the Department of Economics at the Faculty of Economics and Informatics in Vilnius. The measurable results of these studies were scientific publications and participation in domestic and foreign scientific conferences (Annex 4a).

Anynie

I took part in 35 international and national scientific conferences, including 27 where I gave a speech. I also presented the results of my research at five scientific seminars at the Warsaw School of Economics.

IV. Didactic, organizational and popularizing activities

My scientific interests are reflected in didactic, organizational and popularizing activities, a detailed description of which is included in Annex 4a.

At the Faculty in Vilnius I conduct classes for 1st cycle studies in the faculties of Economics (Microeconomics, Diploma Seminar, Contemporary Labour Market) and European Studies (Economics) and Master studies (Diploma Seminar, Human Resources Management). As part of the undergraduate seminars in Vilnius, over the period between 2011 and 2018 I was a supervisor of 114 Bachelors' theses, while as part of master's seminars (2016-2018) – a supervisor of 28 Masters' theses. I reviewed 42 Bachelors' and Masters' theses. In the years 2013-2017, I was the supervisor of student internships at the Faculty of Economics, and for 9 years I had been the scientific supervisor of the Student Scientific Club of Economics of Friedrich August von Hayek (2009-2017).

In addition, I actively participated in the organizational committees of scientific conferences, as well as in organizing public lectures at the Faculty. I am the originator and organizer of 5 cyclical conferences at the Faculty of Economics and Informatics in Vilnius. Since 2005, I have been a member of the Association of Polish Lithuanian Researchers (SNPL). In the years 2006-2010 I was a member of the board of SNPL, and in the period 2005-2010, a scientific editor of the journal *Rocznik Stowarzyszenia Naukowców Polaków Litwy* (ISSN 1822-3915).

In the field of popularization of science, I actively cooperated with other scientific units and social organizations such as Association of Polish School Teachers in Lithuania *Macierz Szkolna*, Labour Market Research Institute of Lithuania, House of Polish Culture, Polish Institute in Lithuania, Credit Union of the Vilnius Region, Polish Entrepreneurship Forum *Korona* and others. I led to the conclusion of an agreement on the exchange of students and lecturers from Comenius University in Bratislava and the agreement on scientific cooperation with the Faculty of Economics of the University of Gdańsk and the Faculty of Economics and Sociology of the University of Lodz. I am the originator and organizer of two competitions for students of schools with Polish language of instruction in Lithuania: *I want to become an entrepreneur* in 2017 and *Brainstorm* in 2013-2015.

In the years 2007-2016 I was the Deputy Dean of the Faculty of Economics and Informatics in Vilnius. I actively took part in preparing the documentation for the evaluation of the program of the Vilnius Branch of University of Białystok by the Polish Accreditation Commission (2011), as well as institutional evaluation carried out by the Lithuanian Centre for Quality Assessment in Higher Education (2014). I was a member of



the team developing documentation for the new first-cycle studies (European Studies, 2015) and second-cycle studies (Ekonomia, 2014).

Since 2016, I have been a member of the Council of the Faculty of Economics and Informatics in Vilnius, of two Senate Committees, of Department Didactic Committee (Economics), the Faculty Team on Education Quality and the Faculty Committee for Employee Assessment.

My scientific and organizational activity has been appreciated by the parent entity. I was awarded seven times by the Rector of the University of Bialystok for scientific work and organizational activity. In 2012, I was also awarded the Silver Cross of Merit of the Republic of Poland by the President of the Republic of Poland.

Agnia