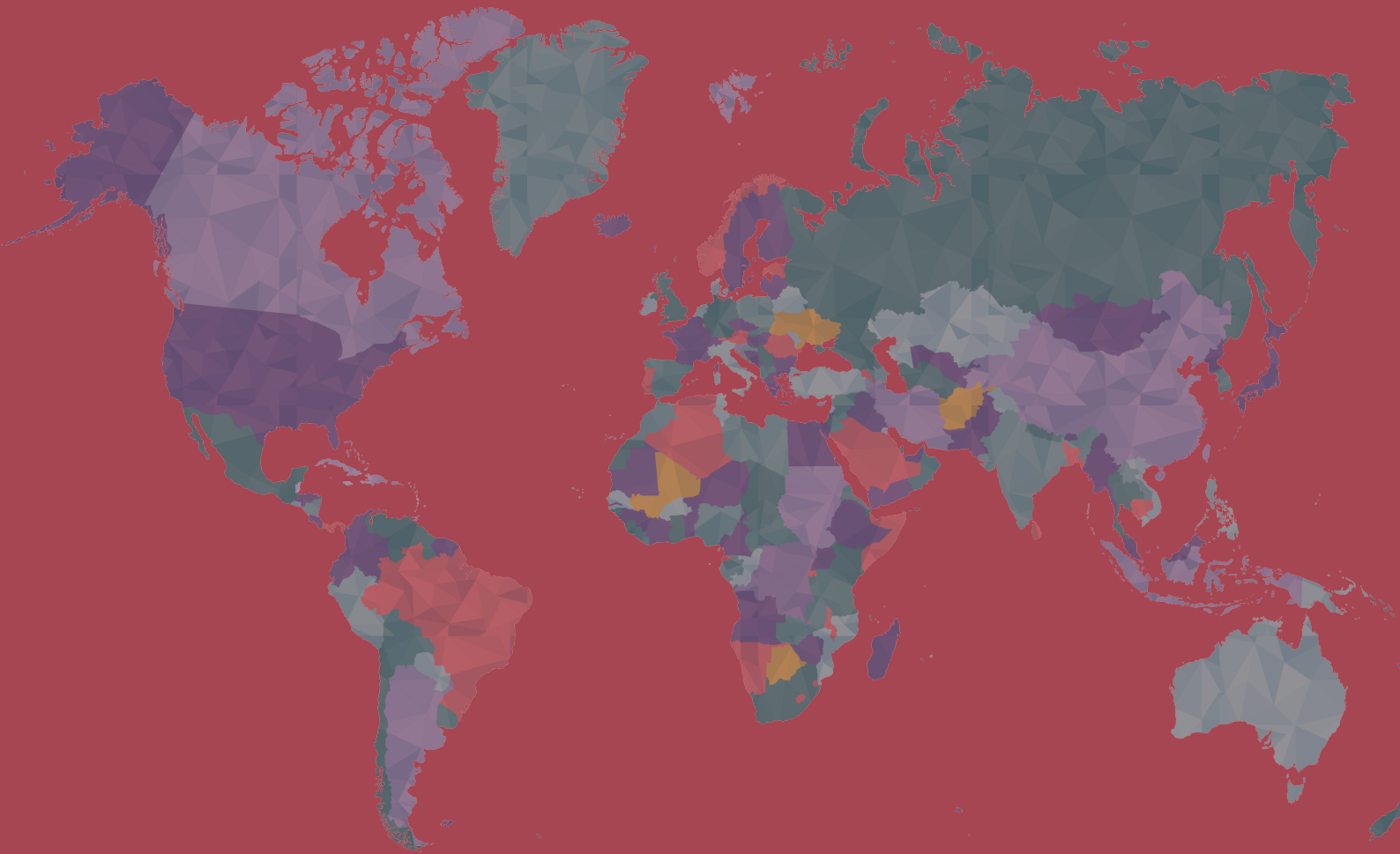# UNEQUAL **WORLD**
Conference

BOOK OF ABSTRACTS

September 28–29, 2020

Book of Abstracts

UNEQUAL WORLD Conference

Human Development in the Context of Current Global Challenges

September 28-29, 2020
New York, NY

This publication presents the abstracts that were accepted for presentation at the *Unequal World Conference* on September 28-29, 2020. The conference was organized by the Unequal World Research Center, IPSEC, and UN Liaison Office for IRLA and SDA.

The conference theme was *Human Development in the context of Current Global Challenges* with the focus on multidisciplinary topics related to education, public health, human rights, global security, equality, environmental sustainability and economic development.

The conference aimed to raise awareness on current pressing global challenges, and provide opportunities for researchers to share values such as freedom, non-discrimination, solidarity and justice that will enhance the future of human development.

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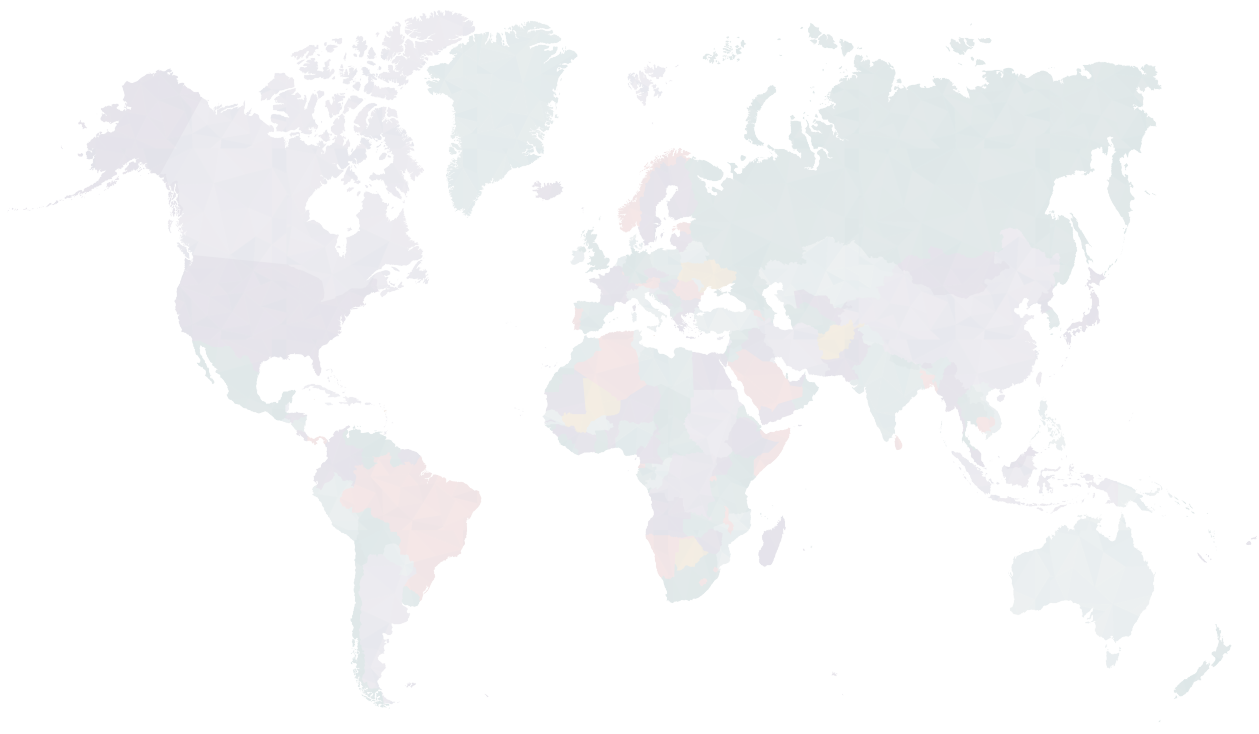
The Role of Human Rights in the Process of Human Development

Nelu Burcea, PhD

UN Liaison Office for IRLA and SDA

Abstract: Human rights have a broad understanding today and are applicable in a variety of fields such as health, education, religion, culture, life, race, age, family. We can extend this approach of human rights in other areas such as the right to social protection, to an adequate standard of living, and the enjoyment of the benefits of scientific progress and also rights for specific groups such as rights for people with disabilities, children and women rights, personal and collective rights, and much more.

Although there has been progress in implementing human rights, there is still a large discrepancy in human development and the equal opportunities between men and women, between rural and urban areas, and between different regions and groups of people.

The main question in this study is how the respect or neglect of human rights can have an impact on the process of human development. To better understand the impact of human rights on human development, this paper analyzes whether the philosophy of human rights, as promoted by the United Nations, is correlated with the concept of human development and whether this development is advancing or diminishing as a result of the human rights impact.

Keywords: human rights, human development, religious freedom, the right to social protection, the right to life, the right to education, individual rights, collective rights

Healthcare Inequality in the Digital 21st Century: The Case for a Mandate for Equal Access to Quality Medicine for All

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Abstract: The currently ongoing COVID-19 crisis challenges health around the world. Public and private sector healthcare provision differs between countries. On an interconnected globe with a highly mobile 21st century population and a most contagious virus, healthcare appears as internationally-interdependent as never before in the history of humankind. More than ever before pandemic precaution requires globally-carried solutions and risks management based on internationally-harmonized action. The endeavor of a commonly healthy world is challenged in light of the nowadays unprecedentedly-blatant healthcare inequality around the world. Based on macroeconomic modelling, our empirical research brought forward four indices shedding light on health inequality in the 21st digital century. International data on digitalization, economic prosperity, healthcare standards and innovation market financialization revealed that Europe and North America feature excellent starting positions on economic productivity and relatively low levels of corruption. Internet connectivity and high Gross Domestic Product are likely to lead on AI-driven big data insights for pandemic prevention, of which Europe, Asia and North America have optimal global healthcare leadership potential. Europe benefits from highest standards on public preventive medical care, while the United States has the most prosperous market financialization to advance medical innovations. Oceania performs well on general healthcare but has comparatively less international medical market power. Asia and the Gulf region are in the middle ranges of healthcare provision and market innovation financing but are critical on corruption, which also appears to hinder access to quality healthcare in South America. Africa ranks low on healthcare and raising funds for medical purposes in corruption-prone territories. The currently ongoing COVID-19 crisis has created awareness for the global interconnectivity of healthcare but also heighted attention to the drastic medical standard differences around the world, which unprecedentedly leverages the sustainable development mandate to grant equal access to healthcare.

Keywords: Access to healthcare, Artificial Intelligence (AI), Coronavirus, COVID-19, Decentralized grids, Economic growth, Healthcare, Healthcare Inequality, Inequality, Innovation, Market disruption, Market entrance, Pandemic

On Humility, and Human Development:
Why Human Development and Freedom of Religion are Inextricably Bound Up in Each Other

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Abstract: What is the relationship between Religious Freedom and Human Development? This paper begins by considering the work of scholars that hold that there is a fundamental contradiction between the pursuit of human development and religion and thus religion and religious views should be restricted in the public square. On the other hand, I will consider views that believe that appeal to religion is necessary to human development. I will attempt to address what are the relative strengths and weaknesses of these contradictory points of view and suggest a middle way forward. My thesis will argue that these apparently antagonistic views of the relationship between religion and human development. Further, that attention particularly to the place of religious freedom and freedom of conscience is the point where these two spheres need to be in conversation if we are to address the crucial issues facing us in an unequal world and our mutual commitment to human development.

Evaluating the Capacity of Women to Contribute to and Benefit from Intra-African Trade

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Abstract: Increasing intra-African trade is a viable strategy towards enhancing African export competitiveness and economic development, given the existing barriers facing African exports in international trade. *On the supply side,* African countries suffer from severe constraints in their ability to produce and export internationally, including low levels of human, financial, social and infrastructure capital and technological backwardness. *On the demand side*, market access for African products continues to be hampered by tariff and non-tariff barriers (NTBs) imposed by developed countries, the structure of which discourages increased processing and value addition. Intra-African trade remains low in level and value added, the majority of which remains informal. Considering informal trade increases the amount of intra-African trade, as although its levels cannot be accurately estimated due to its very nature, evidence indicates that they are significant. Women control the most efficient and dominant forms of the economy, particularly the informal sector, and they make contributions that far exceed their share of the population of Africa. Yet important constraints are inhibiting the increase of informal trade levels as well as its formalization, meaning that African countries are missing out on opportunities to gain more revenues from their exports. Several factors are behind the low level of intra-African trade including systemic deficiencies and supply side constraints, the root causes and obstacles behind them are rarely explored. Moreover, intra-African trade analyses do not usually take account of who these producers are? The answer to which in many African sectors is predominantly or substantially, women. The capacity constraints that women face are likely to have an impact on intra-African trade as well as on the benefits they derive from it. To contribute to the debate on which win-win policies can both improve women's economic status as well as intra-African trade levels, this study researches the effects of the constraints inhibiting women's productivity on their contribution to intra-African trade levels and quality as well as on the benefits they are able to derive. This study is based on two main methodologies: (1) desk based literature; and (2) evidence review, identifying the links between women and intra-African trade and outlining a simple theoretical framework to guide policy makers. The hypotheses put forward for investigation are that: A critical, yet neglected, supply side constraint against increasing the level and value added of intra-African trade are the barriers hindering women's ability to produce and trade. The constraints against women's ability to produce and trade lead to missed opportunities for increasing women's income and alleviating gender inequalities. Section 1 of this study is an introduction that focuses on explaining the methodologies used. Section 2 identifies the links between women and intra-African trade, based on existing literature and evidence, and outlines a conceptual framework to guide policy makers. Finally, section 3 presents the conclusion and makes recommendations to policy makers regarding the win-win policies that could be pursued to both enhance intra-African trade as well as empower women.

Keywords: Competitiveness, economic development, inequality, intra-African trade, non-tariff barriers

"Rhetoric Vs Reality": Confronting Difficult Truths in an Unequal Word through a Covid-19 Health-Care Lens

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Abstract: The onset of the novel corona virus in Wuhan China, December (2019) and sporadic spread across the globe revealed gaping differences in the health-care of the "have's and have nots". Early indicators of the virus were linked to 44 cases of pneumonia of unknown etiology from 31st December (2019) through 3rd of January, 2020. It was only on 7th January that the novel coronavirus strain was isolated in China (WHO 2019). From these early uncertainties, 282 cases of 2019-nCoV were confirmed on January 20th (2020). In the western world, the escalation of the virus nearly crumbled existing health-care systems. With current global infections placed at 23,260,16, the virus has caused 805,802 deaths, out of these, 15,811,003 have recovered (Worldometer, 2020). The virus continues to display vast social and economic inequalities globally, even as states grapple to look for a cure. In Africa, the complexity in late reporting of the first case of Covid-19 explains unvoiced disparities. The first country in Africa, Egypt for example, reported its first case on February 14th (2020) way after the virus had stabilized in China and was ravaging Italy and Spain. Even then, when African countries started reporting the presence of the virus in their territories, the numbers were comparatively low. It could be argued that Africa is far behind in testing. As countries garner efforts to deal with the Covid-19 threat, there are evident cracks in handling of the health crisis in global south vis a vie the north. On a scale of contrasts, in Africa alone, endowed individuals could easily access treatment, they can afford to install equipment and purchase protective gears to use at home, as communities in rural and informal settings stampede to get free masks and food handouts. These disparities, echo similar contexts on the global scene, challenging the United Nations philosophy for an equal world. On July 18th 2020, on the backdrop of the Covid-19 crisis and widening global inequalities, the UN Chief Antonio Gutteres pointed out the need for social protection inclusive of universal health care and basic income (Aljazeera 2020). As countries in the west advanced stimulus packages to cushion citizens from economic shocks occasioned by Covid-19, in some African countries employees were asked to take pay cuts to soldier an escalating health crisis. Through a qualitative approach to document analysis, this paper interrogates existing global social-economic inequalities envisioned through a Covid-19 health-care lens. It argues that perhaps the UN philosophy of an equal world exists only as rhetoric, comparatively to present realities. Instead, what we experience is unequal world.

Keywords: unequal world, rhetoric & realities, social-economic imbalances, health care, Covid-19

Women's Marches in the Era of Trump: Conversations with Participants on Motivation, Expectations and Outcomes

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Abstract: The unanticipated election of President Donald J. Trump spurred outrage and demonstrations from women across the globe. On January 21, 2017, one day after President Trump's Inauguration, "an estimated 2.6 million people took part in 673 marches in all 50 states, and 32 countries, from Belarus to New Zealand---with the largest taking place in Washington." (Heidi M. Przybyla and Fredreka Schouten, *USA TODAY*, January 21, 2017). The women's marches held in January, have continued each year of the Trump presidency. Using in-depth interviews with roughly 10-15 women who participated in the 2017, 2018 and 2020 marches, this research seeks to examine their motivation for participating in the marches, what the participants hoped to achieve from their demonstrations, and their expectations for the Trump administration, the Republican Party and the Democratic Party on issues pertaining to women. Finally, participants were asked to assess the effectiveness of the demonstrations in terms of public policy outcomes and/ or any (perceived) progress for women. The data from the interviews will be analyzed via computer assisted qualitative data analysis software (CAQDAS).

Keywords: unequal world, women's rights, U.S. politics

Preamble to a Systematic Critique of the Just War Theory: Sociologic and Religious Perspectives

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Abstract: Because organized violence is equally relevant to politics and faith, as a moral dilemma, this paper attempts to propose a preamble to a systematic critique of the Just War theory, from the perspectives of social sciences and living organized religions. In sketching this preamble, the concepts of "jus" and "juris" from the Roman law will be used as archetypes that define the meaning of justice within Western civilization. On the social sciences arena, I will enlist the empirical findings of rationalism (e.g., rational choice, self-identity), of structuralism (e.g., aggregate behavior, group-think, structural violence), and of culturalism (e.g., collective identity, cultures of violence.) On the religious arena, I will survey prevailing moral doctrines proliferated by living organized religions in their perennial efforts to achieve peace and justice. The conclusion will attempt to underscore that just war is simply a utopia, both on sociological and religious grounds, as no war is ever just, at least within the definitional limitations of Western civilization.

Keywords: culturalism, just war, justice, rationalism, structuralism, world religions

Will Broadband Internet become a Public Utility in the Post-COVID-19 United States?

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Abstract: Exploratory in nature, this paper attempts to investigate key facts about the relationship between family income, location, and broadband internet access in the United States of America, with the goal of identifying the risks and the benefits of broadband internet access becoming a public utility in the post-COVID-19 era. With the rapid evolution of the Internet as a global means of communication, numerous debates took place around the question if broadband internet access should be regarded as a human right (hence made available as a public utility), or if the for-profit private sector should remain its sole proprietor. Though wide-spread broadband and high speed Internet access has been regulated by the FCC since the late 1990s the disparity of access remains prevalent. While increasing U.S. public opinion leans toward government involvement in ensuring access to all, along with human rights advocates pressuring the government toward the idea of a public utility, the political process demonstrated so far that the for-profit sector remains the relative winner of the public policy discourse. However, the subit arrival of the COVID-19 pandemic elevated the debate to unanticipated levels, as the public sector (particularly school systems) suddenly needed to move their work into the virtual world. Here, the inequity of broadband internet access has become highly visible. Contrasting the existing facts on the ground with the escalating public discourse, my paper attempts to identify key factors associated with the risks and the benefits of broadband internet access becoming a public utility, in the post- COVID-19 United States.

Keywords: high speed internet, internet access, public policy, COVID-19

Impact of COVID-19 on the Learning Processes of Typically Developing and Special Needs Students in Pakistan

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Abstract: COVID-19, a novel coronavirus disease started from Wuhan China, spread rapidly all around the globe resulting in billions of people under lockdown. The whole world came to a standstill. The World Health Organization (WHO) declared it a pandemic. Due to the quick spread of the disease education institutions across the world were closed down and there was an overnight shift to the online teaching and learning. The majority of teachers in Pakistan are used to the traditional way of teaching i.e. face to face within the class room environment, online teaching due to COVID-19, came as a challenge. Not only Pakistan but most of the countries were not prepared for this sudden shift to the online learning. The worldwide lockdown of educational institutions caused an unforeseen and inconsistent interruption in education where classroom learning, exams and other evaluations have taken a back seat, being cancelled permanently or being substituted by online alternatives. As it impacted all the groups in society, students with disabilities, both physical and mental, are one of the most vulnerable groups due to the mental, social and physical impacts of the Pandemic. Due to the restrictions in their activities and studying online without the human touch induced mental stress. As of current data analyzed by UNESCO's global monitoring of school closures caused by Covid-19, approximately 900 million students are affected worldwide while 46,803,407 learners have been affected by the closure of educational institutions in Pakistan which include pre-primary, primary, secondary and tertiary levels of education. The article includes the online teaching and learning processes in Pakistan, its challenges and the modern pedagogies which can be adopted for the smooth running of academics under emergency situations like the COVID-19 pandemic. It also throws some light on its effect on the mental health of the students with and without learning disabilities, teachers, and also include some suggestions to cope with the sudden catastrophes or natural disasters like COVID-19.

Keywords: COVID-19, Online Learning, Disability, Learning disability, Mental-health, modern pedagogies

The COVID-19 Pandemic and the Implementation of the Agenda 2030 for Sustainable Development

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Abstract: "Transforming our world: the 2030 Agenda for Sustainable Development" is an UN´s plan of action for people, planet and prosperity in which, unlike the MDG´s, the goal and targets are designed for all governments, businesses and actors. It must consider 5P´s, Planet, People, Prosperity, Peace and Partnership: protect the planet for present and future generations, promote people's potential and dignity and enhance equality in a healthy environment, ensure economic, social and technological advances in harmony with nature, ensuring prosperous, comfortable life for people, and strengthen universal peace and global solidarity based on participation of all countries. It is composed of 17 Sustainable Development Goals and 169 targets that must be fulfilled until 2030.

To the 5P´s of the Agenda 2030 we will add another one, a P for the COVID-19 Pandemic. COVID-19 is the infectious disease caused by the most recently discovered coronavirus and is now a pandemic affecting many countries globally. The virus spreads very easily and anyone can catch COVID-19 although the majority will have light symptoms. With thousands of infections and deaths stated daily and the number of reported cases still increasing in many countries, COVID-19 is changing our daily lives, production processes, commerce, food services, social interaction, leisure and tourism activities, in a dimension that is still difficult to anticipate although some signs of these changes are already being perceived.

Based on a literature review, we will discuss if and how, the COVID-19 pandemic crisis may endanger the implementation of the UN Sustainable Development Goals (SDGs) and how it can impact on each of the other 5P's of the 2030 Agenda. In particular, how this pandemic is contributing to create an even more unequal world than the one we live in because it seems to be disproportionately affecting the most vulnerable social groups, including people living in poverty, food insecure, the homeless, the elderly, lower income households, those who have precarious and low paid jobs, small street businesses, indigenous peoples, refugees and migrants.

Keywords: COVID-19 pandemic, inequalities, Sustainable Development

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The Vulnerability of Latin American Church in the Organized Crime Context and Its Impact on the Human Development

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Abstract: The goal of the research is to describe the impact on human development of those Latin American societies in which the Church is most vulnerable to the presence of organized crime. It is necessary to emphasize the profound damage that is generated when a context of extreme violence and impunity represents a restriction or limitation to the exercise of one of the fundamental freedoms such as the human right to religious freedom, especially in its public aspect.

For this purpose, the author will conduct a brief analysis of the dimensions of the relationship between human development and the role of the Church, referring to the different aspects of the exercise of religious freedom. Later, the study will describe the challenges faced by the Church in those Latin American contexts dominated by criminal groups. Some case studies will be presented in this regard. Based on this, it will analyze the consequences on human development of the societies affected by the phenomenon of organized crime. Finally, it will present some recommendations for action to face these challenges and improve the development conditions and quality of life of the people living in this situation.

By knowing the special vulnerability of the Church and its members when they try to act in accordance with their religious principles and beliefs in an adverse context, in which de facto power is held by those groups acting outside the law, it is possible to identify a significant negative impact on human development, since it not only affects the direct victims but also society, which largely depends on the assistance work provided by the Church.

Keywords: church, vulnerability, organized crime, impact, human development, Latin America

The Limitations on Religious Activities in Cuba and Nicaragua and Its Impact on Human Development

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Abstract: The humanitarian crisis that COVID-19 brought with it in Latin America, not only evidenced structural economic, social and cultural inequalities, but also the important role of state and especially non-state agents in protecting and safeguarding the basic human rights of citizens. In this context, religious groups became one of the main agents of humanitarian aid in terms of food and/or medical assistance. They became promoters of healthy sanitary practices, provided information on COVID-19 and the subsequent protective measures to prevent the spread of the virus.

In most Latin American democracies, even in countries in which the participation of religious groups in public affairs is not always fully accepted, the dimension of spiritual/material assistance to the neediest during times of crisis was welcome, especially due to the large economic and social gaps in the region and the ineffectiveness of public management at the national and subnational levels.

However, in those countries with totalitarian or anti-democratic tendencies, such as Cuba or Nicaragua, religious groups linked to critical voices of the government or whose doctrine or theology openly contradict the postulates of the political party in charge, have faced serious impediments to fulfill its humanitarian work, a situation that, in addition to limiting religious freedom, has impacted entire communities, especially the poorest. Covid-19 education, delivery of food, medicine, or the management of foreign donations by religious leaders or faith-based organizations aligned or related to the opposition were prohibited or sanctioned by authorities, impeding the creation of conditions for human development.

The purpose of the presentation is to describe the pressure suffered by religious leaders, faith-based organizations, and faith communities in the context COVID-19 in Cuba and Nicaragua, and how this can negatively influence the community's well-being.

Keywords: religious freedom, religious activities, restrictions, COVID-19, human development

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Public Transport Accessibility and Social Vulnerability in Metropolitan Areas: GIS approach

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Abstract: Public transportation or mass transit systems serve as arteries of an urban transportation system in many metropolitan areas. According to the North America's Metropolitan Transportation Authority, the average weekday ridership of New York subway is about 5.5 million. Mobility and movement of people in megacities like New York City is often in relation to the accessibility to public transportation. Some existing urban public transport systems cannot provide adequate and effective access service for people with disabilities including disabled, wheelchair, and blind passengers. This research aims to explore the spatial relationship between subway accessibility for people with disabilities and social vulnerability in metropolitan areas using a Geographic Information Systems (GIS) approach. GIS has enabled to identify specific subway stations in metropolitan areas that lack adequate access services to people with disability or high social vulnerability. Good practices of accessible design of public transportation system could address the needs for all.
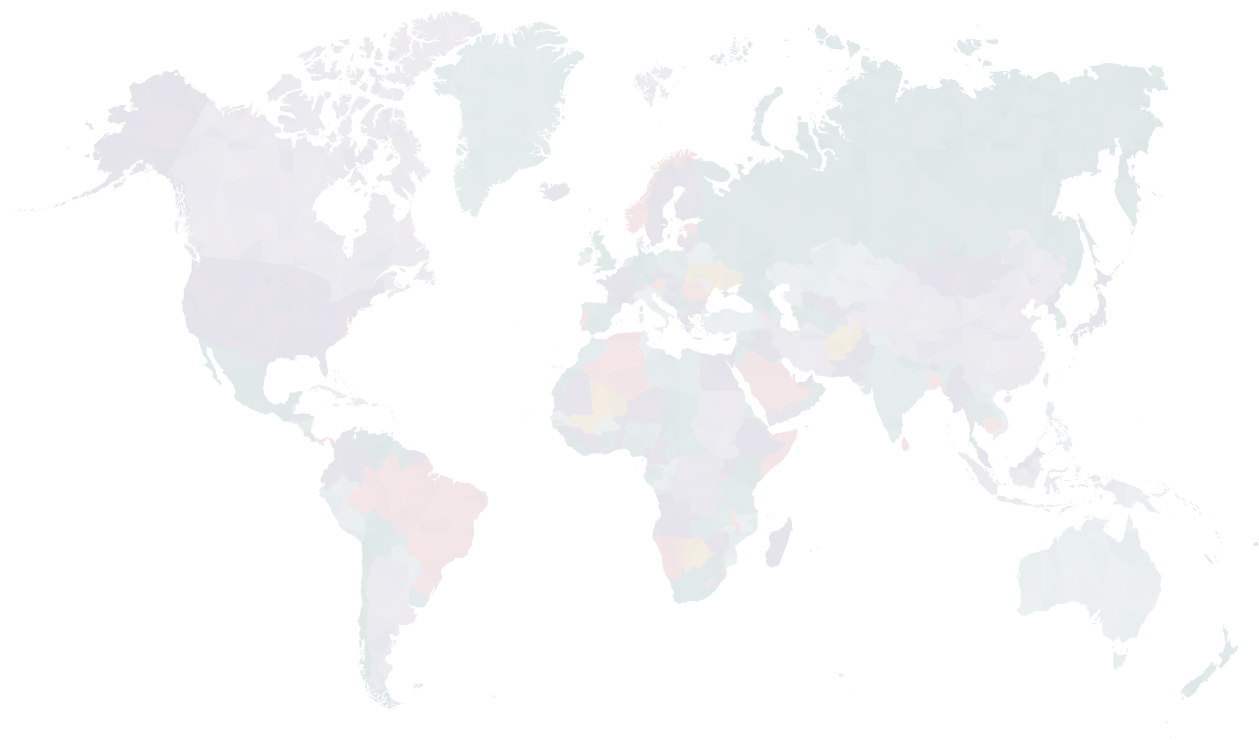
Keywords: accessibility, urban geography, disabilities, public transportation, social vulnerability, GIS, human-environment interaction, equality, transportation geography

VIRTUAL PRESENTATIONS

Alleviating an Unequal COVID-19 World: Globally Digital and Productively Healthy

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Abstract: The novel Coronavirus-crisis raises attention to digitalization and healthcare prevention that opens opportunities to alleviate growing online and healthcare inequalities. In the wake of an already burgeoning digitalization revolution, the COVID-19 pandemic perpetuated digitalization. As affinity to information and communication technologies nowadays determines economic potential, technology-based inequality increases. Taxing digital analytics-driven economic growth could raise funds to offset technology disruption fallouts on a national level. On a global scale, equal access to internet connectivity around the world would help spread the benefits of digitalization equally and aid countries in catching up in international development endeavors. More than ever before in the history of modern workforce do employers and employees alike nowadays care about the overall well-being and physical interaction in a hygienic environment. The COVID-19 pandemic steered individuals to adopt technology to self-monitor healthy lifestyles, but also governments and employers to electronically track individuals for health safety purposes. With the overall immune system resiliency determining the severity of a COVID-19 infection, preventive healthcare implementation can be leveraged into a competitive advantage. We expect that Corporate Social Responsibility and Corporate Governance will incentivize preventive self-care as an innovative precautionary mean for lowering pandemic outbreak risks and boosting performance. Like in the Austrian *Sozialpartnerschafts*-model, stakeholder integration into corporate decision making could aid in reaching collective goals of a healthy workforce in an overall precautionary environment. Online healthcare technology offers most novel corporate governance and employer-employee interaction opportunities. Endogenous growth theory should include the workforce health status as a productive labor capital driver. Precaution should be factored in to promote a *collective learning-by-preventing*. This positive-directed form of learning may include group dynamics around hygiene but also monitoring of one's own and other's health status and care. Tools, such as health apps that allow contact tracing and tracking of human touchpoints, may foster learning and decrease infection reproduction.

Keywords: Coronavirus, Corporate Social Responsibility, COVID-19, digitalization, healthcare, inequality, international development, innovation, learning-by-preventing, lockdowns, economic growth theory, preventive healthcare, workforce, human capital

Marginalization within Marginalization: The Problematics of the Existence of the Indigenous Women

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Abstract: The Indigenous peoples have been excluded from the heart of concerns of the mainstream of social and geographic theories concurrently with their dispossession and displacement. And the endeavors to understand and respond to the mechanisms of marginalization of the Indigenous people inevitably require instantaneous analysis of and intervention in the mainstream mechanisms of empowerment. The importance of marginalization as an analytical concept is to be evaluated in terms of praxis rather than conceptual compactness or elegance. Within my presentation, I intend to address these issues, with a particular reference to the Santhals, the Indigenous group from India and the problematics faced by them regarding their survival strategies. Moreover, the co-cultural theory, forwarded by Mark Orbe, operates as an analytical lens with which to look at cultures as a site of problematic relations. Marginalized groups, in this context, can be perceived as co-cultures, or groups that co-exist within a dominant cultural sphere. This co-cultural theory has been applied to different co-cultural groups, including women, homosexuals, lesbians, and others. Now the question that arises is, what communication strategies do co-cultural group members adopt when handling members from other co-cultural groups who uphold a dominant position within the same co-cultural contexts? This question can particularly be addressed while talking about the Indigenous women who are doubly marginalized, first as Indigenous and then, among the Indigenous community, as women. I wish to specially focus on their issues in my presentation, along with a third level of marginalization that exists strongly within the Indigenous society in the form of those women like the widows, dahnis, prostitutes who are thrown into the threshold even by the women of the marginalized society. I would like to bring into the forefront how these issues are handled by their co-cultural groups enjoying a dominant position.

Keywords: marginalization, co-cultures, indigenous society, gender inequality

[In]visibilities: The Academic City versus Ordinary Cities
Mediatizing Urban Planning Knowledge in Egyptian Universities

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Abstract: How far does imaging the city in planning schools represent contextual urban realities? As a previous student and current practitioner of planning, I noticed two conflicting realities: the city as it is dealt with in Egyptian schools of planning especially at the undergraduate level, and the status quo of urban realities in Egypt. There is the city that is taught and planned in academic design studios in which everything appears formal, neat, and well-designed and there is the other city that is informal, lacks basic services, and some call it chaotic. There is also the *Academic City*, constructed through the teachings in academia (in urban planning schools) and there are the multiple, present lived cities, or what is referred to in this paper as ordinary cities.

In design and planning, constructing the image of a city – making its qualities comprehensible and visualizing its future development – is a creative act influenced by a series of factors. From the side of the planner, it is impacted by the contracting authorities and the planners' socio-economic background, cultural literacy, and academic education.

So, if in the academic education of planning media is the message, mediatizing planning impacts (1) the planning knowledge transmitted and communicated between its actors: planning professors and students, and (2) the communicated embedded meanings within the tools used to transfer this planning knowledge. Accordingly, media tools used in communicating the products of urban planning (like posters, 3-D models, etc.) on their own (even without a content) demonstrate an ability to also deliver a message (Hall, 2015).

This paper aims to investigate and ignite discussions about the kind of 'city' that planning students are exposed to in the process of becoming planning professionals and the purpose of the employed mediums/media in these processes. Accordingly, two main questions guide this research: Which *Academic City* is made visible for students of urban planning, and how does the use of media in the education of urban planning privilege certain imaging/imagining over others?

In this paper, the *Academic City* is perceived as the result of the urban planning knowledge communicated about cities in planning schools in Egypt. This study is conceptualized around McLuhan, et al.'s (1967) concept of the medium as the message. In this sense, messages are extracted from both: the educational content provided to planning students and the analysis of the mediums/media employed to communicate this content.

Keywords: Egypt, urban planning, cities

Is Cognitive Neuroenhancement Fair?

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Abstract: New developments in neuroscience, especially since the Decade of the Brain, have made neuroenhancement an important domain of philosophical reflection. Neuroenhancement is usually understood as any intervention (natural, social or technological) on the brain that aims to improve its capabilities beyond clinical therapy and good health (better intellectual performance and abler minds) and even as form of generating happier persons. This paper focuses on cognitive enhancement and discusses if it is fair to use biotechnological power to achieve human desires of unlimited enhancement.

Based on John Rawls's Theory of Justice, firstly, the paper argues that fairness requires equal rights for all persons. In this regard, it sustains that one of the necessary conditions of a fair neuroenhancement is safety for all citizens, or at least a prudential weighing of its potential benefits and risks. This is the first step to provide citizens fair conditions for a well informed decision and a fair way to exercise other basic rights, as freedom of thought and freedom of will (personal autonomy). Secondly, in accordance to Rawls and its second principle of justice, enhancement is unfair unless there is equal opportunity for all to obtain it. Enhancement can lead to exacerbating inequalities, if it is not guaranteed equality in opportunity to all citizens in the same circumstances. Thirdly, the paper will sustain that the respect for the difference principle is the third necessary condition for fairness in neuroenhancement. If the cognitive achievements are safe and maximize the welfare of all, it should be regarded as fair. But if cognitive enhancement promotes more inequalities between people, it should be considered unfair.

Keywords: neuroethics, cognitive enhancement, social justice, fairness, John Rawls

Deprivation of Liberty - 'Medical Punishment' during the State of Emergency in Romania

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Abstract: The state of emergency established in Romania as a result of the epidemiological evolution determined the authorities to take extraordinary measures to limit the pandemic's negative effects, being adopted rules stating that individuals for which self-isolation or quarantine was established who do not comply with these measures will be forcibly placed into quarantine, under guard, being held for criminal liability, and also put to pay the expenses incurred. To these considerations, the present study proposes the thesis that the forced quarantine must be assimilated to placing the person in detention, within the meaning of the criminal law for this, contemplating that the state has violated procedural rights of individuals, as well as the right to free access to justice, the measures imposed by the analyzed rules aiming in fact at the most drastic resort possible, without giving the possibility to establish proportionate measures. The study also shows that the rules exceed the framework of the tactical police measure of leading persons to the headquarters of a judiciary organization, as well as that the misdemeanor or criminal punishment of persons who do not comply with the measure of self-isolation or quarantine, complementary to the measure of forced quarantine and the imputation of the expenses occasioned by this measure, violates the criminal procedural principle *ne bis in idem*, given that the authorities have in fact sought to double sanction individuals targeted by these measures. In order to demonstrate the submitted theses, a qualitative analysis will be made of the concepts captured in the jurisprudence of the constitutional and the supreme courts of Romania, as well as in the cases of interest with which the European Court of Human Rights was invested, not least, pointing the discoveries reported in the criminal doctrine on the elements introduced in this paper.

Keywords: emergency state, institutionalized quarantine, deprivation of liberty, *ne bis in idem*, policing

Wisdom from Unfair Inequality for Human Development

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Abstract: We are reading the Yale scientists argument thoroughly on what bothers the life of a human? Is equality bothers or unfairness? It is a common-sense with pieces of evidence that unfairness bothers human being. Based on this common-sense, we can derive many positive wisecracks; in the world inequality, the fair inequality is a tolerable phenomenon, but unfair inequality is an intolerable subject in the development literatures. Unfair inequality is a dynamic phenomenon that gets changes its horizon and paradigm. Unfair inequality anywhere in the world can trigger to explore the consequences, reflex-ions, and actions. The consequences of unfairness are the inputs for generating wisdom for human development in the future days to come. This paper attempts to highlight the brief of fair and unfair inequality, further authors' attempts to collect the pieces of evidence on the consequences of unfair equality in the context of human development. Finally, it explores alternatives wisdom to address the unfair inequality in the world. Presentation of the paper will contain fewer than three main sections, and they are- (1) equality and inequality debate, (2) pieces of evidence on unfair inequality, and (3) synthesis of unfair inequality and alternatives strategies for human development.

Keywords: Inequality, Preference, Framing of Equality, Policy for human development

The Prevalence of Unequal Health of the Scheduled Caste Community in India During the Covid 19 Pandemic

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Abstract: In India, the society has four division out of which the scheduled caste is the lowest among them. Their daily life affairs are majorly influenced their social category. Therefore, their health is not just the nutrition deprivation but it is largely subjective to the social discrimination phenomena, which is prevalent for a long time in India. The social distancing has proven to be effective in curbing the effects of coronavirus but these people's experience of social distancing on account of discrimination has resulted in their poor health. The consumption expenditure, their marginal propensity to consume, nature of employment, source of income, savings and the quality of investment has remained underprivileged as compared to the other sections of the society. The overall impact of all these has made them disadvantaged in achieving a good health condition. This paper tries to find out all these influential factors which have been reasons for the resultant inequality in health among the socially disadvantaged groups of people. The implications from this research would help to understand the root causes of unequal health in the different societal arrangements. The research makes use of the capability approach of Amartya Sen to assess the unequal health achievements among the SCs community in the country. The index of capability and its degree would make one understand the existence of unequal health and poor access due to social discrimination, especially during the coronavirus pandemic. This explains how it is difficult to maintain the health condition during such pandemic due to social discrimination and face the unequal access to the basic health facilities.

Keywords: capability approach, unequal health, social discrimination

The Claim of Myopic-Activism and Adverse Effects

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Abstract: The "myopic-activists" claim and the influence of hedge fund activist on major American public companies appeared as a central discussion in debates by policy makers and public officials. The validity of assertions, that activist hedge funds seek to push through their actions which are profitable only in the short-term, is subject to a comprehensive empirical study.

The analysis contributes to the claim of myopic-activism over a 5-year period after hedge fund interventions. The dataset includes information drawn from disclosures of SEC database of filings (Edgar 2019), to retrieve all Section 13D filings for the period of interest. It consists of the full universe of approximately 2,000 active and 12,000 passive interventions by activist hedge funds in the most recent period of 2009 to 2019. The focus of this empirical research is, to study the long-term effects of activists' interventions on both operating performance and shareholder wealth.

The findings have significant implications on the threat of short-sighted interventions that successfully influenced policy makers and public officials. Unlike critical voices from Harvard business-school professors and economists, no evidence was found that activists' real goal is a short-term bump in the stock price and to book quick profits. Contrary to these assertions, a clear pattern of underperformance of target companies at the year of acquisition was found. This can be explained by the motivation of hedge funds to acquire the companies. The pattern of initially low performance is followed by a consistent recovery over a timespan of around 5 years.

The results clearly point out that the long-standing claim of myopic activism is not evidenced by data.

Keywords: hedge funds, myopic-activism, shareholder wealth, disclosures, recovery

Assessment of Risks Related to Storage of Industrial Wastes in Algeria

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Abstract: Industrial Waste Management is one of an important issue due to high environmental risks caused by improper waste disposal. Industrial waste which may be toxic, ignitable, corrosive or reactive. The oil industry is an important sector in Algeria, from exploration to development and marketing of hydrocarbons. For this sector, industrial wastes pose a big problem. The aim of the present study is to present in a systematic way the subject of industrial waste from the point-of-view of definitions in engineering and legislation. This analysis is necessary, as many different approaches and we will attempt to diagnose the current management of industrial waste, namely an inventory of deposits and methods of sorting, packing, storage, and a description of the different disposal routes. Thus, a proposal for a reasoned and responsible management of waste by avoiding a shift towards future expenses related to the disposal of such waste, and prevents pollution they cause to the environment.

Keywords: Industrial waste, environment, management, pollution, risks

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of Current Global Challenges

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The Effect of Employee Turnover in an Organisation: Public Sector Perspective, South Africa

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Abstract: Employee turnover is no less a problem for major companies, which often spend millions of Rand a year on turnover-related costs. The cost associated with recruitment such as advertising costs, interviewing costs, orientation costs, and training costs of new employees can be extremely high for a public organization. The implicit cost associated with employee turnover in terms of production loss that might result in high level of unsatisfactory services to the public. A newly recruited employee might take one to six months to become accustomed at his or her new employment before being fully productive at task at hand. The high levels of employee turnover will disrupt the service rendered to customers because it takes time for a new employee to be at his or her ultimate performance when joining the organization and the unfortunate part is that customers will be at forefront to experience dips in quality service rendered. The paper explores the different factors that are central to employee turnover, and subsequently explore the consequences associated with employee turnover. The aim of this paper was to determine whether or not employee turnover has any significant influence on an organization, from a public sector perspective in South Africa. A survey was undertaken to obtain the quantitative data needed and the data extracted was analyzed using the Statistical Package for Social Science (SPSS). The target population was composed of employees from the public sector in Mahikeng, North West province of South Africa. Findings of the paper confirms that employee turnover has had a significant impact in public sector organizations through the disruption in operations, and the consequences thereof was dissatisfactory services to communities and public at large.

Keywords: employee turnover, implicit cost, community

Technological Innovation for Health Sustainable Development Strategies

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Significance: Universal technology styles function an important part in simplifying Science, Technology and Innovation (STI) collaboration to avail to different requirements in the fields of evolution and sustainability. The 2030 Agenda for Sustainable Development (SD) realizes STI as a clef operator allowing and speeding the international transition across wealthy possible economies where the Goal 3 is achievement of "perfect health and prosperity" and together pictures the biomedical domain and health-related research in a comprehensive style. SD demands utilizing technological innovation to progress human Healthiness and well-being in contemporary and upcoming generations. The present technology transport forms are set to be unqualified to realize the requirements of developing nations.

Purpose: is the evolution of innovation curative solutions for damaged organs and tissues and to combat the persistent increase of health expenses, particularly in the remedy of chronic illnesses.

Methods: this paper highlights my attempts to fulfill SD in health by implementing STI and availability of novel paid solutions to process sustainability confronts. This article displays a concentrated points on some of my vehicle plentifully-experiences gained from pilot research studies to show an Egyptian visibility across the investigation of extra efficiently styles of exhibiting and designing STI to the troubles of my nation in the domain of Hepatitis c virus (HCV), and liver diseases by requesting new lab tests for early diagnosis, also characterizing my innovative technologies using stem cell for renovation of liver tissues and articular cartilage mend to emphasize the evolution of innovative curative solutions for damaged organs and tissues.

Findings: Stem cell technology displays the bestead capability for outputting therapies to alleviate the distress of millions of patients living with presently hopeless medical cases.

Conclusion: Progressing evolutions in biomedical research has the chance to create a great support to the health and sustainability of human society.

Keywords: Sustainable Development, health, technology, innovation, stem cell, Egypt

Sharing the Shrinking Spaces in a Jungle: Climate Change and Tiger Victims in Southwestern Bangladesh

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Abstract: Rising sea-level, frequent cyclonic storms and increasingly salty waters pit people against man-eating tigers in and around the Sundarbans mangrove forest, which is home to 4.3 million people and 600 odd Bengal tigers. Over the years, the huge number of recurrent human deaths in conflicts with tigers leaves thousands of 'tiger widows' and their children to fend for themselves. In the new anthropogenic climate scenario, 96% decline in tiger habitat in the Sundarbans is predicted with a 28 cm SLR. Against this backdrop, along with the decline of prey population (mainly the spotted deer) due to poaching, the gradual shrinking of their habitat forces the tigers to move out of their territory and search for alternative foods including human flesh, on the one hand. On the other, local people's livelihood is severely affected by climate extremes. In recent past, several severe cyclones destroyed agricultural farms. Moreover, the lands became barren because of high soil and water salinity. Thus, local poor people are now increasingly forced to go into the jungle to earn their livelihood and come in deadly contact with the man-eaters. Using conceptual lenses of climate change and human-animal interaction, this paper explores the causes and consequences of tiger-human conflicts in the Sundarbans area. Empirical data were collected through qualitative interviewing of selected tiger widows, local people, and govt. officials in Khulna district. This paper concludes that in addition to socio-economic factors like poverty, poaching, and forest-dependent livelihoods of local people, climate crisis now plays the most crucial role in human-tiger conflicts that leave numerous tiger widows in the region.

Keywords: Bengal tiger, tiger widow, climate crisis, southwestern Bangladesh

A Performance Management Model addressing Human Factors in the North West Provincial Administration

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Abstract: The paper reports on the study towards a working model for improved performance where human factors were addressed, found to militate against Performance Management (PM) in the North West Provincial Administration (NWPA). Which are those human factors and what role do they play in the PM process? A rigorous sequential mixed method approach was used to expose these negative human elements identified in the study of three main clusters in the PM equation, namely, the human factors in PM, the operational dynamics of organisational communication in the performance environment, and the utilisation of the PM, referred to as the Performance Management and Development System (PMDS). Qualitative data was collected from four (expert, operational, strategic, grass root) levels of permanent employees within the NWPA, through the use of face-to-face and focus group in-depth interviews. Recordings, intense listening and observation, typed transcripts and color coding of sub-themes were used for analysis of the interviews. The process involved systematic clustering of the participants' responses into three main themes (namely performance management, human factors and performance environment). The quantitative study entailed distribution and collection of questionnaires among the four levels of employees in all 12 departments of the North West Province. Evidence from the study highlighted significant human factors that could "derail the entire HR management system if the red flags were not raised, addressed head-on and remedied". Communication channels between real humans in the workplace have been exposed as extinct, hence the proposed model advanced in the study, referred to as the Performance Management Model (PM Model) by the researcher, to reduce communication disjuncture and gaps existing between stakeholders in the performance space. These and other cited factors have impacted the service delivery mandate negatively, as evidenced by the service delivery protests in the province. The extensive literature perused has confirmed that the human factors studied have a significant impact on the outcomes of the performance management process. From the findings emerged recommendations that gave birth to a strategic model, referred to as the Performance Management Model.

Keywords: Performance Management Model, Performance Management

Sustainable Food Waste Management Practices: A Case Study of the Franchised Bakeries in Malaysia

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Abstract: Around the world, it is estimated that the food waste has reached 1.3 billion tons every year. The loss due to food waste is approximately USS\$ 680 billion in industrialized countries and US\$ 310 billion in developing countries. The enormous increase of food waste will cause environmental impact in the long term. Without a sustainable food waste management system, food waste appears as a threat to food security in the future. Fruit and vegetables are the most wasted food compared to other commodities. Food businesses are partially responsible for contributing food waste during the manufacturing process and retailing transactions. This paper presents food waste management practices among the franchised bakeries in Klang Valley, Malaysia. This cross-sectional qualitative study recruited seven franchised bakeries managers for interview sessions to understand their company's practices. From the findings, most of the companies distributed the food waste to the needy as part of their commitment to reduce further costs in discharging the waste to the landfill. Some practical implications are suggested to the companies including implementing staff retraining and improving cost controlling measures. Limitation of this study is that the selection of respondents was restricted to franchised bakeries, particularly in the Klang Valley area, where permission to conduct interviews is subject to the approval of their main franchisor headquarters. Thus, future study could be done on independently owned bakeries as they are able to give permission conveniently for data collection purposes. In conclusion, franchised bakeries through their structured and proven operation frameworks, could implement initiatives to encourage other industries to practice a sustainable food waste management system.

Keywords: sustainability, food waste management, franchised bakeries, qualitative, Malaysia

The International Criminal Court:
The Failure of Justice

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Abstract: The *Charter of the Nürnberg Tribunal* introduced crimes against peace and crimes against humanity into international criminal law. War crimes, that include grave breaches of the Geneva Conventions and other serious violations of laws and customs applicable in armed conflict, were included upon proposal by the United States in the Rome Statute that establishes the International Criminal Court (ICC). The ICC goes beyond the limits of multilateral international criminal justice which has been applied to the Nüremberg Trials. The Rome treaty, which essentially codifies customary *jus cogens* war crimes, allows the ICC to exercise jurisdiction over the nationals of non-party countries if the crime is committed in the territory of a party country. The U.S., which inspired the ICC, signed but not ratified the Rome Statute, and therefore has no legal obligations arising from such signature. Since 1998, the U.S. has declined to join the ICC because its broad powers could pursue "politically motivated prosecutions of Americans", thus posing a threat to U.S. sovereignty. When in January 2015, after the State of Palestine accessed the Rome Statute, the ICC opened an investigation for alleged war crimes committed by Israel – which is not a member of ICC – the U.S. sided with the government of Tel Aviv and began undermining the credibility of the Court. In fall 2016 South Africa, Burundi and The Gambia withdrew from the ICC, accusing it to be an instrument of political pressure of Western powers – The Gambia and South Africa revoked their decision in 2017. In November 2016 Russia, which has never ratified the Statute, withdrew all support for the ICC after its prosecutors said Moscow's 2014 annexation of Crimea and Sevastopol "amounts to an ongoing state of occupation". When, in November 2017, the Court's Office of the Prosecutor opened an investigation on alleged crimes committed in Afghanistan by U.S. military and civilian personnel, the U.S. stepped up efforts to de-legitimize the ICC. The U.S. stated that it wants to continue to exercise domestic jurisdiction over its nationals charged by the ICC for war crimes, thus removing them from international justice. Finally, the Philippines withdrew from the Rome Statute in March 2018, soon after the ICC began investigating whether President Rodrigo Duterte committed crimes against humanity in his drug crackdown. By weakening international justice institutions such as the ICC, we will return to a multilateral justice, or to the law of the strongest. Justice and law, to become universal values, must be applied anytime and everywhere without being bent to the interests of the strongest. Injustice anywhere is a threat to justice everywhere.

Keywords: international law, war crimes, crimes against humanity, international criminal justice

Interculturality in Theatre: From Creation to Reception. Reflections from the Shows Colloque International sur L'Amour and Contes sur Moi by Teatro da Travessia

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Abstract: In the world of modernity, where things change in an unprecedented speed – and this includes interpersonal relationships -, reflecting about interculturality allows us to see this world in a different way. In this global context, *Teatro da Travessia*, a Brazilian narrative theatre group, has created two plays from intercultural exchanges in a co-creation relationship with French and Quebecois artists, *Colloque international sur l'amour* and *Contes sur moi*. The notion of interculturality has been broadened in several possible areas, with definitions closely related to the relationships between human beings in daily life since the existence of men and women, through their travels and exchanges with others. However, as problematization, we proposed a reflection of a more critical interculturality, such as the one named by Catherine Walsh in her de-colonial studies. It is obvious that this interculturality, this exchange between people of different cultures, countries, regions and cities has always existed. When Walsh says that this critical interculturality does not yet exist today, she proposes precisely another relationship with the concept. We leave passivity and the common place to arrive at a more active and provocative positioning, looking for what allows us to understand how relationships occur and how they influence one another. It is an invitation to question the global system in which we live, with its inequalities that naturally influence this interculturality. In this sense, in the intercultural experiences lived by *Teatro da Travessia*, it was possible to perceive the discovery of a creative space that was born of the proposed interculturality, what we called *intraculturality*. *Intracultural* here is seen as an *espacement*, an empty space where creations could reveal themselves.

Keywords: interculturality, decolonial studies, intracultural, theatre, *Teatro da Travessia* (Brazil)

Mind Wandering and Mindfulness in a Pandemic: Striking the Optimal Balance

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Abstract: The mind, by virtue of its nature, has a tendency to wander. Excessive mind wandering is correlated with anxiety, stress, depression, and other mental health issues. In dire circumstances like a global pandemic, it becomes essential to tame the wandering mind. For this purpose, psychologists and therapists often resort to a technique called 'Mindfulness'. In a pandemic like COVID-19, mindfulness enables one to engage with the present moment, without experiencing or using cognitive distortions such as minimizing or catastrophizing.

Mindfulness is a metacognitive process that enables one to be fully aware of the present moment by which one can focus on the task on hand.

The cultivation of mindfulness has advantages like enhancement of the brain's capacity to make decisions, improved emotional regulation, and reduction in mind is wandering, hence providing an important antidote to the negative effects that arise otherwise. Daily acts of mindful behavior in times like a viral pandemic can thus serve as a tool for better life management. Mindfulness is, therefore, not merely a therapeutic intervention, but rather a way of life.

It is humanly impossible to be mindful the entire day. For example, when there are conflicting priorities like eating a raisin and having the excretion drive, the drive that is higher in intensity would get the first preference. In addition, one cannot possibly just be mindful in such instances, but immediate action becomes necessary, as common sense implies.

Ironically, individuals who are mindful on a routine basis may not benefit from the creative side that is ignited among other free-wheeling peers. Thus, individuals must gauge for themselves the optimum balance between mind-wandering and mindfulness. A complete and comprehensive answer to the question of optimal balance between mind wandering and mindfulness awaits further research.

This exact research gap is bridged in this study by offering practical insights into the philosophical predicaments and psychological dilemmas, backed by empirical evidence. To conclude, mind wandering is not always pernicious but rather a therapeutic process that is analogous to a spiritual quest.

Keywords: mindfulness, mind wandering, pandemic, therapeutic process

Cyber-Hinduism and Covid Scare:
An Avenue of Mental Health Development

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Abstract: Covid-19 was a bolt from the blue for people across the world. The pandemic led to a worldwide lockdown of activities. Though people were made to stay at home to be safe, various other problems started their mushroom growth. Mental health was one such area, which came under the spotlight. Being tied down to their homes led to the growth of mental stress, nervousness, dilemmas, anxiety as well as faintheartedness among the people. The present paper tries to look into whether religion can act as a pandemic panacea and help people deal with their mental stress. Hoping for a new way of life, the followers of Hinduism have paved a way to reduce the growing mental stress among the people. It is by making people find their faith, on the web. Through the virtual world, Hindus are trying to maintain their community feeling. The re-running of the epic Hindu tales of Mahabharata and Ramayana on T.V, discourses on Bhagawad Gita through zoom calls, praying online, delivery of *prasad* at home are a few ways by which Hinduism is trying to tranquil the troubled mind in these troubling times. It is an effort to make people accept the new normal. It is bridging the generation gap by building intimacy during this state of lockdown. Through quantitative data analysis, survey research has been conducted in Kolkata, West Bengal on 50 respondents (between the age group of 40-60 years). Using e-mail questionnaires as the tool of data collection, this researcher tries to gauge whether Cyber-Hinduism is acting as a method of psychotherapy during the current global crisis or not. Out of the numerous startling findings, the study reveals how the new virtual platforms can act as a medium to attain spirituality, thereby leading to mental peace among the respondents.

Keywords: Covid-19, Mental Health, Hinduism, Spirituality, Psychotherapy

The First Online Learning Implementation in Department of Mathematics Education during the COVID-19 Pandemic

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Abstract: The purpose of this research was to find out how the first online learning implementation in Department of Mathematics Education in The Islamic State Institute of Bengkulu during the COVID-19 pandemic. This research was a qualitative research. The samples were 62 students chosen randomly namely 13 of the second semester, 26 of the fourth semester, 21 of the sixth semester, and 2 of the eight semester. This research was conducted in June and used an online questionnaire with 15 questions as instrument. The data obtained was then analyzed descriptively to get an idea of how the online learning implementation. The results showed that there are some courses students took in the Even Semester 2019/2020, namely Analytic Geometry, Real Analysis, Vector Analysis, Transformation Geometry, Algebraic Structure, Analytic Geometry, Calculus 2, Statistics, Trigonometry, and Applied Mathematics. The applications used by lecturers while teaching Mathematics were 45.2% WhatsApp Group, 17.7% Google Classroom, 14.5% Cisco Webex, and 22.6% others. Applications that were felt effective as online learning applications were 54.8% Cisco Webex, 21% WhatsApp Group, 14.5% Zoom meeting, and 9.7% others. Students thought that those Apps did not take up a lot of quota (WhatsApp Group) and can understand the material through using the complete features (Cisco Webex and Zoom Meeting). While the applications that were thought to be less effective as online learning applications were 38.7% WhatsApp Group, 30.6% Zoom meeting, 19.4% Google Classroom, and 11.3% others. Some obstacles were found during the use of this application, those are they did not have enough quota Apps because of their low family economy; they had limited signal because they live in remote areas; the application is difficult to use because the application features were not yet understood; and they had difficulties understanding learning because they were not yet accustomed to online learning.

Keywords: online learning, COVID-19, Apps, quota Apps

Diversity in Higher Education Institutes: Social Outcomes for Indians

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Abstract: Children begin experiencing diversity at any early age in school. However, only during the years of higher education-when they reach late adolescence or young adulthood, they understand the social segregation processes prevailing in the society. During these identity seeking years they tend to form their own attitudes towards diversity.

With ever increasing diversity through affirmative action (implemented by government of India to alleviate the effects of age old caste discrimination) and rise in migration within India, students are getting ample opportunities for studying in a diverse setup.

In the past, many research studies have been done to understand the psychological ill effects of affirmative action, however, research focus has been missing on analyzing its positive consequences. The present study aims to assess the benefits of studying in institutes that provide a diverse classroom in terms of gender, region, caste, religion etc. The benefits are assessed in terms of intolerance schemas such as sexism, racism, sexual prejudice, ageism, classism, and religious intolerance.

To this aim, 113 students pursing graduation or post-graduation from various government universities in Delhi were approached to fill the questionnaires, namely, 'Experiences with Diversity index' by Gonyea et. al. 2003 and 'The Intolerant Schema Measure' by Allison et al. 2009. Cronbach alpha was calculated for both the tools so as to confirm their reliability with Indian sample.

On applying rigorous statistics, it was found that studying in a diverse environment is beneficial for the students to develop tolerance towards diversity. Regression analysis helped predict the impact of studying in diversity laden institutes on lower sexism, racism, classism and ageism scores. Thus the study strengthens the importance of affirmative action and diversity efforts by universities, not only as a means of increasing access to higher education, but also as a means of fostering Indian students' social growth.

Keywords: Diversity, Intolerant Beliefs, Higher education, Affirmative action

Old Age as a Cause of Exclusion in the Modern World

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Abstract: Many countries face the problem of an aging population and it can be considered as a global issue. In this context, from the point of view of legislation and state apparatus, the primary tasks will be to build or develop an efficient pension insurance system and to provide comprehensive healthcare geared towards the elderly. The attitude of society towards this problem is much more important. Thanks to the development of medicine, including aesthetic medicine, it has been recognized that the moment of aging can be postponed indefinitely. The cult of youth, creating an image of an active, wrinkle-free and disease-free seniors, resulted in the rejection of those who are different from this image. The utilitarian approach to man made the elderly unnecessary. Knowledge and life experience with easy and quick access to information are not appreciated. The presence of older and often disabled people is considered to be burdensome and expensive. Stereotypes and prejudices have dominated the perception of old age. Every person has the right to dignity and respect, regardless of their subjective qualifications, social usefulness, intellectual or physical ability. Older people should enjoy special respect and care and are often overlooked and discriminated against. If they cannot find themselves in a modern, technical world, they are left to their own devices. They are forced to stay at home and be isolated when faced with architectural barriers and public transport vehicles that are not adapted to their needs. Their exclusion often also results from the transfer of many activities to the online sphere. This speech is an attempt to find ways to overcome the problem of exclusion of older people. It includes an analysis of existing and possible legal solutions as well as educational methods and social activities.

Keywords: old age, elderly people, exclusion, dignity, discrimination

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Human Development in the Context
of Current Global Challenges

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Effect of Social Media on
Youth's Behavior Development

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Abstract: Social Media is the phenomenon that is causing a huge change in the individual's behavior in the present context. The Purpose of the study is to find whether social media affect the youth's behavior development so that we can check the effect of social media on human development at large. Because in the present scenario, the population of youths is more in a country like India, with a high demographic dividend. For the study, a mixed method of research used. The data for the study collected through a structured questionnaire from 485 respondents, out of which 406 responses used for the study after cleaning missing data. For analyzing the data Two Way ANOVA test has been used with a 5% level of significance using SPSS. The study findings show that there is no difference between what social media makes you behave with age and educational level at a 5% level of significance both in the group and individually. We can conclude that irrespective of age or qualification level, the respondents feel and behave differently when they use social media such as motivated, confident, helpless, jealous, happy, inspired, etc. The results of the study mean that irrespective of age and education level youth's behavior and feelings affected by social media.

Keywords: Social Media, Behaviour, Feelings, Youth Development, Human Development

One Self, Many Identities –
Muslim Women Through the Gaze of Western Media

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Abstract: In this world of consumerism and rapid globalization, our sense of fashion has certainly been put into the spotlight as the fashion industry is one of the fastest growing markets all around the globe. As capitalism has gained its popularity, so has the transnational corporations promoting the global culture of consumption. The central now is to project consumerism as something great and exciting. Consumption has often been related with freedom and this idea of quoting these two terms is one of the dominant ideologies of our time. The marketing strategies often involve creating a trend in the world of fashion and promote it through the extensive network of media. This article thus focuses on the Muslim fashion market which is estimated to be worth £226 billion by the end of 2020. The fashion industry through the use of semiotics and marketing strategy is trying to attract the Muslim women into this market. The transnational brands and companies know that if they have a global reach, the greater will be the number of regional and national preferences that it will encounter for their products, distribution systems, or promotional media. The West has an upper hand in producing and publishing the advertisement content and spreading them all around the globe. The western culture, based on principles of liberty, boldness, equality tries to see the world through their gaze and project which is also reflected in their advertisements. Thus, they are using the strategy of projecting a modern Muslim woman in the posters who is liberated and confident, who is different from a tradition 'oppressed' Muslim woman. Thus this article puts forward how the western media creates/imposes a global identity of a community which is drastically different from their original identity i.e. creating a different identity of one's self.

Keywords: Identity, Western Media, Semiotics, Fashion, Consumerism

Surrogacy – The Epitome of the Materialities of Reproduction and Global Reproductive Economies

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Abstract: Traditional or gestational surrogacy is resorted to by individuals or couples who want to have children but are unable to conceive themselves. It is nowadays also available to people who face social infertility (single people, gay couples, women who would put a career at risk if they get pregnant). Transnational surrogacy arrangements - what Storrow (2005) terms cross-border reproductive tourism and what Millibank (2015) refers to as cross-border reproductive care - is also being resorted to by people who live in Western countries which adopt a prohibitionist stand where surrogacy is concerned (Van Wichelen, 2016), or where the intending parents cannot afford for these services in the country where they live. Gestational surrogacy helps intended parents obtain their own biological child. It is however a new form of gender-based exploitation that makes use of female bodies for the conception and breeding babies for paying parent/s. Although experts like Vora (2015) regard surrogacy and gamete donorship as the economy of gestation, and the surrogate or gamete donor as an entrepreneur, I will be resorting to feminist postcolonial theory to help me reveal the exploitative nature of this service. Feminist postcolonial theory will be used to conduct textual analysis of legal case studies and grey literature relating to surrogacy to demonstrate the gendered, classed and racialized dynamics involved, and link this to the unequal socio-economic relations within and between nations. The objective of this project is to underline that the materialities of reproduction and global reproductive economies are organized around inequalities between the Global North and the Global South, as well as between the rich and the poor.

Keywords: surrogacy, materialities of reproduction, cross-border reproductive tourism, feminist postcolonial theory

Experiences of People with Physical Disabilities in Accessing Microfinance

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Abstract: This paper represents the experiences of people with physical disabilities in accessing microfinance lending. Microfinance emerged as a tool to eradicate poverty and empower poor people. However, accessing microfinance seems to be challenging for some people with physical disabilities. A qualitative study is conducted by using a semi-structured in-depth interview of twenty people with physical disabilities in Bangladesh to explore the insights of the issues that they face accessing microfinance. Data was collected from both urban and rural areas which includes both male and female participants. Based on a social model of disability, this study found that people with physical disabilities experience substantial exclusions, discrimination and barriers in accessing microfinance. In many cases, despite MFIs efforts, credit information is not available to people with physical disabilities. Most of the people with physical disabilities experience negative and unfriendly behavior from many microfinance staff, unaffordable credit conditions to access credit. Moreover, people with disabilities have less opportunities to access noncredit services specially access to savings, insurance, training and complaints management mechanisms. To address these challenges that people with physical disabilities experiences, MFIs need a robust institutional policy reforms where people with disabilities could be actively participate in the policy development process. This study will not only share the experiences of people with physical disabilities from a context of Global South, but it also provides insight of the issues that they experiences which might be useful to understand other people with different impairments for financial inclusion.

Keywords: Experiences, Microfinance, People with Physical Disabilities, Access to microcredit, Discrimination. Stages of Microfinance Lending, Bangladesh

How Social Media Affect Tourist Behavior

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Abstract: Social Media and Tourism are information-driven entities. The development of information through social media leads to a rise in tourism deliberations electronically. The study focuses on building a theoretical concept regarding how social media affect tourist behavior. Because most of the tourists want to share the enjoyment they had in a particular destination and motivate others. The study desk research method has been used as it is secondary research. The articles related to social media and tourism were collected and analyzed as part of the analysis. The finding of the study infers that most of the articles are explaining the effect of social media at all stages of tourist's decision making. So the study concludes by exploring research areas for social media and tourism in all phases and also focusing on new technological initiatives like Artificial Intelligence, Virtual and Augmented reality, etc.

Keywords: Social Media, Tourist Behaviour, Tourism, Technology, Artificial Intelligence

Analysis of Gender and Behavioral Development of Employees using Transactional Analysis

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Abstract: Transactional analysis is both a theory of personality, including theories of child development and psychopathology, which form the basis of a theory of psychotherapy. The main objective of the study is to analyze the behavior of the employees, which affects the organization. The study uses descriptive research. The data for study collected from employees of organizations through a structured questionnaire. ANOVA test used for the analysis of the data collected with a 5% significance level. The findings show that there is no relationship between gender and the bosses' cooperation, motivational level, and work enjoyment. Hence, we can conclude that the employee's behavioral development is not affected by gender. So, in this context, gender plays a neutral role.

Keywords: Gender, Behaviour Development, Transactional Analysis, Motivation, Work Enjoyment

Land transformation: It's Impact on Sustainable Tourism Development in Kodagu

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Abstract: The research has explored the land system and the issue of **land transformation, its impact on sustainable tourism in Kodagu**. Kodagu is a tiny district of Karnataka and a "hot spot" center of tourism. It is a hill station famous for its misty and foggy hill ranges, wide spreading coffee plantations, great number of flora and fauna and also for its spellbinding history and stunning culture. The region lies under the **"Western Ghat ranges"** and is also a **"Bio Diversity Hotspot"** of the world. With the rapid expansion of tourism activities from two decades, Kodagu has witnessed several transformations not only in the field of tourism and also in other discipline. Though some works carried out in the particular area, notably no significant researches were done to explore the relationship between land system and tourism in Kodagu. Thus there is a strong need to look into the connection between Land and Tourism growth. The research has focused on tourism and sustainability of environment, culture and the socio-economic system of the region. The land use change and its impact on the rich ecology, potential challenges and threats need to be addressed; the research attempts to fulfill the same. The paper attempts to throw limelight on the transformation of traditional occupation, man-nature interaction and the issues of deforestation, loss of biodiversity, exploitation of indigenous people as a result of land transformation and unsustainable tourism expansion in Kodagu. Available colonial records, government published and unpublished manuscript and secondary data sources are studied. The research has explored the suitable planning strategies for sustainable tourism development of Kodagu. The research outcomes could help the government, policy makers and local residents in achieving balanced growth of tourism and Sustainable Development

Keywords: Sustainable Tourism, Land Conversion, Hill Station, Land Use

Land Regulations and Tourism Growth: A Study on Kodagu District

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Abstract: Land is the center of tourism activities. Land managed by systematically with adequate planning there is no doubt that tourism industry will function in its own way; Tourism activities are considerably increasing in Kodagu a tiny province of Karnataka; pre-colonial, colonial and after colonial period lot of changes have made in land administration; now time has come for the assessment of land regulations and its practices afresh for the Sustainable Growth. The current study throw lights on the land management practices in Kodagu district over years and brings out the current land policy and its effectiveness in conserving available resources with the spectacle of responsible tourism growth. The researchers used Primary and Secondary sources such as Gazetteers, Historical records, Land Revenue regulations, District land records, State tourism policies, Research articles Published and Unpublished papers. With the outcome of the research it is noticeable that the constitutional changes bring transformation in the society. The change in land regulation brought considerable alteration in the culture, society and economy of Kodagu. Modernized society and urbanized economy are the outcomes of it. Tourism is highly linked with the land system of the region; in case of Kodagu land regulation changes gave rise to tourism industrial growth. As highlighted in the previous studies, non-registered home stays, resorts and hotels are bringing threat to the sustainability of the region. Tourism in Kodagu is heading towards unsustainable growth and there is a need to look back into the relationship between land regulation and tourism with sincere care.

Keywords: Land Conversion, Land Regulations, Tourism Growth, Sustainable development

Assessment of Students Knowledge on School Awareness Program to Reduce Drowning in Coastal Region of Barishal

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Purpose: Drowning is a prime cause of death globally. In the Baseline survey fatal and non-fatal drowning rates were found to be 37.9/100,000 and 697.6/100,000 respectively. School Awareness is targeted to increase water safety knowledge in school-going children.

Methods: In 2018-2019, total no. of 2,235 pre-tests and 2,065 post-tests were taken randomly from students in 266 schools from grade 1-8 to understand perception regarding water safety knowledge's on drowning magnitude in intervention areas.

Findings: 31.1% students emphasized on check water depth before getting into the water. 30.8% respondents told to use a stick for checking the depth of the water. 41.6% participants focused on step out of their depth and 33.5% respondents replied to hurt yourself on a dangerous object. 38.8% & 27.7% students told not to enter into the waterbody alone because the person could help them if they get into difficulty through the water. 44.1% respondents mentioned that Lifejacket is kept them afloat if they fall into the water and 34.3% students replied to keep their head above of the water. 45.3% and 41% respondents emphasized on the floating objects banana tree branches & water container. The 34.3% & 28.2% participants told to inform anybody where they were going and to inform anybody what they were doing. The 44.5% students mentioned to use a long object for reaching them and 43.1% respondents replied to throw them a floating object if they saw someone in difficulty into the water. The 36% participants insisted to supervise small children and 27% students told to close doors and gates for protecting buckets and water tanks at home.

Conclusion: Water safety messages delivery amongst school going students reduced drowning in the southern part of Barishal regions. Community people were sensitized for drowning prevention to perceive water safety knowledge effectively from the school-going students.

Keywords: School, students, drowning, water safety, knowledge

Integrating a Transformative Justice Approach in Rebuilding Cameroon amidst a Conflict

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Abstract: This research study provides insights to the Anglophone crisis in Cameroon with the aim of drawing global attention to it due to gross human rights violations that are being neglected. Cameroon like many African countries in recent years suffers an ongoing armed conflict in its minority English speaking regions-the Northwest and Southwest. The conflict which is often described as the Anglophone crisis has been a battle between government forces and separatists from the English speaking background. The separatists have been fighting for their own independent country called 'Ambazonia', because of long years of marginalization, poverty and the feeling of not belonging. As a result, the conflict has left more than 3000 dead, more than 700, 000 displaced persons with increasing massacre on the vulnerable population in villages likely referred to as genocides. Also, casualties have been on both sides including state and non-state actors. The research which is based on personal observation coupled with a theoretical analysis of data and reports by The University of Oxford Anglophone Crisis Research Group, Human Rights Watch, Relief web and the Norwegian Refugee Council inform my work, and show that these organizations have made efforts in documenting the conflict but, a lot still has to be done through practical and strategic actions in curbing violence in the country. If not, peace and justice remain negative and non-existent for local, regional, international and global actors, while bringing to light the limitations of their actions and the many fault lines in upholding and implementing human rights values. To provide meaningful and pragmatic solutions, I propose integrating a transformative justice approach-an alternative approach involving non-violent strategies that allows us to look at change that is geared towards transforming systems of oppression. And, to utilize recommendations that can be effective in rebuilding and achieving successful democratic processes for the nation's transition and growth.

Keywords: Anglophone crisis, Armed Conflict, Cameroon, Human rights, Marginalization, Separatists

Rights of Animals In The Light Of Teachings of the Holy Quran and Seerat-un-Nabi (SAW)

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Abstract: All the living things on the Earth are a blessing of Allah for the human beings. Allah created human beings after the creation of the heavens and the earth and the whole universe and created everything in the world for its benefit. These things include animals. Animals are the largest living thing in the world. Human beings have many benefits from these animals. Allah Mighty mentioned animals in the Holy Quran that they created for the beneficial human beings. Human beings used the animals for many purposes. They are used for transportation, food, drink and many other goods which are acquired from their skin. They are mentioned in about 200 verses of the Qur'an and five surahs are named after these animals. Also known as Surah Al-Baqarah (Cow), Surah An-Nahl (The Bee), Surah An-Naml (Ant), Surah Ankabut (Spider), Surah Phil (Elephant) and one surah is named as, Surah An-Naam (Cattle). There are about 35 animals mentioned in the Qur'an from which their importance can be evaluated. Their importance has also been highlighted in the hadiths. Descriptive research methodology will be adopted in the article. It is concluded that Islam not only talked about the rights of human beings but it also gave its due rights to the animals .In this article the rights of animals will be discussed which Islam has bestowed to them. Islam has given them the rights that they should be treated with kindness, to take care of their rest and food, also their rights must be taken into account when slaughtering.

Keywords: rights of animals in pre-Islamic Arab and current era, rights of animals in Islam, precedents from Seerat-un-Nabi (SAW)

Parents Meeting Motivated the Local People in Community Crèches for Drowning Prevention in Southern Districts in Bangladesh

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Purpose: The purpose of organizing parents meetings was to motivate local people in community crèches for child drowning prevention in southern districts in Bangladesh.

Methods: In 2017-2019, the total 9,284 parents meetings were conducted with Anchal (Community Crèche) child caregivers where 124,600 attendees (male 20.04% & female 79.96%) were participated interactively in three sub-districts namely Kalapara, Taltoli and Betagi in Bangladesh.

Findings: The parents meetings were held at Anchal venues once in a month. More than half (50-70%) of parents, grandparents, older siblings and other relatives attended these meetings. In the meetings different issues such as providing early childhood development (ECD) care for boys and girls cognitive improvement, birth registration, created awareness through the parents on injury and drowning prevention, others health and personal hygiene related issues, child protection and safeguarding matters, water safety messages were delivered. The local parents proactively participated in those meetings and had a scope to provide their recommendations and suggestions in improvement of Community Crèche. A program supervisor, presenting in this session, discussed with crèche caretaker the process of conducting effective discussion with parents. Moreover, in the presence of caregivers in parents meetings, the project personnel inspired parents to send their 1-5 years old child in the Community Crèche to avoid unexpected injury and unwanted drowning. As a result of the sensitization, some parents fenced with the safety barriers around the nearest pond. Consequently, drowning incidence decreased. Moreover, the parents were taking care of their children in a best way after attending the parents meetings.

Conclusion: The parents meeting was found useful in motivating parents to utilize community crèche for preventing child drowning in the southern districts in Bangladesh.

Keywords: Community crèche, child, drowning, parents meeting, Anchal

Effective Gender Diversity Management: Organizational Communication, Culture and Equality at Workplace

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Abstract: Well-managed gender diversity within an organization can nurture the culture of innovation, excitement and improved productivity. While promoting gender diversity organizations often ignore the critical aspect of sensitizing and educating employees about the key objective and benefits of gender diversity. As a result of it, gender diversity is perceived as promoting one gender at the cost of another without appropriate qualifications. This leads to unrest, conflict within teams and job dissatisfaction. Communication plays an important role to build trust, relationship and drive engagement among employees.

The primary purpose of the present paper is to examine the impact of effective organizational communication on building an inclusive working culture with a focus on gender and equality at the workplace. To satisfy the purpose of this study researcher explored existing research articles, the extensive literature reviews, qualitative interviews with experts and quantitative random survey with employees of the corporate sector.

The outcomes of this research study highlight that employees needs to be consistently sensitized about the needs of another gender, gender-based prejudices, social inequalities and significance of promoting diversity and equality at the workplace. The gender diversity initiatives are well-received if it is headed by the senior-most leader of the company. It is also important to note that leaders need to exhibit their firm believe in these initiatives through behaviors, actions and informal communication channels. There is a need to focus on changing the mindset, attitudes and behaviors of employees by the increased emphasis on creating awareness through the right communication channels. The multi generations-long gender inequality needs to be addressed at family level as well by educating families about why one needs to join the mainstream workforce and their role is not limited to house or childbirth.

Keywords: Gender Diversity, Organizational Culture and Communication, Social Inequality

Management Failures Resulting in Irregular Expenditure: Experience from South African Municipalities

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Abstract: Audit reports from the North West provincial Auditor General has confirmed the poor state of local municipal financial reports. Due to a lack of accountability in their financial reports, there is evidence of irregular, unauthorized, wasteful, and fruitless expenditure in many financial years in most municipalities. The Auditor General of South Africa also affirms that municipal management has been weakened while they have failed to equitably discharge their duties such as service provision, transparency, and accountability. In this regard, this study was aimed at identifying the management failures resulting in irregular expenditure in South African municipalities. The Agency Theory underpinned this study that states that the relationship between the agent and principal should be based on trust, transparency, and accountability. A non-empirical methodological qualitative approach was applied in this study and data were collected from secondary sources, which include articles, municipal documents, and municipal management books. Findings obtained from the study revealed that lack of adequate risk management, internal control measures, benchmarking, budgeting, auditing, financial reporting, planning, and human resources is the management failures that result in irregular expenditure in South African municipalities. The study further established that other causes of irregular expenditure is attributed to the inability to follow competitive tender processes, inability to follow procedures in spending financial resources, and inability to comply with financial and treasury regulations. The study recommends, among others, that the municipal management should follow municipal financial regulations and procedures, tender process bids, application of variance analysis, auditing, internal control measures, risk management, and benchmarking in handling financial matters. Consequence management should also be used to ensure that disciplinary actions be taken against culprits to reduce fraud in the local municipalities.

Keywords: management failures, municipal financial management. irregular expenditure, municipalities, South Africa

Doing Business in Post COVID Era

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Abstract : The whole world is facing tough time due to the pandemic and imposed lockdown is giving a reason to corporates to rethink the business and come up with new ideas which will be effective and useful in this situation. This is the harsh reality for small business owners across the country now that the novel coronavirus has upended life as people know it. More than 50% of small business owners will only be able to keep operating for up to three months under the current conditions. With government officials across the country ordering restaurants and bars to close except for takeout and delivery, restaurant owners are especially vulnerable. This article is a review article which is prepared after reviewing almost 35 research articles, news reports, journals and information available on internet. In this paper some suggestions are presented in order to improve business after the pandemic period. While right now many of us simply want things to return to normal, the reality is that some things have changed for good. We know the years ahead won't be easy. But together we can build a new normal, where we all get our fair share and can provide a decent life for ourselves and our families. Collectivism is for life not just in a crisis. **Corona virus pandemic** is giving a boost to the **fourth industrial revolution** leading to **deglobalization** first and then a new **Re-globalization** marked with extraordinary consideration of **human resources in terms of health, education and security.**

Keywords: Globalization, Industrial Revolution, COVID-19, Future Economy, Human Resource

Synergistic Effect of Pre-Biotics & Iron Fortificants on Hemoglobin & Hematocrit Levels in Iron Deficienct Women of Reproductive Age

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Significance: One of the leading global nutritional and public health problems these days is that of Iron Deficiency Anemia. The instant research was aimed at determining the synergistic effect of pre-biotics and iron fortificants on Hemoglobin and Hematocrit levels in Iron Deficient Women of reproductive age.

Methods: For the purpose of the current research, a double blind randomized controlled study was designed which was spanned over a period of 12 weeks. n = 75 women of reproductive age group who were iron deficient were chosen for the study and divided into 5 groups of 15 women each. Five different types of iron and prebiotic fortified wheat flours were prepared to be fed to study participants on daily basis. Groups G1 was given wheat flour fortified with 963 mg/kg Inulin and 10 ppm NaFeEDTA while group G2 was fed with fortified flour containing 963 mg/kg Inulin and 20 ppm NaFeEDTA. Group G3 had been fortified with 963 mg/kg GOS (Galactooligosaccharides) and 15 ppm $FeSO_4$ while group G4 was fortified with 963 mg/kg GOS and 30 ppm $FeSO_4$. Blood samples were taken from overnight fasted women on monthly basis, starting from baseline up to the end of 12th week. Major parameters which were studied included those of Hemoglobina and Hematocrit.

Findings: Mean square values for Hemoglobin and Hematocrit revealed that there existed significant variations for the effect of groups, study intervals as well as the interaction between groups and study intervals (P-value < 0.05).

Conclusions: The current research concluded that synergistic effect of pre-biotics and iron fortificants was could significantly improve the hemoglobin and hematocrit levels when iron deficient women were fed with iron and prebiotic fortified wheat flour.

Keywords: Iron Deficiency Anemia; Prebiotics; Iron Fortificants; Double blind randomized controlled trial; Women of reproductive age; Fortification

Experiencing in Implementing First Response System: A Qualitative Exploration in Rural Bangladesh

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Purpose: Injury is one of the major public health problems for both children and adults in Bangladesh. Of all ages, over 108,000 people die and almost 20 million are estimated to be mortality injury each year. To response against injuries Centre for Injury Prevention and Research, Bangladesh (CIPRB) implemented a project along with other components where providing 2-days first response training to community at Kalaprara of Patuakhali; and Taltali and Betagi of Barguna district in Bangladesh. A qualitative study was conducted to assess the implementing mechanism process of first response system.

Methods: This study was conducted in three intervention areas of Barishal division, Bangladesh in January-March 2020. A total of 33 in-depth interviews and 09 focus group discussions were conducted with male-female trainees, community leaders, trainers, project staff. NVIVO-11 software was used to organize the data. Content and thematic analysis were performed for study.

Findings: Overall, the first responder training program introduces in three intervention communities to be skilled in managing and receiving first response immediately in different injuries (i.e. cut, burn, drowning, road accident, suicide, electrocution, shock, animal and snake bite, poisoning and bone fracture) before taking formal treatment. The training course imparted first response knowledge and skills of the trainees (program personnel and community people) and the method of practical education was effective. Furthermore, young, educated and conscious people actively participated in acquiring their knowledge of first response through the training. In addition, harmful practices were reduced that community practiced previously while providing injury related treatment. The involvement of women in the first responder training program has changed the conservative perceptions and making them dignified for serving the community.

Conclusion: First Response System allowed community to receive promptly services from their neighbor trained first responder after having injuries. This might consider reducing and preventing unwanted deaths, morbidities and disabilities due to injury of any ages.

Human Development Index and PIAAC: Different Development Measures, Different Results

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Abstract: United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) have a central role in shaping international policies. Both carry out studies that suggest to mark and compare the relative positions of their member countries in relation to the global panorama. Our study compares two international studies, the Human Development Index (HDI) and the Programme for the International Assessment of Adult Competencies (PIAAC). While the first focuses on essentially quantitative data based on statistics such as life expectancy at birth, the Gross National Income per capita, average expectation of years of education at birth and average number of years of study at 25 years of life, the OECD, on the other hand invests in large-scale surveys assessing aspects related more to quality of knowledge, quality of life, among others, based on sample data. This study uses a sample of 15 countries and a quantitative methodology. It replicates the HDI with PIAAC data. The results show positive and statistically relevant correlations with the original HDI data. F-tests were also performed for the difference between the variances of the indexes, not verifying statistical differences. When it was replicated using the quality parameters defined by the OECD, the plausible values for literacy and numeracy, the relationships found became moderate and without statistical comparison. It is concluded in this study that PIAAC is representative of the realities of the countries comparing very well to the HDI database, even though knowledge measures defined by OECD in PIAAC based on knowledge measurement tests, does not validate the idea that quantity of years in school defines knowledge as defined in the human development reports by UN.

Keywords: knowledge, development measures, HDI, PIAAC

Looking Into Stress and Job Satisfaction: The Case of the University Faculty Members in Southern Philippines

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Abstract: This research project centered on the university faculty members from Southern Philippines. The study found that among nine indicators of causes of stress that were considered, only health condition and sanitation within campus grounds are sources of stress among the respondents. However, as to level of satisfaction, the subjects are quite dissatisfied with the following factors: (1) the policy on faculty promotion, (2) the services offered by the University Infirmary, inclusive of how the University ensures the adequacy and effectivity of service of the Infirmary, (3) the enforcement of University measures of sanitation on campus grounds, which includes garbage disposal units and sanitation facilities, among others. Furthermore, the investigation looked into the bearing of stressors on level of satisfaction of the research subjects and found that only two stressors do not affect their level of satisfaction, and these are: the monitoring of classroom activity, and the control of the faculty of the content of one's work. All the other stressors that were considered were found to affect the level of satisfaction, and these include the following: physical working conditions, safety and security, faculty grants and study leave privileges, tenure, promotion, administration's leadership, adequacy of medical services offered by the University Infirmary, sanitation of comfort rooms, sanitation of academic buildings and facilities, the work load, remuneration for services rendered, and participatory decision-making.

Keywords: stress, stressors, job satisfaction

Deciphering Digital Psychological Processes of the '*The Great Hack*': An Evidence-Based Documentary Analysis

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Abstract: The field of data privacy research and digital psychology is under-researched. Not many researchers have researched social media data mining and its impact on user psychological processes. Cambridge Analytica emerged as a digital nightmare and awakening for the online users concerning their social media data and its undisclosed use by the companies. Data harvesting and targeting have gained pace in this era of technology. Technology-based psychological manipulations are consequential to many users unknowingly and unconsciously sharing their online data, which is being monitored and targeted. *The Great Hack* is a Netflix documentary showcasing the making and ruins of a tech-based company named Cambridge Analytica. The documentary shows how Cambridge Analytica developed a framework for data mining structures and algorithms that undermined individual liberty and influenced psychological processes. An in-depth analysis of the documentary shows the primary strategies used by data companies to collect user data and influence users' psychological processes using the algorithms based on their online behavior. *The Great Hack* is an exemplification of digital psychological influencers that moderate offline behavior. Digital psychological influencers have gained relevance with the success of artificial intelligence. There are similar strategies used by web-based companies to influence user perception, cognitive learning, buying behavior, communal motivation, and many more. This study employs documentary analysis to provide an insight into the digital psychological influencers and their resultant offline behavior, as shown in *The Great Hack* documentary. The results demonstrate the use of strategies like online quizzes, games, and interaction with artificial intelligence to collect data related to user personal information and build a psychological profile. The present study shows the critical implications of how digital influencers influence offline user behavior.

Keywords: Cambridge Analytica, documentary analysis, digital psychological processes, data targeting and mining, user behavior.

Cultural Dynamics of the Cold Desert Cultural Landscape of Himachal

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Abstract: The cold desert of Himachal is situated in the Western Himalayan region and stretches from Spiti in the north to Kinnaur in the south. It has a harsh climatic condition having a huge seasonal variation from short and dry summers to long, windy, and freezing winters. The soil is not very fertile and the growing seasons are very short. Water resources are minimal and comprise glacier-fed streams. These physiographic peculiarities and ensuing harsh climatic conditions have led to the emergence of a unique Cold Desert ecosystem as well as a Culture that is unique. The population belongs predominantly to the Indo-Mongoloid (Tibetan) ethnicity. The intangible cultural heritage of this region is also exceptional and diverse. The natural heritage is unique and displays an extremely fragile ecosystem, which shows a complex relationship between the climatic and geomorphological processes, and exhibits very little but highly endemic diversity. The presence of these unique cultural and biodiversity elements in the landscape has high significance to regional, national, and global levels. The region is an exceptional testimony to the cultural tradition which has evolved here over centuries and is still living. The Cold Desert Cultural Landscape of Himachal has a large repository of exceptional intangible cultural resources ranging from performing arts, crafts, literary works, customs, myths, and beliefs. In the last past few decades of the 20th century the region has gradually paced towards modern paradigms of development, but keeping intact its peculiar socio-cultural aspects. However, the 21st century marks a watershed phase in rural as well as urban spheres of the Himalayan life. The intersection of the indigenous, national, and transnational's cultural imperatives seems to have affected the poise of the region, which has set the currents for a new hybrid or amalgamated heterogeneous scenario. This paper tends to interrogate, evaluate and discuss the emerging cultural trends in this region by putting emphasis on the changing cultural dynamics and politics.

Keywords: cultural dynamics, tangible and intangible cultural heritage

Role of Higher Education in Social Cohesion through Promoting Islamic Values

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Abstract: Social cohesion is a belief of citizens to share common ethics and values as a nation which enables them to develop trust on each other. The present study has examined the role of higher education in developing social cohesion through promoting Islamic values in Pakistan. To meet the criteria of study objective, the study was conducted in both the public and private universities of Pakistan. Responses were conducted from students and teachers by executing the qualitative technique of focus group discussion and the content analysis technique was used to analyze the responses. Based on field research, the results provided an analysis of how higher education is played a vital role in building a sense of unity by encouraging the core Islamic values. The study found the positive response to higher education in promoting some Islamic values as inclusion of ethics subjects in curricula. For most of them, the universities have been hampered because of imposed curricula as well as the schedule of education have only reliance on the completion of degree. So, there is no focus on gain and apply the knowledge of a good character associated with tolerance, patience and hospitality. Subsequently, the outcomes of detachment from Islamic values are due to irresponsibility and moral disintegration. These factors create contradiction in the development of social cohesion as knowledge and practices of Islamic values is to be considered a complex matter linking with family traditions, personalization, customs as well as responsibility of religious leaders. The implication of social values is necessary in all societies in developing social cohesion according to their religion and culture. For the implications, social cohesion model is developed for integrating Islamic values in higher education system; will be discussed in conference.

Keywords: Higher education, Islamic values, Knowledge and perception, Implications, Social cohesion

Reminiscing Gandhi's Economic Thoughts during Times of Corona

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Abstract: M.K. Gandhi, popularly known as Mahatma Gandhi, is fondly regarded as the Father of India. He is also known as a social reformer and the leader of India during the Independence movement. But, lesser known and analyzed are his economic thoughts. He remains an original thinker in Economics and that too with virtually no systematic qualification earned in this discipline. Unlike most present day Economists, Gandhi's economic perspective developed from his working in the depths of poverty and deprivation. One of his several economic recommendations is insistence on adopting appropriate technique as embedded in hand based tool such as *charkha* or the spinning wheel, in order to productively employ idle labor. Several authors view his recommendation as one in resonance with the widely discussed issue of 'Choice of Technique' in economics. In addition, Gandhi also envisioned a balanced development by recommending egalitarianism, sustainable and ethical practices in agriculture, industry and economy at large thereby enabling preservation of ecology and attaining permanence. Gandhi's advocacy of decentralization in production and consumption goes a long way in leading the economy such as India to a path of self-sufficiency, and is adopted by many nations in the present times. The present work is a theoretical attempt at critically analyzing and crystallizing Gandhian Economics based on Gandhi's original writings and relevant secondary sources. The study finds several points where Gandhian thoughts are relevant in present times of corona epidemic. These include emphasis on right technology, equality and egalitarianism, moral and ethical conduct and sustainable ecology. Specifically, the analysis is devoted to four aspects as summed in *MOVE* (Morality, Opportunity to Work with Dignity, Villages as Self-sufficient units and Environment).The study is an attempt to revisit these relevant issues keeping in mind the present global Corona crisis.

Keywords: gandhian economics, unemployment, appropriate technology, corona epidemic

Literature - A Key To Tolerance And Equality

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Abstract: In today's globalized world with increasing diversity, equality faces many challenges. From the controversies over the caste system, racism, and gender divide, to economic poverty, environmental inequalities and unequal power distribution, there has arisen fervor around the globe to address these issues. Many policies have been worked upon in the past years by various political bodies and organizations on a global scale to promote equality in diversity, but with little success. The current pandemic has made the situation even worse. The limited gains that we had made are at a risk of being rolled back.

Literature has served as an inspiration to humankind and has been our hope in times of utter darkness and despair. From Petrarch to Tagore and further in our times, almost all literary giants have motivated us to embrace humanism, as it is a powerful weapon against vices such as inequality and intolerance. Writing about his philosophy of life, Rabindranath Tagore, inspired by the holy Upanishads, wrote in one of his early hymns: "to see the Lord of the World in this World, and the Universal Soul in the Individual Soul".

This paper discusses the role and significance of literature in creating a humane and tolerant society through literary works such as Tagore's *Geetanjali* (1910) and Ibram X. Kendi*'s* recent book *How to be an Antiracist*, the former serving as an inspiration and the latter as a tool to fight inequality and perhaps both serving as guides not only for the general people but also for the policymakers around the globe.

Keywords: diversity, tolerance, equality, racism, humanism, *Geetanjali*

Inclusion Challenges of Children with Disabilities in Education in Sudan: A Critical Study

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Abstract: Over the past two decades, the global attention to the rights of persons with disabilities (PWDs) has increased which was reflected in the announcement of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPWDs). Sudan, as a country in crisis with conflicts and wars that disrupted development projects, and contributed to the spread of poverty, illiteracy, and diseases, children with disabilities suffer from psychological, social and economic difficulties. This study aims to highlight the challenges of inclusion of children with disabilities in the education sector in Sudan. To identify these challenges, the researcher will review, based on a critical approach, the relevant government legislations and policies, as well as the efforts of international and local organizations in inclusion of children with disabilities in the education sector. The main focus of the study will be on the factors that hinder the inclusion of children with disabilities in educational institutions, as well as, the difficulties they face during the educational process in terms of access to educational resources, friendly environment in educational institutions, teaching means, schools specializing in the education of children with disabilities, including teachers and administrators specialized in this field. Interviews will be conducted with governmental officials and others in NGOs. The study will be a very important addition to the literature on disability studies in Sudan. Therefore, its results will also greatly benefit stakeholders, policy makers, academics, and practitioners in the field of people with disabilities.

Keywords: children with disabilities, inclusion, Sudan

'Ethnic Fission' as Issues of North-East India

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Abstract: Ethnic Identities of Northeast Indigenous are not unequivocal, predominantly colonial construction, inexorably diversified affiliation, and content of their culture & ethnic boundaries remains assorted. Re-structuring the allocation of colonial nomenclature, and reviving distorted ethnic identities are major steps taken by the Northeast Indigenous that has fermented under the democratic administrative and political setups in multicultural society. The study will examine the heedless contemplation of North-East Indigenous inapt disparities of colonial constructed ethnic identities which are accumulated on the basis of historical and linguistic consideration. The theoretical framework of this proper draws mainly from post-colonial and constructivism theories of ethnicity and contested identity and examine at the consequences of continuing processes of ethnic fusion and fission as major issues of diversification among Indigenous North-Easterners. The research have been conducted among *Halams* of Tripura and *Kukis* of Manipur, from the two states of North-East India. The study found out that there is continues process of ethnic fission and re-ethnicization within the Indigenous communities of North-east India. Ever increasing ethnic fission, reviving ethnic identities, cultural diversification has brought the indigenous into new endogamous sub-units, denominations in Christianity, ethnic manipulations, conflict in ethnicization and itemisation of analogous racial stocks for the acquisition of social and political influence.

Keywords: Fusion and Fission, Ethnic Conflict, Post-Colonial, Contested Ethnic Identity, Re-ethnicization, North-East India

Is New Law for The Protection Of 'Visibly Invisible' Transgender Community in India Really Promising?
Critical Analysis of the Transgender Persons (Protection of Rights) Act, 2019

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Abstract: Transgender community in India has been a part of Indian society for centuries. The Vedic and Puranic literature mention them as "tritiyaprakriti" meaning the third gender. The hindi words *hijra, kinnar, chakka* (in derogatory sense) are common synonyms used for third gender in India. In last decade, voices can be heard from various chambers claiming rights of equality, justice and rule of law for transgender people. The rhetoric seems to fulfil this justice mandate for the marginalized community, but the reality portrays a different picture. Indian census has never recognized the third gender while collecting census data for years. However, in the Census of 2011, data of transgender were collected in the category of "Others" under Gender with details related to their employment, literacy, and caste. Supreme Court of India through its revolutionary verdict infused a life into the "constitutionally dead members of the sexual minority of India. Apex court in its landmark judgment of *National Legal Services Authority v. Union of India* (2014) created the 'third gender' status for hijras or transgenders. Post NALSA Judgement, three bills were introduced in the parliament in 2014, 2015 and then in 2016 to streamline the rights of transgenders in the course of development. Finally in November 2019, *the Transgender Persons (Protection of Rights) Act, 2019 was passed and notified by ministry of social justice.* This conference paper is an attempt to critically analyze the newly enacted Transgender Persons (Protection of Rights) Act, 2019

Inclusivity in Higher Education in a Diverse Democracy: A Step towards Humane Development

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Abstract: Equality, inclusion and human rights are the cornerstones of a democratic society. With the emerging alternative discourses in higher education in diverse democracies like India, knowledge transaction, knowledge creation, and, representation in and through knowledge (Oommen, 2009) have become the basis for creating new narratives for an inclusive society. Knowledge has been a time traversing device for constructing, deconstructing, depriving and determining the being and belonging of the 'self' in society with their diverse identities. Today, higher education through it discourses has become an active site for this deconstruction and reconstruction process leading to dynamic contestations, and, witnessing alternative discourses that are challenging hegemonic notions of merit. However, the contemporary discourse of development in the modern society often proves to be a paradox. While on one hand it emphasizes on human equality, freedom and social justice, on the other hand it tends to undervalue the unfreedoms of social identity (in terms of caste, class, gender, region, religion, language, disability, ethnic minorities, etc. in India), and the unequal life belongings that create barriers for deprived and marginalized youth, bearing a rippling impact on their aspirations. The intersectional impact of these identities makes the development discourse in India unique and challenging. Despite the constitutional belief in equality, liberty and fraternity, the contemporary juncture of global catastrophe has given us multiple evidences of apathy and disregard for human rights and how the marginalized identities continue to be threatened. This paper therefore aims to explore through the discourse in diversity in India that how is inclusion in public higher education perceived by the youth belonging to diverse marginalized identities in the Indian society, and why is it essential to consider a humane development discourse for a democracy. The study adopts a constructivist grounded theory approach (Charmaz 2008; Mills, Boner and Francis 2006), and through the learner's narratives reflects on their life course vis-à-vis their contextual realities and constructs what inclusivity and success means for these young learners. The power of humane development in a democracy rests with the youth, and higher education institutions are becoming an essential forum for developing their agency (Sen1984; Marginson 2014) and personhood.

Keywords: diversity, humane development, democracy, self-formation, higher education

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How Can Financial Capacities Be Explained By Familiar Background? A PISA Approach

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Abstract: Economists and sociologists have for a long time studied the relationship between family background and academic results. Although studies have lasted since the 60s and 70s of the 20th century with the third industrial revolution and the theories of human capital, today in the global panorama remains as one of the major problems to be solved. Problems such as social segregation, extreme poverty and others appear on the news every day. In the academic context, the last Nobel Prize in 2019 was awarded to the study of these themes. This study analyses the relationship between the cultural and material capital of the parents or guardians of more than three thousand 15-year-old Portuguese young people and their financial literacy skills. This paper draws on data from the Organization for Economic Cooperation and Development (OECD) study of young people aged 15 in 2018, the Programme for International Student Assessment (PISA) 2018. A quantitative methodology using machine learning methods was used recurring to more than 10 algorithms in more than 70 parameterizations to find the best explanation for this phenomenon. Were chosen 17 context questionnaire answers from the PISA study and regressed in order to the latent financial literacy variable defined by the plausible values obtained from a knowledge test. All questions chosen shown a respectable confidence index as well as moderate to strong r-squared. Mean absolute errors (MAE) reached values below 40 points in a test with a scale from 0 to 1000. Has been concluded that the results obtained represent solid relationships between the background of the respondents and their ability to deal with financial issues for young people aged 15 years living in Portugal.

Keywords: financial literacy, PISA, familiar background

Communication in the Digital Century

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Abstract: As never before in the history of humankind, communication is digital and international today. Global digital communication skills determine access to information, economic potential and social wellbeing. The ongoing COVID-19 pandemic having exacerbated digitalization trends demands for growing an inclusive and favorable digital culture for all users.

Since COVID-19 imposed workplace shutdowns around the globe, the workforce has shifted online. Digital marketing and networking online nowadays should follow novel codes of conduct to share quality data. Good communication ethos is required for upholding e-ethics in anonymous virtual space that is also intruded by anonymous agents and noised by fake news and alternative facts.

While network effects were gained through physical interaction and dense urban areas prior to COVID-19, nowadays we primarily meet in virtual online space of social media platforms. Socially distanced we have become virtually closer than ever before as we connect to re-inspire and thrive together on the web. Digital space is today's business card that forms a virtual corporate identity. The design of the personal online homepage or digital media account grant social digital illusions in a virtual reality that can live eternally. Individuals must also be encouraged to use a right to delete information in anonymous virtual space to uphold e-ethics.

The strict COVID-19 lockdowns, that were at a time enacted in all major economies, brought along online communities suddenly standing up for long-held dreams of equality. Corporations are now under pressure of boycott threats and online censorship that has shifting from a historically governmental means to an online global collective soul's judgment. Being scrutinized in a truly international digital arena drives corporations to integrate the wider stakeholder community. In an anonymous virtual space, freedom of speech should be ennobled by a culture of mutual respect and constructive critique codes of ethics.

Keywords: Anonymity, Communication, COVID-19, Digital Age, Digital Marketing, Digitalization, Ethics, I connect, Online Marketing, Virtual Space

Religion as Experience of Equality and Unity

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Abstract: The essence of religion is not about institutionalization, dogma and rituals. Religion in its essence is a relationship between man and God, it is man's response to God's revelation, an opening to His presence. Religion understood in this way is supposed to improve, sanctify, develop, realize God's life, and forgive. Man not only discovers God in the world around him, but also in himself and other people, he understands that everything, including him, is a part of God. From this position believers and open-minded people realize that just as there is one God - whose revelation in the world is read in different ways, by which he is also called and defined in different ways, in fact there is also one religion, despite the fact that in the world we observe a multitude of his institutionalized forms, which are not only externally different, but whose representatives fight against each other, and each of them tries to take over God, revelation, truth. Religion in its essence allows people to experience a sense of unity and equality as children of the One God who reveals Himself to all for their sake and gives His love to everyone. The institutionalization of religion distorts its essence as an individual experience and, turning to its non-specific function, is only the cause of the breakdown of the unity of the human family, of rivalry, aggression and disrespect, largely caused by the clergy, who thus secure their interests.

Keywords: religion, revelation, unity, diversity, specific functions of religion, non-specific functions of religion

Who Transformed Whom?
Revisiting Pygmalion

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Abstract: George Bernard Shaw's Pygmalion is one of the finest and most popular literary works of modern drama. It stands as a representative work of modern drama, as the protagonist- Prof. Higgins raises issues and problems of society relating to reformation, equality, freedom and welfare. He wants to bring social and economic equality through language. He professes class distinction can be decreased by reducing class associated language disparities. He wants to use Liza for his experiment of social engineering. He picks up a flower girl from lower class and wants to transform her as a duchess. In the process he exhibits utter disregard to her social life and insensitivity towards her feelings. He holds an attitude of 'I am right"- a white dominant upper class supremacy. It is a byproduct of colonial assertiveness. It is an inherent flaw in the modernist view or enlightenment project. It is the struggle of a woman to break the shackles of social and economic deprivation and a journey towards self-sufficiency. In fact, the intervention of Prof. Higgins is only intermediary and cosmetic. Prof. Higgins' contribution is only a skill enhancement. Basically, Eliza is bold, clever, outspoken, and entrepreneurial in the beginning and she is the same at the end too. On the contrary, Prof. Higgins completely changes his understanding and attitude towards Eliza. In fact, it was prof. Higgins who was transformed in an attempt of transforming Eliza.

Key words: Transformation, inequality, modernist views, class, language

Empowering Female Entrepreneurs in Developing countries: A Case Study from the Perspective of Republic of Chad

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Abstract: While the world has achieved progress towards gender equality and women's empowerment under the Millennium Development Goals, women continue to suffer discrimination and violence in every part of the world. Female entrepreneurship is not only a fundamental human right but a necessary foundation for a peaceful, prosperous, and sustainable world. Unfortunately, at the current time, 1 in 5 women and girls between the ages of 15-49 have reported experiencing physical or sexual violence by an intimate partner and 49 countries currently have no laws protecting women from workplace violence. Much contention surrounds certain accepted practices in Chad, from young girls being forced into marriage to female genital mutilation and even paying compensation to the families of raped girls, as opposed to prosecuting rapists. In the Republic of Chad, the gender differences in laws had affected the development of females. Women were legally restricted from having the same choice of jobs as men. However, Chad has started to empower women entrepreneurship by forming a national female development plan in 2015. Women are continuously being employed where female entrepreneurship has observed a 20% increase during the past 5 years. Chad is firmly working on reducing the motherhood wage penalty, which increases as the number of children a woman has increased. This research has identified different factors that should be considered to provide sustainable development toward female empowerment including, giving importance to female entrepreneurship, sustainable progress using agriculture-based entrepreneurship, female entrepreneurship in basic necessities provision, policy making, grassroots development, basic entrepreneurship education, and Strong punishment on workplace harassment. Together, with the abovementioned practices, sustainable policies for the development of female entrepreneurs will promote female participation and help them to become entrepreneurs.

Keywords: woman empowerment, developing countries

Tourism as a Factor of Sustainable Growth in a National Economy: A Case Study of India

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Abstract: Tourism industry is a low capital, labor intensive industry with economic multiplier and offers the prospect to generate foreign exchange at lower social cost. For the reason it has become a commanding agent of both economic and social changes and stimulates employment and investment, modifies economic structure and makes positive contributions towards balance of payments. This paper is an attempt to examine the interconnection and long-run association amongst the economic growth and tourism development in India, OLS techniques will be used to analysis the data and used simple regression model to find the relation between tourism sector and GDP, during 2010-2019. The conclusion reveals that there is a bilateral interconnection and positive long-run association between economic growth and tourism development.

Keywords: economic multiplier, low capital, social changes, tourism development, labor intensive

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