THE ATHENS INSTITUTE FOR EDUCATION AND RESEARCH

Abstract Book

9th Annual International Conference on Business, Law & Economics
2-5 May 2022, Athens, Greece

Edited by
Gregory T. Papanikos and Olga Gkounta

2022

Abstracts
9th Annual International Conference on Business, Law & Economics

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(In Alphabetical Order by Author's Family Name)

Preface

This book includes the abstracts of all the papers presented at the *9th Annual International Conference on Business, Law & Economics* (2-5 May 2022), organized by the Athens Institute for Education and Research (ATINER).

A full conference program can be found before the relevant abstracts. 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 only after a blind peer review process.

The purpose of this abstract book is to provide members of ATINER and other academics around the world with a resource through which they can discover colleagues and additional research relevant to their own work. This purpose is in congruence with the overall mission of the association. 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 can meet to exchange ideas on their research and consider the future developments of their fields of study.

To facilitate the communication, a new references section includes all the abstract books published as part of this conference (Table 1). I invite the readers to access these abstract books –these are available for free– and compare how the themes of the conference have evolved over the years. According to ATINER's mission, the presenters in these conferences are coming from many different countries, presenting various topics.

Table 1. *Publication of Books of Abtracts of Proceedings, 2014-2022*

Year	Papers	Countries	References
2022	30	17	Papanikos and Gkounta (2022)
2021	23	12	Papanikos (2021)
2020	20	10	Papanikos (2020)
2019	34	23	Papanikos (2019)
2018	29	18	Papanikos (2018)
2017	33	17	Papanikos (2017)
2016	31	17	Papanikos (2016)
2015	28	17	Papanikos (2015)
2014	28	25	Papanikos (2014)

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 can regularly meet to discuss the developments of their disciplines and present their work. Since 1995, ATINER has organized more than 400 international conferences and has published over 200 books. Academically, the institute is organized into 6 divisions and 37 units. Each 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. Specific individuals are listed on the following page.

Gregory T. Papanikos
President

9th Annual International Conference on Business, Law & Economics, 2-5 May 2022, Athens, Greece

Organizing & Scientific Committee

All ATINER's conferences are organized by the Academic Council. This conference has been organized with the assistance of the following academic members of ATINER, who contributed by reviewing the submitted abstracts and papers.

1. Gregory T. Papanikos, President, ATINER & Honorary Professor, University of Stirling, U.K.
2. Michael P. Malloy, Director, Business, Economics and Law Division, ATINER & Distinguished Professor & Scholar, University of the Pacific, USA.
3. David A. Frenkel, LL.D., Head, Law Unit, ATINER & Emeritus Professor, Law Area, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev, Beer-Sheva, Israel.

FINAL CONFERENCE PROGRAM

9th Annual International Conference on Business, Law & Economics, 2-5 May 2022, Athens, Greece

PROGRAM

Monday 2 May 2022

09.00-09.30
Registration

09.30-10.00
Opening and Welcoming Remarks:

- **Gregory T. Papanikos**, President, ATINER.
- **Michael P. Malloy**, Director, Business, Economics and Law Division, ATINER & Distinguished Professor & Scholar, University of the Pacific, USA.
- **Domenico Maddaloni**, Head, Sociology Unit, ATINER & Professor, University of Salerno, Italy.

10:00-12:00 MORNING PRESENTATIONS

- **Domenico Maddaloni**, Head, Sociology Unit, ATINER & Professor, University of Salerno, Italy.
  Title: *Escaping the Crisis, Seeking a Better Future, Living Global Lives: Italians in Athens, Madrid and Bogota.*
- **Aina Dobele**, Professor, Latvia University of Life Sciences and Technologies, Latvia.
  Title: *Economic and Social Prerequisites for Craft Development in Latvia.*
- **Natja Lavric**, Lecturer, MLC Management and Law College, Slovenia.
  Tatjana Devjak, Full Professor, MLC Ljubljana, Slovenia.
  Title: *Digitalization in Higher Education.*
- **Danijela Brečko**, Assistant Professor, MLC Ljubljana, Slovenia.
  Title: *The Influence of Fixed and Growth Mindset on Study Performance.*

12:00-13:30 NOON PRESENTATIONS

- **Gerhard Speckbacher**, Professor, WU Vienna University of Economics and Business, Austria.
  Title: *Values, Performance or Both? How Values-focused Work Benefits from Results-based Management.*
- **Mostafa Aboelsoud**, Associate Professor, The British University in Egypt, Egypt.
  Dimitrios Paparas, Associate Professor, Harper Adams University, UK.
  Ourania Tremma, Assistant Professor, Harper Adams University, UK.
  Title: *Price Transmission: The Case of Chinese and World Agricultural Markets.*
- **Rene Drumm**, Professor, University of Southern Mississippi, USA.
  Title: *We Were Just Stunned:" Christian Parent's Reactions to Their Child's Coming-Out.*

13:30-14:30 Lunch	**13:00-15:00** Student poster section is organized in parallel by ATINER & MLC College in Ljubljana. (Program)

14:30-15:30 AFTERNOON PRESENTATIONS

- **Carolina Facioni**, Research Assistant, ISTAT-Italian National Institute of Statistics, Italy.
  Title: *Why the World Needs Futures Studies: A Social and Methodological Challenge.*
- **Ali Shehab Ahmed**, Assistant Professor, University College Iraq.
  Abbas Fadhil Mohammed, Professor, Alqalam University College, Iraq.
  Title: *The Extent of Effectiveness of the Alternative Means in Settling Contracts Partnership Disputes on the Goals of Sustainable Development.*

15:30-16:00
Claudiu Coman, Professor, Transilvania University of Brasov, Romania.
Doina Drăguinea, PhD Candidate, University of Craiova, Romania.
Title: *The Role of Online Media Channels in Portraying the Positive and Negative Effects of the COVID-19 Vaccine.*

16:00-16:30
Maria Cristina Bularca, Master Student, Transilvania University of Brasov, Romania.
Radu Tudorica, PhD Student, University of Craiova, Romania.
Title: *The Process of Communication and Promotion of European Universities on Social Networks during the COVID-19 Pandemic.*

16:30-17:00
Miguel Farinha Dos Santos Da Silva Graça, Senior Researcher, University Coimbra, Portugal.
Title: *Lockdown Democracy or a New Era of Digital Citizenship? Online Civic and Engagement and Participatory Budgeting on Pandemic Times.*

17:00-17:30
Chinwe Egbunike-Umegbolu, Lecturer, University of Brighton, UK.
Title: *The Functionality of the Election Tribunal in Nigeria concerning Election Petition.*

17:30-18:00
Marta Picchi, Associate Professor, University of Florence, Italy.
Title: *The "one in, one out" Approach in the New Communication on the Better Regulation.*

18:00-18:30
Larisa Hrzic, Assistant Professor, University of Split, Croatia.
Marija Loncar, Associate Professor, University of Split, Croatia.
Zorana Suljug Vucica, Associate Professor, University of Split, Croatia.
Title: *Aspect of Housing of the Youth in Split (Croatia).*

18:30-19:00
Joseph Michalski, Professor, King's University College at Western, Canada.
Title: *An Integrated, Multi-Level Approach to Interpersonal Aggression and Violence.*

20:00-22:00
Greek Night

Tuesday 3 May 2022

08:00-11:00 Urban Walk

11:00-11:30
Maria Pallotta-Chiarolli, Fellow, Deakin University, Australia.
Title: *Mobs and Wogs: Stories of Strength, Survival, and Suitcases.*

11:30-14:00 MORNING / NOON PRESENTATIONS

- **Wim Vandekerckhove**, Professor, University of Greenwich, UK.
  Title: *Rethinking Moral Ontology for Business Ethics.*
- **Marc Roux**, Chair, Association Française Transhumaniste – Technoprog, France.
  Title: *Transhumanism in Greece?*
- **Virginia Jureniene**, Professor, Vilnius University, Lithuania.
  Title: *Peculiarities of Social Development: Aspect of Gender Equality.*
- **Daile Lynn Rung**, Research Fellow, Charles Darwin University, Australia.
  Title: *Exploring the Intersections of Temporary Migration, COVID-19 Support Policies, and Migrant Men's Wellbeing in Australia.*
- **Ingrida Veiksa**, Head, Turiba University, Latvia.
  Title: *Use of Copyrighted Content in Businel.*

14:00-15:00 Lunch

15:00-16:30 AFTERNOON PRESENTATIONS

- **Andra Zvirbule**, Professor, Latvia University of Life Sciences and Technologies, Latvia.
  Title: *Interaction between Staff Motivation and Loyalty at Consulting Companies.*
- **Gyula László Florian**, Assistant Professor, Partium Christian University, Romania.
  Title: *Priorities and Strategic-Tactical Perspectives of the Romanian Management in the European Context Strongly Marked By the Covid-19 Pandemic.*
- **Derya Guvenir**, Research Assistant, İzmir University of Economy, Turkey.
  Title: *Minority Shareholder's Right to Request the Postponement of General Meetings of Joint Stock Companies in Turkish Law.*

16:30-17:00
Sabrina Moretti, Associate Professor, University of Urbino, Italy.
Title: *Patient Engagement in the R&D Process of Biotech Firms.*

17:00-17:30
Luca Serafini, Adjunct Professor, Lumsa University of Rome, Italy.
Title: *Redefining the Concept of 'Parajournalism' in the Age of Social Media.*

17:30-18:00
Elena-Otilia Țiroiu, PhD Student University of Craiova, Romania.
Title: *School Climate Improvement Programs.*

18:00-18:30
Almudena Moreno, PhD Student, Public University of Navarra, Spain.
Title: *Trend in Mortality from Diabetes in Rural and Urban Areas in Spain.*

18:30-19:00
Denis Bernardeau-Moreau, Professor, University of Lille, France.
Title: *The Professionalization of Associations in France.*

20:00-21:30
Dinner

Wednesday 4 May 2022
Educational Islands Cruise
Mycenae Visit

Thursday 5 May 2022
Delphi Tour

Mostafa Aboelsoud
Associate Professor, the British University in Egypt, Egypt
Dimitrios Paparas
Associate Professor, Harper Adams University, UK &
Ourania Tremma
Assistant Professor, Harper Adams University, UK

Price Transmission: The Case of Chinese and World Agricultural Markets

This study investigates the price transmission of the international food prices to the domestic Chinese food market during a period when China was both opening up to world markets and continually adjusting its agricultural policies in response to changing world market conditions. A few studies have analysed price transmission within the Chinese market in recent years, and these have presented mixed results. Understanding the market efficiency of these markets would allow policymakers to ensure that the current policies in place are working.

The result of ADF and PPtests for food prices in China, the World, and the USA, indicate that all of the monthly prices in these markets belong to I(1), and there is co–integrations existing between the same prices. Furthermore, there are long-run integrations between the Chinese prices and the US, World prices. Our results suggest that cointegration for the food prices in those two markets exists at the 5% significance level. In addition, the Granger Causality Test indicates that the volatility of the US food prices is a reason for causing the Chinese food prices to fluctuate.

Ali Shehab Ahmed
Assistant Professor, University College Iraq
&
Abbas Fadhil Mohammed
Professor, Alqalam University College, Iraq

The Extent of Effectiveness of the Alternative Means in Settling Contracts Partnership Disputes on the Goals of Sustainable Development

The research importance lies in the alternative means for settling disputes to state the legal effects resulting from applying these means to partnership contracts between public and private sectors which are important to all parties in financing infrastructure projects for public utilities and what can have an effective role on goals of sustainable development which countries try to reach at the present. The practical advantage of these means lies in the benefits to the contracting parties from applying these means to partnership contracts. These means are applied in a more general way if specialized centers are established to coordinate the negotiation and mediation in partnership contracts, so that they create lists of mediators and those with experience in this field, such as lawyers, engineers and other specialists to manage the sessions of these means. Due to the prominent position of alternative means in legal and economic thought globally, what the world witnessed a half century ago in jurisprudential and legislative movement to regulate these means, and what they represent at the present time in terms of effective action at the level of litigation, countries find it normal to find an appropriate framework codifying these means and applying them to be effective tool to achieve and establish justice and preserve the rights of both parties of partnership contract. In view of that, we discussed the alternative means for settling disputes and the legal nature of partnership contracts between the public and private sectors, with the extent of the effectiveness of these means on sustainable development, mentioning practical examples of partnership contracts in Iraq with regard to the industrial aspect, in addition to a number of results and recommendations.

Denis Bernardeau-Moreau
Professor, University of Lille, France

The Professionalization of Associations in France

Volunteering Under Pressure

Recent studies highlight the managerial evolution of associations, which are adopting an entrepreneurial model. Professionalisation is a process of rationalisation leading associations to be more demanding and competitive. Gradually, voluntary activities are increasingly perceived as activities generating social but also managerial skills. In addition to the previously dominant state and tutelary regulation, a more competitive regulation between associations and commercial companies is gradually being imposed. This competition is forcing volunteers (especially leaders) to react by increasing their skill levels.

To clarify our subject, we have divided our article into three parts. In the first part, we will define the process of professionalisation in voluntary organisations. In the second part, we attempt to describe the general context of managerial rationalisation, the decrease in public aid and the competition between associative and commercial structures. In the third part, we analyse the skills developed by volunteers. We will distinguish between cognitive skills, technical skills and social skills.

The Professionalisation of Associations

Professionalisation is a process of rationalisation of the different dimensions of the organisation. In the field of associations, this leads to the formalisation of structures and the rationalisation of their functioning. If we take the Weberian meaning of "instrumental rationality", we can describe the professionalisation of associations as a process of rationalising the different dimensions of the organisation, with the aim of adjusting the means to the ends. This contributes to increasing the level of skills and training of employees and volunteers. This has the consequence of creating tensions and demotivating some of the volunteers who do not understand this evolution of their commitment.

The Competition Between Associations Accelerates Their Professionalisation

We can distinguish different levels of professionalisation. At the structural level, we observe that associations tend to increase their financial autonomy. Why? Because they are experiencing a decline in public subsidies. Surveys show that the distribution of subsidies between the public and private sectors was 63% and 37% in 2002. Today it is 52% and 48%. This shows that associations tend to increase subsidies from private activity (membership fees, events, services, sales of various products). While national and local public subsidies have decreased overall over the last fifteen years, private subsidies have increased significantly.

There is also a stronger policy of contractualisation. This means that public aid depends on the obligations of results imposed on associations. This context of public/private competition favours the emergence of a particular form of association: the "associative enterprise" where professionals and volunteers with important skills are privileged. The competitive logic replaces the governmental public logic.

The Rise in the Skills of Volunteers: The Hidden Side of the Professionalisation Process

The professionalisation of volunteers means a rise in skills and a specialisation of skills. Three types of skills can be identified: cognitive skills (this knowledge enables the understanding of situations), technical skills (this knowledge enables concrete action) and behavioural skills (these skills, also known as soft skills, are the way of being). In voluntary work, national surveys confirm the growing importance of skills. 72% of leaders say that they need managerial skills in particular for their association. 80% want to provide their management teams with new skills.

Cognitive skills focus on the general management of the organisation, its objectives and strategies. Technical skills are associated with human resources management (working in teams, leading and uniting people, managing projects and meetings). Finally, social skills refer more to conflict management, the search for compromise and innovation.

Table 1. *Types of Skills Developed by Volunteers*

Types of skills	General skills	Examples
Cognitive skills	Manage Define	- Manage the organisation - Define long-term objectives and strategies - Manage projects and adapt to the environment
Technical skills	Organise Decide	- Work in a team - Lead and unite people - Manage projects and lead team
Behavioural skills	Negociate Innovate	- Manage and anticipate conflict situations - Demonstrate diplomacy - Build consensus and balanced solutions - Being innovative and creative

Conclusion

The professionalisation of associations and volunteers is a source of tension and resistance to change. It also questions the future of the collective project and explains the observed decline in volunteer motivation. Individualism is useful in enabling individuals to assert themselves, but it is problematic when it is obstacle for social solidarity and cohesion.

Danijela Brečko
Assistant Professor, MLC Ljubljana, Slovenia

The Influence of Fixed and Growth Mindset on Study Performance

Students face many challenges by their studies; such as lack of study support, ineffective learning strategies, low motivation, procrastination…, which of course generally reduce their learning performance. Many contemporary authors and researchers such as Dweck (1999, 2007, 2010, 2018) and Duckworth, Peterson, Matthews and Kelly (2007) also point to the great importance and influence of the prevailing way of thinking in achieving learning success. In the background is the idea that those who believe that intelligence is fixed and no longer changes are not willing to put extra effort into learning, while those who believe that intelligence can be developed should achieve better learning outcomes.

The purpose of this paper is to present a fixed and growth way of thinking through a crosssection of previous research on the impact of growth mindest on learning performance. We also conducted our own quantitative research on the students population of MLC Ljubljana, where we used a questionnaire to identify the prevailing mindest (Dweck, 2018), to which we added questions to test our hypotheses. We will examine whether there is a statistically significant relationship between growth mindset and learning performance and how the predominant way of thinking affects the testing and use of different learning strategies. Last but not least, we will explore whether there are links between mindset and motivation and procrastination.

Maria Cristina Bularca
Master Student, Transilvania University of Brasov, Romania
&
Radu Tudorica
PhD Student, University of Craiova, Romania

The Process of Communication and Promotion of European Universities on Social Networks during the COVID-19 Pandemic

NOT AVAILABLE

Claudiu Coman
Professor Transilvania University of Brasov, Romania
&
Doina Draguinea
PhD Student, University of Craiova, Romania

The Role of Online Media Channels in Portraying the Positive and Negative Effects of the COVID-19 Vaccine

Ever since the beginning of the COVID-19 pandemic, people, organizations and companies tried to find appropriate ways to deal with the pandemic and to eliminate the virus that caused so much tragedy around the world. In this regard, among other institutions, mass media has played an essential role in disseminating information about the evolution of the pandemic but also in shaping peoples' opinion about the COVID-19 vaccines. Thus, it is well known that mass media channels, especially the online media channels, manage to influence the attitudes and even the behavior of people through the way they presents specific situations or events. Hence, in the context of the pandemic, a subject addressed very often by the online media was represented by the COVID-19 vaccines and their effects on the population.

Considering the aspects mentioned above, the purpose of our paper was to identify the way online media channels portrayed the positive and negative effects of the COVID-19 vaccines in order to raise awareness regarding the importance of analyzing the subject from several perspectives. Hence, we were interested in identifying the types of messages sent regarding the vaccines, in identifying which types of vaccines were presented in a more positive manner, what kind of negative or positive effects were highlighted by the online media channels.

In order to conduct the research content analysis was used as a method, while having as a research instrument a content analysis grid. The content analysis grid encompasses categories which refer to the type of message sent: positive/negative, the vaccine presented, the context/the situation in which the vaccine was presented: if it was in trial, if it was approved, how it should be administrated, what are its long lasting effects?

The sample of the research includes the official websites of Romanian and foreign mass – media channels. In total, we analyzed the news and articles posted online by 10 mass- media channels: 5 Romanian and 5 foreign media channels such as: Pro TV, DIGI 24, BBC,

Euronews. In our research we analyzed the news related to the vaccines posted on the official websites of the channels from August 2020 until August 2021.

The results of our research revealed that mass media presented both the negative and the positive effects of the vaccines, but the news which presented the benefits of the vaccines were presented more frequently. Furthermore, the vaccines and their effects on people's health were presented in all types of context, including their development stages, their approval, their administration, their risks and peoples' obligation to get vaccinated.

Therefore, the findings of our research show that online media was actively involved in the process of presenting the development of the vaccines and their long lasting effects, by approaching the subject from different perspectives and by putting an emphasis on the positive effects of the vaccines and their important role in overcoming the pandemic.

Aina Dobele
Professor, Latvia University of Life Sciences and Technologies, Latvia
&
Andra Zvirbule
Professor, Latvia University of Life Sciences and Technologies, Latvia

Economic and Social Prerequisites for Craft Development in Latvia

As the economy continues to grow and the buying power of the population increases, the pattern of consumption of goods tends to change. Engel's law states the following: as the incomes of the population increase, the percentage of expenditures on unique and special or high-value goods increases (Gods, 2008). In the period 2011-2018 in Latvia, according to Central Statistical Bureau data, household disposable income per household member (adjusted for inflation) increased by 65%, which was one of the economic factors in the development of the crafts industry. Crafts should be recognized as a valuable cultural, social and historical asset that particularly contributes to the generation of incomes for those living in rural areas (Jankova et al., 2018). According to the Latvian Chamber of Crafts (LCC), craft production is a phenomenon that goes beyond any era, thereby emphasizing that it is universal and multifaceted but not distinguished as a separate industry in Latvia. In Latvia, economic craft activities are governed by the law "On Crafts", which stipulates that the Latvian Chamber of Crafts (LCC) is a union of associations established to represent the vocational and social interests of craftspersons and contribute to the development of crafts.

The research aims to identify economic and social prerequisites for the development of crafts.

In Latvia, according to LCC data, there were 35 craft enterprises (including 23 or 66% operating in the construction industry), 9 master workshops, 295 master craftspersons engaged in 63 fields of economic activity and 120 apprentices. Two surveys of craftspersons and consumers were conducted to identify reasoned opinions on how the public perceives crafts and what problems the craftspersons face. The craftspersons surveyed indicated that the public increasingly appreciated handicrafts (68.6%) and the demand for craft products increased (71.1%). According to the survey, only less than 10% craftspersons did not face any obstacles to doing business in the craft industry. The largest problems for the craftspersons were the difficulty of selling their goods/services (24.2%), a lack of qualified specialists

(21.6%, mostly in the category of construction crafts) and a lack of entrepreneurial ability (19.1%). A lack of resources (17.5%) and a lack of equipment and workplaces (17.5%) were also considered to be sufficiently significant obstacles.

The results of the questionnaire survey of consumers (638 respondents) allowed us to conclude that in 2020 compared with 2015, the positive rating of manual work increased by 71.6%. In relation to the goods/services produced by craftspersons, the consumers paid the largest attention to their quality (70%), practical applications (53%), as well as prices (53%). The uniqueness of a good/service was also an important criterion, and this feature was important to 38% of the consumers surveyed.

An examination of the consumer opinions on social prerequisites for crafts allowed us to conclude that the consumers associated crafts with specific things created, as well as with the fact that the products were made by hand and of natural and specific materials.

Miguel Farinha Dos Santos Da Silva Graça
Senior Researcher, University Coimbra, Portugal

Lockdown Democracy or a New Era of Digital Citizenship? Online Civic and Engagement and Participatory Budgeting on Pandemic Times

In the field of citizen participation, participatory budgeting (PB) has gained a world-class position in last 30 years. Its global expansion is a case study, and since the first example in Porto Alegre in 1989, PB has expanded and become a major innovation in local decision-making and participation around the world, with over 11,000 experiences listed across 70 countries (Dias, 2018; Yves Cabannes, 2021).

However the world changed in the last year and a half. The health emergency caused by the COVID-19 disease has had gigantic repercussion on people's lives, on human relations, on the action of states and public administrations and of course in democracy too.

Participatory processes, especially those that depend on face-to-face interactions, have been affected on a large scale, with the suspension or their reconversion through the adoption of digital channels. Namely, causing negative impacts on the access to the most disadvantaged or vulnerable people (Cabannes, 2020) or under-represented (Allegretti and Dias, 2020).

Portugal was no exception at a European level. Despite before the pandemic it existed 3 national PBs, 2 regional PBs and more than 200 local PBS, during 2020, only half of these PB processes started its normal annual cycles or kept working (Dias, 2020). Due to public health restrictions, all presential activities in these participatory processes were cancelled, just online sessions took place and naturally all submission and voting processes were digitized.

This presentation will address what we call the start of a new era of digital democracy, based mainly on online civic engagement, looking at the European and Portuguese state of the art in terms of public participation initiatives developed in the last 2 years, and trying to analyse the impact of COVID-19 in civic participation practices, namely in the Participatory Budgeting at national and local levels.

Rene Drumm
Professor, University of Southern Mississippi, USA

We Were Just Stunned:" Christian Parent's Reactions to Their Child's Coming-Out

This paper/presentation highlights findings from a mixed-methods study about parents' reactions to their LGBTQ+ children who recently (10 years or less) came out. Social research indicates an increased reluctance to accept non-cisgender sexual identity and non-heterosexual orientation among religiously affiliated individuals. Specifically, researchers examined the question of how parents who are part of a religious denomination that traditionally views same sex behavior as sinful (Seventh-day Adventist) react when their child comes out as LGBTQ+.

Methods

Since little is known about how Seventh-day Adventist (SDA) parents feel and react to their child's coming out, researchers began the investigation with qualitative in-depth interviews with parents of LGBTQ+ children who had recently come out. The study collected data through qualitative in-depth interviews (N=21) and quantitative anonymous online surveys (N=118).

The analysis for this presentation focuses on the following research questions:

1. How do SDA parents of people who identify as LGBTQ+ experience the coming out process?
2. What steps do SDA parents take to understand their LGBTQ+ child?
3. How accepting do parents claim to be of their LBGTQ+ child, and how to they express this acceptance?

Participants clearly recalled events surrounding their child's coming out. A substantial majority (86%) agreed that they listened attentively when their child came out. Nearly all (93%) remembered communicating unconditional love for their child after coming out.

The participants' feelings at their child's coming-out ran the full gamut of human emotions. The broad categories of emotions included: (1) having positive feelings such as relief or feeling honored by their child's trust, (2) being surprised or shocked, (3) grappling with fears, and (4) having negative feelings such as frustration, disgust, disappointment, or self-blame.

After processing their initial emotions, parents grappled with what to do to come to grips with their new reality. For a large minority (45%), this was not easy to do disclosing that they struggled to accept their child's sexual orientation and/or gender identity. Two-thirds (66%) of respondents noted that soon after their child came out, they were open to exploring ways of supporting their child. The majority (65%) of survey respondents declared themselves as fully accepting of their child's sexual orientation/gender identity post-coming out.

The data support the conclusion that the process of their child coming out is filled with challenges. While most parents described their initial reaction to their child coming out as one of unconditional love, many secretly wrestled with conflicting emotions founded in their own religious beliefs as well as fear about whether their child would find acceptance in the church, as well as society at large. Many parents used their child's coming out as an opportunity to explore for themselves their understanding of biblical teaching on the topic of sexuality, and they often came to an understanding that allowed them to be comfortable with both their child's orientation and gender identity, as well their choice of sexual practices.

Chinwe Egbunike-Umegbolu
Lecturer, University of Brighton, UK

The Functionality of the Election Tribunal in Nigeria Concerning Election Petition

This paper seeks to investigate whether it is possible to have Court-Connected Alternative Dispute Resolution (ADR) to cover election petitions in Nigeria? An election petition is a peculiar breed of adversarial matters litigated over in courts, which is exclusively created for the sole purpose of reaching a speedy resolution within the allocated time frame provided by the law. Nigeria returned to democracy in 1999 after a prolonged interruption by various military administrations. On the other hand, it is imperative to point out that Election petitions are not settled under ADR in Nigeria because a specialist court is referred to as election tribunals mandated to settle election matters. Due to the nature of the grievances, high perceptions of corruption, and the fact that the seats are very lucrative- government positions make it highly an unlikely attraction for an amicable settlement, which is what ADR offers.

Hence, the paper would analyse what the election tribunal does and whether it has ever used ADR as an option in its history. If not, what hopes are held out that Court-Connected ADR or induced ADR could ever be introduced to disputes concerning an area hotly contested as an election petition? This paper employs qualitative, primary and secondary resources to tackle the above-stated questions.

Carolina Facioni
Research Assistant, ISTAT-Italian National Institute of Statistics, Italy

Why the World Needs Futures Studies: A Social and Methodological Challenge

The work focuses on the need for Futures Studies, to better manage the social criticalities that await the world. The work will briefly cover the history of the Italian contribution to Futures Studies, illustrating the methodological specificities with respect to the other human sciences as a whole. Furthermore, it will underline how the protagonists of this "scientific adventure" identified the need of facing the risks of the demographic and climatic criticalities in the future since the 1960s. Unfortunately, they went unheard and considered visionaries. Currently, there is a great deal of interest around Futures Studies, because the facts have proved them right: environmental disasters are there for all to see. Therefore, this discipline is back today overwhelmingly to general attention. Its centrality in the resolution of the world's emergencies is undeniable. However, the delay in the actions that could have been taken many years ago places the world in front of previously unthinkable scenarios: new migrations caused by the climate, demographic changes due to the different presence of young and old in the world, doubts about the possibility of our own survival as a living species. In this sense, the new challenges that Futures Studies have to face are both socio-cultural and methodological. Above all, in a crucial historical moment like this, in which many situations at the international level seem to have reached their limits and there is very little time to eventually refine and change the tools of analysis. This is because, as Aurelio Peccei pointed out at the time, phenomena (and problems) interact with each other in a very complex way - and every possible solution requires a very careful overall look.

Gyula László Florian
Assistant Professor, Partium Christian University, Romania

Priorities and Strategic-Tactical Perspectives of the Romanian Management in the European Context Strongly Marked By the COVID-19 Pandemic

Complex and challenging global developments influenced by the pandemic crisis, elements of the impact of the COVID-19 pandemic on the economy and management: current strategic objectives for all countries, for humanity as a whole or for the world as a whole, assumptions of economic and managerial approaches, the solution - new types of crises and post-crisis management at all levels within and outside the nation, new management trends in the current context. The transition to a knowledge economy and digitalization - the defining mutations of the 21st century. Knowledge economy, entrepreneurship and management are of particular importance in this field. EU recovery and resilience instruments: EU benchmarks and strategic approaches are essential for Romania. This will be facilitated by the Multiannual Financial Framework, EU-funded programs to build the knowledge economy and digital transformation in 2021-2027. The sustainability recovery of the Romanian economy will thus be reflected in accelerating and healthy GDP growth. An important goal in this area is to increase the employment rate of Romania's population in the private sector from 13.76% in 2014 to at least 16% by 2025. The main measures to be implemented are governance - partnership between the EU and Member States - priorities and modalities for long-term management measures, national governance, national priorities, creating a business environment conducive to business development, reducing regional disparities and ensuring a highly skilled and adaptable workforce, combined with increased innovation and high-performance digitalization.

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Minortiy Shareholder's Right to Request the Postponement of General Meetings of Joint Stock Companies in Turkish Law

Joint stock companies are governed by the majority principle. One of the most significant outcome of this majority-based management approach is the conflict of interests between majority and the minority shareholders. In Turkish law, various mechanisms are provided to prevent the abuse of majority power and to reconcile the majority and minority interests. The most well-known mechanisms in this context are the principles on "the requirement to act in accordance with the law and the articles of the company", prohibition of abuse of rights, equal treatment, vested rights, protection of privileged shares, information and litigation rights and finally the minority rights.

According to the Turkish Commercial Code (TCC) "minority" technically refers to those shareholders who own at least ten percent of share capital in closed corporations and five percent of share capital in publicly held companies. Therefore "the minority rights" should be understood as the rights granted by the law to such shareholders.

Amongst minority rights, right to request the postponement of discussions regarding the financial statements in the general meeting (Art. 420 TCC) are of a significant importance in Turkish Company Law. According to this regulation, shareholders can request the postponement of discussions on financial statements in the general meeting for one month. Once this request is made, the discussion of this subject and other relevant issues will be postponed by the chairman without the further need for a resolution in the meeting (Art. 420/1 TCC). Following the postponement of the first meeting, minority shareholder's request of postponement for the second time depends on the fact that the relevant parties did not respond regarding the points that are objected in the financial statements in accordance with the principles of fairness and accountability (Art.420/2 TCC).

Exercised by a unilateral declaration directed to the chairman of the meeting, this right leads to important consequences. First of all, not only the discussions surrounding the financial statements, but also other agenda items that are considered related to financial statements are postponed. In this respect, the most important function of the right is to provide an additional opportunity to inform the minority shareholders about the financial management of the company and its

results. On the other hand, since it's exercised without seeking a general meeting resolution, this right has been opened to discussion in the context of the prohibition of abuse of rights in Turkish jurisprudence on the grounds that it eventually impedes the functioning of the company organs.

The aim of this paper, following a general overview of the minority shareholder rights in Turkish joint stock companies, is to exclusively evaluate the minority shareholder's right to request the postponement of the general meeting. In this regard, legal nature of the right, the conditions of its exercise, the scope of the issues to be postponed, its legal consequences and whether it can be misused by minority shareholders will be discussed in detail.

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Aspect of Housing of the Youth in Split (Croatia)

Housing rights in Croatia and the problems that residents face on their way to achieve these rights may include several socio-economic aspects that may affect the realization of the need for a place to live. Some terms related to the issue of housing and housing rights are the affordability of housing, accessibility of housing, housing standards and integrativity (Bežovan, 2004). Affordability of housing is one of the concepts used to denote a measure of possibility (or impossibility) to buy an apartment or pay housing costs. If there are no public funding/subsidies for housing or if they reduced, the social housing sector is threatened with extinction, which is observed in many countries where the level of access to housing has been affected. The absence of the social housing means not-providing possibility of housing for the most vulnerable and leads to an increased number of homeless people (Sandy, 2014). In addition to these objective aspects, it is also important to reconsider the housing satisfaction that stands out as an important subjective aspect of researching the housing in specific context (Šiljeg et al., 2018).

The purpose of this paper is to examine the housing conditions of young people in the city of Split and determine the residential status of young people, also to examine their economic opportunities, estimate the young people's awareness of their housing rights and examine satisfaction with current housing conditions. A survey with an online questionnaire as a measuring instrument was constructed and applied in April 2021. The research sample consists of young people in the city of Split aged 18-29 (N = 480), one third of whom are men, while the rest are women. About half of the young people who took part in the survey are unemployed, while slightly less than half have only the income provided by their parents in terms of pocket money, parental pension or alimony.

According to the results, slightly more than half of young people live in their parents' home. Prolonged life in the parental home can be related to the affordability of housing and how much young people can cover the cost of housing on their own. Slightly less than a fifth of participants can fully cover the cost of living, while around a quarter can only partially cover their costs. More than half of young people express their dissatisfaction with the current offer of apartments for rent, those for purchase, as well as dissatisfaction with their own possibilities for renting, but also for buying an apartment. Regarding certain aspects of housing, more than half of the survey participants show satisfaction with the size of the apartment and the spatial location of the apartment in the city. Similarly, only a fifth are satisfied with the facilities in the neighborhood, while only a fifth are satisfied with the offer of facilities for young people.

Virginia Jureniene
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Peculiarities of Social Development: Aspect of Gender Equality

The 21st century society is post-modern, post-industrial, consumerist, and has a goal of implementing the principle of gender equality in public and private spaces. Lithuania restored its independence in 1990, and in 1992, first gender studies were carried out; they analysed family planning, gender social roles, representation of reproduction, gender equality policies and genders in the national political life. The presentation will analyse the change of gender relationships during the period of 1992-2021 by presenting the results of a national study. This quantitative study is carried out in February-March, 2022 and encompasses the entire country. The results of the study will be compared with results of previous studies, i.e., those of 1992, 1998, 2002, 2008 and 2014. The presentation will analyse prevailing tendencies from the point of view of social modernisation, and breaking points will be revealed. The data of the study will be related to the results published by other authors. The gender equality policy carried out in the nation aims at changing the established traditional gender roles. However, in many cases the laws in the society can be either adopted or rejected. The presentation will show whether the legal documents relating to gender equality and created strategies have had direct impact on the modernisation of the society.

The aim of the presentation is to reveal the stages of Lithuanian social modernisation and its tendencies during the period of 1992-2021.

The research methods are comparative analysis and synthesis of scientific literature, document analysis and quantitative study (surveying).

Natja Lavric
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Digitalization in Higher Education

The world has changed because of the pandemic. It has affected many areas of our society including the field of higher education. Regardless of our attitude towards the measures to limit the spread of the coronavirus, we needed to adapt to the situation and the new reality quickly. Firstly, we switched to distance education. Such a way of implementing the study process presents all stakeholders with new forms of literacy and new competences to those who carry out the process and those who are being educated. The purpose of this paper is: to analyse social and personal factors that support distance learning and digitalisation of higher education in the future and not only in emergencies; to justify the process of lifelong learning and education and to acquire new types of literacy and competences for successful action in changing higher education; to present a legal formal overview of (absence of) support for distance learning in higher education from responsible parties and finally to present examples of good practices of some higher education institutions at home and abroad. The paper presents the results of distance learning research at MLC Ljubljana and highlights the views of higher education teachers and students on distance learning. It points out good practices and risk factors which can be greatly mitigated using additional education and training in ICT competences and individual and institutional literacy.

Domenico Maddaloni
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Escaping the Crisis, Seeking a Better Future, Living Global Lives: Italians in Athens, Madrid and Bogota

Current literature on international migration has focused mostly on the flows from the world South. Recently, however, flows from more developed countries have also gained scholarly attention. In this context, the resurgence of migratory movements from Italy may be of particular interest for several reasons. Research already conducted on these issues has in fact highlighted that the recent growth in Italian emigration is not simply a sign of the growing integration of Italian society into the global system. It is also one of the consequences of a series of important social and cultural transformations, ranging from the change in Italy's position in the international division of labor to the individual search for a better quality of life.

In this paper, I will draw on the results of some research we conducted on Italian emigrants in three major urban centers - Athens, Madrid, Bogota – in order to identify the factors behind and the mechanisms that trigger these new migration paths. Although each of the research works has been conducted with the use of qualitative techniques of social analysis - in particular through semi-structured interviews -, I think that an exercise of comparison between the results achieved in these three research experiences may be useful to clarify the rapidly changing picture of the new Italian emigration.

Joseph Michalski
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An Integrated, Multi-Level Approach to Interpersonal Aggression and Violence

The study of interpersonal aggression and violence has been carried out for the most part in separate spheres by experts from an array of academic disciplines. To advance a deeper understanding of the issue, however, requires a more conciliatory and inter-disciplinary approach. The paper here offers just such an integrated approach, using a multi-level heuristic framework that has direct parallels with ecological modeling. In addition, the approach expands the analytic focus to reflect different aspects of complex human behavior, which include: 1) the behavioral investment framework, or the bio-psychological reality of the human animal; 2) the socialization framework, or the social psychological aspects of human learning and development; 3) the justification framework, or the language, knowledge, and meaning systems that one acquires to facilitate interpersonal communication and to justify one's actions; 4) the social context framework, or the social interactional dynamics of interpersonal relationships that animate one's daily life as a member of various groups; and 5) the societal context framework, or the broader social networks, institutional forms, and sociocultural conditions within which individuals and groups are situated.

The current approach thus bridges human neurophysiology and psychology with sociology in a developmental, ecological context that examines each dimension of human behavior. While the five dimensions can be separated analytically, in practice these overlap to exert influences often simultaneously. Such a conciliatory framing permits a more comprehensive analysis of human social animals as situated within their natural environments. The remainder of the paper outlines how each of the five levels contributes to expressions of human aggression and violence by elaborating on key mechanisms that operate across the different levels of informational complexity. Several examples of empirical research are cited to illustrate the core principles that operate within (and sometimes across) the five complementary frameworks.

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&
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Trend in Mortality from Diabetes in Rural and Urban Areas in Spain

To estimate the trend in mortality from diabetes according to the area of residence in Spain between the years 2003 and 2018.

We selected all deaths assigned to the International Classification of Diseases (ICD-10) for total diabetes. The population, the number of deaths and the population according to the age, sex and population size of the municipality of residence have been obtained from the National Institute of Statistics. The size of the municipality of residence has been grouped into three categories: less than 10,000 inhabitants (rural areas), between 10,000 and 100,000 inhabitants (small urban areas) and more than 100,000 inhabitants (large urban areas). In each area we have calculated the average annual percentage change in mortality rate (APCM).

Between 2003 and 2018 the APCM in the mortality rate from diabetes in large urban, small urban and rural areas was respectively -2.7, -2.4 and -1.0 in men, and -4.0, -4.1 and -2.9 in women.

Rural areas showed less decrease in mortality from diabetes than urban areas. Both in rural and urban areas mortality fell more for women than for men.

Sabrina Moretti
Associate Professor, University of Urbino, Italy
&
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Researcher, University of Urbino, Italy

Patient Engagement in the R&D Process of Biotech Firms

Although the issue of patient engagement has been debated for several years, research in the health sector continues to be mainly conducted on patients, seen as a source of data, and not with patients, considering their active contribution in the research process.

The concept of patient engagement implies the need for integration between scientific competence regarding a given illness and knowledge based on the direct experience of the illness itself. In this sense, patients should be involved in the identification of health priorities/outcomes.

The concept of patient engagement is interpreted in different ways. This fact can create confusion and impasse in practicing patient involvement in medical research. The aim of this article is to begin a deconstruction of the complexity of this concept. This work is based on data collected through a series of qualitative interviews with R&D directors of biotech companies and representatives of patient associations in Italy.

Italian biotechnology companies interpret patient engagement as patient centricity, an organizational model that includes the patient's experiential knowledge in research and development processes. This means passing from an illness-centered model to a patient-centered one, and, consequently, interacting constantly with the regulatory agencies and their request for a result produced accordingly. Nevertheless, many factors contribute to the spread of skepticism regarding patient engagement in many pharmaceutical industries: uncertainty about patients' ability to contribute to research, additional costs, slowdown and interference with the research process, uncertainty about how to resolve conflicts, confusion about how to implement a patient-centered approach, uncertainty about the financial value that patient centricity provides. So, patient engagement is often limited to participation, clinical trials, or education about a new drug using health professionals as proxies.

The interrelation between regulatory agencies, patients and industries is shaping the contemporary healthcare research and development landscape. Each of them in various forms is involved in a process of organization and change of perspective. Nevertheless, there are no common or shared protocols or best practices, and the initiatives of companies and patient organizations are generally sporadic and inconsistent, which limits their effectiveness. In the Italian context, as in all Western countries, patient participation is seen as a fundamental process, but its implementation is still a learning by doing performance.

Maria Pallotta-Chiarolli
Fellow, Deakin University, Australia

Mobs and Wogs: Stories of Strength, Survival, and Suitcases

This presentation will explore how a group of co-researchers and co-writers came together in a decolonising project called "Mobs and Wogs". We explore our First Peoples of Australia with Greek, Italian and Maltese heritages and family histories, uncovering and recovering the connections and the conflicts, with truth-telling and talking pride.

We draw from our heritages and histories, our individual projects and our decolonising collaboration as scholars and activists, artists and advocates, to do truth-telling and offer strengths-based directions in healing ongoing tensions, including a re-visioning of migrant historiography, and celebrating the connections between the First Peoples of Australia and Greek, Italian and Maltese heritages and migrant experiences.

Via interviews, archival documents and ethnographic materials such as photos, letters and other personal items, the following questions are addressed:

1. What was life like growing up in Indigenous-Southern European families, communities, schools, workplaces, churches and in the wider Australian society, and what is it like today?
2. What role did Southern European migrants play in influencing and condoning, as well as questioning and confronting, racist and colonialist ideologies on national, community, familial and interpersonal levels?
3. Did Southern European migrants 'import' colonial and racial attitudes and convictions that they had acquired in their homelands and colonies, such as Italian colonies in North Africa, or did they learn these from Australian employers, neighbours, churches, schools and media?

Marta Picchi
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The "one in, one out" Approach in the New Communication on the Better Regulation

On 29 April, the European Commission adopted the Communication "Better regulation: Joining forces to make better laws" COM(2021) 219 final, with the aim of further improving the legislative process of the European Union. In fact, to foster the recovery process in Europe, it is more than ever necessary to legislate in the most effective way possible, also working to make the laws of the European Union better adapted to tomorrow's needs.

This Communication reiterates the importance of cooperation among the EU institutions, with Member States and stakeholders, including social partners, businesses and civil society, and proposes the following actions:

a) Simplifying public consultations by introducing a single "Call for Evidence".
b) Mainstreaming the United Nations Sustainable Development Goals, to ensure that legislative proposals contribute to the 2030 agenda for sustainable development.
c) Improving the way in which better regulation addresses and supports sustainability and digital transformation.
d) Integrate strategic foresight into the policy making process, to make them fit for the future.
e) Removing obstacles and red tape that slow down investments and building of 21st century infrastructure, working with Member States, regions and key stakeholders.
f) Introducing a "one in, one out" approach to ensure that any newly introduced burdens are offset by removing equivalent burdens in the same policy area.

This paper - after a reflection on the attention paid by the European Union to the issues of better regulation - aims to reflect on the principle of "one in, one out". Although the Commission specifies that this principle will not be applied mechanically and that exceptions will be allowed, it nevertheless seems to emphasize the idea that legislation is an obstacle to economic development rather than a guarantee for citizens' rights.

Furthermore, the principle of "one in, one out" may conflict with another principle: that of "do no significant harm" which requires evaluating the effects on the environment of any action that the European Union intends to undertake.

Marc Roux
Chair, Association Française Transhumaniste - Technoprog, France

Transhumanism in Greece?

In recent years, Transhumanism has begun to be studied in Greece. One can find articles and even some entire conferences devoted to it. On its relationship to Law, or to Art, etc..

However, maybe the main ethical questions posed by transhumanism to Greece and the Greeks should be different.

Should they be that of Longevityism, which invites us to a great medical paradigm shift, thinking of ageing as a disease?

Should it be that of moral enhancement, which dares to consider touching the brain in order to improve our cognitive capacities and allow us to modulate our emotions?

Indeed, in general, transhumanists propose to return from "the map to the territory", that is to say to distrust the abstract constructions that we have drawn to try to circumscribe reality. They encourage us to stop considering limits as taboos.

That said, we could also consider that an authentically Greek thought would have something to say to rethink the place of the ancient Greek thought tradition in view of transhumanism:

> Wouldn't the Greeks be the most legitimate to criticize the concept of hubris, to rethink the relationship to measure?
> Wouldn't they be in the best position to criticise the dialectic?

I believe that it is fundamental to Think, in Greek, a Greek transhumanism.

We must not be satisfied with translating Anglo-Saxon (or even French-speaking) transhumanism, but choose ways of thinking about transhumanism with Greek words. We need to multiply and deepen the debates to choose the meaning to be given to "dianthropismos", "metanthropismos", "hyperanthropismos", etc. How to think in Greek about "enhancement", "moral enhancement"?

And this debate should not be left to Greek bio-conservatism.

Various Greek thinkers have been looking at transhumanist thought for the past decade, for example encouraged by Stefan Sörgner such as Evi Sampanikou (University of the Aegean), or Μαρία Κανελλοπούλου-Μπότη, professor of law at the Ionian University, as well as the Greek members of STOA, starting with its director,

Theodore Karapipieris, or Charalambos Tsekeris, of the Hellenic National Commission for Bioethics & Technoethics.

But no one in the academic world dares to go as far as Stefan Sörgner in Germany, James Hughes in the United States, Raphaël Liogier in France, and above all the team of the Future of Humanity Institute, around Nick Bostrom, in Great Britain.

However, it is not enough to try to analyse transhumanism from the outside in order to give it to a population to understand. There is good reason to believe that transhumanism, in one form or another, is the path on which humanity has begun to move. The Greeks, like other peoples, rather than watching these upheavals progress by remaining spectators, before adopting it on the terms decided by others, must start thinking about their transhumanism.

Civil society, bludgeoned by more than ten years of successive crises, has not yet been able to structure itself to bring out popular interpretations of transhumanism. In these conditions, the academic world can play its role of enlightener and mediator.

Daile Lynn Rung
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Exploring the Intersections of Temporary Migration, COVID-19 Support Policies, and Migrant Men's Wellbeing in Australia

NOT AVAILABLE

Luca Serafini
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Redefining the Concept of 'Parajournalism' in the Age of Social Media

The aim of this work is to redefine the concept of 'parajournalism' in relation to the transformations that characterise contemporary information—in particular those generated by the progressive shift of information itself on social media—and to highlight how this form of communication contributes effectively to the growth of participation in the public sphere. We will analyse the main meanings attributed to the term 'parajournalism', emphasising how this term generally refers to a type of journalism that is characterised by the marked intervention of subjective opinions and perceptions, as well as to a 'second-rate' journalism, practised by non-professionals, and substantially reduced to light information and infotainment. We will show how 'parajournalism' is likewise associated with so-called 'postmodern journalism', in which objective reporting fades into a form of communication on the edge between reality and fiction.

We will then try to demonstrate how the more appropriate meaning of 'parajournalism' emerges from the analysis and comparison with the so-called 'paraliterature', i.e., a complex of literary publications with commercial and consumerist—rather than cultural and artistic—purposes, aimed at the masses. The main studies on paraliterature show that, starting in the 16th century, it also included the first forms of journalistic communication such as gazettes and printed notices. These publications, like other expressions of paraliterature, were characterised by content and stylistic forms similar to those of contemporary social media journalism. They featured a loud style, reiteration in the headlines, summaries of the topics considered to have the greatest emotional impact, declamatory tones, the use of superlatives, and a propensity for clear oppositions and absolute truths to the detriment of counterbalanced propositions. There is also a commonality in the choice of topics between what was covered by paraliterature and what is considered 'newsworthy' in today's journalism practised on social media platforms.

We will illustrate how the connections between today's parajournalism and paraliterature also relate to the role of these communicative forms for mass literacy. Just as paraliterature and the first forms of journalistic communication played a fundamental role in expanding the public sphere, parajournalism today plays a decisive role

in rendering information on issues of public interest available to the masses, although conveyed in a way that is typical of social media journalism.

All these analogies will therefore lead us to redefine the concept of 'parajournalism' in relation to the emergence of social media and the new digital public arena. The term should not be understood in an exclusively derogatory sense and should be re-semanticised considering how contemporary forms of popular journalism—analogously to those of paraliterature—contribute to a widening of participation in the public sphere.

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Values, Performance or Both? How Values-focused Work Benefits from Results-based Management

Results-based performance measurement means that organizations define and measure the results of their activities along the steps of the intended process of stakeholder value creation. Prior literature on results-based performance measurement in nonprofit organizations mainly focuses on its function for governing the organization's relationships with its external stakeholders. The second main function of results-based performance measurement is its internal use in daily management. Within this management function, organizations use results measures for coordinating the individual efforts of staff members toward the achievement of the organization's overall strategy and goals.

The two main functions of results-based performance measurement are interrelated. According to research in accounting, the external (governance) functions of accounting information likely spill over into how organizations use this information internally. Thus, when organizations focus more on results in governing their relationships with external stakeholders, then this likely translates into increased results orientation in daily management. Indeed, empirical evidence across various types of nonprofit organizations suggests that the continuing trend towards increased results orientation in daily management originated in increased results-based thinking of funders and other external stakeholders.

However, what is useful for governing the relations with external stakeholders is not necessarily useful for internal management, development, and learning. In fact, evidence suggests that while nonprofit executives as well as their external stakeholders have firmly imbibed the mantra of performance measurement with respect to its (external) governing function, many nonprofits seem to be struggling with implementing results-based management inside the organization. Case-based research provides rich evidence on nonprofit staff members' concerns that measured outcomes do not adequately reflect their work; this research has pointed at tensions and various negative effects created by increased results orientation in daily management. At the same time, despite the reservations expressed, evidence suggests that nonprofit managers and staff widely consider results-based management a potentially useful approach (or, at least, an inevitable trend) that, however, needs further development and better adaptation to the particular characteristics of nonprofit work. Given this need, it seems surprising that no prior research systematically analyzes what characteristics of the design and implementation of results-based management drive the observed negative effects, when and how the negative effects of results-orientation are avoidable.

The present paper builds on the described empirical observations, starting with an analysis of existing evidence on the tensions created by increased results orientation in nonprofit work. Based on this analysis, the paper highlights and explains two particular characteristics (goal ambiguity and dedication to values) that make results-based management more difficult to apply and that are present to differing degrees in nonprofit organizations. More specifically, the paper argues that the more these two characteristics are pronounced, the more likely the organization will experience negative effects of results-based management. The paper goes on to analyze why and how nonprofits nevertheless can benefit from making use of results-orientation in managing daily activities. Finally, the paper shows how results-based management can be adapted to better fit the needs of nonprofits.

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School Climate Improvement Programs

The main aim of this research is to implement an experimental program to prevent school maladjustment and to promote a positive, unified school climate, without social exclusion, in order to improve students' performance. We considered that the school is an organization and the basis of its mission and vision must be a set of values that can influence the educational climate. We used the sociological survey based on the questionnaire as main research method. The research design is experimental aiming to develop students' social skills. The assessment of the initial situation is based on the sociological survey which diagnose the level of social skills in school and aim to collect information about how to learn the rules and social norms (within the school). The sample included 300 students and 40 teachers from two schools. The main dependent variable of the experiment was represented by the learning outcomes of the students. If teachers implement the principles of this program to support appropriate behaviours, the rate of inappropriate behaviours in school will decrease. We expect that at the end of the program good relationships will be established between teachers and students, the parents' engagement in the school life will increase, students will feel safe and happy, the learning outcomes will increase, and consequently the aggressive behaviours among students will decrease. A secondary result will be the increase of teachers' satisfaction towards their work. Recent research shows that schools should focus not only on developing students' academic skills, but also on developing socio-emotional skills. Focusing on social skills, schools systematically help students to strengthen their socio-emotional competencies, which leads to the development of a positive learning environment. Understanding the importance of the social and emotional dimensions, and the interaction between cognitive, emotional, and social skills, teachers will learn to create a positive and healthy school climate. In other words, students who are not happy at school cannot concentrate easily and cannot be engaged in learning. The results showed that projects for the development of social skills are necessary, leading implicitly to the improvement of student performance.

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Rethinking Moral Ontology for Business Ethics

There is recently a renewed attention for realist ontologies in social sciences. This paper explores the implication of realist ontology for business ethics.

Business and management scholarship is mainly based on an intersubjective ontology, in which social constructions – such as markets, governance instruments, reputation, trust, etc – constitute what organizations are and what brings them to fail or succeed. Important accepted normative benchmarks (e.g., ILO, GRI, ISO) base their validity on stakeholder consensus, and thus also have an intersubjective ontology.

However, recent challenges to which businesses have to respond stem from a realist moral ontology: climate change, historical slave trade involvement, sexual harassment at work. Debates around these issues indicate that consensus is not a sufficient base for normative validity.

The aim of the paper is to seek a combination of realist and intersubjective ontology that is plausible for business ethics. To that end, the paper explores how realist ontological assumptions need to be understood for business to remain possible.

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Use of Copyrighted Content in Business

Copyright is twofold: moral and economic. Moral rights are not considered property, but an aspect of the author's personality. Moral rights are based on the idea of protecting the author outside his economic interests, namely his intellectual, artistic and similar non-material interests. Although the wording of the articles varies from country to country, the minimum standards for the protection of the moral rights of authors are met in all 180 countries that have acceded to the Berne Convention.

Today, the moral rights of authors are no longer as simple and broad as they were when the Berne Convention was adopted. At the current level of technological development, moral rights can sometimes hinder the use of many co-authored works (such as computer programs, architectural projects, films, etc.).

In this article, the author will study mainly one moral right - the right to withdraw a work. Such a right creates legal uncertainty for the business, as any author may withdraw a work at any time, including work created in the employment relationship or work involving a large number of people. There is only a requirement to compensate the user for the damage caused, without setting any deadlines for compensation, nor asking the author to prove that he is able to compensate the damage at all.

While agreeing that moral rights are inalienable and therefore cannot be transferred in author’s life time, it would be necessary to allow the author to agree with the user of the work whether and how the author will (or will not) exercise these rights in relation to the work and its uses.

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Interaction between Staff Motivation and Loyalty at Consulting Companies

At a time when company makes major changes and restructuring, companies face with a major problem, which is the employee motivation and loyalty to the company. One of the challenges for companies is attracting new employees, but at the same time ensuring that existing employees are motivated, focused on work and want to invest their knowledge in companies future. More and more large companies understand that motivated and loyal employees work better and helps to achieve higher business results, companies are starting to study how to motivate employees and maintain their loyalty. The aim of the research is to find out the key motivation factors for staff and the aspects of staff loyalty in the consulting company.

The following tasks had been used to achieve the aim:

1. make a scientific discussion on the theoretical aspects of motivation and loyalty;
2. describe the economic activities and staff indicators which are directed towards achieving the objectives of the consultancy company;
3. assess motivation systems and personnel loyalty, factors and interaction between them.

Study methods: descriptive or monographic method, survey method, graphic method, document analysis, logically constructive method, method of analysis, statistical method, analysis of Kendala W coefficient.

The research object: “Latvian Rural Consultation and Education Centre”

Conducting research the author concluded that the employees most appreciated motivating factors, wages, bonuses, stable job, relations with colleagues and direct managers, flexible working hours and a pleasant microclimate at the company, which supported Maslow’s theory of needs that employees would be willing to meet physical needs, safety needs from the beginning. The motivation system developed by the company partly meets the needs of employees.

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