



INTERNATIONAL ACADEMIC INSTITUTE

BOOK OF ACCEPTED ABSTRACTS

Paris, 22-23 October 2018

The Migration Period in the 21st Century

Rahime Nur CELİK
Morocco

Abstract

Disasters based on human or natural causes, climate changes, political and social confusions, especially as seen in the last two centuries the mass (or individual) mobilization of the resulting wars, can be called migration. The first example that often comes to mind in many of historical movements is Human Migration Period which was started in the mid-4th century and had being continued until 800s (A.C.) and more, but before and after this big wave there were significant shifts in population between various geographical regions of the world (the Exodus described in the old testament, the emigration of Muslims, the Circassia Exile, the migration of Lebanese to various regions, particularly to south America etc.).

The reason that Human Migration Period (Völkerwanderung / the Barbarian Invasions) is the first term that comes to mind when spoken about migration is due to the effects that were caused afterwards. After the said Human Migration, the political structure of Europe has almost completely changed: Under the Chinese pressure in a difficult geography, the Turkish tribes who continued their existence until that day in limited possibilities, began to progress intensely Westward, they met the other tribes which were pushed towards the inner parts of Europe and thus the political structure of Europe has been changed in its fundamental way.

The Syrian Crisis that started in 2011 brought together one of the biggest social movements seen in history. More than 500 thousand person have lost their lives since the Syrian civil war began, 45 per cent of the total population had to leave their lands; while 6.36 million people were displaced in Syria, more than 4 million people had to migrate out of Syria, mainly the surrounding countries (BBC, 2016). Libya, not far from Europe in geographical terms and dominated by civil war, Algeria and Egypt too, whose political pressures have often exceeded their tolerance limits, African countries that have come to the fore with humanitarian crises are the other emigrating centuries. Positively and negatively immigration has become one of the most talked about phenomena in the world.

This study which took the qualitative research approach as a basis and designed with case studies is important by reason of seeking answer to the questions of how and in what way the migrations were affected the European political structure and fundamental values in recent years.

Key words: Europe, Geography, Human Migration, Syrian Crisis, Mass movements.

Adult education for active participatory citizenship and the emerging role for adult educators as resistance mediators

Prof. George K. Zarifis & Prof. Kyriakos Bonidis
Aristotle University of Thessaloniki, Greece

Abstract

Based on the results of the European project EduMAP this paper discusses the widely recognised yet weakened position of active participatory citizenship and its role in the current debate on the responsibility of adult education as a medium for empowerment and emancipation from prioritised neo-liberal values. The initial focus is on the various problems faced by adult education in Europe. Adult education as a means to achieve active participatory citizenship is then discussed suggesting that it is important to examine the educational implications of relevant theories and practices on citizenship. The paper concludes by suggesting that the current discussion on the challenges European societies face today, must acknowledge the need for adult education to be reformulated in ways that are enriched by diversity and the wide range of learning contexts and communicative practices that pose new challenges. Within this line of argumentation, the paper also stresses the emerging roles for adult educators as plausible mediators for socio-political resistance.

Theatre and drag identity: a comparative study of gender performance tradition in Manipur and in New Zealand

Brahmacharimayum Suzania
School of Communications, Auckland University of Technology

Abstract

Conceptualising identity as a performance occurring in everyday life and in the specialized field of theatre and film performance, the research seeks to uncover the relation between cultural notions of identity and the self-perception of drag artists, relating these factors in turn to the conceptions of gender, femininity, and beauty prevalent in mainstream culture. It starts from the premise, as argued for example by Judith Butler (*Gender Trouble* (1990)) that gender identity is a kind of performance, this research aims to explore the values and attitudes underlying drag performance traditions. Utilizing a comparative ethnographic methodology, the concepts of identity and gender held by male cross-dressers will be explored through a series of semi-structured interviews conducted in Manipur and New Zealand. Performances, whether live or recorded, constitute liminal spaces where the norms of everyday life are bracketed off and new states of being can be explored on a temporary basis. (Turner)

What is notable about drag performances, is that given the challenge they make to the hetero-normative values of society, they are obliged to construct an identity career, often under the condition of stigmatization. (Goffman, (1963)) The extent to which drag performers in Western and Eastern theatre traditions, exemplified by case studies drawn from New Zealand and Manipur, draw on the traditions of performance for support is the key focus of this thesis. How do factors such as styles of performance, peer support, public attitudes and conceptions of selfhood work for or against creating a haven for “transgressive” gender identities?

In approaching these questions an important distinction can be drawn between performances occurring in fused societies and performance in complex, defused, modernised societies in which the various elements of performance are complex and multi-dimensional and do not follow fixed ritual patterns and where performance is driven to integrate competing definitions of social “reality”.

(Alexander, 2004). So, for example, the performance practices of Manipuri theatre, the dress and cosmetic codes adopted by Nupi Manbi (effeminate male) are consistent with religious as well as theatrical practices in Manipur, suggesting a fusion of ritual practices. Outside of the sites of religious and theatrical performance, the operation of gender basis treats as normal the equation between biological sexual characteristics as normal and in some cases divinely sanctioned as human “nature”. In New Zealand drag, following Western theatre practice has emerged as a niche theatrical style that signals a discontinuity with religious practices as well as “normal” street behavior and comportment.

Using the model of fused and defused performances, the thesis aims to explore how issues of gender identity are “managed” by cross-dressers in Manipuri and New Zealand and how the experiential connection between self-identity and performance identities vary across the different social contexts and theatrical traditions.

There are four interrelated reasons that validate the significance of this study. First, the Eastern theatre tradition of cross-dressers in the Asian region, and context-specifically, in the Manipur state of North-eastern India, is not well documented in the research literature. The research to be carried out in the Manipuri state is the first of its kind. Second, the thesis will provide indicative data on the larger issue of the differences between Eastern and Western theatre traditions of cross-dressing and how these create an approach to the construction of identity in performance.

Thirdly, the Eastern theatre tradition raises questions around sexual identity and public perceptions of the naming, labelling, and level of social acceptance for drag performers. These questions are also posed by Pasifika and Maori cultural values in New Zealand which depart from the Western Tradition of gender binarism which marks the mainstream Pakeha culture.

Fourthly, how does the media discourse around drag performers, especially celebrities and fashion leaders, influence the public perception of the relationship between sexuality and gender?

The purpose of this research is to conduct a comparative analysis of the aesthetics and politics of drag performance, primarily amongst males who represent themselves as female in professional work in New Zealand and Manipur theatre. The category of drag performance covers a continuum of identity positions in which the biological or sexual characteristics of a performer are suppressed in the performance of a character or characters of the opposite gender. The performer may confine the performance of a drag character to a professional setting or may adopt the character as a real-time persona, through adopting a style of dress, makeup, and comportment or in a more radical undergo or undergo surgical sexual reassignment. One important element of the research is to discover the kinds of attitudes held by drag performers in respect of their self-identity and how the cultural environment in which they work is perceived as supporting or impeding their efforts to reconcile how they feel about themselves in terms of gender identity assigned to them by their sexual characteristics at birth.

The general research question to be addressed is how does the context of performance provide a “discursive shield” against the demands and sanctions of a sexually orthodox cultural environment in which drag performances are situated and how might this vary between New Zealand and Manipur. To explore this question, it is intended to generate ethnographic evidence on the experiential connection between self-identity and performance identity impacts the experience of drag performers varies across different social contexts and theatrical traditions. The role of the theatre as a liminal space mediating between the creative exploration of gender identity and the extra-theatrical demands for hetero-normative conformity provides a critical research setting.

The specific research questions that the thesis will address are:

- (a) How do drag performers in New Zealand and Manipur conceptualize their gender identity?
- (b) How do drag performers construct their performances -what resources, concepts and aesthetic practices do they draw upon and how does this process differ in Manipur and New Zealand.
- (c) How do drag performers in the two locations characterize their relationship with the public and audiences? Do they seek to ratify their professional identity as artists with niche audiences, with the public at large or strike some balance between the two?

References:

A list of sources referred to in the proposal.

Alexander, J. C. (2004). Cultural pragmatics: Social performance between ritual and strategy. *Sociological theory*, 22(4), 527-573.

Besnier, N. (1997). Sluts and superwomen: The politics of gender liminality in Tonga. *Ethnos*, 62 (1-2): 5-31.

Stigma; notes on the management of spoiled identity Englewood Cliffs, N.J., Prentice- Besnier, N. (2002). Dragism, Locality, and the Miss Galaxy beauty pageant in Tonga. *American Ethnologist*, 29 (3): 534-566.

Victor Turner and contemporary cultural performance /New York : Berghahn

Besnier, N. (2007). Gender and interaction in a globalizing world: Negotiating the gendered self in Tonga. In *Words, Worlds, and Material Girls: Language, Gender, Globalization*, edited by B. S. Mcelhinny. Berlin: Mouton de Gruyter.

Besnier, N. and Alexeyeff, K. (Eds.) (2014). *Gender on the Edge: Drag, Gay, and Other Pacific Islanders*. Honolulu: University of Hawai'i Press.

Butler, J. (1988). Performative Acts and Gender Constitution: An Essay in Phenomenology and Feminist Theory. *Theatre Journal*, 40 (4): 519-531.

Butler, J. (2013). *Dispossession: The Performative in the Political*. United Kingdom: Polity Press.

Mahdi, L. C., Foster, S., and Little, M. (Eds.) (1987). *Betwixt and Between: Patterns of Masculine and Feminine Initiation*. Illinois: Open Court.

Poasa, K. (1992). The Samoan Fa'afafine: One Case Study and Discussion of Transsexualism. *Journal of Psychology and Human Sexuality*, 5 (3): 39-51.

Demographic Diversity in the Boardroom and Firm Performance: Empirical Evidence in the French Context

Elhem ZAATIR

Taher HAMZA

University of Reims Champagne-Ardenne

Abstract

Several governments seek to implement gender parity on boards, but the results of doing so are not clear and could harm corporations and economies. This topic thus that women's presence on boards has a positive effect on firms' performance. The theoretical and empirical evidence in favor of this premise, however, is not conclusive even in studies conducted in the same country. This inconclusive state of knowledge, at a time when governments are instituting affirmative action policies that oblige companies to appoint females to corporate board positions, is troubling, making the understanding of the outcomes of women's participation on boards timely and essential. The present paper tackles this issue in the context of the French listed firms during the quota period. A dynamic panel generalised method of moment estimation is applied to control the endogenous effect of board structure and reverse the causality impact of financial performance. Our results show that the impact of gender diversity manifests in conflicting directions, positively affecting accounting performance and negatively influencing market performance. These results suggest that female directors create economic value, but the market discounts their impact. Apparently, they are subject to a biased evaluation by the market, which undervalues their presence on boards. Added to that, our results confirm a twofold nature of female representation in the French market. The effect of female directorship on firm performance varies with the affiliation of the directors. In other words, the positive impact of gender diversity on return on assets primarily originates from the positive effect of non-family-affiliated women directors on market performance rather than from the effect of family-affiliated women directors on ROA. Finally, according to our results, women's demographic attributes namely the level of education and multiple directorships strongly and positively impact firm performance as measured by return on assets (ROA). Obviously, women directors seem to be appointed for the business case rather than as token directors.

Keywords: Corporate Governance, Board of Directors, Women, Gender Diversity, Demographic Attributes, Firm Performance.

JEL classification: G32 G38 L25

Emotional Labor Experienced by Workers Whose Status Marginalized in Korean Society: A Comparative Analysis between Apartment Security Workers (Janitor) Working in Gangnam Apartments and those Working in Public Rental Housings

Young Yoon Won
Milton Academy

Abstract

Workers whose status marginalized in a society and their emotional labor provide a reliable measure for the maturity of the society. Therefore, this research was set out to explore the emotional labor experienced by apartment security workers (janitors) working for tenants with *high* SES as compared to those with *low* SES. Having run an independent sample *t*-test, a tenant-security worker interaction in affluent Gangnam apartment differed from that of public rental housing. Those who were working in public rental housing had shown to be more dissatisfied and had more unpleasant experiences—or mistreatment—with their tenants. A correlation analysis showed that the workers' desire to quit is strongly associated with unpleasant interaction with—or mistreatments by—their tenants. Also, when examined the security workers' characteristics, those who perceived their tenants as pampered children were less likely to resist tenants' unfair demands.

Keywords: Security Worker, Emotional Labor, SES, Gangnam, Mistreatment

Blended Learning: Reflections on Teaching Experiences of Elementary and Secondary Teachers' Education in KPK Pakistan

Muhammad Asif
PhD Scholar,
Department of Education,
Abdul Wali Khan University,
Mardan, Khyber Pakhtunkhawa, Pakistan

Prof. Dr. Riasat Ali
Department of Education,
Abdul Wali Khan University,
Mardan, Khyber Pakhtunkhawa, Pakistan

Associate Prof. Dr. Saqib Shehzad
Department of Education,
Abdul Wali Khan University,
Mardan, Khyber Pakhtunkhawa, Pakistan

Abstract

Experiences with online learning in overall education have grown due to advancements in technology and technological savvy of students, changes in students' expectations and evolution of teaching approaches in higher education. Blended learning, the thoughtful fusion of face-to-face instruction with online learning can enhance students' learning and provide rewarding teaching experiences for teaching faculty. The blended learning program is considered as new curricula for teachers' education of Elementary and Secondary Education, Department of Khyber Pakhtunkhwa. Therefore, the Government of Khyber Pakhtunkhwa is beginning to employ blended learning across the educators of professional education from entry-to-practice programs for innovating professional education programs. The objectives of this research paper are to describe the experiences with blended learning and to enhance the teaching experiences in teaching of science. The targeted population is all NTS (National Testing System) appointed teachers who are being aimed to train with blended learning. The study is qualitative in nature and based upon analyses of documents and a short interview of trainees. The probability sampling technique was followed which allowed the researcher to select the respondents randomly from population targeted for the study. The collected contents for the data were thematically analyzed.

Keywords: Blended learning; teacher education; continuing professional education; online learning; Elementary and Secondary Education.

**Exploring Human Rights Education Concepts in Pashto Textbooks at Primary Level:
A Case Study of Khyber Pakhtunkhwa Schools in Pakistan**

Jamshed Iqbal
PhD Scholar,
Department of Education,
Abdul Wali Khan University, Mardan

Dr. Riasat Ali
Professor and Chairman,
Department of Education,
Abdul Wali Khan University, Mardan

Dr. Saqib Shehzad
Associate Professor,
Department of Education,
Abdul Wali Khan University, Mardan

Abstract

The purpose of this research study is to explore key concepts of human rights education (HRE) in Pashto Textbooks from Class One to Class Fifth at Primary Level in Government Schools in Khyber Pakhtunkhwa. Being a qualitative study based on content analysis, three research questions are being framed. Firstly, human rights concepts are being explored in Pashto curricula according to Values and Knowledge based Human Rights Education Model. Secondly, existing activities in the textbooks exercises are analyzed in the light of Transformative Model of Human Rights Education. Thirdly, recommendations are being put forwarded for further improvement according to the required criteria of UN World Program for Human Rights Education (UNWPHRE).

Keywords: Pashto Textbooks; Human Rights Education; Human Rights Education Models; Concepts of Human Rights Education; Government Primary Schools in KPK

DETERMINANTS OF JOB SATISFACTION AMONG PHILIPPINES' NATIONAL CAPITAL REGION POLICE OFFICE UNIFORMED PERSONNEL

Anthon Mark Jay Rivas, Shieryll Suan, Cherry Anne Lopez
Taguig City University, Taguig City, Philippines

Abstract

Job satisfaction was long recognized in the private industry to retain talented resources; hence the government sector must also acknowledge that job satisfaction of public employees is one of the keys to improve the well-being of its workforce. Among government employees, police officers have service-intensive profession and their job satisfaction will improve the efficiency and effectiveness of the Philippine National Police.

This study determined and measured the job satisfaction of National Capital Region Police Office (NCRPO) uniformed personnel. Demographic and organizational variables of 404 respondents were correlated to their job satisfaction. The survey questionnaire used a five-point scale with five parts: Demographic Profile; Co-worker and Supervision; Pay, Promotion and Professional Development; Public Opinion and Contribution to Community; and General Job Satisfaction.

More than 83% of the respondents were either satisfied or strongly satisfied with their job. The rest of the respondents were neutral. The lowest among the job satisfaction statements was related to the remuneration of the police officers. The Pearson Correlation revealed that only five independent variables had correlation with job satisfaction: [1] Current Department, [2] Job Characteristics, [3] Co-worker and Supervision, [4] Pay, Promotion and Professional Development, and [5] Public Opinion and Contribution to Community.

Multiple Linear Regression Analysis was used to predict the value of job satisfaction based on the independent variables of the study. In the stepwise analysis, there were five statistically significant models. Among the demographic variables, rank was the only one included in a model. All other models had at least one organizational variable. P-P plot showed that the points generally followed the normal (diagonal) line with no strong deviations.

Keywords: Job Satisfaction; Uniformed Personnel; Remuneration; National Capital Region; Correlation

The Perspective of Industry-Academia Linkages with Engineering Universities in KP

Muhammad Abouzar,
PhD Scholar,
Department of Education,
Abdul Wali Khan University, Mardan

Dr. Riasat Ali,
Professor and Chairman,
Department of Education,
Abdul Wali Khan University, Mardan

Dr. Saqib Shehzad,
Associate Professor,
Department of Education,
Abdul Wali Khan University, Mardan

Abstract

This research paper aimed to explore the linkages between industry & engineering universities in Pakistan. For theoretical understanding, industries offer a platform to transform ideas into reality. This link serves as a backbone for the students of engineering & their minds are moulded as per market demands. The main objectives of this study were to discover the links between industry & academia & to find out that this link is fruitful for the engineering students in getting market-oriented jobs. The population of the research study consisted of all teachers of engineering universities and industrialists of KP. The convenient sample technique was used. This study was descriptive in nature and two questionnaires were brought in use as an instrument for data collection. The data were collected from teachers of engineering universities of KP & industrialists. The collected data were analysed through Mean, Standard Deviation and simple percentage. The findings of the study revealed that a strong linkage needs to exist between industry & engineering universities of KP as per industry market -demands. This research study put forward the recommendations for overcoming the challenge of establishing the linkage between industry & engineering universities of KP in order to provide best outcome of engineering students to in-line them with the market demands & it would prove a real game changer in terms of economic & sustainable developments for KP.

Keywords: Industry-Academia Linkages; Engineering Universities; Economic & Sustainable Developments

Instructional contextual contestations in the teaching of chemical equilibrium: A multiple-case study

Lebala Kolobe
University of Kwazulu-Natal
South Africa

Abstract

Chemical equilibrium constitutes a basis for most chemistry topics. However, it has been found to be difficult to teach due to the varying representational levels involved hence leading to instructional contextual contestations. In an ideal instructional context, one would expect the four components [teacher, content, instructional strategy, curriculum and assessment] to operate in harmony, in tandem and in a complementary manner. The current study is couched within the instructional context framework which advocates the navigation of instructional context components in a manner that leads to successful teaching of a specific topic. Four experienced teachers from three consistently well performing secondary schools were selected to participate as cases. Chemical equilibrium was chosen as a topic to explore instructional contextual contestations. A multiple-case study research design was followed. A triangulation of data gathering methods in the form of biographical questionnaires, one-on-one interviews, classroom observations, document analyses and teacher journals on teaching chemical equilibrium was used to find teachers' created instructional contexts using both individual and cross-case analyses. Interpretation of the results indicate that there are contextual contestations within, between and across cases. In other words, one of the components tends to dominate the context created. Curriculum and assessment enjoyed prominence in all cases. Therefore, all other components became insignificant even though they remain indispensable.

Abstract

The Senegalese energy sector is faced with a chronic supply shortage, rusting generating capacity and a complete dependency on imported oil with rising price and uncertainties on supplies. While the demand for power is growing at 10% rate per year, Senegalese citizens and corporate suffer increasing power cuts resulting in high production cost and losses for the private sector. Energy costs account for 35 % (average) of the industrial production cost against 15% in South East Asia; penalising the overall productivity and performance of the private sector. The situation calls for the needs to diversify energy supply, especially by tapping into the renewable resources such as biogas.

The project aims to improve the first Senegalese company specialised in industrial scale biogas installation. Indeed Senegal has a wealth of untapped resources from animal, agricultural and human waste that can be converted into biogas for multiple uses: electricity, cooling, heating and cooking. The project will market turn key biogas plants to a variety of customers such as municipal abattoirs, waste handling and management companies, dairy farms, agro processing industries, rice processors, water recycling plants, villages electrification schemes, etc... by the sale and installation of 8 biogas plants of a nominal capacity of 40 kW each at least.

The pilot phase will deal with the development of 40 kW capacity biogas plant using cow dung and agricultural waste to generate 400 kWh electricity for a dairy farm. This project will serve as a venue for marketing and training for unlocking the potential for biogas plants market in Senegal. The equipments will include a (i) concrete insulated silo with heating tubes, mixer and roofing structure that will be constructed locally; (ii) a mixing pit or silo for directing the manure into the digester; (iii) a CHP-unit (gas engine and generator set) with emergency cooler and required electrical connections; (iv) an overflow tank for the waste that can be used as natural fertiliser. The training includes all the technical aspects for building biodigesters, energy conversion, operational procedures, repair and maintenance.

In today's global environment, companies continue to seek new customers and suppliers on an international level. However, the "rules" for doing business can differ from country to country. Business schools, therefore, need to develop courses that will sensitize their students to these differences. This article presents an innovative, interdisciplinary approach for a short-term study tour to Europe that addresses this challenge. In addition to the underlying theory and pedagogy behind the course, this article includes a detailed description of the structure, implementation, and focus of the course that provides multilens analyses at the intersection of culture, technology, and business practices and how these three influence one another.

Key words: business , economy

Integrating forensic investigation techniques in internal auditing: Case study of Serbia

Snežana Knežević, Associate Professor
University of Belgrade, Faculty of Organizational Sciences,
Serbia

Bosiljka Srebro, PhD student
University in Belgrade, Faculty of organizational sciences,
Belgrade, Serbia

Dragan Cvetković, PhD
Police Directorate for the City of Belgrade, Criminal Police Directorate
Belgrade, Serbia

Abstract

In the context of increasingly complex environment and thus the possibility of development of new types of fraud, the importance of understanding the role of the internal audit profession in the context of prevention and fraud detection for organizations that perform their functions in such circumstances is pointed out. The subject of research in this paper is to identify ways in which forensic investigation techniques can be integrated into procedures for the application of certain work processes in the function of more efficient financial management and control. The research covers two types of organizations: those operating in the private sector (profit-oriented) and those operating in the public sector in the Republic of Serbia. The goals of this research paper are to establish a list of potential fraud indicators and critical points in the process of involving internal auditors in the prevention and detection of fraud, and in this context, make a comparison between organizations in the private and public sector.

Key words: internal audit, fraud indicators, organizations, Serbia.

Tourism and neocolonialism

An amalgam of servitude, servility, and service in Africa

Omar Moufakkir and Mark Balnaves
Gulf University for Science and Technology, Kuwait

Extended Abstract

Tourism has always been touted by many countries as a viable economic activity. It is also regarded as an economic savior for African countries. However, despite the importance given to tourism by governments and the private sector, the numbers of tourism receipts and arrivals in Africa, as shown by UNWTO's figures (UNWTO, 2016), shy behind the numbers of developed countries. Generally, tourism is challenged by many external factors, however, Africa seems to suffer from additional factors especially in the hotel and restaurant service. These factors negatively impact employee turnover in the sector. Many studies have investigated the factors that affect employee turnover in the hospitality sector (e.g., Holston-Okae, 2018), and concluded that employee turnover jeopardizes organizational performance and profitability because of its associated loss of important corporate resources and company assets (Guilding, Lamminaki, & Mcmanus, 2014). It is, therefore, argued that organizations and businesses in the tourism sector must understand the factors that have a significant potential to predict employee turnover (Hancock, Allen, Bosco, McDaniel, & Pierce, 2013).

The purpose of this paper was to examine the problems that are akin to the hospitality sector in the context of Africa. We conducted 29 in-depth interviews with tourism officials, educators, managers, and employees in eight Sub-Saharan African countries (Figure 1). The results show that employment in the hospitality sector in these African countries suffers from a low positioning in the mind of African people in general, and in the mind of the African youth in particular. This positioning depicts a strong amalgamation of service with servitude and servility in the psyche of the African youth. Employment in the hospitality sector in these African countries is gendered, and impacted by religious beliefs and perceived neo-colonialism. This paper explores recent debates about service and servitude in relation to tourism and hospitality in Africa from an African voice perspective and offers practical recommendations to overcome associated challenges for a better tourism and hospitality business.

Method

The findings in this chapter are part of a larger research commissioned by a non-profit organization to study the needs of the hospitality industry in country members of West African Economic and Monetary Union, also known by its French acronym as UEMOA. Members of the West African Economic and Monetary Union include Benin, Burkina Faso, Cote d'Ivoire, Guinea-Bissau, Mali, Niger, Senegal, and Togo (Figure 1). UEMOA member countries are working toward greater regional integration with unified external tariffs.

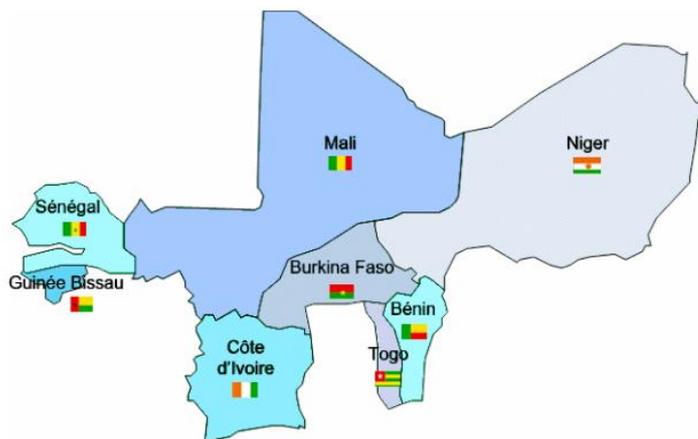


Figure 1. Study region.

The fieldwork was conducted during 29 days, in two phases. The first phase took place between September 2 and September 16, 2012. The second was between September 30 and October 13, 2012. The results are based on a total of 61 interviews with different tourism and hospitality stakeholders, including frontline employees, managers, educators, as well as government officials. Several themes have emerged from the interviews from which we could assess the challenges, needs, and opportunities of Africa's hospitality sector. The paper focuses on youth's perception of working in the hospitality sector. This perception is overwhelmingly negative and thus contributes to a high employee turn and low service quality. Basically, the informants contacted in all the participating countries shared their concern about the challenges they are facing in this regard and what needs to be done to rectify the misconception of hospitality jobs.

Informants were recruited by the Ministry of Tourism of the participating countries. They were selected based on their experience and knowledge about the industry of their respective countries. Informants were first contacted by mail by the commissioning agency, after which a ranking ministry officer was put in charge for the planning and organization of the visits during the fieldwork. The officer would then introduce the researcher and the purpose of the visit and the study. The interviews were all conducted by the researcher in French. For the purpose of this paper, the interviews were translated to English by the author. No back translation was necessary as the interview transcript was easy to understand. The researcher asked the permission to audio record the interviews. The interviews took on average 30 minutes to complete. The three main themes that guided the interviews were: the current situation of tourism and hospitality in the participating countries, professional education in tourism and hospitality, and future directions. During the fieldwork the researcher met with Ministers of tourism, hotel managers, airport officials, travel agent employees, restaurant managers, car rental employees, tourism guides, and employees in the industry. A few themes emerged from the interviews including the image that people in general have of the industry, and the perception of young people. The findings serve as a basis for objective policy recommendations.

Conflict Resolution & Mediation: an essential tool - US role in the Palestinian/Israeli Peace Process

Dalal IRIQAT, PhD
Assistant Professor,
Arab American University Palestine

Abstract

In his 6th December 2017 illegal announcement, Trump had judged previous Presidents of the United States of America for making failed assumptions and for adopting failed strategies; moreover, he claimed that he is correcting their failures by recognizing Jerusalem as the capital of Israel. This paper demonstrates how previous US Presidents might have made failed assumptions or might have worked failed strategies as Trump mentioned in his speech; nevertheless, by celebrating the relocation of the US embassy from Tel Aviv to Jerusalem and unilaterally imposing change on the status quo of Jerusalem by announcing Jerusalem as capital for Israel, the truth remains that Trump is destroying the chance of any strategic peace deal based on the two states solution.

“When bad behaviours rewarded, things can only get worse”

Overriding the numerous UN resolutions that guarantee Palestinian rights on the 1967 borders including East Jerusalem as capital and the Palestinian identity of Jerusalem, Trump and Netanyahu are neglecting basic Palestinian human rights, and leaving millions of Palestinians in Gaza hopeless with nothing to lose. Those dictations will lead to nothing but violence.

History will recall the celebrations of the day of moving the US embassy from Tel-Aviv to Jerusalem, under Trump & Netanyahu as strategic failure. Previous US Presidents might have made failed assumptions or they might have worked failed strategies as Trump mentioned in his announcement, nevertheless, he is making a strategic failure that none of his precedents had committed at least for the reason that previous presidents had preserved the role of the American administration as a 3rd party mediator accepted by both the Israelis and the Palestinians; today, this is no longer the case.

September 2018 marks 25 years after the Oslo Peace agreements, today, a peaceful negotiated deal seems impossible. Over the past two decades, the world has witnessed an increase in the hopes for a peaceful solution regarding the Palestinian-Israeli conflict. Many efforts have originated with good intentions in mind, most of which have ended in failure. July 2000 hosted the most significant talks at Camp David bringing the final status issues to the negotiating table. However, no deal was completed; moreover, since then, violence and instability have escalated in the region. The question raised is whether it is the Palestinians who should be blamed for not accepting the offer or the Israelis for their increasing demands and their practice of coercive diplomacy, or, the Americans for not playing the role of the honest broker. In a previous study, in the year 2004, titled “Limitations of Coercive Diplomacy”, I have examined past and recent events, from the Camp David talks, the events that had led to them, their principal actors, and the techniques of negotiation and coercion, which were practised in them, as well as the consequences of their failure at several levels; in this paper, some discussion of subsequent initiatives for peace will also be offered; moreover, considering the most recent events under the Trump’s administration, obvious conclusions are expected to surface with focus on Mediation as an essential tool for conflict resolution.

The Arab-Israeli conflict emerged as one of the competing nationalisms claiming the same territory. as a result, zero-sum perceptions of the conflict brought about the belief that coexistence was impossible. There were however, international influences through British and later American policies, Arab support through the subsequent attacks after the expiry of the British mandate and the establishment of the state of Israel. In 1948, the state of Israel was created and in the Six Day War in 1967, the borders of the recently created state were expanded. Events continued to escalate and develop until the year of 1991 brought a new way of dealing with the conflict through diplomatic offices. The

collapse of the Soviet Union in 1989 and the end of the Cold War introduced a uni-polar world order led by the Americans. Indeed, the Iraq invasion of Kuwait in 1990 brought instability to the Middle East and provided the need for a regional settlement. After more than four decades of the Arab-Israeli conflict, the dispute reached a new phase in 1991. Differences would no longer be settled through force and violence but by diplomatic means. The preamble of the 1993 Declaration of Principles stated that it was time for both Israelis and Palestinians “to put an end to decades of confrontation and conflict.”

When violence erupted in the occupied territories in the West Bank and Gaza Strip in September 2000, most of the international community traced the reason back to the failure of the Camp David summit of July 2000. Israel and the American administration which had been playing the role of the mediator concluded that the Palestinian refusal to the proposed paper at the summit was the reason behind the deadlocks. Debates arose on these talks taking different angles; whose mistake was it, what was proposed and to what extent are these talks important as a foundation for any coming deal? However, the previously mentioned study examined selected coercive diplomacy approaches conducted in the mediation process between Israel and Palestine beginning at the time of the Camp David talks and ending with the disengagement plan known as the Sharon unilateral separation plan. The study demonstrated the weaknesses of the American-Israeli approaches in dealing with the Palestinians, which have ultimately undermined the possibility of positive outcomes. It also illustrated how the American mediators were involved in their war against terror after the outrage of the 11th September 2001 and they seem to have been busy enough not to have time for the Palestinian-Israeli conflict.

This study aimed to avoid similar negotiation experiences in the future. Moreover, it provided a greater understanding of ways to avoid future escalation. The paper will consider the negotiating techniques and focus on the role of the honest broker. Today, this paper argues that Trump is no different in being a biased broker.

AN EXPERIENCE OF E-LEARNING IN CONTINUING MEDICAL EDUCATION: ACHIEVEMENTS AND LIMITATIONS

Yolanda Marín-Campos, Virginia Sánchez-Meza, Jorge García-Méndez, Joaquín López-Bárcena.
School of Medicine
National Autonomous University of Mexico

Abstract

Introduction. E-learning, as any other innovative way of teaching, should be studied to improve it ^{1,2,3}. This work describes an e-Learning experience in a 120-hours course for clinical specialists' trainers, located in different states of the Mexican Republic. Purpose was to provide participants with the competency-based education and professionalism fundamentals for training clinical specialists. **Intervention.** Fifty-three activities were carried out online, in a Moodle platform. It was made up of 5 modules. Learners must dedicate 6 hours per week, for 20 weeks. Updated bibliographic material and Web resources were included to learners work with.

In Module 0 "Course introduction", operating rules and tutoring in Moodle navigation were given. Module 1 "Competency-based education as an approach for training clinical specialists", they were reviewed theoretical foundations and background of this approach in Medical Education. Module 2 "Elaboration of academic programs based on competences", theoretical and practical aspects were given, based on levels of competence. Module 3 "Methods, techniques and didactic resources for clinic and professionalism teaching", learners made useful material for their teaching. In Module 4, "Evaluation of transversal and specific competences", assessment instruments were elaborated with emphasis on those that were useful for clinical and professionalism teaching.

Results. The course has been given twice. The number of enrolled per group was 30, however, in the first course 8 learners' dropout and 9 in the second one. For accrediting was requisite to make and deliver 100% of assignments and an e-portfolio with help of four teachers, who gave them tutoring and feedback along the course. Course evaluation by learners was made through an anonymous satisfaction surveys at the end of each module. Instructors' feedback and tutoring, activities and bibliographic materials, were highly graded. However, the most relevant limitation was the 30% dropout in the two courses, 10% of the at the beginning and 20% later. In the surveys mentioned, at the beginning, lack of skills to navigate in Moodle platform and later, that they had a lot of work and little time to devote to the course.

Conclusions. Preparation is needed for newcomers as they may think that nontraditional learning such as e-learning is the same as a traditional learning environment. The lack of ICT skills is one of the barriers in e-learning training. Besides, learners need to have initiative and self-discipline to study and complete assignments.

References

1. Dai, W., & Fan, L. (2012). Discussion about the Pros and Cons and Recommendations for Multimedia Teaching in Local Vocational Schools. *Physics Procedia*, 33, 1144-1148.
2. Noesgaard, S. S., & Ørngreen, R. (2015). The Effectiveness of E-Learning: An Explorative and Integrative Review of the Definitions, Methodologies and Factors That Promote e-Learning Effectiveness. *Electronic Journal of e-Learning*, 13(4), 278-290.
3. Talebian, S., Mohammadi, H. M., & Rezvanfar, A. (2014). Information and communication technology (ICT) in higher education: advantages, disadvantages, conveniences and limitations of applying e-learning to agricultural students in Iran. *Procedia-Social and Behavioral Sciences*, 152, 300-305

Our lives as African Queens: Narratives of bodily changes due to breast cancer treatment

Nokwanda Nzuzi
University of Kwazulu-Natal
South Africa

Abstract

This study provides a contemporary contextualisation of the challenges that young Black African women face once they are diagnosed with breast cancer. It focuses particularly on 15 young Black African women in the age category of 24 and 40 living in Durban, South Africa. Using the interpretative paradigm, social identity theory as well as social construction theory, this study analyses young women's understanding of their bodies as 'African assets' before and after breast surgery. This study used data collection methods such as focus groups, open-ended interviews, and observations to collect thick descriptions of the challenges that have been faced by young women, as well as stories of how the women have renegotiated their body image and sexuality. The findings of this study indicated that sociocultural expectations play a vital role in how young Black women understand themselves as individuals, partners, and family members. The findings also reveal that women are led to believe that 'real' African women can be seen through their appearance and physical attributes. The young women shared a common understanding of how Black African men prioritised when choosing potential partners. This construction of a women's body was understood to be challenged once young Black African women started cancer treatment as this affected their physical and emotional well-being through medical challenges such as breast reconstruction, hair loss, depression and infertility.

Key words: breast cancer, Black African women, cultural matrix, body image and sexuality.

Relationship among postgraduate students' attitude towards research, their research efficacy and achievement in research

Kousar Butt
G.C University Faisalabad

Abstract

Knowledge of research is significant in the growth and development of country. It is commonly perceived that students feels difficulty in the research course and phenomena of research. Current study explore either this perception is right or wrong. This study aim was to explore the relationship among postgraduate student attitude research, research efficacy and achievement in the course of research. On the basis of convenience, non- random sampling technique (convenient sampling) is used to select representative sample (n=162) of population. For this purpose data from G.c University Faisalabad is collected. MPhil and PhD research scholars enrolled in 2nd and 4th semester of social and physical sciences were the participants of the study. Correlational design is used for data analysis. Results shows significant direct relationship among research attitude, research efficacy and achievement in the course of research. These findings indicates that sub factors of students attitude towards research (research anxiety, relevance to life and research difficulty) have no impact on achievement in the course of research while these factors have positive relation with overall research efficacy. While rest of two sub factors of ART scale (research usefulness and positive attitude towards research) have direct relation with achievement in research course and research efficacy.

PROPOSED DESIGN OF CENTRALIZED WASTEWATER TREATMENT SYSTEM AT UNIVERSITY OF PERPETUAL HELP SYSTEM DALTA-CALAMBA, LAGUNA, PHILIPPINES

Richard N. Marcelo Mathel Angelie C. Daylusan

Abstract

University of Perpetual Help System DALTA (UPSHD) - Calamba Campus has been upgraded with Corporation status. The steady incremental of the students' population results in the increase of domestic sewage generation. But still now there is no treatment system facilities in the area. So it is required to construct a Sewage Treatment Facility with sufficient capacity to treat the increased sewage.

The main source of water of this University is from submersible motor pump with a capacity of twenty-one (21) horsepower to supply to the water reservoir. The motor pump supplies three (3) gallons per second. The water reservoir is located at the top of the main building. It is closed concrete rectangular tank with the dimension of 883 cm length, 688 cm width, and depth of 120 cm and has a wall thickness of 0.20 meter. The volume capacity of the tank is 49,815,328 cubic centimeters or equal to 49.81 cubic meters. The centralized wastewater treatment system is located beside the Engineering Building of UPHSD Calamba. It will occupy 43.75 square meter floor area.

In the design of wastewater treatment, the proposed project is designed thirty (30) years for its ultimate design period and the researchers projected 2017 for the population of UPHSD Calamba in the year 2040. The design of the proposed project is based on the design criteria for water consumption. The size and capacity of the tanks depends upon the volume to be stored in and depends upon the number of persons.

The project deals with the design of the Sewage Treatment Facility and its major components such receiving chamber, bar screening, aeration tank, skimming tank, chlorination tank, treated water tank, and sewage disposal tank.

Its population growth rate is to be considered while designing the project. By the execution of the project the entire sewage of the University can be treated effectively and efficiently.

TAKING *TABLEAUX VIVANTS* A STEP FURTHER; USING MULTICULTURAL AND CROSS-READINGS OF LIVING PICTURES AND LITERATURE TEXTS IN CLASS

Martha Ioannidou¹, Soula Mitakidou²

¹Senior Lecturer, Faculty of Education, Aristotle University of Thessaloniki (Greece)

²Professor, Faculty of Education, Aristotle University of Thessaloniki (Greece)

Abstract

This paper suggests *tableaux vivants* as a vehicle to holistic, multicultural and multisensory learning through the arts and advocates their use to enhance children's language, as well as social, emotional, and kinesthetic development, either in museums and art galleries or in the classroom.

Tableaux vivants are not just a playful teaching strategy. Transforming a literature text or a painting or both together in a new 'Gesamtkunstwerk' offers a variety of rich perspectives to multicultural learning, encourages cross-curricular teaching and includes every type of learners. The Oxford English Dictionary defines "*tableau vivant*" as "a representation of a personage, character, scene, incident, etc., or of a well-known painting or statue, by one person or a group of persons in suitable costumes and attitudes, silent and motionless." [<http://www.oed.com>]

In our approach *Tableaux vivants* call for active student engagement with art (i.e., paintings, sculptures and literary pieces) in an effort to maximize the prospects of all learners by creating flexible, purposeful and adaptable learning spaces, which could be ideal for integrated arts and language arts curriculum. Either in art galleries or in the classroom students are asked in the first place to create a still picture in order to capture and communicate their interpretation and insight of the art or literary piece and on a next step to develop creatively the visual story. *Tableaux Vivants* then become a kinesthetic, fully artistic, imaginative and stimulating tool for learning that invites individuals or groups of learners to enact, to create physically, through body positioning, facial expressions, gestures and possibly props, a fragment from a literature book they are reading in class or an art piece that captivated their interest in a museum tour. These creative interactions generate discussions based on children's participation in elements of the art or literary theme. By developing further "freeze frames", students are invited to explore the identity, character and sociopolitical context of the art or literary piece of their focus and come up with narratives that will enhance their linguistic as well as critical thinking repertoire. Actively involved in their learning, students usually achieve better performances and learning results and - what is equally important- they enjoy learning.

Keywords: Innovation, Education, Literature, Language Learning, Art History, Education through the Arts, Multicultural Education, Literacy Development at School, Cross-curricular teaching, Creativity, Inclusive learning.

On-demand Intercontinental Suborbital Flights

Burton, Thomas H.

Embry-Riddle Aeronautical University, Worldwide

Goehlich, Robert A.

Embry-Riddle Aeronautical University, Worldwide

Sanchez, Leonardo

Embry-Riddle Aeronautical University, Worldwide

ABSTRACT

This paper investigates the feasibility of on-demand intercontinental suborbital flights. We split our research question, “Can space tourism vehicles be used to realize intercontinental on-demand suborbital travel?” into five subproblems that we answered qualitatively and separately. Our overall findings underpin the very real possibility that the evolution of viable on-demand intercontinental suborbital space tourism and travel will be a commercial reality in future, assuming our assumptions are met.

Keywords: Corporate jet flight, intercontinental travel, on-demand space tourism, point-to-point suborbital travel, suborbital flight

JEL Classification: L26, L93, R41, Z30

The Role of Digital Media in Shaping Democracy: Do we need Media Education

Hristina Runcehva Tasev, Ph.D.

*Department of Political Science, Faculty of Law "Iustinianus Primus"
Ss. Cyril and Methodius University- Skopje*

Abstract

The paper analyzes the new role of the media in the digital era: whether the end of the information monopoly of traditional news agencies led to diversity of opinions, more freedom and democracy or it created informative chaos and fake news. The process of replacement of daily newspapers with social media as main source of news has resulted with victory of speed over truth, less investigative journalism, news reached through links provided by social networks based on algorithms that decide what news can get through them etc. The multiple sources of informing created increased political awareness and objectivism, but also they contributed towards losing focus on what is important and a lot of fake news. The paper focuses on the free speech and fake news battle. It gives a special focus on the urgent need for media education in the era where the internet-caused information apocalypse increases the importance of detecting fake from real. New model of 'citizen-journalists' can often mislead the public opinion and can become a threat for truth as much as the fake news. In times when the traditional business model for delivering news is in crisis and the media content is focused on dramatization, simplification, sensationalism, personalization, the media literacy has to become an inevitable part of every democratic society and its educational system.

Keywords: digital media, internet, fake news, citizen-journalist, media education.

European Army: Reality or Fiction?

Milena Apostolovska-Stepanoska. PhD
Assistant Professor at Public Policies, Political Studies Department
Law Faculty "Iustinianus Primus"
Ss. Cyril and Methodius University

Abstract

Several years after the end of the Second World War an agreement was made for regulating all details of the future European army. The plan was formatting European army with soldiers from France, Germany, Italy and the Benelux countries, having unique uniforms and a strict command structure. It was planned creation of a Commission composed from nine representatives from the member-states. One of the competencies of the Commission was planned to be bringing decisions about sending an army to the front. The work of this Commission should have been controlled by a European Parliament composed of MPs from the member states. The agreement was the military units at a lower level to be purely nationally organized, and the officers who would command them to be from different member states. Many things were ready for this ambitious project of the post-war Europe which in the summer of 1954 collapsed due to resistance from the French parliament. Since this European defense community was not brought into light, the European Army's plans have ``ad acta`` for decades. Today they are back on the table. The reasons for that are numerous: the US Government under Donald Trump lack of interest for Europe, the growing Russian threat to the continent and the withdrawal of the UK from the EU in March 2019 have sparked a new momentum in this European Union's project. The aim of this research is through a retrospective analysis to determine where are the beginnings of the idea for creating a common European army, what are the reasons this project didn't work in the past and whether there are legal bases in the Treaties. All this is necessary in order to be able to give predictions how the idea for common European army will develop in the future.

Keywords: European Army, Founding Treaties, European defense community.