



THE ATHENS INSTITUTE FOR EDUCATION AND RESEARCH

Abstract Book:

4th Annual International Conference on
Business, Law & Economics
1-4 May 2017, Athens, Greece

Edited by
Gregory T. Papanikos

2017

Abstracts
4th Annual International
Conference on Business,
Law & Economics
1-4 May 2017, Athens, Greece

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First Published in Athens, Greece by the Athens Institute for Education and
Research.

ISBN: 978-960-598-107-5

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8 Valaoritou Street
Kolonaki, 10671 Athens, Greece
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Preface

This book includes the abstracts of all the papers presented at the *4th Annual International Conference on Business, Law & Economics, 1-4 May 2017*, organized by the Athens Institute for Education and Research (ATINER). In total, 33 papers were submitted by 46 presenters, coming from 17 different countries (Albania, Brazil, Cameroon, Canada, China, Croatia, France, Germany, India, Italy, Pakistan, Romania, Slovenia, South Africa, Turkey, UK and USA). The conference was organized into 12 sessions that included a variety of topic areas including international law and policy, business and education, management, neoliberal globalization, economic opportunity, and more. A full conference program can be found beginning on the next page. In accordance with ATINER's Publication Policy, the papers presented during this conference will be considered for inclusion in one of ATINER's many publications.

The purpose of this abstract book is to provide members of ATINER and other academics around the world with a resource through which to discover colleagues and additional research relevant to their own work. This purpose is in congruence with the overall mission of the institute. ATINER was established in 1995 as an independent academic organization with the mission to become a forum where academics and researchers from all over the world could meet to exchange ideas on their research and consider the future developments of their fields of study.

It is our hope that through ATINER's conferences and publications, Athens will become a place where academics and researchers from all over the world regularly meet to discuss the developments of their discipline and present their work. Since 1995, ATINER has organized more than 400 international conferences and has published nearly 200 books. Academically, the institute is organized into seven research divisions and forty research units. Each research unit organizes at least one annual conference and undertakes various small and large research projects.

For each of these events, the involvement of multiple parties is crucial. I would like to thank all the participants, the members of the organizing and academic committees, and most importantly the administration staff of ATINER for putting this conference and its subsequent publications together.

Gregory T. Papanikos
President

FINAL CONFERENCE PROGRAM
4th Annual International Conference on Business Law & Economics,
1-4 May 2017 Athens, Greece

PROGRAM

Conference Venue: Titania Hotel, 52 Panepistimiou Avenue, Athens, Greece

C O N F E R E N C E P R O G R A M

Monday 1 May 2017

08:00-09:00 Registration and Refreshments

09:00-09:30 (Room D-Mezzanine Floor) Welcome and Opening Address

Gregory T. Papanikos, President, ATINER.

09:30-11:00 Session I (Room B-10th Floor): Economic and Business Issues I

Chair: Michael P. Malloy, Director, Business and Law Research Division, ATINER & Distinguished Professor & Scholar, University of the Pacific, USA.

1. Sabina Vlastic, Lecturer, MLC Ljubljana, Slovenia & Srecko Devjak, Dean, Faculty of Management and Law and Professor, MLC Ljubljana, Slovenia. The Analysis of the Creative Factors in the Formation of the Study for the Managers of the Future.
2. Abigail Mosetsanagape Mooketsi, Lecturer, North West University, South Africa. Transport Infrastructure and Economic Growth in South Africa.

11:00-12:30 Session II (Room B-10th Floor): International Law and Policy

Chair: Victoria Mousteri, Researcher, ATINER.

1. Kamal Ahmad Khan, Associate Professor, University of Lucknow, India. Use of Force and Human Rights under International Law.
2. Jonida Teta, Lecturer and Head, Production and Management Department, Polytechnic University of Tirana, Albania. Post-merger Integration Success: Knowledge Sharing Barriers in NPD Multilingual Environment (Case Studies from Albanian SME-s).
3. Bruna Migliaccio Setti, MSc Student, Universidade Estadual de Londrina (UEL), Brazil & Tania Lobo Muniz, Professor, Universidade Estadual de Londrina (UEL), Brazil. Contracts and Treaties in the International Environment Law: A Need for Integration.
4. Miran Marelja, Assistant, University of Zagreb, Croatia & Tatjana Kovac Klemar, Head of SME Financial Support Sector, The Ministry of Economy, Entrepreneurship and Crafts, Croatia. Institutional Support for Terrorist Financing Prevention.

12:30-14:00 Session III (Room A-10th Floor): Training, Business and Education

Chair: *Patrice Gelin, Professor, York University, Canada.

1. Swen Koerner, Professor and Head, Institute of Pedagogy and Philosophy, German Sport University Cologne, Germany & Mario Staller, Police Use of Force Coach, University of Liverpool and Leeds Beckett University, UK. System or Methodology? Towards a non-Linear Pedagogy of self-Defense in the Law Enforcement and the Civilian Domain.
2. Axel Auge, Senior Lecturer, Saint-Cyr Military Academy, France. Academic Degree and Social Norms in the Military Profession.

**This session is jointly offered with the Sociology Research Unit*

14:00-15:00 Lunch

Lunch Time (14:00-15:00): Posters Presentation-Management and Law College of Ljubljana

- Gumze, A., Nikolič, J.: Introducing Approaches of "Learning by Doing" Study Model at MLC Ljubljana.
- Vlašič, S.: Developing Creativity for Managers of the Future - MLC Study Approach.
- Lavrič, N.: Management and Law - Bachelor's Degree.
- Lavrič, N., Devjak, S.: Management and Business Law II - Master's Degree.

15:00-16:00 Session IV (Room A-10th Floor): Socio-Economic Policy

Chair: Margherita Mori, Professor, University of L'Aquila, Italy.

1. *Lisa Baillargeon, Professor, Université du Québec à Montréal, Canada & *Patrice Gelin, Professor, York University, Canada. Interaction among Financial Information Requirements, Governance Structure and Socio-Economic Context: the Case of the St. Anselme Foundry 1910-1995.
2. Jing Zheng, Assistant Professor, Shenzhen University, China. Impacts of Market-Oriented Housing Reform on Mate Selection and Intergenerational Relations in China.

**This session is jointly offered with the Sociology Research Unit*

16:00-18:00 Session V (Room A-10th Floor): A Panel on Southern European Countries and the most Recent Phase of Neoliberal Globalization: Sociological Insights on Economies, Societies and Politics Navigating into the Crisis

Chair: Domenico Maddaloni, Academic Member, ATINER & Associate Professor, University of Salerno, Italy.

1. Luca Bifulco, Assistant Professor, Università degli Studi di Napoli Federico II, Italy. Neoliberal Football in Neoliberal (Southern) Europe. An Indicator of Social, Economic and Political Phenomena.
2. Gerardo Pastore, Assistant Professor, University of Pisa, Italy. Higher Education in Prison as a Practice of Resistance in Time of Globalization and Crisis: Considerations Starting from the Italian and Spanish Experiences.
3. Felice Addeo, Assistant Professor, University of Salerno, Italy & Gianmaria Bottoni, University of Rome, Italy. The Impact of the Financial Crisis on the Quality of Life in European Countries.
4. Paolo Diana, Assistant Professor, University of Salerno, Italy & *Domenico Maddaloni, Associate Professor, University of Salerno, Italy. Lifestyle Migration: Italy in the Southern European Context.

**This session is jointly offered with the Sociology Research Unit*

18:00-19:30 Session VI (Room A-10th Floor): A Roundtable Discussion on 'The Future of Scientific Research and Education in a Globalized World'

Chair: Gregory T. Papanikos, President, ATINER.

1. Steven Oberhelman, Professor and Associate Dean, University of Texas A&M, USA. The Challenges and Benefits of Being a Scholar in the Age of Globalization.
2. Andrea Borghini, Associate Professor, University of Pisa, Italy. The role of sociology in a globalized world.
3. Gamal Abdel Naser Yamamah, Professor, National Research Centre (NRC), Egypt. Medical Research Collaboration: A Step towards Better Output, National Center expertise.
4. Cristina Maria Miranda De Sousa, Rector, University Center Uninovafapi, Brazil. Active methodology as a proposal for graduation training in Uninovafapi.

**This session is jointly offered with the Sociology Research Unit*

21:00-23:00 Greek Night and Dinner (Details during registration)

Tuesday 2 May 2017

07:45-11:00 Session VII: An Educational Urban Walk in Modern and Ancient Athens

Chair: Gregory Katsas, Head, Sociology Research Unit, ATINER & Associate Professor, The American College of Greece-Deree College, Greece

Group Discussion on Ancient and Modern Athens. Visit to the Most Important Historical and Cultural Monuments of the City (be prepared to walk and talk as in the ancient peripatetic school of Aristotle)(Note: The simple registration fee of the conference does not cover the cost of this session. More details during registration).

11:30-13:00 Session VIII (Room B-10th Floor): Economic and Business Issues II

Chair: *Lisa Baillargeon, Professor, Université du Québec à Montréal, Canada

1. Kamalesh Kumar, Professor, University of Michigan-Dearborn, USA. Cultural Values, Institutional Arrangements and Stakeholder Management Culture: A Cross-National Study.
2. Karima Mariama-Arthur, Founder and CEO, WordSmithRapport, USA. Leading at All Levels: How Successful Organizations Govern and Thrive in the Global Business Ecosystem.
3. Sayali Ganu Dabake, PhD Candidate, Gokhale Institute of Politics and Economics, India. Abuse of Dominant Position: An Analysis Indian Scenario.

13:00-14:00 Lunch-Posters Presentation-Management and Law College of Ljubljana

14:00-15:30 Session IX (Room A-10th Floor): Knowledge Economy

Chair: Trevor Harrison, Professor, University of Lethbridge, Canada.

1. Ingrid Kollak, Professor, Alice Salomon University of Applied Sciences Berlin, Germany. EyeTrack – Expansion of the user Group for gaze-Controlled Augmentative and Alternative Communication.
2. Marco Carradore, Teaching Assistant / Postdoctoral Researcher, University of Verona, Italy. A Synthetic Indicator to Measure Social Capital in the Different Italian Regions.
3. Stella Care, PhD Student, University Magna Graecia of Catanzaro, Italy & Maria Colurcio, Associate Professor, University Magna Graecia of Catanzaro, Italy. Resource Integration in the IoT Era: Focus on Smart Community.
4. Natasha Fogaca, PhD Student, University of Brasilia, Brazil. Well-Being at Work: Scenario of the Scientific Production between 2012 to 2016.

**This session is jointly offered with the Sociology Research Unit*

15:30-17:00 Session X (Room A-10th Floor): Sociology, Law and Policy

Chair: Ingrid Kollak, Professor, Alice Salomon University of Applied Sciences Berlin, Germany.

1. *Trevor Harrison, Professor, University of Lethbridge, Canada. “It’s too soon to tell”: Understanding the 2016 U.S. Presidential Race and Its Consequences.
2. *Margherita Mori, Professor, University of L’Aquila, Italy. 60+ Italians and Reverse Mortgages: Comparing New Opportunities.
3. Maria Cazanel, Lecturer, Ovidius University of Constanța, Romania. Conditions for Exercising the Exception of non-Performance.
4. Maria Priscila Soares Berro, Teacher, Fundação Universidade Federal de Rondônia, Brazil & Cristina Veloso de Castro, Professor, Universidade Federal de Minas Gerais, Brazil. Constitutional Law and Water Resources in Legal Amazonia.
5. Bruno Valverde Charaira, Teacher, Fundação Universidade Federal de Rondônia, Brazil, Roseli Borin, Professor, State University of Maringá, Brazil & Marta Beatriz Tanaka Ferdinandi, Cesumar University, Brazil. Execution of Decision of the Inter-American Court of Human Rights of Compensation Contents in Brazil.

**This session is jointly offered with the Sociology Research Unit*

17:00-18:00 Session XI (Room A-10th Floor): Challenges to Economic Opportunity and Growth

Chair: Nicole Farris, Assistant Professor, Texas A&M University-Commerce, USA.

1. Li Zong, Professor, University of Saskatchewan, Canada. Recent Mainland Chinese Immigrants and Covert Racism in Canada.
2. Fortunato Maria Cacciatore, Associate Professor, Università della Calabria (UNICAL), Italy. Citizens, Workers, Migrants in Europe.

**This session is jointly offered with the Sociology Research Unit*

18:00-20:00 Session XII (Room A-10th Floor): Special Issues

Chair: Victoria Mousteri, Researcher, ATINER.

1. Namra Nadeem, Lecturer, Lahore School of Economics, Pakistan & Zara Hussain, Senior Assistant Registrar / MPhil Scholar / Researcher, Lahore School of Economics, Pakistan. Causes and Consequences of Deviant Workplace Behavior.
2. Emre Gokalp, Associate Professor, Anadolu University, Turkey. Football in between Global and Local.
3. Nadir Sugur, Professor, Anadolu University, Turkey, Emre Gokalp, Associate Professor, Anadolu University, Turkey & Cagdas Ceyhan, Lecturer, Anadolu University, Turkey. Football Fans' Perception of Football Industry: A Sociological Analysis of The Turkish Case.
4. *Nicole Farris, Assistant Professor, Texas A&M University-Commerce, USA. Bi-Fi: Identifying and Analyzing Bisexuality in the United States.
5. Joseph Besong, Head of Service, Teaching and Research, Faculty of Health Sciences, University of Buea, Cameroon. Improving Management Systems through Training and Retraining Program towards ITC Implementation for Teachers of Tertiary Institutions in Cameroon.

**This session is jointly offered with the Sociology Research Unit*

21:00- 22:30 Dinner (Details during registration)

Wednesday 3 May 2017

Cruise: (Details during registration)

or

Mycenae and Epidaurus Visit: (Details during registration)

Thursday 4 May 2017

Delphi Visit: (Details during registration)

Felice Addeo

Assistant Professor, University of Salerno, Italy

&

Gianmaria Bottoni

University of Rome, Italy

The Impact of the Financial Crisis on the Quality of Life in European Countries

The financial crisis started in 2007 had not only a mere, though severe, economic impact; its aftermath was deep and disruptive on social and cultural life of people, and new social emergencies were created in Western Countries, especially those from Southern Europe.

Our paper aims at the impact of the Financial Crisis on several dimensions that define the Quality of Life in the European Countries, such as interpersonal trust, life satisfaction, openness to diversity, and trust in Institutions. Starting from the analysis of economic indicators collected since the in 2007, our study will evaluate the diachronic development of the Crisis and its impacts. Moreover, the direct and indirect effects of the Crisis will be analyzed too, with a focus on the mediation role played by the Welfare regime. Here the assumption is that the peculiar Welfare regime of each country might have intensified or lessened the effects of the Financial Crisis. Our definition of Welfare System will modify the 3-welfare group proposal of Esping-Andersen (1990) adding a fourth Welfare mode: the Southern European one. This group includes 4 Countries (Spain, Portugal, Greece and Italy) that can be considered as a variation of the conservative-corporative model (Ferrera 2006), due to some peculiar traits (eg. the importance of the Family in these countries).

Statistical analysis will be performed on the 28 EU member countries, using a set of indicators from different official sources (such as Eurostat) and adopting multivariate statistical methods. Expected results of our research should help a better comprehension of the dynamics and the implications of the Financial Crisis on the economic, social and cultural life of EU member countries.

Axel Auge

Senior Lecturer, Saint-Cyr Military Academy, France

Academic Degrees and Social Norms in the Military Profession

Ten years ago, France settled deep reforms of its public policies and modernization of the finance laws. For the Armed Forces, it was a way to come back forward soldier's basic goal: training and learning for war, surrounding missions been performed by contractors. At the same time, challenges appear for the military administration: rethink officer's career, increase the academics level in military academy and reinforce the professional identity.

At the same time, a small group of officers that identifies as "extra small in the Army," getting doctorate appears as a professional group in the margin. The doctorate, as a high academic diploma, takes them away from the fight of the dominant standard. So the graduated officers are seen as a social group outside of the system of the military values. When you analyze the officers' social and military trajectory, this one is not only professional, it is also determinates by biographical dimension revealed by qualitative approach.

How do you understand the signification of the practice for this small group of officers? What are their individual strategies to insert in professional field dominated by War College graduated? Our hypothesis is that socially implicit standards exist; they are based on the school level from War College, and dominant war spirit.

Lisa Baillargeon

Professor, Université du Québec à Montréal, Canada

&

Patrice Gelin

Professor, York University, Canada

**Interaction among Financial Information Requirements,
Governance Structure and Socio-Economic Context:
The Case of the St. Anselme Foundry 1910-1995**

This paper initially reviews the existing literature, including the conceptual frameworks, on linkages between a firm's information production choices, its governance structure and the socio-economic context in which the firm operates. The main argument of this paper is that the comprehensive conceptual framework obtained from the existing literature can be improved with case analyses, and particularly with longitudinal historical case analyses. Existing ST accounting research has so far focused on managerial accounting as well as government accounting. Research couched into other theoretical lenses has been developed mainly using contemporary settings involving numerous and complex firms to detect what may be short-lived empirical regularities. Only a limited number of such studies are historical (e.g., Jack, 2005; Lawrence & Doolin, 1997).

To support our argument with a relevant illustration, a longitudinal case study explores the interactions among the information production choices of a Canadian foundry, the St. Anselme foundry, the numerous changes in its governance structure, as well as the dramatic evolution of the socio-economic context in which it has operated over most of the 20th century. Primary data sources include a private collection of financial statements from 1911 to 1995, general ledgers (1911-1995), AGM reports or minutes (1944-1975) trade and legal documentation and articles of incorporation produced by the foundry, as well as transcripts of interviews with past owners and stakeholders.

The contributions of this paper are, in addition to a more powerful conceptual research framework, the highlighting of several research opportunities for future researchers from several disciplines, as well as a better comprehension of a part of the Canadian foundry industry over the studied period. This is achieved by analyzing what conceptualization of accounting are reflected in the annual financial statements of the St. Anselme Foundry over the 20th century and how has this conceptualization evolved in pace with the foundry's information production choices, its governance structure and the socio-economic context.

Joseph Besong

Head of Service, Teaching and Research, Faculty of Health Sciences
University of Buea, Cameroon

Improving Management Systems through Training and Retraining Program towards ITC Implementation for Teachers of Tertiary Institutions in Cameroon

This paper examined improving strategies of management systems of technology in tertiary institutions in Cameroon. This implies training and retraining program of teachers in higher institutions of learning for effective implementation of information, communication and technology (ITC) needed to be step up. However, the importance of science and technology education in an institution of higher learning in Cameroon in the 21st century cannot be over-emphasized. The paper examined management systems' strategies in terms of training and retraining towards the enhancement of information and communication technology (ICT) as a means of capacity building needed in industrial development. The paper recommended training and retraining for improvement of management systems needed in the services of ICT, as a process of manpower development, that is, capacity building. The paper furthermore recommended motivation also as a basic strategy towards improving management systems in implementing ICT for teachers of tertiary institutions in Cameroon.

Luca Bifulco

Assistant Professor, Università degli Studi di Napoli Federico II, Italy

Neoliberal Football in Neoliberal (Southern) Europe: An Indicator of Social, Economic, and Political Phenomena

Professional football, for its economic and political significance, can be considered an indicator of broader social, economic, and political phenomena. Contemporary football in Italy, as in other countries of Southern Europe where the economy is not flourishing (Spain, for example), is experiencing a steady growth in total revenues, even in the face of heavy indebtedness, bankruptcy and the crisis of different clubs. At the same time, the recent history of European football is a conflictual history among different actors: the big clubs – international brands with international capitals–, the football governing organizations, the small clubs, etc. The background is the European Union, run by a neoliberal pattern that has affected the economic policy of the football sphere, through typical neoliberal keywords: competitiveness, economic growth, free market, deregulation. Contemporary football seems therefore a field where the neoliberal practices tend to impose themselves and become facts, taken for granted. The overall result is the increased polarization among the rich international clubs and the local, poorest clubs. Something that seems similar to the broader economic and social realm.

Fortunato Maria Cacciatore

Associate Professor, Università della Calabria (UNICAL), Italy

Citizens, Workers, and Migrants in Europe

My speech will focus on the relationship between citizenship, work and immigration by comparing the situation of Italian migrants of yesterday (the Italian workers in the salines of Aigues-Mortes, in France, 1893, and the miners of Marcinelle, Belgium, 1956) with the situation of modern immigrants.

I will try to answer (partially) to this question, in historical and philosophical terms: what does remain and what does it change into the conflictual articulation (and disarticulation) between citizens, workers and immigrants today? What does remain and what does it change into the connections between Southern and Northern Europe, on one hand, and between the latters and “Souths” of the World, on the other?

Stella Care

PhD Student, University Magna Graecia of Catanzaro, Italy

&

Maria Colurcio

Associate Professor, University Magna Graecia of Catanzaro, Italy

Resource Integration in the IoT Era: Focus on Smart Community

The Internet of Things (IoT) is a current topic in technological and cybernetic fields, as well as in the application practice; it refers to networked everyday objects that, due to the digital sensors, equipment interconnect to each other (Li et al., 2011;) and can become active participant in business processes (Haller et al., 2013). Recent management studies (Leminem et al., 2012) emphasized the ecosystem approach stressing that the core IoT elements include the concept of “the ecosystem” and “the business model” as platforms, technologies and processes form the ecosystem core. The members of the ecosystem (companies, public institutions and individuals) create business models.

This stretched concept of the IoT highlights the role of collaboration and networking between individuals and institutions. According to the marketing perspective of SDL (Vargo and Lusch 2008) the *resource integration* (Kleinaltenkamp et al., 2012; Colurcio et al., 2014; Mele et al., 2014) is the main process to create value. All the actors are resource integrators and the main condition for triggering the value co-creation process depends on the satisfaction of the actors (Mele et al., 2012). The paper aims to build a theoretical framework about the fundamentals of value co-creation in an IoT context: the smart community (Li et al., 2011), a community where citizens and organizations distribute the information and develop innovative partnerships (California Institute for Smart Communities, 2001).

The paper is basically conceptual, but it provides fresh insights about the emergent motivations, behaviours, and practices of smart communities through some interesting illustrations. The work advances knowledge about the IoT as it provides a new perspective of marketing.

Marco Carradore

Teaching Assistant / Postdoctoral Researcher, University of Verona,
Italy

A Synthetic Indicator to Measure Social Capital in the Different Italian Regions

The distribution of social capital across the different Italian regions has been the subject of academic interest in Italy for many years. In the wake of the pioneering work by Robert Putnam (1993), researchers have identified various patterns of social capital using different approaches and indicators. Social capital can be considered a “set of social relations” that provide access to different types of resources, and these social relations can be informal and/or formal.

Using the DP₂ distance method, the present research aims to compose synthetic indicators able to measure the social capital of the different Italian regions. This synthetic indicator, which includes both informal and formal data from various life domains, enables us to rank the Italian regions and evaluate the impact of each individual indicator on the synthetic indicator.

Two synthetic indicators were created: one using data collected during the year 2003; and a second using data pertaining to the year 2013. The data sources were the “Aspects of daily life” surveys (Istat, 2003 and 2013). The units of analysis are the 20 Italian regions. These two synthetic indicators permit the distribution of social capital before and after the 2008 global financial crisis to be compared.

The main findings can be summarized as follows:

- The DP₂ synthetic indicator confirms the disparity in social capital between the north and the south of Italy.
- Some northern regions with high levels of social capital had lost their social capital endowment in the second time period considered.
- The simple indicators used to calculate the DP₂ synthetic indicator of social capital have a differential affect upon the latter.

The results of this study forecast that the gap in social capital between northern and southern Italy will increase; the development of additional initiatives for monitoring and measuring social capital are therefore required.

Maria Cazanel

Lecturer, Ovidius University of Constanța, Romania

Conditions for Exercising the Exception of Non-Performance

From a legal perspective, the legally binding contract has the force of law between the parties; thus, problems arise when the debtor fails to fulfill its obligations, by breach of the principle *pacta sunt servanda*, creating an imbalance between the contracting parties in relation to the other contractor, which fulfilled its own obligations, or stated that it is ready to execute them.

In this paper, we will try to discern the conditions of the legal mechanism of non-performance, which consists in the right of the creditor that fulfilled an obligation (or stated that it is ready to execute it), under a mutually binding contract, to apply this remedy consisting in the refusal to execute the obligation incumbent upon it until the debtor executes its own obligation.

The major advantage of this legal institution is that it can be invoked directly between the parties to the mutually binding contract, without the need for court intervention. Also, in the event of a dispute, the *excipiens* can easily paralyze the legal action brought by the debtor that did not to fulfill its obligations, invoking the *exceptio non adimpleti contractus*.

In order to invoke the exception of non-performance, the following material conditions shall be met cumulatively, which we will analyze in this paper:

- The mutual obligations of the parties are under the same mutually binding contract;
- There is a non-performance, even a partial one, but significant enough, of the other contractor;
- By its nature, the mutually binding legal relationship involves the rule of the simultaneous execution of the mutual obligations by both parties;
- The reciprocal obligations are both exigible;
- The non-performance is not triggered by the act itself of the party that invokes the exception.

Paolo Diana

Assistant Professor, University of Salerno, Italy

&

Domenico Maddaloni

Associate Professor, University of Salerno, Italy

Lifestyle Migration: Italy in the Southern European Context

Southern Europe has become a crossroads of international migration in recent years. This paper focuses on one of these recent migratory flows, that is, the lifestyle migration, or the mobility of people who freely choose to live in a Southern European country as an essential part of their project of life. The sociological literature has shown that this phenomenon can influence many other relevant social processes, from the definition and re-definition of personal and social identity at the micro level, to local and regional development at the macro level. After a brief discussion on the concept of lifestyle migration, we present some preliminary results of a research project on lifestyle migration in Italy, compared with some other Southern European countries. Based on 2015 data from Istat, the analysis will provide a general overview on the presence and territorial distribution of lifestyle migrants in Italy.

Nicole Farris

Assistant Professor, Texas A&M University-Commerce, USA

Bi-Fi:

Identifying and Analyzing Bisexuality in the United States

In this project we use data from the 2002 and 2006 to 2008 National Survey of Family Growth (NSFG) to analyze patterns of bisexuality in the United States. There has been little demographic work done on the issue of bisexuality, and this project strives to explore some aspects of this sexual orientation. Using a social constructionist definition of sexuality, the authors enumerate those who identify, desire, and behave as bisexual as well as compare some basic demographic characteristics of bisexuality with heterosexuality, homosexuality, and asexuality. Overall, the authors find that conclusions about the prevalence of bisexuality and the characteristics of bisexual individuals versus other sexualities do differ depending on the dimension employed. Most generally, however, the authors find that bisexual respondents are more likely to be in poorer health condition than heterosexual respondents (but in better health compared to gay and lesbian respondents), more likely to be engaged in full time employment, and less likely to have ever been married.

Natasha Fogaca
PhD Student, University of Brasilia, Brazil

Wellbeing at Work: Scenario of the Scientific Production between 2012 and 2016

This study aims to provide an overview of the studies involving variable wellbeing at work. A bibliometric review was conducted which synthesized the international literature on the topic in the main journals of Administration, Applied Psychology and Business, according to the JCR index, in the period from 2012 to 2016, covering the past five years. Such interest is justified by the fact that, although the topic has a broad and widespread discussion, few studies systematized the existing literature. Knowing, what is being researched is a key task to advance towards the gaps observed on the topic. In addition, the adoption of Management, Applied Psychology and Business journals is justified because they are areas that traditionally publish on organizational behavior, a field of study in which the variable well-being at work is inserted. This study analyzed papers that investigated the theme wellbeing at work in the organizational context. The analysis allowed the identification of gaps in the literature and the subsequent design of a research agenda. It is expected that the results showed the importance of wellbeing at work in organizational studies, especially in understanding what factors (or variables) contribute to increase of wellbeing at work, and how wellbeing at work affects typical variables of organizational studies. It is known that the scientific field of wellbeing at work is in an incipient stage in the international arena in comparison with other organizational variables. Therefore, it is recommended that more research should be conducted in order to further develop this field of study, with this research being a step to comprehend the wellbeing at work construct. Given the absence of literature reviews on topic in recent years, this study fills a gap identified in this review. This finding points to studies opportunity on the subject to organizational researchers.

Sayali Ganu-Dabake

PhD Candidate, Gokhale Institute of Politics and Economics, India

Abuse of Dominant Position: An Analysis of the Indian Scenario

The Competition Act, 2002 (the Act) is a legislation that was introduced to bring the Indian law relating to competition at par with the global scenario. This legislation was designed following the philosophy of modern competition laws across world. The primary aim of the law is to protect the Indian markets from the various anti-competitive practices prevalent in the Indian markets and in turn protect the end-users from these mala-fide actions of the strong market players.

This legislation prohibits anticompetitive agreements, abuse of dominant position by enterprises, and regulates combinations (mergers, amalgamations and acquisitions) with a view to ensure that there is no adverse effect on competition in India. The Competition Commission of India (CCI) established under the Act has been proactive since its inception. It has made its existence and authority known in some of the tough cases. Various decisions of the CCI have been milestones in the development of modern competition jurisprudence in India.

This paper is an attempt to analyse some key decisions of the CCI regarding abuse of dominant position and their effect on the Indian markets.

Emre Gokalp

Associate Professor, Anadolu University, Turkey

Football in between Global and Local

Football, which has experienced an intense process of professionalization, industrialization, and commodification, particularly over the last three decades – as a result of the acceleration of globalization – has now turned into an enormous industry. Industrial football that has been neo-liberalized and increasingly articulated to consumption culture seems to be a field on which almost all features and consequences of globalization appear. Historically, the increasing cultural complexity and hybridity of football as a substantial agent of local/national identity reflects the aforesaid globalization more. Concrete appearances of the globalization process, from the profiles of the coaches and football players on the pitch to the economical/administrative organisations of the football clubs, and from the supporter culture to the fan culture are (also) seen in football strikingly.

What about globalization in football? Does it occur in a standardizing or a homogenizing manner? Does the globalization process weaken the position of football as a reproducer and a fundamental source of local/national belongings or does the globalization in football also makes localization and differentiation possible concurrently with homogenization at global level? On the other hand, to what extent do the earlier boundaries between local, regional, national and global become vague as football increasingly becomes globalized. In the light of these questions, this study aims to discuss how and in which way do the global and local dynamics transform the world of meaning of supporters along with industrialization and globalization of football. This paper which discusses all these questions with specific emphasis on Turkey will argue that in the sphere of football ‘glocalization’ in which localization and differentiation are more at the stake rather than a globalization in which homogenization and standardization exist.

Trevor Harrison

Professor, University of Lethbridge, Canada

**“It’s too soon to tell:” Understanding the 2016 U.S.
Presidential Race and Its Consequences**

This paper examines some of the factors contributing to Donald Trump’s extraordinary victory in the 2016 U.S. presidential race, including a series of fractures (gender, race, educational, etc.) as revealed within America’s political culture and electoral system. Extending this analysis, however, the paper also draws parallels with wider and growing cultural, political, and economic divisions throughout much of the western world (as also shown in the U.K.’s Brexit vote in the spring of 2016). Finally, the paper examines some of the election’s possible broader consequences especially for globalization in its neo-liberal form.

Kamal Ahmad Khan

Associate Professor, University of Lucknow, India

Use of Force and Human Rights under International Law

It is the irony of time that oppression, pain and suffering exist even when man is trying to reach the peak of civilization. Millions of people have gazed the brutal horrors of history, with its countless examples of man's inhumanity to man. The vast majority of suffering and injustice in the world, today and spanning back thousands of years, can be directly attributed the ideas of greed, hatred, evils of society, and most importantly the belief in the absolute authority of the state. The belief in absolute authority, which includes all belief in government, is contrary to civilization, morality rather than being force for order and justice. There is a harsh contrast between the purpose of respecting authority in action, the compliance of which makes us civilized, and disrespect for authority, which leads to chaos and violence. The most of the injustice and destruction that has occurred throughout the world was not the result of people breaking the law, but rather the result of people obeying and enforcing the laws of various governments. A bad command is also bad to disobey. The right to life is the supreme human right and without effective guarantee for it, all other human rights would be meaningless. When a state violates human rights of its citizens, however, another state may violate the state's territorial sovereignty and protect the abused citizens under the doctrine of humanitarian intervention. Law of armed conflict and humanitarian right law are complimentary to each other. Both are intended to protect the lives, integrity and dignity of individuals, and both address issues related to the use of force.

The very purpose of establishing United Nations was to maintain international peace and security in the world but there is controversy as to whether findings of the Security Council are conclusive as to legality, illegality and as to content of the applicable norms. The questions may also be raised as to the role of states interpreting the UN Charter while acting under the Charter and outside the Charter, judicial review of actions taken by the Security Council under Article 2(4) and by the individual state under Article 51 of the Charter. Humanitarian intervention, war as a means to show solidarity with the oppressed and the political will of the United Nations as to the last best hope of mankind also needs to be scrutinized. However the purpose of this paper is to analyze and evaluate the questions mentioned above and find out the answer and solution of the problem in the light of United Nations Charter, International Declarations, Convention, treaties and judgments of the International Court of Justice.

Swen Koerner

Professor and Head, Institute of Pedagogy and Philosophy, German
Sport University Cologne, Germany

&

Mario Staller

Police Use of Force Coach, University of Liverpool and Leeds Beckett
University, UK

System or Methodology?

Towards a Non-Linear Pedagogy of Self-Defense in Law Enforcement and the Civilian Domain

Questions of national and private security are key issues of modern societies. With regard to the prevention of violent assaults and in addition to the role of the state, citizens' own responsibility has become increasingly important through the last decades.

The field of providers of self-defense systems is currently characterized by huge growth and differentiation. The question of which system of self-defense serves most appropriate for the acquisition of transferable skills for law enforcement and civil purposes has become a main subject of discussion in the public and scientific arena.

Focusing on system questions, we argue, is the reason for numerous blockages of reflection and decision-making. It a) leads to a lack of clarity and orientation for customers and users, b) encourages inadequate reputational competitions, c) blocks the willingness to engage in scientific research and d) shifts questions of methodology into the realm of non-observance. The contribution starts here. We argue for a change from questions of system towards questions of methodology. For this, the paradigm of non-linear pedagogy as well as the underlying theory of ecological dynamics is presented. On this theoretical basis a model of representative learning design is developed, followed by a brief discussion of its importance for the professionalization of self-defense training within the law enforcement and the civilian domain. The conceptual account is underpinned by first empirical data taken out of our own research.

Ingrid Kollak

Professor, Alice Salomon University of Applied Sciences Berlin,
Germany

**EyeTrack – Expansion of the User Group for Gaze-
Controlled Augmentative and Alternative Communication**

Gaze control is suitable for people whose motor functions are severely restricted because of a birth defect, an illness or an injury, and who cannot communicate verbally or only to a limited extent. With gaze control, these people can use a communication aid, work with their computer and control their environment.

Gaze controlled tools can be understood as appropriate measures to ensure that persons with disabilities can exercise the right to freedom of expression and opinion – as they are stated in article 21 of the UN Convention on the rights of persons with disabilities – and that they can socially participate, according to the International Classification of Functioning, Disability and Health (ICF) from the World Health Organization (WHO).

A gaze control system comprises infrared light sources and one or more cameras installed underneath the screen of a communication aid or computer (Majaranta et al. 2012). Children, who get the opportunity to control a voice-output communication aid, learn to read and write and to participate in games (Tetzchner and Martinsen 2000). Using infrared or Bluetooth, it is also possible to operate a mobile phone and write text messages. This requires the appropriate interface to be installed.

To make eye control available to more people for use as access method in augmentative and alternative communication (AAC), the study analyzed communication interfaces and learning software and checked, if they can be used with eye control. At the same time, users were observed in their handling of augmentative and alternative communication with relatives, therapists, and other personnel.

The study's predominant methods were observations and interviews. The generated data formed the base of a 'Gaze Control Guide' (Kollak et al. 2016) providing orientation as well as assistance for the first steps with the device and two films: 'Better communication with gaze control: positioning tips' and 'personal budget', a particular funding model in Germany.

Kamalesh Kumar

Professor, University of Michigan-Dearborn, USA

Cultural Values, Institutional Arrangements and Stakeholder Management Culture: A Cross-National Study

The purpose of this study is to examine the relationship between a country's cultural values and norms, its national institutional arrangements and prevalent stakeholder culture. The theoretical framework developed for this study integrates the cultural values models (Hofstede, 1984, Project GLOBE, 2001), with recent works in the areas of institutional theory (Mattun and Moon, 2008) and comparative capitalism (Hall and Soskice, 2001; Aguilerra et al., 2007; Deeg and Jackson, 2008), to understand why and how organizations' approach to stakeholder management and CSR differ across country boundaries.

The study is based on data collected in the form of a questionnaire from 530 managers working in seven different industries in three countries -- the US, Italy and Japan. Results of the study confirm the hypotheses that predicted that there exists a dominant archetypal stakeholder culture construct at the country level and that the dominant stakeholder culture prevalent in a country is meaningfully related to the country's cultural values and its institutional arrangements. Results also show the existence of cross-national differences in the dominant stakeholder culture types, and once again, these differences are meaningfully related to the differences in cultural values and norms and prevalent economic and political institutions.

Miran Marelja

PhD Candidate, University of Zagreb, Croatia

&

Tatjana Kovac Klemar

Head of SME Financial Support Sector, The Ministry of Economy,
Entrepreneurship and Crafts, Croatia

Institutional Support For Terrorist Financing Prevention

This paper focuses on the historical overview of the international framework for terrorist financing prevention, with an emphasis on the analysis of EU and non-EU institutions in charge of terrorist financing prevention and relevant to Member States such as Republic of Croatia.

As part of the comprehensive analysis, the paper covers institutions' significance and historical overview of legal standards under their competence relevant for terrorism financing prevention. By analysing Resolutions, the paper presents the analyses of activities carried out by the United Nations, particularly focusing on the General Assembly and relevant Conventions, as well as the United Nations Security Council. The most important segments of EU institutions competent for adopting Directives on the prevention of terrorist financing have been analysed. It also includes analysis of the Financial Action Task Force, the Committee of Experts on the Evaluation of Anti-Money Laundering Measures and the Financing of Terrorism - MONEYVAL and the Egmont Group.

Karima Mariama-Arthur
Founder and CEO, WordSmithRapport, USA

Leading at All Levels: How Successful Organizations Govern and Thrive in the Global Business Ecosystem

A 2014 report by Deloitte Human Capital Trends describes effective leadership as the “number one talent issue facing organizations around the world.” As we move to expand business beyond our borders and into a more complex global ecosystem, leadership effectiveness increasingly determines long-term, integrated measures of success. This 21st century challenge creates an urge to “develop new leaders faster and build deeper bench strength,” to address leadership gaps at all levels. Yet, successful organizations know how to proactively respond to this shift. They delegate and empower non-traditional stakeholders to lead effectively from the front, throughout the organizational hierarchy.

Nevertheless, it’s not merely lower level managers and staff who stand to benefit from leadership development. A Harvard University Business Review study notes that the more complex the roles and responsibilities, the greater need for leadership development. This is particularly true of C-Suite executives, whose leadership skills and business acumen play more critical roles in their success than technical skills at this level. Since learning and leadership go hand in hand, however; neither traditional nor non-traditional stakeholders should be categorically exempt from either process.

To thrive in today’s fast paced and competitive business environment requires that organizations quickly adapt to change and embrace new approaches to creativity and strategic innovation. Sharing leadership governance across an organization’s hierarchy achieves both. It also strengthens workplace culture and ultimately contributes to increased scalability and competitive advantage.

This paper/presentation will explore the importance of leadership development throughout an organization’s hierarchy and use relevant case studies to demonstrate how successful organizations govern and thrive by systematically leveraging it.

Bruna Migliaccio Setti

MSc Student, Universidade Estadual de Londrina (UEL), Brazil

&

Tania Lobo Muniz

Professor, Universidade Estadual de Londrina (UEL), Brazil

Contracts and Treaties in the International Environment Law: A Need for Integration

This research explains the differences and similarities between international contracts and treaties, as well as their irrepressible and growing interaction in the global system of environmental protection, which extends far beyond the confines of national borders. The intertwining of both private and public international law developments is necessary, especially when facing “umbrella” clauses and treaties. Nevertheless, these international instruments pursue the same objective of ensuring the rule of law and the observance of legal commitments with the environment globally, consequentially, increasing their interaction. Therefore, the results of this study will help in the investigation of how international law can contribute to environmental preservation, biodiversity, and the diversity of ecosystems. In conclusion, all of this research points towards the need for a global environmental protection by both public and private law.

Abigail Mosetsanagape Mooketsi
Lecturer, North West University, South Africa

Transport Infrastructure and Economic Growth in South Africa

Infrastructure has an influence on the development of a country as it affects how the services are provided and it also affects the income of a country. Despite that, the importance of the relationship between transport infrastructure and economic growth has been given inadequate attention in the South African economy. The aim of this study is to analyse the impact of transport infrastructure on economic growth in South Africa through Engle Granger two-step approach using the data from 1970 to 2013. The real gross domestic product is used as a proxy for economic growth whilst rail transport and air transport are used as proxies for transport infrastructure.

Gross domestic product was modelled as a function of air passengers carried, airfreight, rail lines, and rail goods transported. The results showed that there is a positive long run relationship between transport infrastructure and economic growth therefore there is co-integration. The results show that South Africa's economic growth can be boosted by providing transport infrastructure. The estimated models were simulated and the results showed that the estimated GDP values are tracking or closer to the actual GDP. This suggests that the model is a good fit. The findings of this research will be beneficial to policy makers and academics, and it will also enhance the ability of the investors to make informed decisions about investing in South Africa.

Margherita Mori

Professor, University of L'Aquila, Italy

60+ Italians and Reverse Mortgages: Comparing New Opportunities

Financial innovation tends to make traditional keys of classification obsolete. A case in point has to do with the trade-off between financial and real assets, which is no longer clear-cut: therefore, more attention should be paid to total wealth management rather than focusing on portfolios consisting of securities alone; meanwhile, old homeowners should reconsider their residential property as a way not only to satisfy their housing needs, but also to achieve higher standards of living.

Reverse mortgages may help to meet global challenges, such as the combination of an aging population and low birth rates, which seems detrimental to the sustainability of today's pension schemes; what sounds consoling is the opportunity to look at these loans as a lifetime income planning tool. Yet, potential users are inclined to conceive them just as a remedy against poor consumption and are mostly unable to understand their technicalities, as well as implied costs.

In Italy, Law n. 44 regulating the so-called *prestito vitalizio ipotecario* was enacted on April 2, 2015 in order to better define the legal framework that had started to be generated 10 years earlier concerning reverse mortgages; operating rules were introduced by decree n. 226 of December 22, 2015. Law 44/2015 is the starting point of this paper, that first of all aims at making a few comments on the features of these loans within the Italian financial system.

The next step is to analyze some reverse mortgage products that have been recently launched: "Valore Casa", "PerTe" and "Prestisenior", offered by UniCredit S.p.A., Intesa Sanpaolo S.p.A. and Monte dei Paschi di Siena S.p.A. respectively. Conclusions to be drawn suggest that 60+ Italians should be provided with adequate consumer financial protection and be supported by qualified counselors, so as to make more convenient decisions on managing their assets, including housing equity.

Namra Nadeem

Lecturer, Lahore School of Economics, Pakistan

&

Zara Hussain

Senior Assistant Registrar/MPhil Scholar/Researcher, Lahore School of
Economics, Pakistan

Causes and Consequences of Deviant Workplace Behavior

Purpose: Deviant workplace behavior has become an interesting topic for both academicians and practitioners because of its serious consequences for the well being of the organization. The increased importance on ethics in business environment has called for enhanced focused in the field of deviant workplace behavior in organizational research. The paper will provide guidelines for researchers in positioning their future research efforts. This study will help to contribute to knowledge in the emerging literature of organizational behavior, especially negative workplace behavior and also help in investigating the causes and consequences of an intentional desire to cause harm to one's workplace.

Design/methodology/approach: A mixture of qualitative and quantitative analysis has been used in the study. A sample size of 100 employees working in the private sector of Lahore, Pakistan were asked to rate deviant workplace behavior. In-depth interviews were also conducted to get detailed insight of deviant behavior. The independent variables includes dissatisfaction, intention to quit, hostility of the employees, Job stress, and Sabotage. The results show a positive significant relationship between most of the independent variables and workplace deviant behavior.

Research implications: This study is an aid to researchers intent on publishing their work. The study will make an important contribution to literature and help in identifying the reason behind counterproductive behavior of employees.

Practical Implications: This study will act as a platform for future research studies.

Gerardo Pastore

Assistant Professor, University of Pisa, Italy

Higher Education in Prison as a Practice of Resistance in Time of Globalization and Crisis: Considerations Starting from the Italian and Spanish Experiences

Processes of globalization, neoliberal policies and economic and financial crisis strongly influence the redefinition of penal policies and lead to record a gradual transition from a "welfare state" to a "penal state". This situation is often accompanied by a general process of criminalization of poverty. A similar trend (borrowed from the United States) puts a strain on the ideas of rehabilitation and full re-socialization of the offender that should characterize European prison systems. The risk is that prisons work as means of neutralizing and punishment that matches popular political demands of public safety and the severity of the sentence. The prisons are likely to become social landfills, where the reality is often an inhuman and degrading treatment. Thus, the distance between prisoners and the society expands further.

This paper intends to focus on the higher education in prison as a strategic tool to build social inclusion. In particular, it examines the Italian and Spanish experiences in this field. In Italy and Spain, the idea of the rehabilitative function of punishment has been supported by a strong ideal motivation. In both countries, the prison system's treatment of inmates was established in opposition to the prison systems designed by authoritarian regimes. However, in the current historical phase, the rhetoric of rehabilitation seems morally legitimize the imprisonment and to encourage the emergence of forms of "symbolic violence". For this reasons, it is important to consider the value of higher education, and not only simply education and training. The higher education for the prisoners can be the beginning of a freedom path: it is a way to build "freedom" of thought and to practice resistance to all forms of "gallows culture."

Maria Priscila Soares-Berro

Teacher, Fundação Universidade Federal de Rondônia, Brazil

&

Cristina Veloso de Castro

Professor, Universidade Federal de Minas Gerais, Brazil

Constitutional Law and Water Resources in Legal Amazonia

The preservation of nature today is a great challenge, and concerns turn to the maintenance of human life on the planet. Special rights were recognized and guaranteed in regards to water, it is a natural resource and often confused with the water resource institute, however, they are different, but they are not mutually exclusive; they complete themselves. Brazil has specific legal norms and organizations for protection and management of water resources and the search for a fast and effective economic development did that this feature was used in diverse ways and intense. In this system, the observance, fulfillment, of what is determined in Brazilian legislation, the water Code, guides the use of the water resources in order to ensure the production of energy in the country. Considering this, the methodological proposal of this was to do a rescue contemplating bibliographic research that serves as theoretical reference in conducting the work, seeking to define the constitutional process of the protection of water resources in legal Amazonia, aiming at the protection of water as a way of ensuring the dignity of the human person.

Nadir Sugur

Professor, Anadolu University, Turkey

Emre Gokalp

Associate Professor, Anadolu University, Turkey

&

Cagdas Ceyhan

Lecturer, Anadolu University, Turkey

Football Fans' Perception of the Football Industry: A Sociological Analysis of The Turkish Case

The football industry constitutes one of the most important sociological spheres where a sentimental attachment to a football club is irreversibly intertwined with fans' economic capacities and competences. With the development of industrial football, football clubs are transformed into a marketable object by all means and football fans are considered as customers, who are required to purchase clubs' licensed goods, buy season tickets, subscribe to a TV football package, engage in clubs' social media platforms, organize costly stadium shows and socialise pre and post-match organisations. Based on findings of a project titled "identity of football fans and their perceptions of the industrial football in Turkey" the research sample covers 1150 questionnaires and 40 in depth-interviews conducted on football fans in Turkey. The aim of this paper is to sociologically analyse dynamics of resistance and compliance of football fans on the industrialisation of football in Turkey. It also tries to analyse football fans' social and economic profiles in relation to a wide range of variables such as age, education, birthplace and the level of income. The findings shows that, while football fans have found ways to adapt the football industry through composing football songs, replications of popular chanting and inventing new football slogans, they oppose to tight surveillance of stadiums and/or football fans, resist to the introduction of ID card system (Passolig card), stand against all the odds to unjust treatments of smaller clubs by Istanbul's leading clubs (Fenerbahce, Galatasaray and Besiktas) and are highly critical of the domination of those Istanbul's football clubs inside and outside the football pitches in Turkey.

Jonida Teta

Lecturer and Head, Production and Management Department,
Polytechnic University of Tirana, Albania

**Post-merger Integration Success:
Knowledge Sharing Barriers in NPD Multilingual
Environment (Case Studies from Albanian SME-s)**

The purpose of this research is to analyze the factors influencing the success or failure of the integration between two organizations after a corporate merger or acquisition. The success for the acquiring firm and its stakeholders depends a lot on the efficiency of the integration process. This research presents an exploratory case study conducted at 8 Albanian merged companies and provides more insight in the factors relating to the organizational integration between two NPD departments. This investigation also reveals a discontinuity in knowledge sharing and uncovers three, empirically derived and theoretically informed, barriers to knowledge sharing in a multilingual post-merger environment. Many organizations consider effective knowledge sharing to be a source of competitive advantage after the mergers occur. However, the sharing of knowledge is often inhibited in various ways. They have been articulated as the lack of an explicit definition of information about the knowledge used and generated in the product development process, and the absence of mechanisms to make this information accessible in a multilingual environment and to disseminate it to NPD project team members. Collectively, these barriers inhibit a shared understanding of product development process knowledge. Existing knowledge management methodologies have focused on the capture of knowledge, rather than providing information about the knowledge and have not explicitly addressed issues regarding knowledge sharing in a multilingual environment after mergers occur in a developing country setting.

Bruno Valverde Charaira

Teacher, Fundação Universidade Federal de Rondônia, Brazil

Roseli Borin

Professor, State University of Maringá, Brazil

&

Marta Beatriz Tanaka Ferdinandi

Cesumar University, Brazil

Execution of the Decision by the Inter-American Court of Human Rights of Compensation Contents in Brazil

The present article addresses the decisions handed down by the Inter-American Court that condemned the Brazilian State compensatory repair. Focuses on the procedural mechanisms available in the Brazilian Legal System, for the implementation of international decisions in the cases of spontaneous failure by the State. Specifically, it verifies the shortcomings of enforceable mechanisms present in the Brazilian Procedural System, as well as the absence of legislative initiatives, whose objective is the implementation of adequate and effective instruments to observe the Fundamental Principles of National and International Human Rights and enable the effectiveness of international supervision.

Sabina Vlastic

Lecturer, MLC Ljubljana, Slovenia

&

Srecko Devjak

Dean, Faculty of Management and Law and Professor, MLC Ljubljana,
Slovenia

Analysis of the Creative Factors in the Formation of the Study for the Managers of the Future

A good leader is a creative leader. A number of examples from practice shows a need to change the way executives think and work - the need for creativity. Success depends on the managers' ability to learn creative thinking. It is not enough just to learn creativity we must become creative people. Research shows that everyone has creative potential that they may not be aware of. Only when the individual is aware of his own strengths and weaknesses of creativity competencies, he can improve them and become a creative manager.

In order to determine whether awareness of creativity components affects (and to what extent it affects) the position in relation to the conduct of individuals in the creative decision-making, at MLC Ljubljana we have continued last year's pilot survey on the level of our students creativity competencies. We used a survey. Respondents completed a questionnaire, processed by Epstein methodology, did the statistical analysis and hi2 tests. The hypothesis, that teaching creativity is important, but it is also important to monitor the progress of the group, was confirmed.

The purpose of this research is to raise awareness of the importance of creativity competences in management and law. Knowing the differences between creative potential and actual creativity is an important part of the process to improve individual creative potential.

Jing Zheng

Assistant Professor, Shenzhen University, China

Impacts of Market-Oriented Housing Reform on Mate Selection and Intergenerational Relations in China

Since the 1990s, a profound social transition in China was the retreat of welfare-oriented public housing system and the initiation of market-oriented housing reform. Caught between the dilemmas that private housing prices are skyrocketing while a new mechanism of public housing is still underdeveloped, Chinese individuals encounter enormous pressures on housing issues. Situated in Guangzhou, a Chinese city at the forefront of this social transition, and based on in-depth interviews with 36 participants, this study shows two impacts of the housing reform on mate selection culture and intergenerational relations: 1) it entrenches the gender stereotype and mating tradition that men should shoulder more responsibility as breadwinner and conjugal house provider; 2) it curtails the autonomy of Chinese young individuals as many of them need to rely on parental support for conjugal housing consumption. The study contributes to the discussion on consequences of modernity for intimate life in contemporary Chinese society.

Li Zong

Professor, University of Saskatchewan, Canada

Recent Mainland Chinese Immigrants and Covert Racism in Canada

In the past 25 years, the number of mainland Chinese immigrants to Canada increased dramatically, and they have brought significant financial and human capital resources to Canada. However, new Chinese immigrants have experienced great difficulties in accessing occupations in the Canadian labour market. This paper reviews the trends of recent mainland Chinese immigration to Canada and examines obstacles that these immigrants face in integrating into Canadian society. Theoretical debates on the issue of occupational attainment for immigrants and covert racism will be addressed. This study challenges the traditional one-way approach to social integration, which only focuses on migrants' personal efforts in adapting to a new social environment, and instead, advocates a two-way approach to analyze social barriers Chinese immigrants have been facing in Canada.