

**PrJSC "Higher Educational Institution  
"Interregional Academy of Personnel Management"**



**SYLLABUS OF THE ACADEMIC DISCIPLINE  
"Demography"**

Speciality: **D3 Management**  
Educational level: **First (bachelor's) level**  
Educational programme: **Management**

### General information about the academic discipline

Name of the academic discipline	<b>Demography</b>
Code and name of speciality	<b>D3 "Management"</b>
Level of higher education	First (bachelor's) level of higher education
Status of discipline	Optional
Number of credits and hours	<b>3 credits / 90 hours</b> Lectures Seminar classes: Independent work by students:
Terms of study	
Language of instruction	Ukrainian
Type of final assessment	<b>Test</b>
Course page on the website	

### General information about the lecturer. Contact information.

<b>Varenychenko Liudmyla Leonidivna</b>	
<b>Academic degree</b>	Candidate of Economic Sciences
<b>Academic title</b>	Associate Professor
<b>Position</b>	
<b>Disciplines taught by the NPP</b>	"Microeconomics", "Macroeconomics", "Enterprise Economics", "Fundamentals of Entrepreneurial Activity", "Labor Economics and Social and Labor Relations".
<b>Areas of scientific research</b>	microeconomics, macroeconomics, enterprise economics.
<b>Links to identifier registries for scientists</b>	
Teacher contact information:	
<b>Email:</b>	yahotybmaup@gmail.com
<b>Contact phone number</b>	
<b>Teacher's portfolio on the website of the department / institute / academy</b>	<a href="https://docs.google.com/document/d/1578Ks2j2rom0qi_udpIukH0WxzWIH063/edit">https://docs.google.com/document/d/1578Ks2j2rom0qi_udpIukH0WxzWIH063/edit</a>

**Course description.** The Demography programme is designed for higher education students and participants in training and professional development programmes in the fields of economics, social sciences and public administration. The course provides a comprehensive overview of the patterns of population reproduction and contemporary demographic processes, reveals the place of demography in the system of sciences, sources of demographic information, approaches to the analysis of population size and structure, reproduction modes and demographic transition. Particular attention is paid to the tools of demographic analysis, the assessment of demographic losses and changes during war, as well as key

aspects of fertility, family and marriage, mortality, migration, forecasting and the formation of demographic and family policies for human resource development. Learning outcomes are achieved through working with indicators and statistical data, solving analytical problems, interpreting demographic trends and preparing informed conclusions for management decisions.

**The subject of the academic discipline "Demography"** is the study of population reproduction processes, its size and structure, patterns of natural and migratory movement, as well as methods of demographic analysis, forecasting and mechanisms of demographic and family policy in the context of socio-economic transformations and war.

**The aim of the course** is to provide higher education students with theoretical knowledge and practical skills in collecting, evaluating and interpreting demographic information, analysing demographic processes and developing sound approaches to forecasting and human resource renewal policies.

**The objectives of the discipline are:**

- to develop an understanding of the role of demography in the system of sciences and in ensuring state and social policy;
- to teach how to work with sources of demographic information, assess their completeness, reliability and comparability;
- to master methods of analysing population size and structure, reproduction patterns and demographic transition;
- to develop skills in demographic analysis of fertility, reproductive behaviour, family and marriage, mortality and life expectancy;
- develop competencies in analysing migration processes, in particular forced displacement, integration and return of the population;
- master approaches to demographic forecasting and scenario analysis of post-war recovery;
- familiarise students with the tools of demographic and family policy aimed at overcoming demographic losses.

**Prerequisites for the course.** The study of the course "Demography" is based on the knowledge and skills acquired at the bachelor's level in the following components of the "Management" educational programme, in particular: economic theory, higher mathematics, statistics, probability theory, microeconomics, macroeconomics, fundamentals of academic writing, digital technologies in management, introduction to the speciality "Management".

**Post-requisites of the academic discipline.** The competencies developed during the study of the discipline "Demography" are used as a basis for further study and practical training within the framework of the educational programme, in particular in the following disciplines and types of work: business economics, finance, marketing, accounting and auditing, HR management, business analytics, motivational management, operational management, logistics management, strategic enterprise management, and the basics of project management.

**Course content (full-time study)**

No	Topic	Teaching methods/assessment methods
<b>Content module I. Fundamentals and demographic data</b>		<b>Teaching methods:</b> verbal (lecture; conversation; educational discussion); inductive method; deductive method; analytical method; synthetic method; practical (working with economic models, statistical
Topic 1.	Demography in the system of sciences of population reproduction	
Topic 2.	Sources of information about the population and demographic processes	
Topic 3	Population size and structure in demographic processes	
<b>Content module II. Reproduction and demographic analysis</b>		

Topic 4.	Population reproduction modes and demographic transition	<p>data, graphs); explanatory and illustrative; reproductive; problem-based method; partial-search; research; interactive methods (analysis of economic situations; discussions, debates; brainstorming; situational modelling; modelling skills practice); case method (analysis of real economic situations, problem identification, proposal of solutions, model building); modelling of professional activity (building economic models, forecasting, scenario modelling).</p> <p><b>Assessment methods:</b> oral assessment (oral questioning, assessment of participation in discussions and other interactive teaching methods); written assessment (tests, independent work, analytical tasks, essays); test assessment (closed-form tests: multiple-choice tests, matching tests, data and model analysis tasks); self-assessment and self-evaluation method; case study assessment; assessment of project and laboratory work (modelling of economic processes, forecasting).</p>
Topic 5.	Demographic analysis: indicators, methods, assessment of losses and changes	
Topic 6	Fertility and reproductive behaviour in wartime	
<b>Content Module III. Socio-demographic processes, forecasts and policies during wartime</b>		
Topic 7.	Family and marriage in demographic processes and support for families during war	
Topic 8.	Mortality and life expectancy: direct and indirect consequences of war	
Topic 9	Population migration: forced displacement, integration, return	
Topic 10	Family and demographic policy for restoring human potential after war	
Modular test		
<b>Form of assessment: test</b>		

**Technical equipment and/or software.** The educational process uses classrooms, a library, a multimedia projector and a computer for lectures and seminars with presentation elements. Studying individual topics and completing practical tasks requires access to information from the global Internet, which is provided by a free Wi-Fi network.

**Forms of assessment.**

The assessment of students' academic performance is divided into **current** and **final (semester)** assessments.

**Ongoing assessment** is carried out during practical and seminar classes. Its purpose is to systematically check:

- understanding and assimilation of the theoretical foundations of economic processes;
- the ability to apply knowledge to build models and analyse economic data;

- skills in diagnosing and forecasting economic processes;
- use of specialised software for modelling and processing statistical data.

**Forms of student participation in the educational process that are subject to ongoing monitoring:**

- speeches and presentations on the analysis of economic processes;
- oral reports on the analysis of economic cases;
- comments and questions to the person responsible;
- systematic work in seminars and active participation in discussions;
- participation in discussions, brainstorming, interactive forms of classes;
- analysis of economic data, statistical indicators, economic and mathematical models;
- written assignments (tests, quizzes, analytical and review papers);
- preparation of notes, abstracts, analytical notes;
- independent study of course topics and lecture materials.

**Methods of ongoing assessment:**

- oral assessment (questionnaires, discussions, reports, presentations);
- written assessment (tests, analytical reports, essays, model building or statistics processing tasks);
- combined assessment (oral and written combination to assess understanding and practical skills);
- presentation of independent work or case analysis;
- observation of activity and participation in practical classes;
- test assessment (closed and open tasks, analysis of graphs and models);
- working with problem situations (analytical cases, scenario modelling of economic processes).

**Assessment system and requirements.**

**Table of points awarded to higher education applicants\***

Topics	Ongoing assessment										Final assessment		
											Modular test	Credit**	Total number of points
	Topic 1	Topic 2	Topic 3	Topic 4	Topic 5	Topic 6	Topic 7	Topic 8	Topic 9	Topic 10	20	20	100
Seminar work	3	3	3	3	3	3	3	3	3	3			
Independent work	3	3	3	3	3	3	3	3	3	3			

\*The table contains information about the maximum points for each type of academic work of a higher education applicant.

When assessing the mastery of each topic for the current academic activity, students are given grades based on the approved assessment criteria for the relevant discipline.

The criteria for assessing the learning outcomes of students and the distribution of points they receive are regulated by the Regulations on the Assessment of Academic Achievement of Higher Education Students at PJSC "Higher Education Institution "MAUP".

Modular control is carried out in the last class of the module in written form, in the form of a test.

Criteria for assessing the modular test in the academic discipline "Demography":

When assessing the modular test, the volume and correctness of the tasks are taken into account:

- a grade of "excellent" (A) is given for the correct completion of all tasks (or more than 90% of all tasks);
- a "good" (B) grade is given for the completion of 80% of all tasks;

- a "good" (C) grade is given for completing 70% of all tasks;
- a "satisfactory" (D) grade is given for the correct completion of 60% of the proposed tasks;
- a grade of "satisfactory" (E) is given for the correct completion of more than 50% of the tasks;
- A grade of "unsatisfactory" (FX) is given if less than 50% of the tasks are completed.

Failure to attend the module test results in 0 points.

The above grades are converted into rating points as follows:

"A" - 18-20 points;

"B" - 16-17 points;

"C" - 14-15 points;

"D" - 12-13 points.

"E" - 10-11 points;

"FX" - less than 10 points.

The final semester assessment in the subject "Demography" is a mandatory form of assessing students' learning outcomes. It is conducted within the time frame specified in the curriculum and covers the scope of material specified in the course programme.

The final assessment is conducted in the form of a test. Students who have completed all the necessary work are admitted to the semester assessment.

The final grade is based on the student's learning outcomes during the semester. The student's grade consists of points accumulated from the results of the current assessment and bonus points.

Students who have completed all the necessary tasks and received a grade of 60 points or higher receive a grade corresponding to the grade received, without additional testing.

For students who have completed all the necessary tasks but received a grade below 60 points, as well as for those who wish to improve their grade (result), the teacher conducts a final test during the last scheduled class of the discipline in the academic semester.

**Assessment of additional (individual) types of educational activities. Assessment of additional (individual) types of educational activities.** Additional (individual) types of educational activities include the participation of students in scientific conferences, scientific circles of students and problem groups, preparation of publications, participation in All-Ukrainian Olympiads and competitions and international competitions, etc., in addition to the tasks set by the relevant work programme of the academic discipline.

By decision of the department, applicants who have participated in research work and performed certain types of additional (individual) types of educational activities may be awarded incentive (bonus) points for a specific educational component.

#### **Assessment of independent work**

The total number of points received by a student for independent work is one of the components of academic performance in the discipline. Independent work on each topic, in accordance with the course programme, is assessed on a scale of 0 to 3 points using standardised and generalised criteria for assessing knowledge.

#### **Assessment scale for independent work (individual assignments)**

##### **assessment criteria.**

Maximum possible grade for independent work (individual assignments)	Level of performance			
	Excellent	Good	Satisfactory	Unsatisfactory
3	3	2	1	0

Assessment methods include: ongoing assessment of practical work; ongoing assessment of knowledge acquisition based on oral responses, reports, presentations and other forms of participation during practical (seminar) classes; individual or group projects that require the development of practical skills and competencies (optional format); solving situational tasks; preparing summaries of independently studied topics; testing or written exams; preparation of draft articles, conference abstracts and other publications; other forms that ensure comprehensive mastery of the curriculum and contribute to the gradual development of skills for effective independent professional (practical, scientific and theoretical) activity at a high level.

A 100-point, national and ECTS assessment scale is used to assess the learning outcomes of higher education students during the semester

**Final assessment scale: national and ECTS**

Total points for all types of educational activities	ECTS assessment	Assessment on the national scale	
		for exams, course projects (assignments), practical training	for credit
90	A	excellent	Pass
82	B	Good	
75	C		
68 – 74	D	Satisfactory	
60	E		
35	F	unsatisfactory with the possibility of retaking	Not counted with the possibility of retaking
0	F	unsatisfactory with mandatory retake of the course	not credited with mandatory retaking of the course

**Course policy.**

To successfully complete the Demography course, students must:

- regularly attend lectures and practical classes;
- work systematically, consistently and actively in lectures and practical classes;
- make up for missed classes or unsatisfactory grades received in class;
- complete all assignments required by the lecturer to the required standard;
- complete tests and other independent work;
- adhere to the norms of academic behaviour and ethics.

The course "Personnel Management" involves learning and adhering to the principles of ethics and academic integrity, in particular, focusing on preventing plagiarism in any form: all works, reports, essays, abstracts and presentations must be original and authored, not overloaded with quotations, which must be accompanied by references to the original sources. Violations of academic integrity include: academic plagiarism, self-plagiarism, fabrication, falsification, cheating, bribery, and biased assessment.

**Recommended sources of information.**

*Regulatory and legal acts*

1. Constitution of Ukraine: Law of Ukraine dated 28 June 1996 No. 254k/96-VR. URL: <https://zakon.rada.gov.ua/laws/show/254%D0%BA/96-%D0%B2%D1%80>
2. On State Registration of Civil Status Acts: Law of Ukraine dated 1 July 2010 No. 2398-VI. URL:

- <https://zakon.rada.gov.ua/go/2398-17>
3. On State Statistics: Law of Ukraine dated 17.09.1992 No. 2614-XII. URL: <https://zakon.rada.gov.ua/laws/show/2614-12>
  4. On the Unified State Demographic Register and Documents Confirming Ukrainian Citizenship, Certifying Identity or Special Status: Law of Ukraine No. 5492-VI of 20 November 2012. URL: <https://zakon.rada.gov.ua/laws/show/5492-17>
  5. On ensuring the rights and freedoms of internally displaced persons: Law of Ukraine No. 1706-VII of 20 October 2014. URL: <https://zakon.rada.gov.ua/laws/show/1706-18>
  6. On the protection of personal data: Law of Ukraine No. 2297-VI of 1 June 2010. URL: <https://zakon.rada.gov.ua/laws/show/2297-17>
  7. On the census of the population: Law of Ukraine dated 19 October 2000 No. 2058-III. URL: <https://zakon.rada.gov.ua/laws/show/2058-14>
  8. On the legal regime of martial law: Law of Ukraine No. 389-VIII of 12 May 2015. URL: <https://zakon.rada.gov.ua/laws/show/389-19>
  9. On freedom of movement and free choice of residence in Ukraine: Law of Ukraine No. 1382-IV of 11 December 2003. URL: <https://zakon.rada.gov.ua/laws/show/1382-15>

*Basic literature*

10. Aksyonova S. Yu., Garashchenko T. P., Potikha T. O. Reproductive losses due to abortions in the first years of full-scale war in Ukraine. *Demography and Social Economics*. 2025. No. 4. Pp. 59–78. DOI: 10.15407/dse.2025.4.59. URL: <https://ojs.dse.org.ua/index.php/dse/article/view/249/191>
11. Hladun O. M., Pugachova M. V. Population reproduction after intense military conflicts: demographic perspectives. *Demography and Social Economy*. 2025. No. 2. Pp. 3–23. URL: <https://dse.org.ua>
12. Demographic Yearbook "Population of Ukraine" for 2021 / State Statistics Service of Ukraine. Kyiv: DSSU, 2022.
13. Dragan O. I., Tertychna T. I. Demography: lecture notes. Kyiv: NUHT, 2014. 117 p.
14. Zastavetskyi, T. B. The current demographic situation in Ukraine: problems and prospects: monograph. Ternopil: V. Hnatiuk TNPU, 2022. 168 p. URL: [http://dspace.tnpu.edu.ua/bitstream/123456789/27944/1/Zastavetski\\_Monogr.pdf](http://dspace.tnpu.edu.ua/bitstream/123456789/27944/1/Zastavetski_Monogr.pdf)
15. Malynovska O. A. Migration as a challenge, source and tool of individual and social resilience. *Demography and Social Economics*. 2025. No. 4. P. 79–96. DOI: 10.15407/dse.2025.4.79. URL: <https://ojs.dse.org.ua/index.php/dse/article/view/268/192>
16. Muromtseva Yu. I. Demography: textbook. Kyiv: Kondor, 2006. 300 p.
17. Population of Ukraine. Demographic situation 2002–2019 and demographic forecast until 2100 / edited by O. M. Gladun. Kyiv, 2020. 174 p. URL: <https://idss.org.ua/arhiv/population.pdf>
18. Population of Ukraine: essays on the demographic situation of the country in the first thirty years of independence / M. V. Ptukha Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine. Kyiv: Naukova Dumka, 2023. 166 p. DOI: 10.15407/978-966-00-1899-0. URL: <https://idss.org.ua/arhiv/Naselennya.pdf>
19. Nychyporenko, S. V. Youth family policy in Ukraine: monograph. Uman: Sochinsky, 2011. 217 p.
20. Petrukha N. I., Petrukha S. V., Velykyi Y. V. Development of non-state pension provision as a factor in long-term demographic growth. *Demography and Social Economics*. 2025. No. 4. P. 97–113. DOI: 10.15407/dse.2025.4.97. URL: <https://ojs.dse.org.ua/index.php/dse/article/view/263/193>
21. Pidgorny A. Z., Samotoienkova O. V., Olvinska Yu. O., Vitkovska N. O. Socio-demographic statistics: textbook. Odessa: ONEU, 2017. URL: <http://dspace.oneu.edu.ua/jspui/handle/123456789/6428>
22. Slyusar L. I. Marriage in Ukraine. Kyiv, 2021. URL: <https://idss.org.ua/arhiv/Шлюб%20в%20Україні.pdf>
23. Steshenko, S. G. Demographic Statistics with Fundamentals of Demography: Textbook. Kyiv:

Vyshcha Shkola, 2005. 415 p.

24. Ukrainian society: migration dimension: national report / M. V. Ptukha Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine. Kyiv, 2020.
25. Cherenko L. M. et al. Quality of life of the population of Ukraine and the first consequences of the war: monograph. Kyiv: M. V. Ptukha Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine, 2023. 228 p. URL: [https://idss.org.ua/arhiv/Монографія\\_якість.pdf](https://idss.org.ua/arhiv/Монографія_якість.pdf)
26. Sheremet I. I. Fundamentals of Demography: Teaching and Methodological Manual. Kharkiv: V. N. Karazin Kharkiv National University, 2014. 77 p.

*Additional literature*

27. Aksyonova S. Yu. Compensatory increase in fertility and the number of unborn children in Ukraine during the years of independence. *Demography and Social Economics*. 2022. No. 4(50). P. 3–22.
28. Analytical materials for assessing demographic losses and changes in the population structure in wartime / M. V. Ptukha Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine. Kyiv, 2022–2024.
29. Krymer B. O. Family policy in post-war conditions: challenges and prospects for Ukraine. *Demography and Social Economy*. 2023. No. 4(54). Pp. 3–20. DOI: 10.15407/dse2023.04.003.
30. Levchuk N. M. Analysis of Ukraine's direct demographic losses as a result of the war. *Demography and Social Economy*. 2022. No. 2(48). Pp. 11–31. DOI: 10.15407/dse2022.02.011.
31. Sarioglo V. G. Assessment of socio-economic indicators: practical aspects and application. Kyiv, 2019.
32. Cherenko L. M. Model of living standards in conditions of socio-economic instability: monograph. Kyiv, 2020.
33. Gladun O., Pugachova M. Population reproduction after intense military conflicts: demographic prospects. *Demography and Social Economics*. 2025. No. 2. Pp. 3–23.
34. Mezentseva N., Kondras N. Second demographic transition in Ukraine: an analysis of main parameters. *Demography and Social Economics*. 2015. No. 1. Pp. 9–23.
35. Preston S. H., Heuveline P., Guillot M. *Demography: Measuring and Modelling Population Processes*. Oxford: Blackwell, 2001.
36. Pugachova M. V. Russian-Ukrainian war: possibility of using demographic data to estimate population losses. *Statistics of Ukraine*. 2024. No. 1(104). Pp. 61–68. DOI: 10.31767/su.1(104)2024.06.06.
37. World Population Prospects 2022 / United Nations, Department of Economic and Social Affairs, Population Division. New York : United Nations, 2022. URL: <https://population.un.org/wpp>

Information Internet resources

38. All-Ukrainian Population Census 2001. URL: <http://www.ukrcensus.gov.ua>
39. State Statistics Service of Ukraine. URL: <https://ukrstat.gov.ua>
40. Journal "Demography and Social Economy". URL: <https://dse.org.ua>
41. M. V. Ptukha Institute of Demography and Social Studies of the National Academy of Sciences of Ukraine. URL: <https://idss.org.ua>