

**UNIVERSITY OF ECONOMICS - VARNA**  
**FACULTY OF ECONOMICS**  
**DEPARTMENT „ECONOMICS AND MANAGERMENTS OF**  
**CONSTRUCTIONS“**

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**ACCEPTED BY:**

**Dean:**

( Assoc. Prof. Denka Zlateva, PhD)

## SYLLABUS

**SUBJECT: “LABOUR ECONOMICS”**

**DEGREE PROGRAMME: “International Business”, “Business and Management” and “Accounting”; BACHELOR’S DEGREE**

**YEAR OF STUDY: 2 ; SEMESTER: 3;**

**TOTAL STUDENT WORKLOAD: 120 h.; incl. curricular 60 hours.**

**CREDITS: 4**

### DISTRIBUTION OF WORKLOAD ACCORDING TO THE CURRICULUM

<i>TYPE OF STUDY HOURSE</i>	<b>WORKLOAD, h.</b>	<b>TEACHING HOURS PER WEEK, h</b>
<b>CURRICULAR:</b>		
incl.		
• LECTURES	30	2
• SEMINARS (lab. exercises)	30	2
<b>EXTRACURRICULAR</b>	60	-

Prepared by:

1. ....  
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2. ....  
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## **I. ANNOTATION**

*The Labour Economics course aims at providing students with knowledge and skills in the area of labour and industrial relations. After completing the course the students are expected to: a) be familiar with the main terms, methods, patterns, factors, regulations and official documents relative to the economic aspects of the labour and insurance relations; b) be able to interpret the labour market patterns; c) build up and establish contemporary labour relations between employers and employees; d) find effective solutions to the settlement of the economic relationships between employers and employees. The course curriculum covers areas associated with the main characteristics, the market, the pay in exchange for the work performed, the insurance systems, the quality of labour, the industrial relations, etc. This course is a good foundation to build thereon further knowledge and to create new skills on the problems of economics and management of labour.*

## **II. THEMATIC CONTENT**

Line	TITLE OF UNIT AND SUBTOPICS	NUMBER OF HOURS		
		Lectures	Tutorials	Lab classes
<b>Theme 1. PRINCIPLES OF LABOUR</b>		<b>2</b>	<b>2</b>	
1.1	Definition of the term "labour"			
1.2	Theoretical concepts of labour			
1.3	Functions of labour			
1.4	Special characteristics of labour			
<b>Theme 2. POPULATION AND HUMAN RESOURCES</b>		<b>2</b>	<b>2</b>	
2.1	The nature of population			
2.2	Measurable parameters of population replacement			
2.3	Qualitative characteristics of population replacement			
<b>Theme 3. LABOUR MARKET</b>		<b>3</b>	<b>3</b>	
3.1	The nature, specific characteristics and functions of the labour market			
3.2	Types of labour markets			
3.3	Labour demand and supply			
3.4	Impact of labour market on production			
3.6.	Labour market regulations			
<b>Theme 4. EMPLOYMENT AND UNEMPLOYMENT</b>		<b>3</b>	<b>3</b>	
4.1	The nature and types of employment			
4.2	The nature and types of unemployment			
4.3.	Measurement and structures of employment and unemployment			
4.4	Servicing of the unemployed			
4.5	National employment policy			
<b>Theme 5. THE COST OF LABOUR</b>		<b>3</b>	<b>3</b>	
5.1	The nature and functions of the cost of labour			
5.2	Elements of the cost of labour			
5.3	Factors that determine the cost of labour			
<b>Theme 6. WAGE</b>		<b>3</b>	<b>3</b>	
6.1	The nature of wage			
6.2	Approaches and mechanisms for wage determination			
6.3	The nature of the minimum wage			

6.4	Determination and change of the minimum wage			
6.5	Determination of basic and gross wage			
<b>Theme 7. SOCIAL SECURITY</b>		<b>2</b>	<b>2</b>	
7.1	The nature of social security			
7.2	Compulsory health insurance system			
7.3	Compulsory social security system			
7.4.	Voluntary social security			
<b>Theme 8. EQUAL OPPORTUNITIES ON THE LABOUR MARKET</b>		<b>2</b>	<b>2</b>	
8.1	The nature of the equal opportunities on the labour market			
8.2	Labour market discrimination			
<b>Theme 9. HUMAN CAPITAL INVESTMENT</b>		<b>2</b>	<b>2</b>	
9.1	The nature of human capital investment			
9.2	The nature of quality of labour			
9.3	Factors that affect the quality of education and training			
<b>Theme 10. INDUSTRIAL RELATIONS</b>		<b>3</b>	<b>3</b>	
10.1	The nature of industrial relations			
10.2	Trade unions as a party concerned in the industrial relations			
10.3	Employers' organizations as a party concerned in the industrial relations			
10.4	The state as a party concerned in the industrial relations			
<b>Theme 11. COLLECTIVE BARGAINING AND INDIVIDUAL EMPLOYMENT CONTRACTS</b>		<b>3</b>	<b>3</b>	
11.1	The nature and functions of the collective bargaining			
11.2	Preparation and conduct of collective bargaining negotiations			
11.3	Collective labour agreement			
11.4	Individual labour relations			
<b>Theme 12. HEALTH AND SAFETY AT WORK</b>		<b>2</b>	<b>2</b>	
12.1	What is meant by health and safety at work			
12.2	International, national standards and national policy on the health and safety at work in Bulgaria			
12.3	Employers' and employees' obligations to ensure health and safety at work			
12.4	Performance measures of the conditions of work			
<b>Total:</b>		<b>30</b>	<b>30</b>	

### **III. FORMS OF CONTROL:**

<b>№</b>	<b>TYPE AND FORM OF CONTROL</b>	<b>Number</b>	<b>extracurricular, hours</b>
<b>1.</b>	<b>Midterm control</b>		
1.1.	Coursework on a pre-selected topic	<b>1</b>	<b>40</b>
1.2.	Test (written) with open-ended and closed-ended questions	<b>1</b>	<b>20</b>
<b>Total midterm control:</b>		<b>2</b>	<b>60</b>
<b>2.</b>	<b>Final term control</b>		
2.1.	Examination (test)	<b>1</b>	<b>60</b>
<b>Total final term control:</b>		<b>1</b>	<b>60</b>
<b>Total all types of control:</b>		<b>3</b>	<b>120</b>

#### **IV. LITERATURE**

##### **REQUIRED (BASIC) LITERATURE:**

1. Калчев, Р., Ив. Желев, К. Антонова. Икономика на труда. Варна, Изд. "Наука и икономика", 2014.
2. Калчев, Р., К. Антонова. Икономика на труда ръководство. Варна, Изд. "Наука и икономика", 2015.

##### **RECOMMENDED (ADDITIONAL) LITERATURE:**

1. Колектив, Човешкият капитал. София, НБУ, 2015.
2. Калчев, Р. Развитие на безопасността и здравето при работа в строителството в България. Годишник на ИУ Варна, том 84, Варна: Изд. „Наука и икономика”, 2013, с. 51-88.
3. Kalchev, R. Modern Challenges to the Health and Safety at Work in Bulgaria // Збірник наукових праць „Вісник соціально-економічних досліджень”. Одеса: Одеський національний економічний університет, 2013, р. 6-67.
4. Калчев, Р. Развитие на секторната заетост в България //Известия на ИУ, - Варна: Изд. „Наука и икономика”, 2012, бр. 2, с. 36-48.
5. Калчев, Р. Занятост в строителстве после присоединения Болгарии к Европейскому союзу // Отобранные статьи. IX Всероссийская Научно-практическая Конференция с международным участием „Актуальные проблемы управления экономикой региона”. - Санкт – Петербург: Publishing house „Lubavich”, 2012, - с. 131-135.