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The Migration Period in the 21st Century

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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 been 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

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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

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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?

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

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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

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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

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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 programme 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

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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).

Key Words: 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

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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

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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

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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

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