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GENDER DIFFERENCES IN WAGE DETERMINATION IN ALBANIA

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Abstract

Wage is not only an indicator of achievement and success of an individual in labor market, but it is also an indicator of the receiver's standard of living being the main source of income. The issue that we will be addressing at this paper is wage determinants and gender differences, using the latest Labor Force Survey data. As there exist some gender differences in wage structure, we estimated separate model for each gender applying the Heckman normal selection model, which represents the classic way for dealing with selection on unobservable variables. The results confirm that in Albanian labor market exist gender differences on wage level and the main factors contributing to such differences are vertical segregation and marital status.

Key words: wage, labor market, gender, Albania

DEVELOPING GEOPHYSICAL MAP FOR THE TERRITORY OF THE REPUBLIC OF ALBANIA

Fitore BAJRAMI
Milot Lubishtani

Abstract

This paper presents the first and second order gravimetric relative grid planning, as well as the calculation of normal ellipsoid gravity and height gravity.

The planning of the first and second order relative gravimetric network is done for the whole territory of the Republic of Albania, based on the three absolute gravimetric points. The planning of the first order network is done using the 1 point/1000km² surface criteria, while the second order network planning is done again using the 1 point/100km² surface criteria.

Initially, the ArcGis software tested the best dot coverage based on the established criteria. The tests show that the Tirana station has the best coverage of the whole territory with first and second order points.

Given this fact, the grid network has been built in ArcGis software based on regular triangles.

As a result, 30 first order relative and 289 second order relative points were obtained, for which the Excel program was used to calculate the normal ellipsoid gravity and height gravity.

Following the calculation of the normal gravity in the ellipsoid, and the height gravity in the ArcGis software, the corresponding maps with the values derived from the calculations presented in this paper, have been constructed.

Key words: Gravity, gravimetric networks, height, gravitation, maps, ArcGis, Republic of Albania.

**THE PREPAREDNESS OF MACEDONIA FOR EU MEMBERSHIP NEGOTIATIONS -
INSTITUTIONAL AND POLITICAL ASPECTS**

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Abstract

The next wave of EU enlargement will include the countries of the Western Balkans, thus completing the next phase of the European unification project. Macedonia has received the first Commission recommendation to begin the membership talks in 2009, having sufficiently fulfilled the criteria. However, the Council decision to open negotiations was adopted in March 2020. In order to begin the process, and maintain its credibility, numerous institutional preparations have to take place, as well as internal political accommodations. In addition, bilateral relations with existing EU member states will continue to play a role, emphasizing the need for sustainable political efforts. The paper examines these aspects in the light of the adjusted methodology for membership negotiations.

Keywords: European Union, enlargement, negotiations, Macedonia.

DETERMINANTS OF EMPLOYEE SKILLS' LEVEL AND UTILIZATION IN SMES IN THE REPUBLIC OF NORTH MACEDONIA

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Abstract

Recent research shows that continuous skills upgrading is paramount to achieving competitiveness and sustainability of both individuals at the labour market and the firms. Due to the dynamic business changes, firms permanently expect higher creativity, innovation and initiative from their employees, hence making sure that they possess cutting-edge knowledge, skills and abilities. Nevertheless, firms cannot capitalize solely on the existence of employees' skills i.e. full utilization of employees' skills is necessary for achieving competitiveness. Thus, the determinants that influence the level and utilization of employee skills are crucial for firms as well. In this paper, the recruitment process and training are recognized as factors that affect skills level, whereas the methods of motivation determine skills utilization.

The results of the empirical analysis on a sample of SMEs in the Republic of North Macedonia indicate that major challenges which firms face during the process of recruitment pertain to lack of applicants' skills and small number of applicants. Also, almost 60% of the firms either announce only primary vacancy requirements or, although thoroughly defined, do not include the requirements in the vacancy announcement. As for the skills upgrading, about 50% of the firms organized one to three trainings in the last three years, mainly pertaining to improvement of job-specific skills of primary employees. Almost one fifth of firms did not organize any training.

The motivation methods are highly important not only to boost employees' willingness to upgrade their skills but also to fully utilize them in their working activities. The findings indicate that more than half of the firms motivate their employees by providing bonuses and rewards, and by taking employees' opinion into account. Additional motivating factor refers to employee participation, in particular, including employees in the process of new product/service development.

Keywords: employee skills level, skills utilization, skill determinants, recruitment, training, motivation

MEDICAL TOURISM POTENTIAL IN THE CZECH REPUBLIC AFTER THE COVID-19 PANDEMIC

Ing. Monika Hilšerová, M.D.

Abstract

The medical tourism potential development in the Czech Republic is one of the largest in Central and Eastern Europe (CEE). Unfortunately, due to the reluctance of healthcare facilities to provide data on medical tourists, this market is not sufficiently explored. In addition, at the turn of January and February, there was an epidemic in the Czech Republic caused by the COVID-19 disease, travelling was banned, which also had an impact on health tourism. The aim of this paper is to focus on the support of medical tourism in the Czech Republic after the epidemic period by creating an association and thus to better obtain data and information concerning the medical tourism market. The data were obtained from the primary survey, which took place from November 2019 to February 2020. Structured interviews were conducted with experts working in the medical tourism market. On the basis of these, the research question was asked that medical tourism in the Czech is very popular among patients but very incomprehensible in terms of organization and structure. Interviews were conducted with experts in the health market (n = 8) and among patients (medical tourists, n = 12). Research results show that the medical tourism market would need to be supported and to associate individual providers. All questioned medical tourists agreed that they would appreciate the higher clarity and transparency of the medical tourism market, which would provide them better information of the market and which would increase the credibility of individual facilities. In the conclusion, this research will help gather data from the field of medical tourism where it is not yet available. The outputs will then be used for follow-up research, to support medical tourism in the Czech Republic, for health care providers themselves and for patients coming from abroad.

Key words: Medical Tourism, Czech Republic, COVID-19, association, transparency

NEGATION IN THE AROMANIAN DIALECT OF THE ROMANIAN LANGUAGE: N-WORDS AND NEGATIVE CONCORD

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Abstract

Our paper represents a synchronic typological study of negation in the Aromanian dialect of the Romanian language and it is grounded in empirical methods, i.e. it is based on original Aromanian texts.

The main objectives of the paper are the following: to describe the N-word paradigm in the Aromanian dialect and to characterize the Aromanian Negative Concord and N-words from a typological perspective.

The term *N-words* was first introduced by Laka (1990) and it initially defined negative pronouns and negative adverbs occurring obligatorily with a Negative Marker (the sentential negator) in Negative Concord structures, in Romance languages. Later on, the term was extended and used as an umbrella-term for all the negative pronouns, negative pronominal adjectives and negative adverbs, from any language, irrespective of the presence of the Negative Concord parameter.

According to a well-known typology of negation (Giannakidou 1998, 2006), N-words can have different roles across languages, such as indefinites or existential quantifiers (as the non-emphatic N-words in Greek), negative quantifiers (in Germanic languages) or they can have both values in the same language (in Italian, for example). Our paper will offer an analysis of the Aromanian N-words, in comparison with the N-word paradigms from Romance, Slavic, Germanic languages and Greek.

Moreover, the description and the analysis of the N-word paradigm will be followed by a characterization of the Negative Concord in the Aromanian dialect. Thus, we will be able to place the negation in Aromanian on the map of languages and dialects that have already been studied from the perspective of negation.

The classification of N-words and the analysis of the Negative Concord in the Aromanian dialect will offer valuable data for a future monographic description of the patterns of negation across the South-Danube dialects of the Romanian language (Aromanian, Meglenoromanian, Istroromanian).

Key-words: *negation, N-words, Negative Concord, typology, dialectology, Aromanian, Romanian*

PRISONERS' COMPLAINTS

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Abstract

The Republic of Croatia is a signatory of all documents on international human rights including the rights of prisoners. The capacity in prisons and penitentiaries is 3,900 prisoners. During 2017, 4,146 inmates (94.20% male and 5.80% female) served their prison sentence.

One of the regulated rights is the right to make a complaints to the prison or penitentiary manager, the execution judge, the judicial council of the amenable county court, the central office of the Prison Administration, the amenable ministries, the Ombudsman, the Ombudsman for Gender Equality, the Ombudsman for Children, the Ombudsman for the Protection of Persons with Disabilities and international human rights organizations of which the Republic of Croatia is a member.

In 2017, 171 complaints were filed with the amenable enforcement judge, and 11 appeals against the decision of the enforcement judge, which were addressed to the judicial council of the amenable county court.

The other institutions listed above have received 211 complaints relating to conditions of accommodation, health care, treatment of officials, violation of other human rights, decisions of the courts, public prosecutor's office, information and more.

All prisoners sentenced to imprisonment for more than six months are sent to the Zagreb Diagnostic Center (1190 prisoners in 2017) for the purpose of individualized treatment nad the type of penal institution recommendations. The final decision is on Central Bureau. As a rule, prisoners reside at the Diagnostic Center for about 4 weeks.

This paper is based on a pilot study of prisoners' complaints (N=32) by those who stayed at the Diagnostic Center between January 2014 and May 1st, 2019. The type of complaints in relation to age, gender, non/voluntary arrival at the Diagnostic Center, type of crime, recidivism and to whom the complaint was filed is analyzed.

Key words: prisoners, rights, complaints, Diagnostic Center

INSTRUCTION ASSISTANCE THROUGH SMART PHONES IN ESP: A MOVE TOWARDS THE TARGET

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Abstract

The learning of grammar, vocabulary, and syntax among ESP learners is said to be controversial for teachers due to the dreadfulness the matter is perceived by these learners. Such a disparity generates a vague frame for the betterment of the teaching/learning of grammar, vocabulary, and syntax in the ESP context. Mobile assisted language learning (MALL) is then an emerging trend that serves to great extent learners' expectations and meets the requirement of 21st century education. Therefore, the present study aims at finding out the extent to which mobile devices, smart phones in particular, assist third-year students of Finance of Banking and Insurance in grammar, vocabulary, and syntax learning. It also aims at learning about the outlooks teachers and students alike have on the use of smart phones in the learning of the aforesaid. Data on students and teachers attitudes has been gathered by means of a questionnaire and a semi structured interview respectively. The researcher has adapted a mobile application that is, sentence with exercise for the learning of grammar and, adopted Blooms Digital Taxonomy as a structure to design a mobile application to assist the learning of grammar, vocabulary, and syntax among these learners. Qualitative and quantitative data expose that smart phones have a pedagogical touch to assist and enhance grammar, vocabulary, and syntax learning and act well for lifelong learning, and that both teachers and students hold positive attitudes on the use of smartphones for grammar, vocabulary, and syntax instruction.

Keywords: ESP, MALL, Smart phones, Grammar/vocabulary/syntax learning, Bloom's digital taxonomy.

THE IMPACT OF BIG DATA ON BUSINESS AND ELECTRONIC COMMERCE**Miriyeva Narmin, Ph.D.Candidate**University of Szeged, Faculty of Law and Political Sciences

Abstract

Every day, we leave numerous digital footprints in everyday life that can be easily tracked and collected. Thanks to technology, the picture of our action, as well as forecasts of future actions can also be predicted. Today, information about individuals is better known than before. However, some organizations, enterprises, and government agencies use this information to track and predict our actions. Because, once the data is collected, we cannot control who uses it and how it is used.

Nowadays, users cannot perceive their life without advanced technologies and applications. The more a user interacts with the online world, the more information and data is available. Sometimes, even in offline sessions, users also provide some source of information. Thanks to the development of advanced technologies, measurement and data acquisition capabilities are also expanding. As a result, all people find too much information or too much data. So here the question is about the real size of big data. Are big data big enough? How does big data affect business and e-commerce?

This article will be structured as follows. First, after the introduction, the big data phenomenon and its features will be considered. Then the next part will be the influence of big data on the business. The last part will be devoted to the interaction of big data and e-commerce, and the article will conclude with a conclusion on the main topic.

Keywords: big data, big data and business, big data and e-commerce, big data features.

**RESTORATION OF CULTURAL MONUMENTS IN SPIŠSKÁ KAPITULA IN
SPIŠSKÉ PODHRADIE IN SLOVAKIA LISTED IN WORLD HERITAGE
UNESCO**

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PhD.**

Catholic University in Ružomberok, Faculty of Theology, Institute of Theology, Institute of
Sacral Art, Spišská Kapitula, Spišské Podhradie (Slovakia)

Abstract

Spišská Kapitula is a part of the present town of Spišské Podhradie in Slovakia. The first written records date back to the 13th century. The first temple in Spišská Kapitula was consecrated to the Virgin Mary and came from the Cyril-Methodist era. After its demise, the present Cathedral of St. Martin was built, later the Bishop Jan Vojtaššák's Seminary and the Teacher Academy, which prepared teachers for elementary and primary education in villages and towns in Slovakia. The origins and further development of these cultural monuments are discussed in this study. The buildings have been included in the UNESCO World Heritage List and are therefore under the constant care of the State Heritage Institute and are regularly restored.

Key words: Cathedral of St. Martin, Seminary, Teacher Academy

**HOW A POSITIVE ORGANIZATIONAL CLIMATE CONTRIBUTES TO INCREASED
PRODUCT INNOVATION**

Florian Schüssler, MSc

Abstract

The ability to innovate is a key success factor these days, new innovative products ensure the continued existence of the company. The core of this is product development, which is very dependent on the ability to innovate. What relationships exist based on a Cyclic Innovation Model is described at the beginning. The impact of innovation is then examined using an analysis of German mechanical engineering. Based on this, the inter-functional requirements for product development are worked out, key factors such as communication and cooperation are examined in more detail, and recommendations for action for the successful implementation of innovation in product development are derived.

BUILDING LIKE HUMAN**Mohd Umair,**PHD in Civil Engineering, Department of CRS, Noida International University G.B Nagar, UP,
India**Tanveer Ahmad Wani,**PHD in Civil Engineering, Department of CRS, Noida International University G.B Nagar, UP,
India

Abstract

The structure of the human body has been considered as a truthful case of a tall structure with a sensible proportion of the stature to the base. This model may serve for structuring high structures with specific concern for three perspectives. First human body structure, in this Paper the body's skeleton, the spinal cords bends, its associations and the courses of vitality transmission are analyzed. Second the human's cerebrum, astute controller of the body. The human cerebrum has two noteworthy capacities, response to improvements and directing different organs. The dissemination and association of nerves in the cerebrum and all through the body are talked about in this segment. Third human skin, a model for the skin of high structures skin with its mind boggling capacity has a huge work in changing over the human body to a miniaturized scale atmosphere. Self-fixing, vitality ingestion, and warm protection are among different highlights are examined here. At the initial step, the strategy for research in this consideration depends on the investigation of human's anatomy. We will talk about and break down the point independently in subtleties. The objective of this paper is to begin a way toward giving a model to structuring smart high structures with the utilization of the human body as a model. Moreover it will attempt to tackle the significance of such relationship, and highlight the method of appreciation and behavior in the environment. It will discuss the predominant human senses, their stimuli and their influence on the human body physically and psychologically. It will additionally rank these senses from the most major sense which is relatively influenced through the surrounding environment to the least one.

Key words: Tall Building, Bionics, Human Body, Structure, Skin, Intelligent Control Human Behavior, Human Senses, Physiological Effects etc.

EXPLORING MUSEUM THEATRE IN GREECE AND INTERNATIONALLY AS A DISTINCTIVE MEDIUM OF COMMUNICATION FOR THE MODERN MUSEUM *

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Varvara–Evangelia Pischou, MSc in Cultural Organizations Management, Hellenic Open University
Dr Antonia Tzanavara , Adjunct Lecturer, Hellenic Open University

Abstract

The “Museum Theatre” is a tool of narration and interpretation that combines both the art of theatre and communication techniques. Its purpose is to enrich and expand the communication and interpretive function of a museum or a cultural heritage site. The field of museum theatre has not been developed sufficiently in Greece, while abroad it has gone through various stages, before reaching its current form. The museum theatre strengthens museum’s communication and reception processes. It is based on traditional theatre practices as well as historical and scientific research. This paper seeks to present the forms of museum theatre, its philosophical and historical background, its structural components, techniques and aims, by mapping its function in Greece and internationally. The paper provides an overview of the history of museum theatre and its evolution from "living history" to “museum theatre”. Furthermore, it presents its features, procedures and instruments. Consequently, it discusses the evolution of museum theatre internationally and focuses on three cases studies in Greece, "A Day in Piraeus with Xantippe in 391 BC.", “A Visit to the 'Exhibition of the Monuments of the Holy Struggle', April 1884", “The Mansion of Benizelon”. The premise of this paper is that the modern museum, as an anthropocentric entity, aims at creating bridges between the exhibit and the visitor and that can generate an authentic experience for the public.

Key words: Museum theatre, Museum theatre in Greece and internationally, communication and reception processes, exhibit and the visitor.

**THE ROLE OF VARIOUS FACTORS IN WEALTH ACCUMULATION:
EVIDENCE FROM SLOVAKIA**

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Abstract

Unevenly distributed wealth has become a serious social problem that is still increasing because wealth influences various key aspects of life. It helps to finance necessities of life, consumption or education and allows us to predict the financial vulnerability of households. Household wealth is also affected by various determinants. The purpose of this paper is to investigate the most important factors for the level of household wealth in Slovakia using multiple linear regression and coefficients relative importance test. An analysis is based on the Household Finance and Consumption Survey data that allows a detailed examination of the Slovak household sector. The results show that the important factors for the level of household wealth are the level of education of the head of household, income and household indebtedness. All of these factors lead to a higher level of wealth. According to our results, the most important factor for household wealth is the level of education of the head of the household.

Keywords: household, wealth, income, education, debt.

AN ANALYSIS ON INVENTORY MANAGEMENT IN THE SLOVAK MANUFACTURING COMPANY

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Abstract

This paper analyses the economics of inventory management in a production company located in Slovakia. Inventories play an important role for companies as they balance demand and supply at a market. They are one of the most valuable assets so it is crucial to manage them properly. The specific objective of the contribution is to determine the current value of inventory items and to estimate the new optimal values that would be sufficient to completely satisfy the needs of customers and to minimize total costs simultaneously. The main goal is to discover if there are some surplus and unnecessary inventory items in the warehouse and if the new setting of warehousing conditions could bring additional financial sources. After lot size and reordering point modifications for individual items and computational experiments, an opportunity that seems to be cost-saving as it could bring the total sales of 195.220,83 € was identified. Based on these findings, the study recommends implementing suggested changes into production processes. The optimal quantity of items in the warehouse and the proper timing of material order can contribute to profit maximization.

Keywords: Corporate Finance, Economic Order Quantity, Lot Size, Lead Time, Reordering Point.

BIBLIOMETRICH APPROACH ON CREATIVE ACCOUNTING AND THEIR NEGATIVE EFFECTS

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Abstract

The research has the main objective to briefly review of the aspects approached at international level regarding the role of creative accounting in the life of an economic entity and the impact on the information users. To achieve this goal, we used as a research method an analysis of approximately 50 scholarly articles indexed in international databases, such as Science Direct, Scopus, Emerald, Springer. The analysis is focusing on a longitudinal classification of articles, the period analyzed is between 2005-2020; we also made a selection of these articles, by searching them by the keywords "creative accounting and fraud". Previous literature is intensely researched on this topic for a better understanding of the phrase "creative accounting" and the term "fraud", but also the border between them which is easily detectable, the two terms being diametrically opposed, but the economic life being a very dynamic one, confusion between the two terms is easily created, which is why we find them in the literature from the past to the present. Also, an unanimously accepted conclusion has not been reached at international level in order to establish as precisely as possible the border between creative accounting and fraud and what they represent or their basic principles.

Keywords: creative accounting 1; fraud 2; financial statements 3; users of informations financial 4; negative effects 5;

**FAMILY AS A SITE OF INFORMAL CULTURAL SOCIALIZATION AND
PARTICIPATION FOR YOUNG PEOPLE: THE CASE STUDY RESEARCH IN THE
REGION**

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National and cultural identity of the young people is being shaped by many various aspects, the most significant being economic conditions of the country and region, national, regional and local cultural policies, the socio-cultural environment of the specific region, and multiple interactions in the framework of the procedural model “family – school – society”. The space of family is the primary source that provides communication with culture for children and young people. Home and family are seen as one’s own space, which is fundamental in the process of self-identification and in the formation of self-awareness. Simultaneously, it is also a unique place for “recovering one’s own identity” in the world of rapidly growing globalization tendencies and transformations in society. The paper is aimed at the exploration of family settings as a site of young people’s informal cultural socialization where the role of different generations in co-production of meanings of cultural identity, tradition, heritage and participation takes place. The data have been obtained in two stages: 1) via in-depth semi-structured interviews conducted individually with twenty pupils of the rural school in one of the regions of Latvia in spring 2019 and 2) via in-depth semi-structured interviews conducted with four previously interviewed pupils and with their family members, thus including in the research representatives of three generations; the second phase of the research was carried out in 2019 – 2020.

JEL Classification: I0, I2, D6, Z1

**HOW CAN RESTORATION PRACTICE CONTRIBUTE TO THE COMMON
PURPOSE OF TRANSMITTING THE PAST?
POSSIBLE INVOLVEMENT IN SAVING THE VALUABLE PIECES FROM WOODEN
CHURCHES**

Falcan Laura, PhD student
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Abstract

How important are the choices made by the conservators in the conservation-restoration process and how much it affects the selection and the way in which the stories of the past are brought to the present and are projected in the future. Can make sure that the selected material has relevance for today's society?

So far, there has been studies upon the historical endowment of wooden churches and their conservation measures, but the research omits the value of the objects of worship that belong to them, on which there has been sparse research.

Objects of worship from wooden churches with historical value can represent art pieces, in which the religious tradition and the artistic idea have been harmoniously associated, and must be introduced into the scientific circuit.

As arguments in favor of introducing into the scientific circuit some objects of worship, and can be representative for the artistic processing of metals, is included a presentation of two such pieces, unknown and which had undergone the process of intervention through conservation methods and safeguard proposal.

Keywords: conservation, wooden churches, ecclesiastical objects, cultural value, preservation strategy

**EUROPEAN IDENTITY:
THEORETICAL PERSPECTIVES**

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Abstract:

Within the process of constant change and reconfiguration of the political, economic and socio-cultural surrounding, the quest for national and transnational identity has intensified. On the other side, the academic debate on identity (in general) and on European identity (in particular) has become a topical subject for researchers in different fields, from anthropologists, sociologists, political scientists and historians to geographers, psychologists and philosophers. Although the debate on Europe has become multidisciplinary, the literature does not provide clear answers to the questions raised by the European issues. In this context, questions such as: “What is the European identity?”, “How does the European identity function in relation to other components of human identity?”, “To what extent does the presence of the Other generate the creation of a common European sense of belonging?” remain open and require further clarification. The main aim of this article is to discuss the main theoretical perspectives on the concept of the European Identity as highlighted in the current literature.

Key words: European Identity, theories for European Identity.

ICT CLUSTERS IN ROMANIAN REGIONS: GAINING COMPETITIVE ADVANTAGE THROUGH LOCATION

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Abstract:

The current economic paradigm is a constantly developing one in the context of amplifying the complexity of information technologies and the importance of integrating them into business. From this point of view, we can understand that failure to adapt to the existing conditions ultimately means the regress and disappearance from the market. For this reason, more and more organizations, both business, public administrations, research institutes and universities, as well as society en bloc, are approaching similar perspectives and common strategic visions to achieve the desired results. Starting from a common need, the clusters were born with the aim of having an integrated approach on the development environment and a strategy that confers multiple benefits to the society as a whole. Against this background, the paper aims to identify the impact that the extension of Information and Communications Technology sector in Romania has on the development of clusters. The analysis method includes an investigation of the current situation of the Romanian businesses spatial agglomerations in the ICT sector, using the location quotient for the 8 development regions that were approached in a comparative way. The results of the research show that most clusters have shown growth and dynamism in those regions where there is latent potential that can be activated and exploited. Also, the research has shown that the ICT sector, through the synergistic potential of the companies that represent it, can be the lever that Romania needs to aspire to obtain the sustainable competitive advantage at both European and global level.

Key words: cluster, ICT, spatial agglomeration, location quotient, regions, Romania

**CZECHOSLOVAK EDUCATION BETWEEN THE YEARS 1968 AND 1989 IN THE
CONTEXT OF AN OPPRESSED CIVIL SOCIETY**

Mgr. Monika Suková
Department of Social Sciences
Faculty of Education, Palacký University

Abstract

The text is divided into three main areas. The first one summarizes the development of civil society in the 20th century with an emphasis on the communist regime. The second thematic unit focuses on the methodological approach to the research and explains the concepts of civic and political participation, including an explanation of the connection between research interest in civil society and the extracurricular activities of teachers between 1968 and 1989. The third part presents specific examples of extracurricular activities of teachers.

The conclusion of the paper summarises the results of the research which, according to Guasti categorization, finds extracurricular activities of teachers primarily divided into civic conventional participation (e.g. Juvena, Union of Youth and Pioneer Clubs) and civic unconventional legal participation (legal demonstrations), civic unconventional illegal activity (illegal strikes), controlled aggregated political participation (support of municipality) and individual political participation (political elections).

FACTORS INFLUENCING TEACHERS' ABSENTEEISM IN INDIAN PRIMARY SCHOOLS : A MIXED METHODS STUDY

Pinal Mehta

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Abstract :

This study will identify various factors resulting in teachers' absenteeism in Indian primary schools using mixed method approach. The study broadly underlines three main objectives : To find the rate of absence of primary school teachers of three consecutive years (2016 to 2019). To identify the factors influencing teachers' absenteeism. To compare the results obtained through qualitative and quantitative methods. The study will explore absenteeism among teachers on three main variables Teacher-level (demographic details, educational qualification, type of leave availed, leave policy, pay scale, mode of commutation to school, caring responsibilities), School level (School Infrastructure, head teacher, School size, region) and Monitoring and remoteness variables (Number of Parent teacher meeting, Inspection of school, Road within 1 km from school. The sample of the study includes Gujarat state where teacher absenteeism rate was noted 16.7%, in 2017. Using random stratified sampling method one districts (Amreli) from Gujarat will be included in the study. The attendance record of three years (2016 to 2019) of the teachers from 120 schools out of 729 schools will be obtained from the local body office. To address the second objective of the study the mixed method approach will be used. For the quantitative part, teachers' reason for remaining absent will be found from the records obtain on their attendance and for the qualitative part, a sample data set contains of the district primary education officer, ten randomly selected school principal/ head teacher and six cluster recourse officer. The data collection will be through semi structured interviews. In-order to predict the effect of various variables on the teachers' absenteeism for the survey data, linear and multiple regression will take place and for the qualitative part the, thematic content analysis will be carried out. The final findings of the study will be the interpretation of results from both the approaches.

Key words : Absenteeism, Primary schools, mixed methods, Indian primary school teachers, rate of teachers' absenteeism.

BIBLIOMETRIC APPROACH OF LITERATURE ON CORPORATE TAX REFORM IN THE EUROPEAN UNION

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Abstract

The main objective of this paper is to determine the development of the corporate tax reform in the European Union regarding the current proposals. The goal is, to analyze the historical development of the corporate tax and the current proposals for future improvements. The shown research concerned 40 articles about corporate tax reform, published in international databases, for instance Emerald Publishing, Elsevier, Springer, Science Direct and Scopus. The period under review has been focused on the year 2011 – 2020. The choice of the articles has been done by searching for keywords like “corporate tax”, “corporate tax competition” and “corporate tax reform”. The results illustrate clearly that the decision-makers have not found yet a long-term solution and thus the corporate tax competition increasing significantly. From 1981 until 2020 the corporate tax has been reduced dramatically by the authority. In 2000 the average corporate tax was about 30 % and in 2020 it will average out at 20 %. Due to this imbalance of the global tax structuring, every single country tries on its own to solve the local problem but the corporate tax competition constantly raise on its climax. Periodically, the European powers try to find a global solution. But presently, no solution has yet been accepted by all Member States to unify the corporate tax in the European Union. The current proposal which is called “GloBE – Global Anti-Base Erosion” concerned the harmonization of the corporate tax within the European Union. From a scientific point of view there is an increasing interest in harmonization of the tax burden and the solution might be the proposed “GloBE” project. Besides the requirement of more details about this project, the present published proposal is a serious alternative to solve the corporate tax competition in the future.

Keywords: Corporate tax reform, corporate tax competition, corporate tax proposal, business tax, corporate tax development, GloBE

LEGAL IMPLICATIONS OF MEMBERS STATES FAILURE TO COMPLY WITH AN OBLIGATION TO NOTIFY AND/OR NOMINATE A BODY RESPONSIBLE TO PERFORM OBLIGATIONS PRESCRIBED BY A REGULATION

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Abstract

By taking into account the principle of the sincere cooperation many of the EU regulations set the obligation to the Member States to make a proper assessment of its own legal system and to notify or declare on the laws and schemes related to the *ratione materiae* of the regulation in matter. Among other, Member States are obliged to notify and nominate on a body responsible for certain actions prescribed by a regulation. Thus, the Regulation No 606/2013 on the Mutual Recognition of the Protection Measures in Civil Matters prescribes the obligation of the Member States to provide the information on authorities which are competent in the matters falling within its scope, including information on the authorities which are competent to order protection measures and issue certificates. Such a certificate grants protection measure that freely circulates throughout EU for 12 months. Adjudication of the protection measures is within Croatian system provided by misdemeanor and criminal courts, whereas a 606/2013 Regulation belongs to a civil matters package. Following a precise obligation of the Regulation, Republic of Croatia has indicated that it is not possible to issue a 606/2013 certificate due to a lack of the "issuing body". Against that background, the Regulation clearly prescribes the obligation of autonomous interpretation of the "issuing bodies", and that the national system may belong to either civil, criminal or administrative body. Hypothesis of the authors is that such a national interpretation can deprive the citizens of their rights and enjoyment of the same level of protection as in the rest of the EU. The objectives of this paper is to research the legal force of the notification that Member States provide to the European Commission, respectively whether the notification has a constitutive or indicative value and to assess the question of direct application of the regulation regardless the existence and content of the notification. The research will took into consideration the EU principles and CJEU case law on proper application of the EU secondary legislation and its affect to the legal rights that citizens are given by that legislation.

Key words: sincere cooperation, notification, nomination, protection measures, human rights.

PROTECTING TRADEMARKS FROM CYBERSQUATTING IN THE DIGITAL AGE

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Abstract

The paper analyses the relationship between trademarks and domain names with a focus of abusive registration of domain names in the digital era. The role of the domain names has rapidly changed with the growing use of the internet and with the commercial functions offered in the cyberspace to sell, promote products or services, or advertise a company. The clash over domain names has rapidly grown. With the increase of the online business activities the domain name has not only acquired the status of being the business identifier, but also has been considered as most important by the business entities since it is the name that attracts the customers in modern day business. A domain name can function as a trademark if it is used to identify goods or services and is not used simply as a website address.

The paper focuses on different types of abusive registration and use of trademarks as domain names and presents available remedies and means for trademark owners against cybersquatters.

Key words: trademarks, domain names, cybersquatting, typosquatting, abusive registration.

LIVE ONLINE COURSES: A PROMISING SOLUTION FOR E-LEARNING DURING THE PANDEMIC OF COVID-19

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Abstract

Technological advancement helps ease and improve education in various aspects. Recently, digital transformation in learning has become more practically evident driven by the pandemic of COVID-19. Schools in various countries have been closed making learning activities become fully online. This study explored students' perceptions towards three modes of learning: *live*, *online* and *live online* courses. A live course is referred to as a setting where students meet teachers face-to-face and have full access to hands-on activities in the classroom as well as interaction with peers. An online course is referred to as ubiquitous learning which can take place at any time and anywhere through a computer or mobile device. This mode relies exclusively on self-regulated learning. Students have to set their own schedule when to review online learning materials. Unless they take an active role to seek out to interact with their teachers by themselves, constructive feedback and queries are impossible. Finally, a live online course adopts the nature of ubiquity where learning can take place anywhere. However, time to study is regularly scheduled like live classes. Also, the spirit of a live course where students meet with their teachers and peers remains intact, but through an online system. A survey with 168 students who have had experiences being exposed to the three learning modes revealed that 72.9% still preferred a live course as it appears to attract students in respect of interaction, community, effectiveness, and enthusiasm. Those who preferred an online course (15.1%) attributed their reasons to convenience, time flexibility, privacy and self-paced learning. Interestingly, 12% expressed their preference towards a live online course. Although this is the smallest number, the results showed that, under this current circumstance, live online courses can serve as a promising solution as they are also perceived by the learners as a second most engaging, effective, enthusiastic, and interactive mode of learning. In contrast, online courses seem to be the least positive in all aspects, except convenience.

Keywords: Live online courses, digital transformation, e-learning, ubiquitous learning

COURT OF JUSTICE OF THE EUROPEAN UNION AND THE FUTURE OF THE EUROPEAN INTEGRATION

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Abstract:

The great project of European unification that led to the creation of the European Union, as a specific *sui generis* construct of the international law, occurred through a multi-year and multi-layered process of integration. Realization of this primarily peace-maintaining idea was designed to take place through process of mainly economic integration, but the convergence of economic policies imposed a need for integration in other areas too, beyond the economic sphere (spillover effect) and gradual development of a political union as a further stage of integration.

The judicial contribution to this supranational dynamic process was especially important, as the European Court of Justice through its creative and extensive interpretation of the Founding Treaties became an important catalyst for the integration process. The doctrine of direct effect and the notion of supremacy are the two most influential legal concepts that contributed to legal development of the Union and to the process of integration in a variety of ways. The next phase of the European Integration seems to be the 'integration through the rule of law', as the further development of this process must be based on secure and solid values, reaffirming the Union as a community of values. Given its importance for the confidence of citizens in the Union and the effective delivery of the policies, the rule of law is of central relevance to the future of Europe.

The main aim of this paper is to examine the progressive and influential role of the European Court of Justice regarding the integration process, as a starting premise for determining its potential as an actor in the process in overcoming the following challenges.

Key words: European Integration, European Court of Justice, Rule of Law, Integration through Law.