3rd Annual International Conference on Business, Law & Economics
2-5 May 2016,
Athens, Greece

Edited by Gregory T. Papanikos
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Preface

This abstract book includes all the abstracts of the papers presented at the 3rd Annual International Conference on Business, Law & Economics, 2-5 May 2016, organized by the Athens Institute for Education and Research. In total there were 31 papers, coming from 17 different countries (Australia, Austria, Brazil, Colombia, France, Lithuania, Mauritius, Mexico, Netherlands, Russia, Slovenia, Spain, and Turkey). The conference was organized into 9 sessions that included areas such as and other related fields of Business, Law and Economics. As it is the publication policy of the Institute, the papers presented in this conference will be considered for publication in one of the books and/or electronic journals of ATINER.

The Institute 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 in Athens and exchange ideas on their research and consider the future developments of their fields of study. Our mission is to make ATHENS a place where academics and researchers from all over the world meet to discuss the developments of their discipline and present their work. To serve this purpose, conferences are organized along the lines of well established and well defined scientific disciplines. In addition, interdisciplinary conferences are also organized because they serve the mission statement of the Institute. Since 1995, ATINER has organized more than 150 international conferences and has published over 100 books. Academically, the Institute is organized into four research divisions and nineteen research units. Each research unit organizes at least one annual conference and undertakes various small and large research projects.

I would like to thank all the participants, the members of the organizing and academic committee and most importantly the administration staff of ATINER for putting this conference together.

Gregory T. Papanikos
President
## FINAL CONFERENCE PROGRAM

**3rd Annual International Conference on Business, Law & Economics, 2-5 May 2016 Athens, Greece**

**CONFERENCE PROGRAM**

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

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<td><strong>•</strong> Dr. Gregory T. Papanikos, President, ATINER &amp; Honorary Professor, University of Stirling, UK.</td>
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<td><strong>•</strong> Dr. George Poulos, Vice-President of Research, ATINER &amp; Emeritus Professor, University of South Africa, South Africa.</td>
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<td>09:15-11:00 Session I (ROOM A-Mezzanine Floor): Business, Law and Economic Issues in the 21st Century</td>
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<td>Chair: David A. Frenkel, Head, Law Research Unit, ATINER, Professor, Carmel Academic Centre School of Law, Haifa &amp; Emeritus Professor, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev, Beer-Sheva, Israel.</td>
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<td>3. Salvador Sandoval Bravo, Professor, Universidad de Guadalajara, Mexico. International Commerce and Pollution Tax.</td>
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<td>11:00-12:30 Session II (ROOM A-Mezzanine Floor): Social Change, Social Policy and Social Justice*</td>
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<td>Chair: *Nirmal Kumar Betchoo, Lecturer / Researcher, Université des Masacreignes, Mauritius.</td>
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<td>3. Angelica Maria Pardo Lopez, Researcher on Criminal Policy, Externado de Colombia University, Colombia. Strengthening of Indigenous Jurisdiction in the Context of Overcrowded and Inhuman Prisons in Colombia.</td>
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<td>4. Teodoras Medaiskis, Professor, Vilnius University, Lithuania, Tadas Gudaitis, Senior Researcher, Vilnius University, Lithuania &amp; Andrius Škarnulis, Researcher, Vilnius University, Lithuania. Is the Supply of Second Pillar Pension Funds and Investment Strategies Sufficient in Lithuania?</td>
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*This session is jointly offered with the Sociology Research Unit of ATINER*
### 12:30-14:30 Urban Walk (Details during registration)

### 14:30-15:30 Lunch

### 15:30-17:30 Session III (ROOM A-Mezzanine Floor): A Panel on Southern European Countries I*

**Chair:** *Ramon Bonell Colmenero, Associate Professor, Complutense University of Madrid, Spain.*

1. *Domenico Maddaloni, Associate Professor, University of Salerno, Italy. Southern European Pathways Across the Great Crisis. (Panel on Southern European Countries)*
2. Anna Giulia Ingellis, Associate Professor, Universitat de València, Spain. The Impact of the Economic Crisis on Labor Market. Southern European Countries in a Comparative Perspective. (Panel on Southern European Countries)
3. Fortunato Maria Cacciatore, Associate Professor, Università Della Calabria, Italy. Migrants and Democracy in Europe. (Panel on Southern European Countries)
4. Pascal Jollivet, Assistant Professor, Université de Technologie de Compiègne (UTC) (Comue Sorbonne Universités), France. Green Jobs vs. Structural Unemployment? Prospects and Limits for Europe.

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

### 17:30-19:30 Session IV (ROOM A-Mezzanine Floor): A Round-Table Discussion on Europe at a Crossroads: Economic, Social, Political, Legal and Cultural Challenges*

**Chair:** Gregory T. Papanikos, President, ATINER.

**Speakers:**
1. Dr Dieter Boegenhold, Professor, University of Klagenfurt, Austria.
2. Dr Ramón Bonell, Associate Professor, Complutense University, Spain.
3. Dr Domenico Maddaloni, Associate Professor, University of Salerno, Italy.
4. Dr Henrique De Alencar, Associate Researcher, IFA, the Netherlands.

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

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

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**Tuesday 3 May 2016**

### 09:00-11:00 Session V (ROOM A-Mezzanine Floor): A Panel on Southern European Countries II*

**Chair:** *Domenico Maddaloni, Associate Professor, University of Salerno, Italy.*

1. Gregory T. Papanikos, President, ATINER. The Simple Arithmetic of Greek Social Spending, Public Wages, Government Deficits and Sovereign Debt. (Panel on Southern European Countries)
2. Felice Addeo, Assistant Professor, University of Salerno, Italy, Paolo Diana, Assistant Professor, University of Salerno, Italy, Gianmaria Bottoni, Ph.D. Candidate, Sapienza, University of Rome, Italy & Maria Esposito, Ph.D. Candidate, University of Salerno, Italy. Social Cohesion in the Time of Crisis: An Empirical Research on EU Member States. (Panel on Southern European Countries)
3. Domenico Fruncillo, Research Fellow and Assistant Professor, University of Salerno, Italy. Populism and the Italian Electorate. (Panel on Southern European Countries)
4. Luca Bifulco, Assistant Professor, Università degli Studi di Napoli Federico II, Italy. Neoliberal Discourse and Cultural Hegemony in Italy.
5. Gerardo Pastore, Researcher, University of Pisa, Italy. Paradoxes of the Knowledge Society. Some Considerations on the Italian Situation. (Panel on Southern European Countries)

*This panel is jointly offered with the Sociology Research Unit of ATINER*
### 11:00-12:30 Session VI (ROOM A-Mezzanine Floor): Special Topics on Business, Law and Economics

**Chair:** Gregory T. Papanikos, President, ATINER.

1. *Dieter Boegenhold, Professor, University of Klagenfurt, Austria.* **Social-scienciation of Economics and its Consequences: Why Business Studies need Competencies of Different Social Sciences.**

2. Sabina Vlasic, Associate for the Professional Development, MLC - Faculty of Management and Law Ljubljana, Slovenia & Srecko Devjak, Dean of the Faculty of Management and Law Ljubljana, MLC - Faculty of Management and Law Ljubljana, Slovenia. **The Analysis of the Creative Factors in the Formation of the Study of the Professionally Mature Students.**


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### 12:30-14:00 Session VII (ROOM A-Mezzanine Floor): Work, Migration, Technology and Education I*

**Chair:** *Marcellina Offoha, Associate Professor and Acting Dean of Student Life, Federal University Otuoke, Nigeria.*

1. Pedro Manuel Garcia-Villaverde, Professor, University of Castilla-La Mancha, Spain, Maria Jose Ruiz Ortega, Lecturer, University of Castilla-La Mancha, Spain, Gloria Parra-Requena, Professor, University of Castilla-La Mancha, Spain & Job Rodrigo Alarcon, Assistant Professor, University of Castilla-La Mancha, Spain. **Cognitive Social Capital, Entrepreneurial Orientation and Absorptive Capacity: Caught in the Middle.**

2. Christopher Huxley, Professor Emeritus, Trent University, Canada. **Innovations in Learning Programs in the Canadian Labour Movement.**

3. Weidong Chen, Assistant Researcher, China Youth & Children Research Center, China & Luxin Li, Associate Researcher, China Youth & Children Research Center, China. **The Basic Situation of the Usage of Mobile Internet among Chinese Young People.**

4. Liangxun Zhang, Deputy Director, China Youth & Children Research Center, China. **The Basis for Establishing Youth Studies as an Independent Academic Discipline.**

*This panel is jointly offered with the Sociology Research Unit of ATINER*

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14:00-15:00 Lunch
15:00-17:30 Session VIII (ROOM A-Mezzanine Floor): Work, Migration, Technology and Education II*
Chair: Sabina Vlasic, Associate for the Professional Development, MLC - Faculty of Management and Law Ljubljana, Slovenia.
1. Nicholas Boettcher-Sheard, Student/Research Assistant, University of Calgary, Canada & Bonnie Lashewicz, Assistant Professor, University of Calgary, Canada. Incorporating Mental Health Support in Employee Benefits Programs in Canada since WWII: A Systematized Review.
3. Marcellina Offoha, Associate Professor and Acting Dean of Student Life, Federal University Otuoke, Nigeria. Remigration of Nigerian Professionals in Diaspora: Benefits and Ethical Challenges.
*This panel is jointly offered with the Sociology Research Unit of ATINER

17:30-19:00 Session IX (ROOM A-Mezzanine Floor): Special Issues on Business, Law and Economics
Chair: *Yulia Shabalina, Head, MGIMO Comparative Business Law Club, Moscow State Institute of International Affairs, Russia.
1. Nurdan Ozaralli, Associate Professor, Marmara University, Turkey. Graduate Entrepreneurial Intention in Turkey: Motivators and Obstacles.
*This panel is jointly offered with the Sociology Research Unit of ATINER

20:30-22:00 Dinner (Details during registration)

Wednesday 4 May 2016
Cruise: (Details during registration)

Thursday 5 May 2016
Delphi Visit: (Details during registration)
Social Cohesion in the Time of Crisis: An Empirical Research on EU Member States

The sociological concept of Social Cohesion, after a first phase in which it gained spread and notoriety within social sciences (considering, for example, Durkheim’s contributions, 1893), has been abandoned in favor of other similar concepts, such as integration and solidarity.

However, during the last twenty years, the concept has regained relevance mainly thanks to the intervention of several institutions, both national and international (for example OECD, European Community, World Bank, Governments of some countries, such as England, France and Canada), that have reconsidered the concept of Social Cohesion, adapting it to their governance needs.

The present work aims at proposing an effective and reliable theoretical and operational definition for the concept of Social Cohesion, starting from the contribution of those scholars (Stiglitz, Sen and Fitoussi, 2009) that claimed the inadequacy of measuring the welfare of a country only through economic indicators. In other words, the aim of this contribution is to provide a concept of Social Cohesion that will take into account not only economic factors, but also other fundamental dimensions that define the Welfare of a country, such as active citizenship, trust, shared values, integration.

The concept of Social Cohesion will be empirically defined with the aid of several databases (Eurostat, but also academic datasets) from which different socio-economic indicators for the 28 EU Member States will be drawn. Data will be analyzed through an explorative factor analysis approach, whose main result will be the creation of a Social Cohesion composite index.

The Social Cohesion Index will be used to rank the 28 EU Member States.

Moreover, the research will consider a comparative analysis among different models of Social Cohesion observed in the European nations, with particular reference to the differences between the States of Southern Europe and those with different welfare systems, typical of Northern Europe.
Henrique de Alencar  
Research Associate, International Fiscal Association, the Netherlands &  
Iggor Gomes Rocha  
Lawyer, Chules, Vilela & Gomes Rocha Associated Lawyers, Brazil

Technological Innovation Incentives in Times of Crisis: An International Comparative Study between Distinct Tax Incentive Models for R&D Projects

The purpose of the article is to discuss how two different models of State (Brazil and the United Kingdom) have dealt with two sensitive issues: the economic crisis and tax incentives for R&D.

At first, the paper presents some fundamental questions about the crisis faced in Europe, and more recently in Brazil - which has taken large proportions in 2015. Following in this context of crisis, the work enters the second central variable studied: tax incentives for R&D policy. A discussion around tax incentive policies is a discussion regarding the State's role in boosting the economy, attracting investment (both domestic and foreign), and consequently facing crisis periods. The size and role of the government in the market is one of the most fundamental and enduring debates in economy and in public law study. Therefore, a comparative approach over two distinct systems of government will result in a deep comprehension over the fundamental characteristics of tax incentive regimes.

While Brazil seeks to emerge from the crisis by suspending tax incentives for R&D, creating new taxes and increasing tax rates to cover state deficits, the United Kingdom followed an opposite route and provides interesting lessons of measures designed to foster development based in serious fiscal incentive programs for innovation and technology.

For this reason, the focus of this analysis will be the “Patent Box” regime, which came into effect from 1 April 2013. In accordance with this incentive policy, UK companies can benefit from a reduced rate of corporation tax in relation to profits attributable to patents. The scope of the provisions is broad enough to cover various revenue streams resulting from patented technologies. Moreover, the tax savings can soon cover patent costs. Actually, the term ‘patent box’ is being used more widely than for patent incentives alone, to reflect a range of preferential tax treatments for R&D investments.

While the UK regime is the main focus of the article, it is important to recognize that similar regimes are common in Europe, for example the Dutch “Innovation Box”. Also, a lot of focus will be placed on the conclusions of the BEPS program regarding Patent Box regimes, which
may be classified as harmful tax competition when the final reports are published on the 5th of October by the OECD and G20. It is also interesting to notice how many politically and economically important nations, such as the United States and Germany, are currently considering implementing “Patent Box” regimes, despite of claims regarding the possible “race to the bottom” effect of this policy. In the US, the main benefit of developing a domestic “Patent Box” regime is believed to be the repatriation of large sums of cash currently held abroad by multinational enterprises.

In Brazil, a significant part of the regulation and discipline of tax law is placed in the federal constitution, raising the complexity and formality in the process of reform on any major change in the tax system. Furthermore, nowadays Brazil struggles to fix a profound and serious fiscal crisis. Although laws to encourage science and technology have been approved in recent years, a lack of a clear “tax and development” policy and the excessive level of bureaucracy mean that there is still no clear policy to spur the Brazilian economy to assume an increased international roll in terms of R&D investment.

But why prioritize R&D sectors? Solid studies have linked the performance of R&D sectors to economic growth and to achievement of better development indicators, with the so called “spillover effect” positively affecting related sectors and competitors. The idea of mitigating the economic crisis only with spending cuts and desperate increase in tax collection, the rout which Brazil is taking in 2015, may not be the best option. Modern fiscal policies in areas of strategic importance - such as R&D - can make the domestic economy more competitive in the international scenario, create a more internationally attractive business environment for foreign direct investment, and have proven to cause beneficial results in combating the crisis, such as the UK’s example indicates.

In summary, the article will provide an analysis of government intervention into the economy by comparing tax incentives for economic development in two countries with very distinct constitutional and legal traditions. After that, the focus will be placed on “Patent Box” regimes, initially on the UK experience and posteriorly in the reaction of the international community to such regimes, as present in the BEPS report of the OECD. Therefore, the article will draw concrete conclusions over the economic results of such tax incentive regimes and its repercussion on the international tax scenario.
Competences in the Cluster and Beyond: A Case Study of the Mauritian Industry

This paper assesses the development of competences in business cluster in the island of Mauritius, situated in the Indian Ocean. The cluster concept comes from ideologies and strategies developed by the founding fathers of the Mauritian industry. The creation of business clusters came at a time when Mauritius needed to develop and export commodities to improve its production while diversifying its industry that remained focused on a monocrop culture dominated by sugar cane cultivation. The approach of this paper covers the need to develop an industrialized sector in the 1970s in Mauritius followed by the creation of business clusters that required the need to have competences, production and distribution facilities that could create high added value for Mauritian export products. These clusters depended on the vision and strategy of the founding fathers. Illustrations underlie how and why the business clusters remained exclusivity in the development of the industrial sector. The paper goes forward to address the lessons learnt from the development of competences, the need to sustain such competitive advantage and how the transformation of Mauritius into an industrialized society as from the new millennium questions the need for business clusters. On the one hand, clusters will still be widely used for the creation and development of competences in selected industries. Comparatively, the expansion of industrial development might rather call for the development of competences beyond clusters and see how practical and challenging might be the development of competences outside the cluster. The paper is essentially a research paper based on a case study approach to better grasp the relevance of competences evolving from a previous cluster-based competence approach to a national-based competence strategy in today’s changing business environment.
Luca Bifulco  
Assistant Professor, Università degli Studi di Napoli Federico II, Italy  

Neoliberal Discourse and Cultural Hegemony in Italy  

The paper wants to analyze, with neo-Gramscian conceptual tools, how in Italy the neoliberal discourse tries to take hegemonic features, creating consent on certain economic assumptions – whose value is taken for granted – legitimizing the leadership of the ruling classes. Through the content analysis of Italian newspapers, on issues such as the fiscal compact or job reforms, I will try to understand how the keywords of competitiveness, economic growth, free market, and deregulation are taken for granted, even if they are functional to the interests of the new fractions of ruling capital. A neoliberal discourse that implies the idea of a hegemonic market, considered as natural and universally accepted law, even by the subordinate classes. An ideology that wants the worker to share the risks and believing that only the business will overcome the crisis.
Constructing the Childfree Family

Are children what make a family? Do families that do not include children count as families? The notion that families must and do always include children is so commonly accepted that to state so might put one at risk of being ridiculed for stating the obvious. At the same time, Kath Weston (1991) and others established long ago that families are something we choose, not limited to ties held by blood or marriage. If this latter proposition is true, what of the childfree, those who have made the explicit and intentional choice not to have or rear children? Are they without family, or do they create families of choice? In this paper, I explore how the childfree “do” family. I start from the theoretical propositions of Oswald, Blume, and Marks (2005), who view family as something we “do” rather than as something we simply “have,” similar to West and Zimmerman’s (1987) now-classic theory about how we “do” rather than “have” gender. By emphasizing how we do family rather than how we have or are family, the focus shifts from simply defining family to understanding how the notion of family is constructed, resisted, and maintained. Families that do not include children have grown steadily since the 1970s but this family form has, until recently, been largely overlooked by scholars and in popular discourse. Today, as nations see rates of childlessness increase and as politicians, media commentators, and parents worried they might never experience the joys of grandchildren take notice, we must better understand how these families are formed, by whom, and through what rituals. Drawing from prior research and my own interviews with 65 childfree women and men, I explore how, and the extent to which, those without children “do” family and suggest avenues for future research.
Dieter Boegenhold
Professor, University of Klagenfurt, Austria

Social-scienciatio of Economics and its Consequences:
Why Business Studies need Competencies of Different Social Sciences
Incorporating Mental Health Support in Employee Benefits Programs in Canada since WWII: A Systematized Review

The purpose of our paper is to trace the development of mental health support in workplace employee benefits programs in Canada since the “historical moment” of the end of World War II. Propelled by the observable effects of the war on society, a paradigm shift occurred entailing a weakening of the prevailing model of mental illness as a hereditary defect, and a deepening of understandings of the role of environment as a determinant of mental health. At the same time, new trends in workplace policy and management, deemed necessary to keep pace with demands of the wartime economy, continued to gather momentum. Canada has since witnessed widespread change in the makeup of workplaces and the nature of work itself as a result of demographic shifts, technology, and an increasingly globalized economy. Amidst these changes, contemporary workplace mental health supports continue to coalesce around trends that have post war origins. We offer our historical overview and analysis drawing on a critical social structural lens consistent with Tausig’s conception of the sociology of work and well-being (2013). Accordingly, stress and harm related to work are viewed as historical products of economic systems, labour markets, social structures of inequality, and the intersection of social institutions. Workplace mental health supports are similarly viewed as produced by social structural forces and manifest relative to work related mental stress and harm.

We conducted a systematized search of academic databases for literature related to developments in mental health supports in Canadian workplaces and through our review of this literature, we illustrate how mental health supports are cast according to a neoliberal market logic that frames the recovery of lost employee productivity as a top priority. We use this historical context to interrogate how the conflation of worker mental health with economic productivity exists as a product of social structural forces. We conclude with possible directions for supports that disrupt this conflation and better honor the nuances of mental health in the workplace.
Ramon Bonell Colmenero
Associate Professor, Complutense University of Madrid, Spain

Business & Investing in the 21st Century
Weidong Chen
Assistant Researcher, China Youth & Children Research Center, China
&
Luxin Li
Associate Researcher, China Youth & Children Research Center, China

The Basic Situation of the Usage of Mobile Internet among Chinese Young People

Today, more and younger people surf internet by Mobile in China. According to the survey of “Development Status of Chinese Youth and Children (by China Youth & Children Research Centre, May, 2015)”, close to 90% of Chinese young people have the experience of net play, and more than 60% possess mobiles. They have their own styles in using mobile internet. They usually spend more leisure time on social interactions, entertainments, internet games, assisting study and so on. The mobile internet is having a profound impact on Chinese young people, including leisure life, social cognition, social communication, seeking knowledge and so on. The differences among young people in the families with different economic status and in the regions with different development levels (urban areas and rural areas) are remarkable on the usage of mobile internet in China.
Migrants and Democracy in Europe

“Citizenship”, “People”, “Nation”: through the articulation and disarticulation of these concepts, I will attempt to investigate the constitutive contradictions of the european democracies, which have become more evident addressing the migrants movements and their demands.

The question is: Can the institutions of the european democracies still ground on the “equation” between “citizenship” and “nationality”? 


The concept of embeddedness has just celebrated its 30th birthday: defined by Granovetter in his famous article “Economic action and social structure” published in 1985, it stipulates that individual actions are embedded in the social life of actors. The embeddedness concept has gained influence since the 1990s, in particular in economic geography in which applications are numerous, but also in knowledge economics, industrial economics, knowledge management, etc. Considering the embeddedness of actors has allowed the development of thoughts on thematics hardly ever considered up to then. We make reference for example to the issues of coordination, co-construction of the environment, agglomeration phenomena, power relations, trust, etc. The objective of this article is not to realize a survey presenting the various developments of academic works in economic geography in relation with the concept of embeddedness: we will rather concentrate on how Granovetter’s original definition has been mobilized and implemented by economists. This leads us to present the errors of interpretation and operationalization generally committed during the mobilization of the concept in economic geography.

The study of the literature from 1985 to 2015 has allowed us to identify three recurrent and major errors on studies mobilizing the concept of embeddedness in economic geography. The first error is to consider organizational agreements as factors easing coordination and reducing opportunism. The second error refers to the hypothesis assuming that the analysis of the structure of network allows the estimation of the knowledge created, exchanged and co-constructed between agents. The third error is consecutive to the lack of consideration of the dynamic and the actors’ perception of temporality.
Domenico Fruncillo  
Research Fellow and Assistant Professor, University of Salerno, Italy

**Populism and the Italian Electorate**

A number of scholars have argued that the political influence of populism has increased appreciably in recent years in most European countries. In reality, the rise of populist movements in various countries has been observed at various moments over the past twenty or thirty years, starting in Northern Europe. But without a doubt, this phenomenon now appears to be expanding, in the sense that it has spread to almost all countries and may be applied to a growing number of political actors. In this regard, it is important to remember that for some of these actors populism is an ideology, whilst for others it is only a style or rhetoric which is used to generate consensus or attract votes.

On the other hand, in public debates between political actors, as recorded in media accounts, the term populist typically has negative overtones, implying the unreliability of a leader or a political movement, for example. It is occasionally argued that populism represents a threat to democracy or a potentially destabilizing process that can undermine democratic regimes. By contrast, influential scholars have argued for many years that populism represents a challenge for contemporary liberal democracies, which are obliged to find a new balance between the constitutional (procedural) and “popular” pillars on which they rest.

In brief, populism would seem to be maligned and feared, just as it is taking hold and spreading at various levels amongst political actors of representative democracy, either as an ideology or a communication style. This paradox derives from the characteristics of the very notion of populism, which many treat as a container for quite diverse concepts and empirical phenomena.

In the first part of this paper, I will aim to develop an operational definition of the concept of populism by drawing on the extensive scientific literature relating to this theme. In this way, it will be possible to analyze the phenomenon without weighing down the analysis with value-laden elements.

The main aim of the paper, however, is to assess whether, and to what extent, populism – using the definition described above – has effectively penetrated the political culture of voters, including their opinions, attitudes towards politics and questions of collective interest.

The rhetoric, themes and ideology of populism are present in many countries, having been adopted by new political actors, parties with very different histories and movements that explicitly situate themselves to the right or left of the political spectrum or even refuse to characterize themselves in this way. A key challenge that remains is to determine whether populist appeals have truly penetrated the body politic, and this is the main aim of the second part of the paper.
Cognitive Social Capital, Entrepreneurial Orientation and Absorptive Capacity: Caught in the Middle

In recent decades, studies within the literature on entrepreneurship and management have highlighted the important role of the entrepreneurial orientation of the firm (in later OE) for the achievement of a superior performance. However, only a few studies have analyzed the background of OE, limited to study different direct effects (Sciascia, Naldi and Hunter, 2006), any specific dimension of OE (Kyrgidou and Spyropoulou, 2013) or the influence of internal and external factors to the company (Rosenbusch et al., 2011).

This paper attempts to offer new ideas on the major determinants of the entrepreneurial orientation of the company, filling the gap in the literature and whose analysis has been widely demanded. Following this approach, the main aim of this work consists in studying how the CSC influences on the OE of the company and how the firms' absorption capabilities moderate that relationship.

In order to contrast the proposed model, we conducted an empirical study in a sample of 292 companies in the agri-food industry in Spain. With the objective of evaluating the proposed model, we used partial Least Squares (PLS onwards), using the SmartPLS software. The results show the existence of a curvilinear effect (U-shaped) between the CSC and EO. Thus, for reduced and elevated levels of shared aims and values between the agents of the network of relationships, the OE of the firms will be higher. The obtained results allow us to confirm the existence of a positive moderation effect of the absorption capacity on the curvilinear relationship between CSC and EO. Therefore, the availability of a high AC to take advantage of the knowledge in their relationship networks, will allow reinforce the effect of the CSC in the OE.
Christopher Huxley  
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Innovations in Learning Programs in the Canadian Labour Movement

Trade union learning programs are often given insufficient attention by researchers, writers and activists in labour movements, as well as by those writing on topics of education theory and practice. This paper describes analyses and assesses attempts by Canada’s largest private sector union to develop innovative educational programs.

Labour educators increasingly seek to adjust to the changing learning needs of workers. Union education departments have variously attempted to meet these challenges by developing worker-friendly curricula, negotiating with employers to offer union educational programs during work time, organizing classes to accommodate rotating shift-work cycles, and offering courses in or near the workplace, often in familiar locales such as local union halls.

A critical literature review and interviews with labour education specialists in both private and public sector unions offers an assessment of the objectives, meanings and implications of union learning programs. This provides a framework for a case study of union learning in two private sector Canadian unions that have recently combined resources to form the country’s largest private sector union. Research for the paper draws upon the author’s involvement in research and teaching for different components of the union’s educational programs, including course design and preparation of an on-line, self-paced course for the union’s own union-university sponsored labour certificate program.

The case study helps to identify successes and limitations of labour education programs. A major concern is to consider the role that union learning can play in developing union cultures that enhance union democracy and advance the capacity of unions to defend their members’ interests, both in collective bargaining, and to achieve broader social change.
Deepta Idnani
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Authority, Teacher and Schooling- An Ethnography
Anna Giulia Ingellis  
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The Impact of the Economic Crisis on Labor Market.  
Southern European Countries in a Comparative Perspective

Presenting the first results of a research developed in the last 3 years, this communication aims at analyzing and comparing the impact of the crisis on the labor market in the Southern European Countries (SEC). Starting from the evidence that the economic impact of the crisis in countries such as Greece, Italy, Portugal and Spain, causes different changes in the labor market indicators, the analysis try to focus on the explanatory factors. In facts, the principal objective of the analysis was to explain the different elasticity of the unemployment rate to economic crisis: whilst, for instance, in Italy the unemployment rate increased only slightly after the start of the crisis, in Spain it more than doubled in few years. We analyzed data relating both to the labor market and to national socioeconomic conditions, with special reference to welfare systems and active labor market policies. Eurostat was the principal data source. The analysis explored the possible factors that help to explain these differences, such as: labor market regulation, less or more effective active labor policies, different structure of the labor market in the pre-crisis phase, different welfare systems, among others.
Green Jobs vs. Structural Unemployment? Prospects and Limits for Europe

Does the green shift that economies of some developed countries seem to be undertaking (especially in northern Europe) bring the promise of a bright new future for the industry and manufacturing in Europe as a whole, as far as its growth and its global competitiveness is concerned? More specifically, inside this dynamics, will the rise of Green Jobs be able to offset European massive – and seemingly structural – unemployment? According to mid-term results of an ongoing study commissioned by the European Parliament to which we are contributing, the answer seems to rely on two main phenomena. First, the type of jobs concerned by the green industry. These jobs, according to convergent evidences, are mainly belonging to the service sector. Most jobs created by the new green tech industries (as wind turbine of solar energy systems) are legal and administrative ones: “green jobs” happen to be “white collar” jobs (typical of intellectual workers) rather than “blue collar” ones. Expectations of a new demand for a low-qualified workforce seem, to this aspect, not to be achieved. But what about the expected growth of employment in high tech, qualified “green” activities, where developed countries may benefit from a competitive advantage? The second phenomenon concerns the ongoing technological revolution of new digital learning machines. Many studies and evidences converge on diagnosing a new industrial trend of capital-labour substitution, resulting from this technological revolution. A substitution that concerns massively the standard work activities of the service sector, until now quite protected from productivity gain. We will argue that the plausible growth of green employment in Europe on the coming decade will not be high enough to make up for the new wave of “technological” unemployment that are beginning to face sectors as banking and insurance. We will conclude on the consequent need for radical reforms, at European level, concerning redistribution policies in order to maintain incomes and demand.
Nikos Koutras
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Open Access Repositories in the European Union: The Examination of Governance Framework
Southern European Pathways across the Great Crisis

The aim of this paper is to define a typology of individual and collective reactions to the Great Crisis which is affecting Southern European societies from 2010. Borrowing from a famous work of Albert O. Hirschman on individual and collective behavior in front of the social power, I argue that the answer to the crisis - latest manifestation of neoliberal globalization - can be understood primarily in terms of an opposition between three strategies: emigration (exit); innovation (loyalty); participation (voice). Other paths are possible, however, especially with reference to ritualistic behaviors directed to passively accept the downward pressure on the standards and quality of life.
Is the Supply of Second Pillar Pension Funds and Investment Strategies Sufficient in Lithuania?

The private second pillar pension fund supply, investment strategies and investment risks are analysed in the paper. Additionally, the asset structure and its transformation by different criteria are assessed. The impact of concentration on accumulation results in second pillar pension market is evaluated by applying the model, created by authors. The results show that, current 2nd pillar pension supply is very limited and it is difficult for participants to select appropriate investment strategies during the life-cycle. Despite the diversification of investments area high and service providers’ uses different investment strategies, the deviation of investment results are low. Finally target-date pension funds are discussed as the possible solution to current problematic.
Marcellina Offoha  
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Remigration of Nigerian Professionals in Diaspora: Benefits and Ethical Challenges  

Nigerians are known for their global mobility reaching their highest point during the Nigerian military regimes. Since, the civilian rule, Nigeria is experiencing a remigration of their foreign professionals, especially from Europe and America.  

The goal of this research is to give an overview of the challenges and benefits of remigration by Nigerian professionals in Europe and America, especially those planning to return to Nigeria for good. Hypothesis: The longer the number of years spent outside the country (Europe and America) the easier it is to adjust to the Nigerian culture.)  

A structured questionnaire was distributed to five hundred Nigerians from Diaspora teaching in Nigerian Universities from 1999 to 2014. Series of information sought from respondents include: 1) culture shock, 2) discrimination, 3) level of productivity, 4) Satisfaction and 5) possible regrets. Results showed that all the respondents had a minimum of Bachelors degree and are from 30 to 75 years of age with a gender ratio of 1:1. 60% of the respondents are first-born child. All the respondents had a long list of culture shocks; however, prevalent among them is “road rage.” Despite the challenges related to relocation, the absence of basic infrastructure such as steady electricity, availability of treated water and well equipped hospitals are but a few that the respondents were highly dissatisfied with. Respondents stated one form of discrimination or the other that they experienced from native professionals with “isolation” and “ideas rejection” ranking the highest.  

The Hypothesis that “The longer the number of years spent outside the country (Europe and America) the easier it is to adjust to the Nigerian culture” was significant. 90% of those who spent 20-30 years prior to returning rated their cultural adjustment 8 on a 10-point scale, where 1 signify poor cultural adjustment.  

It is recommended that the Federal government create jobs that will bring home more professionals and at the same time create an enabling environment. This will help boost their level of productivity that will in turn help in national development.
Graduate Entrepreneurial Intention in Turkey: Motivators and Obstacles

Entrepreneurship has long been recognized as one of the tools that spurs innovation and competition, creates employment, and thus leading to economic growth and national welfare. Entrepreneurial activities are considered to be a solution to the developing countries’ unemployment and economic recession issues. Turkey with a transition economy have long realized the importance of stimulating new venture development and is now committed to fostering a more entrepreneurial culture through tax reforms, funds, incentives, training and education for prospective male/female entrepreneurs. However, Turkey is still behind in the number of start-ups (ranking 52nd in the world), with currently only 9 entrepreneurs out of 100 people (GEM 2010) and the ratio of “by necessity” to opportunity-driven “by-choice” entrepreneurs.

Much of the population in Turkey is young, most of whom have to challenge unemployment issues. The unemployment rate in Turkey is %11.3, even higher among young and better-educated people (about %30). Thus, graduate entrepreneurship which involves a process taken by a graduate to start own business as an individual career orientation deserves attention and investigation.

Surveys were administrated at Marmara University, Istanbul Turkey. Using a convenience sampling, our sample consisted of enrolled undergraduate junior and senior students mostly majoring in Business Administration and Economics. As today’s university students potentially include tomorrow’s entrepreneurs, selecting near-graduation students is intentional and is based on convenience and accessibility.

Those students who expressed an intention to start own venture within 10-15 years and the ones with no such intention were administered additional surveys which included the perceived motivators and obstacles assigned to entrepreneurial activities.

This study has found that the students were predominantly motivated by a set of variables that relate to intrinsic rewards. In terms of motivators intrinsic rewards take precedence to extrinsic rewards in motivating potential entrepreneurs to start a new venture. To realize my dreams or ideals, For my own satisfaction and growth, To be my own boss and have personal freedom, To connect my job with my passion or hobby, and To challenge myself were highest-ranked intrinsic motivators compared to those extrinsic factors such as To
support my family, To be respected, To increase my prestige and status, To become rich, To do something different from family/friends. The findings suggest that those Turkish students who consider to become entrepreneurs value the intrinsic rewards which relate to having freedom, self esteem and greater sense of growth and control over their own lives. Considering a relatively high rate of “by necessity” entrepreneurs in Turkey, the results suggest that young graduates might as well become opportunity-driven “by-choice” entrepreneurs.

As to the obstacles, Uncertainty about the future and The risks associated with entrepreneurship seem to be the most important constraining factors in the decision of those students who do not intend to become entrepreneurs. Lack of enthusiasm for entrepreneurship, Lack of information about how to start a business, and Lack of business experience followed. The results seem to imply the uncertainty avoidance and risk averse characteristics of Turkish culture. Lack of business information and lack of business experience as constraining factors call for the need for further entrepreneurial training and business-related education. Rather than restricting entrepreneurship education to classes, universities should follow an integrated approach linking formal classroom teaching with real life experiences.
The Simple Arithmetic of Greek Social Spending, Public Wages, Government Deficits and Sovereign Debt
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Strengthening of Indigenous Jurisdiction in the Context of Overcrowded and Inhuman Prisons in Colombia

Colombia has approximately one thousand indigenous people incarcerated in its prisons. This is a remarkable fact due to three situations: 1) Indigenous people constitutionally have their own jurisdiction and should not be judged by ordinary justice; 2) Colombian Constitutional Court has recently declared the imminent danger of physical and cultural extinction of national indigenous people due to multiple facts. One of these facts is that communities go far from their territories because of war (forced displacement) and 3) As well as forced displacement, imprisonment of an indigenous individual involves his separation from his territory, people and customs, and this, in addition to inhuman conditions of Colombian prisons, play a key role in the loss of the cultural background of he or she who is incarcerated.

Governmental responses to noxious effects of incarceration on indigenous people have been addressed to the incorporation of the so called ‘differential focus’ inside prisons, which consists in imitating the normal life conditions of indigenous people inside prison in order to avoid the cultural loss which is natural to incarceration.

To apply the ‘differential focus’ inside prisons is not only unaffordable but also impossible, culturally speaking. In contrast to that official position, this article recommends the strengthening of indigenous jurisdiction so that indigenous people can serve the penalties imposed by their own (and constitutionally recognized) justice and not that imposed by ordinary jurisdiction, which is, most of the times, incarceration.
Gerardo Pastore  
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Paradoxes of the Knowledge Society.  
Some Considerations on the Italian Situation

For the past several years, politicians and scholars have been attentive to the directions of development of contemporary societies by discussing the need to move towards a Knowledge Society. When we discuss about Knowledge Society, we should consider a series of contradictory processes, such as the financialization of the economy, the new-net-knowledge economy, the transformations of the labor market, the multiplication of the forms of communication and then the consequent redefinition of the relationship between the individual and society.

Starting from a concept of permanent education, put forward by UNESCO in the Seventies, and goes on with the most recent “Lisbon Strategy” the plan seems to be clear: “becoming the most competitive and dynamic knowledge based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion”. However, despite successes in some important sectors, the ongoing evaluation of the Lisbon Strategy highlighted the difficulties in economical growth, employment and innovation, especially in the largest euro zone economies. The ongoing financial crisis has deepened the problems. Hence the re-launching of the “Europe 2020 Strategy”, as a way out of the crisis, in line with the Lisbon proposals, confirms that the path towards the Knowledge Society is inevitable. This paper intends to present some paradoxical aspects within the Italian route towards the Knowledge Society and to propose a critical analysis of the problematic transition from theory to practice of the Knowledge Society. According to the statistics released by OECD and EUROSTAT, Italy is very late because of an evident contradiction: even though the idea of a knowledge society is rhetorically celebrated, public resources for strategic sectors remain insufficient. Is there a shift from illusion of progress to disappointment?
William Sampson  
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Chicago Charter Schools’ Real Reform or Rip-Off?

For a number of years many conservatives’ thinkers and political leaders have supported charter schools as a way to better educate poor non-white students, particularly in large cities. Charter schools were conceived by Albert Shanker, a prominent school labor leader, as a positive alternative to failing regular public schools. They are publicly funded, but privately operated, and do not have many of the restrictions common to regular public schools. It is thought that without such restrictions the charters may be more creative, innovative, and responsive to the needs of poor and minority students who do not tend to do well in regular public schools.

Conservatives tend to like and support them because it is thought that they can be more competitive than regular schools, and that the competition will necessarily result in better outcomes, and the elimination of public schools that do not perform well. The freedom to innovate, it is thought, will result in better outcomes. Liberals tend to oppose charters because they take money from the regular public schools, and do not have the same level of accountability as the regular schools. They also are relatively free to select the students who attend them. They can therefore take the better, more motivated students, and leave to the regular public schools the lower performing students.

My research compares the student test scores of charter school students with those of regular school students in the same areas in Chicago. It seeks to determine the degree to which the charter schools are in fact better than the regular schools. If they are not, then why do they exist?
Salvador Sandoval Bravo  
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International Commerce and Pollution Tax

In this work I develop an environmental policy model by taxes to the emission of pollutants under conditions of oligopoly and reciprocal dumping.

I consider trade between two small countries of similar size. So, firms dedicate most of their production to the local consumption and the other part to export. I assume that firms pollute as part of the production process, but at the same time they have technology to lower pollutant emissions. So, I calculate the optimal pollution tax. Also from the optimal tax are derived a series of strategic policies that are related with the costs structure of the firms and in particular the abatement cost and disutility from pollution. These environmental policies directly affect the welfare function of the countries and their components (consumers’ surplus, firms’ profits and social cost for polluting).

I concluded that if the marginal cost of polluting is very high, then the government imposes a positive pollution tax that consequently forces the firms to pollute less or to pay it. But if the marginal cost to pollute is not sufficiently large, then the magnitude of the tax depends on the size of the market of the foreign country with respect to the local one. If the first is very big, then the government will try to favor the competitiveness of the local firms establishing a null tax to the emissions of pollutants, but if the second is much larger, then the state will try to reduce the emission of pollutants through a tax greater than zero.

A lot of cases contain the reference to Art. 7.1.7 stating grounds covered by the doctrines of frustration and impossibility of performance in common law systems and by various doctrines such as force majeure in civil law systems. In the comment to the Principles it is mentioned, that the term force majeure was chosen because it is widely known in international trade practice, as confirmed by the inclusion in many international contracts of so-called “force majeure” clauses. In a great majority of cases there is a reference to P.1 of Art. 7.1.7 laying down the excusal of the party, proving that non-performance of this party was due to an impediment beyond its control and that it could not reasonably be expected to have taken the impediment into account at the time of the conclusion of the contract or to have avoided or overcome it or its consequences. Notable that the mere reference to the force majeure is not enough, the party shall prove the impossibility to foresee and, consequently, to avoid or overcome it or its consequences.

In this respect it should be mentioned that the financial or economic crises is not considered to be the force majeure, since it lacks such a qualificatory criterion as unavoidance. In addition, Chapter 26 of Civil Code of the Russian Federation doesn`t consider changes in financial and economic circumstances as a ground for the termination of the basic obligation.

What the foresee ability of harm is concerned; the Russian national courts frequently make references to Art. 7.4.4, stating that the non-performing party is liable only for harm which it foresaw or could reasonably have foreseen at the time of the conclusion of the contract.
Life Domains Preferences among Women and Men according to Organizational Status and the Impact of Demographic Factors

This contemporary study, which compares middle managers, junior managers and workers according to gender, aim to reveal how they balance the five life domains: work, family, leisure, community and religion. The 'Meaning of Work' questionnaire was conducted on 1,201 participants. Out of them, 928 were employed in organizations in middle managerial, junior managerial and worker positions. 453 were men and 475 were women. The findings indicate that the centrality of family is higher among women than among men in the three organizational levels. However, in the new millennium, for the first time in Israel, no traditional gender differences were found in work centrality, not among middle or junior managers and not even among workers. Since women middle managers don't give up on domestic duties while having high family centrality, they balance this need by reducing work hours and the leisure domain, compared to women junior level managers and especially compared to men counterparts. Human resource (HR) professionals have to take into consideration the increasing work centrality among working women at all organizational levels and should implement flexible hours and Work-Life Balance (WLB) programs to decrease work-family conflict, especially among women managers.
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The Analysis of the Creative Factors in the Formation of the Study of the Professionally Mature Students

The paper shows the results of the research on the development of the competencies of creativity tested on the students of the MLC Ljubljana. The students of the management and law study program mostly come from the corporate environment. That is why it is necessary to adapt the program of their professional development to the needs of their work environment. The base for our research was Epstein's generativity theory and his definition of the four core competencies of creativity: capturing, challenging, broadening and surrounding. Creativity is an important competence of the modern managers and therefore we made this research with the intention to find out if the students of the MLC Ljubljana have creativity competencies developed well enough to put them in the position of the problem solver and the communicator instead of only being a passive recipient of information. For this purpose, we made an online survey based on the Epstein creativity model. The research conducted on the students showed, that the results give a useful basis for the design of the study plans for the professional development of the students that are professionally profiled but have a significant lack of certain competencies of creativity. With the intention of developing a study in the field of the professional development of the students, the results are useful to design study groups of management and business law. The paper presents the method of the application of the Epstein creativity model in the study of management and law.
Liangxun Zhang  
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The Basis for Establishing Youth Studies as an Independent Academic Discipline

Youth Studies focuses on independent research on youth which has been going on in China for over a century. The efforts to make such research recognized as an academic discipline have continued for more than 30 years. However, no consensus has been reached among theorists or researchers to recognize youth studies as an independent discipline. In order to establish such a status, we need to employ the theory and methodology of discipline classification. Examining its status from a single perspective is not enough. Therefore, the legitimacy of youth studies as an independent discipline can be justified from four dimensions, i.e. definition, criteria, disciplinary system, and organizational system. Since there are other cohort studies such as women’s studies and gerontology, it is necessary to establish youth studies as an independent discipline. If such a status is recognized by the academia and education authorities, youth studies will be included in the curricula of many universities and more outstanding people will engage in youth studies. That will foster a shift of focus from issues to theory in youth research, thus raising its theoretical level and advancing its development.