The title of your paper

Academic Title Name Surname, PhD

*University Name, Country*

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***Abstract:*** *First, the title, summary and keywords are written in Bulgarian, and then in English - at the end of the article. Include a brief description of the article, including purpose, methods, results, and conclusions. It should be no more than 15 lines long.*

***Keywords****: up to 5 keywords separated by commas*

***JEL code:*** *only codes separated by commas,* [*https://www.aeaweb.org/econlit/jelCodes.php?view=jel*](https://www.aeaweb.org/econlit/jelCodes.php?view=jel)

**Introduction**

**The following must be described: purpose, tasks, research objectives, research questions.**

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1. Literature review

A review of the literary sources of the used literature is carried out. Citations are formatted according to the Harvard (Last Name, Year) system. Below are shown some reference examples.

The issue of gender equality has been prioritized in many documents: Sustainable Development Goals (SDGs) (United Nations, 2022b), Directive of the European Parliament and of the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (EUR-Lex, 2022).

However, research shows that the gender pay gap in the EU in 2020 is 13% and has changed minimally over the last decade, i.e., women earn on average 13% less per hour than men (EUROSTAT, 2022).

Here are some bullet list examples:

* List item 1;
* List item 2;
* List item 3.
1. Methodology

The name of the sections depends on the type of the article - theoretical or practical.

The research methodology is described, such as profile of participants, methods, techniques and software tools applied in the study, experimental setup, theoretical frameworks, research process, etc. details depending on the topic of the article.

Citation of tables is by number written in parentheses

**2.1. Material**

All experiment data and tools are described here.

**2.2. Design**

The experiment’s design is described here.

**2.3. Procedure**

Research procedure is added here. You can suggest research process shown on Fig. 1.

Fig. 1. Proposed Integrated Research Process

Source: Own Elaboration

The following sections describe the experiment we conducted to test the process.

1. Results

All tables follow the template below (Table 1).

Table 1.

Name of the table

|  |  |  |  |
| --- | --- | --- | --- |
| **Column 1** | **Column 2** | **Column 3** | **Column 4** |
| Label name | data | data | data |
| Label name | data | data | data |
| Label name | data | data | data |
| Label name | data | data | data |

*Source: Adapted according to (Surname, year)*

1. Discussion

An analysis of the conducted experiments is performed if the article has a practical focus.

Survey results are described.

Include tables, figures, charts, and more that are appropriate for visualizing the results of the study.

**Conclusion**

In conclusion, we can summarize that …..

**Acknowledgments**

Acknowledgments to research participants, research project funding are included …..

REFERENCES

The description of the sources used and the citation in the text should be done according to the Harvard short reference system: <https://www.citethisforme.com/harvard-referencing>. The paper type is not included in the references. They are listed alphabetically, ascending.

The cited sources, in Cyrillic, must be transliterated, according to the Transliteration Act, State Gazette no. 19 of 2009. <https://slovored.com/transliteration/>

**Conference papers**

NACHEVA, R. (2021). A Social Media Mining Approach to Measure Job Satisfaction in IT Sector. Human Resource Management : International Scientific-Practical Conference Organized by the University of Economics - Varna, 24 September 2021, Varna: Science and Economics Publ. House, pp. 82-89.

**Articles**

ANTONOVA, K., IVANOVA, P. (2021). Robotization and artificial intelligence - a new model of cooperation and / or interaction between machines and people in the workplace. Човешки ресурси & Технологии = HR & Technologies, Varna: Creative Space Association, 1, pp. 60-76.

ARMIYANOVA, M. (2019). Design Patterns for Smart Home Systems Development. Izvestiya - Journal of the Union of Scientists - Varna. Ser. Economic Sciences, Varna: Union of Scientists - Varna, 8(2), pp. 56 - 67.

FORZA, C. (2002). Survey research in operations management: A process-based perspective. International Journal of Operations & Production Management, 22(2), pp. 152-194.

**Internet sources**

BARROSO, A., BROWN, A. (2021). Gender pay gap in U.S. held steady in 2020. [online]. [2022-11-24]. Accessible: https://www.pewresearch.org/fact-tank/2021/05/25/gender-pay-gap-facts/.

EUROPEAN COMMISSION. (2022). https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu\_en.

EUROSTAT. (2022). Gender pay gap statistics. [online]. [2022-11-24]. Accessible: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender\_pay\_gap\_statistics.

UNITED NATIONS. (2022a). Goal 5 Gernder Equality. [online]. [2022-11-24]. Accessible: <https://sdgs.un.org/goals/goal5>.

UNITED NATIONS. (2022b). Transforming our world: the 2030 Agenda for Sustainable Development. [online]. [2022-11-24]. Accessible: https://sdgs.un.org/2030agenda.

**Books**

HUANG, Q. (2018). Social Media Analytics. In The Geographic Information Science & Technology Body of Knowledge (1st Quarter 2018 Edition), John P. Wilson (ed). DOI: 10.22224/gistbok/2018.1.10.

FOX, A. (2022). Social Media Analytics Strategy: Using Data to Optimize Business Performance. Apress, p. 317.