


Educational institution
«Belarus State Economic University»

APPROVED BY

Rector of Educational Institution
«Belarus State Economic University»



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Registration № 6257-24

**INNOVATIVE METHODS OF LABOR MARKET ANALYSIS AND
REGULATION**

The curriculum of the Educational Institution of the higher education
in the academic discipline
for the major 7-06-0311-01 « Economics »

EXPLANATORY NOTE

The curriculum for the academic discipline «Innovative methods of labor market analysis and regulation» is aimed at studying the characteristics of the labor market of the Republic of Belarus, without knowledge of which it is impossible to consciously and competently perceive economic transformations in the national economy. The labor market is an important part of the national economy, since its condition largely determines the rate of economic growth of the national economy. At the same time, the labor market is a key element of macroeconomic policy pursued by government authorities. Thus, the labor market is simultaneously influenced by both the social and economic policies of the region or the state as a whole. At the same time, the labor market is the most accurate detector of the social status of the population of a particular country.

The purpose of the academic discipline is to develop students' skills in analyzing the state of the labor market of the national economy; to facilitate the acquisition of competencies in assessing the current macroeconomic situation and compiling an analytical review of the state of the labor market of the country's economy.

Achieving this goal involves solving the following tasks:

- mastering basic economic concepts and problems: subject, functions, functioning mechanism and features of the labor market in the modern economy; the essence and structure of employment, social guarantees: forms and methods of state regulation of the labor market;

- understanding the socio-economic causes and forms of unemployment, features of improvement and consequences of unemployment; consideration of areas for improving the activities of government bodies in the field of employment regulation to reduce unemployment and increase social security of the population;

- developing skills in applying theoretical tools to the analysis of directions for implementing economic policy in the labor market in the Republic of Belarus.

As a result of studying the academic discipline «Innovative methods of labor market analysis and regulation», the following **competencies** are formed

universal:

UK-1 Apply methods of scientific knowledge in research activities, generate and implement innovative ideas

UK-5 Develop innovative sensitivity and ability to innovative activities

specialized:

SK-2 Possess innovative methods for diagnosing and assessing the current macroeconomic situation in the labor market, identifying key factors of employment and unemployment, compiling an analytical review of the state of the labor market and developing recommendations for improving its regulation.

As a result of studying the academic discipline, the student must:

know:

- modern approaches to labor market analysis;
- the value of the main macroeconomic indicators that influence the state of the labor market;

- factors influencing employment, unemployment, wages, labor productivity, income differentiation.

be able to:

- read tables and graphs, and based on this information, diagnose and assess the current macroeconomic situation in the labor market;
- based on available statistical data, compile an analytical review of the state of the labor market of any country;
- carry out analysis, check for relationships between various variables.

own:

- skills of application of modern methods of processing and analysis of economic information on the labor market;
- skills of application of innovative methods for analyzing the main macroeconomic indicators of the labor market of the Republic of Belarus.

As part of the educational process in this academic discipline, the student must acquire not only theoretical and practical knowledge, skills and abilities in the specialty, but also develop his value-personal, spiritual potential, develop the qualities of a patriot and citizen, ready for active participation in economic, industrial, socio-cultural and public life of the country.

The academic discipline for specialty 7-06-0311-01 Economics (major «State regulation of national and regional economy») refers to (module «Innovative development» of the component of the educational institution).

The study of the academic discipline in methodological terms is based on knowledge of the academic disciplines «Demographic Analysis», «National Economy of Belarus», «System of Methods for Analysis and Assessment of the National Economy».

The form of education for specialties is full-time.

In accordance with the university curriculum, the study of the academic discipline in the specialty 7-06-0311-01 Economics (major «State regulation of national and regional economy») is assigned to:

the total number of teaching hours is 198, classroom hours are 62 hours, of which lectures are 24 hours, seminars are 38 hours.

Distribution of classroom time by courses and semesters:

1st semester - lectures 24 hours, seminars - 38 hours.

Independent student work – 30 hours.

Labor intensity – 6 z.e.

The form of intermediate certification is an exam.

CONTENT OF TRAINING MATERIAL

Section 1. Theoretical foundations of the labor market

The concept of the labor market, features of its functioning. Labor market infrastructure. Main components of the labor market. The mechanism of functioning of the labor market. Factors influencing the functioning of the labor market. New technologies and the labor market. Trends shaping the future of the labor market.

Section 2. Characteristics of labor resources

Topic 2.1. Analysis of demographic processes, features of their trends in the Republic of Belarus

Factors influencing the birth rate.

Dynamics of fertility and mortality in the Republic of Belarus. Demographic transition and population aging in the Republic of Belarus. Dynamics of the age structure of the population. The impact of fertility on employment and economic growth.

Distribution of the population and settlements on the territory of Belarus.

Attitude to available labor resources. Mortality rate per 1000 inhabitants. Mortality structure of the population of working age. Mortality of the working age population from external causes in the EU countries and Belarus. The number of suicides in working age per 10 thousand people. Number of murders per 100 thousand inhabitants. Number of prisoners per 100 thousand people.

Average life expectancy in Belarus at different ages.

Topic 2.2. Human potential

Human capital theory. Professional and educational level of labor resources. National qualification system. Investments in education and professional development of the workforce.

The cost of the average life of one person in different countries, including Belarus. Valuation of the country's labor resources as a component of national wealth.

Labor market institutions (LMIs), which primarily influence the volume of supply and demand in the labor market: regulation of working hours, migration policy, education and retraining policy, employment protection legislation and active labor market policies.

Topic 2.3. Analysis of migration dynamics

External labor migration. Models of labor migration. Roy's model. Costs and benefits for the donor and host countries. The problem of «brain drain». Remittances and their impact on the economy.

Internal migration. Migration policy of the Republic of Belarus. Determining the required number of migrants to be attracted to balance the labor market.

Dynamics of income coming to the Republic of Belarus from citizens working abroad. The impact of these incomes on the state of the balance of payments of the Republic of Belarus, the foreign exchange market and international reserve assets (the country's gold and foreign exchange reserves).

Dynamics of income received in Belarus by foreign workers.

International trade and its impact on labor markets: the opportunity for mutual benefit.

Section 3. Employment and unemployment

Topic 3.1. Employment analysis

Dynamics of the number of employed in Belarus. Employed population by education level and age. Employment level of the working-age population in OECD countries and Belarus. The ratio of hired and dismissed employees. The number of employees who were on forced leave and worked part-time.

Statistical data on the labor market of Belarus. Population survey on employment problems. Key indicators of the labor market MOT (Key Indicators of the Labor Market, KILM). Labor market participation indicator, employment indicators (employment/population ratio; employment status, employment by economic sector; employment by profession; part-time work; working hours; employment in the informal sector of the economy), unemployment indicators, underemployment and economically inactive population (overall unemployment rate; youth unemployment; long-term unemployment; part-time work by time period; indicator of economically inactive population), education and literacy indicators (education level and literacy), indicators of wages and labor costs (average monthly wage; hourly wage costs), labor productivity, poverty rates, working poverty and income distribution. Share of new jobs. Proportion of workers over working age. Retirement age: searching for the optimal value.

Technological development and its impact on employment structure. New forms of employment.

Topic 3.2. Industry employment and personnel mobility

Structure of people employed in the Belarusian economy by type of economic activity.

Supply and demand in the labor market of the Republic of Belarus. Changes in job responsibilities in professions, shifts in the structure of employment under the influence of technological changes. Growth of informal and precarious employment.

Implications for the economics of labor mobility. Geographic mobility. Professional mobility. Employee costs and benefits. The main factors determining mobility. Migration of population within Belarus.

Employee mobility as a form of investment in human capital.

Institute for Socially Responsible Restructuring of Enterprises (SORP). The main stakeholders of the ORP: employers, employees, trade unions, local authorities, employers' associations.

Development of subcontractual relations and non-standard forms of employment at enterprises in various industries in Belarus.

Topic 3.3. Unemployment rate analysis

Level and dynamics of actual and registered unemployment in Belarus. The amount of unemployment benefits in Belarus and in developed countries. Unemployment

insurance system in Belarus. The problem of unemployment in rural areas, in small and medium-sized cities of Belarus. The problem of youth unemployment.

Analysis of the unemployed by age groups in the regions, structure of the unemployed by level of education. Structure of the unemployed by duration of job search. Reasons for unemployment. Ways to find work for the unemployed.

Factors influencing the dynamics of the number of unemployed. Demographic factors - changes in the share of the economically active population as a result of shifts in the level of birth rate, mortality, age and sex structure of the population, average life expectancy, in the directions and volumes of migration flows. Technical and economic factors - the pace and directions of scientific and technical progress, which determine labor savings. Economic factors - the state of national production, investment activity, financial and credit system; price level and inflation.

Types of unemployment (frictional, structural, cyclical, seasonal, excess supply unemployment). Natural rate of unemployment. Theory of job search under conditions of frictional unemployment. Factors influencing search duration and unemployment rate. The role of unemployment benefits. Problems of underemployment, "hidden unemployment", overemployment.

Concepts of «natural», «normal», «socially acceptable» level of unemployment. Study of the relationship between unemployment and inflation, money circulation, equilibrium price of labor, the relationship between supply and demand for labor using methods of economic and mathematical modeling and graphical analysis (Marshall crosses, Phillips curves, Beveridge curve, etc.).

Section 4. Population income and labor productivity

Topic 4.1. Salary and income analysis

Sources and structure of income of the population in Belarus and in developed countries. Real and nominal wages. Factors influencing real wages and income of the population. The problem of low labor productivity in Belarus compared to EU countries. The problem of discrepancy between productivity and real wages.

The relationship between unemployment and the dynamics of real wages. The relationship between unemployment and inflation. The impact of labor market institutions (LMI) on inflation. RTIs that directly affect the price level in the economy: minimum wage, trade unions and collective agreements, payroll taxes, retirement plans, family allowances, unemployment benefits.

The ratio of labor productivity growth to real wage growth. Share of workers' compensation in GDP and unit labor costs (ULC).

Modeling the impact of money supply growth on wage levels.

Topic 4.2. Income differentiation

Pay inequality. Interdependence of income differentiation and economic growth. Kuznets curve. Lorenz curve for Belarus. Differentiation of earnings by type of activity

(industry): main reasons. The problem of low income in rural areas, in small and medium-sized cities of Belarus Factors of inequality not related to labor income.

Income policy: the possible impact of different tax systems and social transfer programs. Empirical estimates of the impact of social transfers on cash income inequality.

Two opposing views on the advisability of introducing a minimum wage.

Trade unions and their impact on wages and productivity. MacDonald-Solow model of efficient contracts. Theories of union influence on wage differentials, productivity and profits: Reese's model and Freeman's stakeholder theory.

The role of the public employment service in the labor market. Relations between the employment service and enterprises, organizations and educational institutions. Youth labor market. Vulnerable groups in the labor market.

Discrimination in the labor market of the Republic of Belarus (against young women; people of pre-retirement age; people released from prison; disabled people; migrants; etc.). Measures to overcome discrimination.

The problem of labor market polarization.

Section 5. Employment policy in the labor market of the Republic of Belarus

Topic 5.1. Employment forecasting and evaluation of active labor market programs

Methods for forecasting population employment. Empirical estimates of labor demand. Production function. Econometric models for forecasting employment. Vector autoregression models. Application of the concept of elasticity of demand for labor to the situation of changed technology. DSGE models.

Methods for evaluating active labor market programs. Experimental approach: randomized selection method. Quasi-experimental approach: similarity selection method, difference-in-differences methods, methods based on the use of instrumental variables and reflexive comparisons, panel data method, interrupted time series method. Qualitative methods: surveys, expert and in-depth interviews, case study method. Triangulation of assessment methods. Improving employment policy based on assessment results.

Topic 5.2. Employment promotion

Active and passive employment policy measures, their economic and social effectiveness. Unemployment benefit. State targeted social assistance. Regulatory experience in foreign countries. State program to promote employment of the population of the Republic of Belarus: its structure and main directions.

EDUCATIONAL AND METHODOLOGICAL MAP OF THE ACADEMIC DISCIPLINE
«INNOVATIVE METHODS OF LABOR MARKET ANALYSIS AND REGULATION»
FOR FULL-TIME HIGHER EDUCATION
for specialty
7-06-0311-01 Economics

Section number, topic	Section number, topic	Number of classroom hours							Literature	Knowledge control form
		Lectures	Practical lessons	Seminar classes	Laboratory exercises	Number of hours of supervised independent work				
						Lectures	Practical lessons	Seminar classes		
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
1.	Section 1. Theoretical foundations of the labor market									
1.1	Theoretical foundations of the labor market	2							[1], [3-4], [9], [13], [15], [18]	Express survey
1.1	Theoretical foundations of the labor market			2					[1], [3-4], [9], [13], [15], [18]	Survey Presentations
2.	Section 2. Characteristics of labor resources									
2.1	Analysis of demographic processes, features of their trends in the Republic of Belarus	2				2			[1], [5-7], [9], [13-15], [18]	Express survey
2.1	Analysis of demographic processes, features of their trends in the Republic of Belarus			2				2	[1], [5-7], [9], [13-15], [18]	Survey Presentations
2.2	Human potential	1				2			[3-4], [10], [14]	Express survey
2.2	Human potential			2				2	[3-4], [10], [14]	Survey Presentations
2.3	Analysis of migration dynamics	1				2			[4], [11-14]	Survey
2.3	Analysis of migration dynamics			2				2	[4], [11-14]	Survey Presentations

<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
3.	Section 3. Employment and unemployment									
3.1	Employment analysis	1				2			[1], [4-6], [9], [11-13]	Survey
3.1	Employment analysis			2				2	[1], [4-6], [9], [11-13]	Survey Presentations
3.2	Industry employment and personnel mobility					2			[1], [4-6], [9], [11-13]	Survey
3.2	Industry employment and personnel mobility			2				2	[1], [4-6], [9], [11-13]	Survey Presentations
3.3	Unemployment rate analysis	1							[1], [4-6], [9], [11-13]	Express survey
3.3	Unemployment rate analysis			2				2	[1], [4-6], [9], [11-13]	Survey Presentations
4.	Section 4. Population income and labor productivity									
4.1	Salary and income analysis	1							[1-3], [7-8], [16-17]	Express survey
4.1	Salary and income analysis			2				2	[1-3], [7-8], [16-17]	Survey Presentations
4.2	Income differentiation	1							[1-3], [7-8], [16-17]	Survey
4.2	Income differentiation			2				2	[1-3], [7-8], [16-17]	Survey Presentations
Section 5. Employment policy in the labor market of the Republic of Belarus										
5.1	Employment forecasting and evaluation of active labor market programs					2			[5-7], [15-18]	Express survey
5.1	Employment forecasting and evaluation of active labor market programs							2	[5-7], [15-18]	Survey Presentations
5.2	Employment promotion	2							[5-7], [15-18]	Survey
5.2	Employment promotion			2					[5-7], [15-18]	Control work
Total hours		12		20		12		18		Exam

INFORMATIONAL AND METHODOLOGICAL PART

Literature

Main:

1. Makovskaya, N.V. Modern features of the functioning of the labor market in Belarus: monograph / N.V. Makovskaya. – Mogilev: Moscow State University named after A. A. Kuleshov, 2020. – 260, [3] p.

2. Lebedeva, S. N. System of state regulation of wages in the Republic of Belarus: retrospective analysis, current state and directions for improvement / S. N. Lebedeva, A. Z. Korobkin, N. A. Snytkova // Social and Labor News: problems of science and practice: monograph / S. I. Bandur, T. A. Kostishina, O. O. Nestulya [ta in.]; per ed. T. A. Kostishina. – Poltava, 2020. – Section 2, section 2.2. – pp. 373–400.

3. Glukhova, I.V. Labor economics: a textbook for students of higher education institutions majoring in "Economics and Management" / I. V. Glukhova. - Minsk: RIVSH, 2023. - 386, [1] p.

4. Demographic and labor potential of rural areas of the Republic of Belarus: [monograph / A.G. Bobrova and others]; National acad. Sciences of Belarus, Institute of Economics. - Minsk: Belarusian Science, 2021. - 215, [2] p.

Additional:

5. Vankevich E.V., Gorovoy S.O. Study of graduates' employment as an additional tool for assessing in-demand skills in the youth labor market // Belarusian Economic Journal. 2022. – No. 2. – pp. 91–106.

6. Vankevich, E.V. Modern technologies for implementing youth employment policy based on the analysis of skills in demand in the labor market / E. V. Vankevich, S. O. Gorovoy, I. N. Kalinovskaya // Bulletin of Vitebsk State Technological University. - 2021. - No. 1 (40). - pp. 168-184.

7. Vankevich, E.V. Changes in information support for labor market analysis in the context of its digitalization (regional aspect) / E.V. Vankevich, E.V. Gutorova // Bulletin of Vitebsk State Technological University. - 2021. - No. 1 (40). - pp. 185-200.

8. Makovskaya, N.V. Low-paid jobs in the Belarusian economy / N.V. Makovskaya // Belarusian Economic Journal. - 2020. - No. 2. - P. 52-59.

9. Bukhovets T.V., Markidonova A.V. Specifics of regional labor markets and the mechanism of their regulation // Economic Bulletin of the Scientific Research Institute of Economics of the Ministry of Economy of the Republic of Belarus. 2022. – No. 10 (304). – P. 35–49.

10. Mironova T.N. Development of human capital in the aspect of improving the professional and qualification structure of the labor market of the Republic of Belarus // Business. Innovation. Economics: collection. scientific Art. Vol. 5 / Institute of Business BSU; Editorial Board: G. A. Khatskevich (chairman) [and others]. – Minsk: Institute of Business of BSU, 2021. – pp. 26-32.

11. Tikhonova L.E., Pugachev V.P. Labor migration of the Republic of Belarus: theory and practice in modern conditions // Bulletin of Polotsk University. Series D, economic and legal sciences. 2021. – No. 13. – P. 81-89.

12. Tihonova, L. E. Migration Policy of the Republic of Belarus: Conceptual Foundations of Formation, Challenges and Development Trends / L. Tihonova, E. Maslenkova / Migration. – 2021. – No. 10. (scientific journal is published by Migration Research Center, Ivane Javakhishvili Tbilisi State University). – P.26-46.

13. Better understanding of the labor market using Big Data / A. Vankevich, I. Kalinouskaya // *Ekonomia i pravo*. Economics and law. - 2021. - Vol. 20, no. 3. - P. 677-692.

14. Lyashok, V. New technologies and the labor market: robots or people // *Econs - Economic conversation*. – Access mode: <https://econs.online/articles/opinions/novye-tekhnologii-i-rynok-truda-roboty-ili-lyudi/>.

Normative legal acts

15. Labor Code of the Republic of Belarus dated July 26, 1999 No. 296-Z: as amended. Law of the Republic of Belarus of April 3, 2024 No. 363-Z // National legal Internet portal of the Republic of Belarus. – 04/06/2024. – 2/3083.

16. On strengthening requirements for management personnel and employees of organizations: Decree of the President of the Republic of Belarus dated December 15, 2014 No. 5: as amended. Decree of the President of the Republic of Belarus dated October 12, 2021 No. 6. – Access mode: https://president.gov.by/fp/v1/240/document-thumb__35240__original/35240.1634048876.33c443f21b.pdf.

17. On approval of the Approximate form of the contract between the employer and the employee: Resolution of the Council of Ministers of the Republic of Belarus dated 02.08.1999 No. 1180: as amended. Resolution of the Council of Ministers of the Republic of Belarus dated December 29, 2023 No. 998 // National legal Internet portal of the Republic of Belarus. – 01/09/2024. – 5/52658.

18. On the State program "Labor Market and Employment Promotion" for 2021-2025: Resolution of the Council of Ministers of the Republic of Belarus dated December 30, 2020 No. 777: as amended. Resolution of the Council of Ministers of the Republic of Belarus No. 963 dated December 28, 2023 // National Legal Internet Portal of the Republic of Belarus. – 09.01.2024. – 5/52640.

List of questions for the exam

1. The concept of the labor market. Labor market of the Republic of Belarus, its characteristics.
2. Analysis of the demographic potential of the national economy.
3. Fertility dynamics in the Republic of Belarus. Factors influencing the birth rate.
4. Analysis of the composition and structure of labor potential in the national economy.
5. The concept of employment in the economy. Indicators characterizing the participation of the population in labor.
6. Dynamics of the number of people employed in the economy.
7. Efficient use of labor resources.
8. The impact of fertility on employment and economic growth.
9. The concept of migration. Types (signs) of migration.
10. Migration and economic growth rates.
11. Analysis of external labor migration flows.
12. The role of remittances from labor migrants in economic development.
13. The impact of external labor migration on the labor market and living standards of migrant households.
14. The relationship between labor migration and development in the context of a gender approach.
15. The concept of human capital. The evolution of human capital theory.
16. Human capital index: concept, calculation methodology, indicators.
17. Characteristics of human capital in Belarus.
18. The concept of employment in the economy.
19. Indicators and their dynamics characterizing the participation of the population in labor.
20. Comparative characteristics of the employed population in foreign countries and in Belarus.
21. Dynamics of the number of employed in Belarus.
22. Unemployment, its features in Belarus.
23. Types of unemployment, their characteristics.
24. Forms of unemployment and their characteristics.
25. Economic and social consequences of unemployment.
26. Population income: concept, types and their characteristics.
27. Factors influencing real wages and income of the population.
28. Quality of life and social justice in the context of socio-economic development of the economy.
29. The ratio of labor productivity growth to real wage growth, its role in the economy and trends in the Republic of Belarus.
30. Social indicators and their role in regulating the income of the population.

Organization of independent work of students

To obtain competencies in an academic discipline, an important stage is the independent work of students.

136 hours (198-62) are allotted for independent work of a full-time student receiving education in the specialty 7-06-0311-01 Economics (profiling «State regulation of national and regional economy»).

The content of students' independent work includes all topics of the academic discipline from the «Content of educational material» section.

When studying an academic discipline, the following forms of independent work are used:

- independent work in the form of solving individual problems in the classroom during practical classes under the supervision of a teacher in accordance with the training schedule;
- in-depth study of sections, topics, individual issues, concepts;
- performing standard calculations, design work, individual practical work, calculation and graphic work;
- preparation for testing;
- preparation for seminar classes, including preparation of messages, thematic reports, information and demonstration materials, abstracts, presentations, essays, etc.;
- preparation of reports on the results of individual practical work;
- work with educational, reference, analytical and other literature and materials;
- compiling a review of scientific (scientific and technical) literature on a given topic;
- performing information searches and compiling a thematic selection of literary sources and Internet sources;
- analytical text processing (annotation, abstracting, reviewing, summary writing);
- preparation for passing the intermediate certification.

Quality control of knowledge acquisition

Diagnosis of the quality of knowledge acquisition is carried out within the framework of ongoing monitoring and intermediate certification.

Current control activities are carried out throughout the semester and include the following forms of control:

- test;
- test;
- express survey in classroom sessions;
- essay;
- survey;
- abstract;
- creative work;
- report on the implementation of research and creative tasks, laboratory research, scientific and technical developments;
- other forms.

The result of ongoing monitoring for the semester is assessed by a mark on a ten-point scale and is derived based on the marks given during ongoing monitoring activities during the semester.

Requirements for students when passing intermediate certification.


Students are allowed to undergo intermediate certification in an academic discipline, subject to successful completion of the current certification (implementation of ongoing control measures) in the academic discipline provided for in the current semester by this curriculum.

Interim certification is carried out in the form of an exam.

Methodology for forming a grade in an academic discipline

In accordance with the Regulations on the rating system for assessing the knowledge, skills and abilities of BSEU students.

THE PROTOCOL OF THE COORDINATION OF THE CURRICULUM
FOR THE STUDIED ACADEMIC DISCIPLINE WITH OTHER DISCIPLINES OF
THE MAJOR

Title of the academic discipline with the current discipline should be endorse	Department	Suggestions about changes in the content of the curriculum institutions of higher discipline education	The decision taken by the department that developed the curriculum (indicating the date and protocol numbers)
1	2	3	4
Macroeconomic Analysis and Politics	Department of Economic Policy		Protocol № ____ dd. _____