EJIS

Every reasonable effort has been made to ensure that the material in this book is true, correct, complete, and appropriate at the time of writing. Nevertheless, the publishers, the editors and the authors do not accept responsibility for any omission or error, or for any injury, damage, loss, or financial consequences arising from the use of the book. The views expressed by contributors do not necessarily reflect those of Revistia.

Typeset by Revistia

TABLE OF CONTENTS

A Survey of Corporate Bankruptcy Reforms: Lessons to Be Learnt for Worldwide Good Practices

Afef BOUGHANMI

University of Lorraine (IUP Finance), BETA-CNRS, 13 place Carnot - C0 n° 26 - 54 035 NANCY CEDEX

Nirjhar NIGAM

ICN Business School, CEREFIGE, LARGE, 3 Place Edouard Branly, Metz, France

Abstract

Recent years have witnessed a phenomenal upsurge in the number of corporate bankruptcies. The vulnerabilities which were lying dormant within contemporary bankruptcy regimes suddenly became apparent, causing concerns within the international corporate community. Consequently, researchers, practitioners and policy makers from all over the world got actively engaged in emphasizing the importance of efficient bankruptcy reforms for promoting rescue culture**.** The primary objective of an insolvency framework should be to provide quick, transparent and cost effective solutions for the resolution of financial distress and promotion of a synergetic environment conducive for the proliferation of healthy debt repayment practices, increased trust factors between creditors and debtors and a better survival rate for viable businesses. In this paper we present a qualitative review of various insolvency reforms introduced in nearly 189 economies over a decade (2005 to 2015), for the efficient resolution of financial distress. For data collection purpose, we use World Bank Database from Doing Business Reports (2005-2015). We provide latest data on the recovery rates, costs, time for resolution based on recent statistics (until June 2015). Finally, we present a list of most popular reforms in bankruptcy and also when possible the effect of their application. This is one of the comprehensive surveys on worldwide corporate bankruptcy reforms. *

Introduction

Over the year, Bankruptcy has evolved from an abominable procedure to much more humane process. In ancient Rome, bankruptcy was treated with utmost disdain and its consequences were horrendous: slavery or being shredded to pieces. The scenario in England was a bit milder with punitive measures such as prison sentences, defaulters chained to pillars and on a harsh day, their ears chopped off. This indeed paints a gross and grotesque picture of what bankruptcy was in yesteryears and how laws have gradually evolved to allow for a more humane approach pertaining such matters. In 1732, England passed the first modern bankruptcy law paving way for the United States to emulate it and form its first bankruptcy law in 1800. Prominent European countries such as France, Germany and Spain followed suit and formulated their own inceptive bankruptcy laws. This marked a shift in perception towards bankruptcy from an incorrigible affliction to a resolvable condition by liquidating financially distressed firms and allocating their remaining assets amongst creditors. In 1914, Austria developed an elementary procedure for reorganizing the debt of a bankrupt company and reviving its business activities but it did not receive much attention and adoption. However, it sparked the development of similar mechanisms in various European countries like Spain in 1922, South Africa in 1926 and France, Germany, Netherlands, Belgium and the United States during the 1930's. And the adoption of Chapter 11 by the United States in its bankruptcy code, in 1978, marked the arrival of the first modern reorganization procedure. This was followed by a series of bankruptcy reforms across major economies of the world, over the next 25 years. Some notable mentions are Italy (1979), France (1985), United Kingdom (1986), New Zealand (1989), Australia and Canada (1972), Germany (1994, 1999), Sweden (1996) and Japan and Mexico (2000). This momentum carried on and by mid 2003, almost every nation included in the Doing Business sample was

---

equipped with some form of bankruptcy law. Cambodia was an exception, however. It is now widely being acknowledged that robust and efficient bankruptcy laws are essential for inhibiting or preventing altogether, financial and economical instabilities, which may arise, due to constant flux within our global business and economic landscape. The key objectives of such regimes is the minimization of damages while maximizing the efficiency of reallocating leftover resources within the bankrupt organization, amongst all the affected parties, in a harmonious manner. As compared to ancient times when punishments for failing in business invited loathful and severe consequences, these modern bankruptcy regimes strive to balance the equation to achieve and maintain a thriving economic community by encouraging entrepreneurs to take calculated risks and should anything go wrong, assure the managers that, if acted in time, measures are in place to revive all possible chances of recovery for all the parties involved.

Today's bankruptcy regimes differ enormously in their efficiency and use and Bankruptcy is still in its infancy in many countries, and reform continues even in the best-performing jurisdictions.

With this objective, we will try to make a survey of most important bankruptcy reforms introduced by nearly 189 economies.

The paper is organized as follows: Section 1 explains the goals of Bankruptcy law, Section 2 provides the effects of good bankruptcy laws, in Section 3 we provide a survey of bankruptcy reforms and lessons to be learned from worldwide good practices, in Section 4 we explore some reforms that are still not popular but can have good impact in future and lastly we recommend some reforms that need to be reconsidered and we conclude in Section 5.

1. What should be the Goals of Bankruptcy Law?

It is difficult to design an optimal bankruptcy law but it should aim at achieving at least the following goals:

Filtering: Whenever default is triggered, managers and the bankruptcy officials are left with determining the market value of the firm. This is a crucial decision based upon which future course of action (liquidation or reorganization) for the defaulted firm is decided. Thus, filtering of viable and nonviable firms is inherent for any bankruptcy law[1]. This filtering should be accurate otherwise efficient firms will be liquidated and inefficient firms allowed to continue which would result in further economic losses.

Maximization of the Value of the Firm: A bankruptcy process should maximize the total value of the firm's assets to be divided among various stakeholders. Consequently, firms may be reorganized, sold as going concern, liquidated piecemeal or shut down. Whatever procedure is chosen, underlying principle should remain the same: maximization of the total value of the firm available to stakeholders.

Provide Good Incentives Before Default: A good bankruptcy regime should be able to maximize the value of the firm long before any signs of default are evident. This means providing right incentives to the debtors and the managers long before bankruptcy. Often the investment and financial decisions of a firm are taken much before any sign of default surfaces at the horizon. By monitoring the activities of debtors and keeping their risk taking activities under control, bankruptcy laws can ex ante protect the creditor claims. It must be able to sanction the faulty management which destroys the value of the company by undertaking too risky projects and putting the creditor's money at stake.

Preservation of the Bonding Role of the Debt: Absolute priority means that senior creditors must be paid in full before any proceeds are distributed among junior creditors and stockholders. It should preserve the bonding role of the debt and keep a check on the entrepreneur's risk taking abilities. This motivates the lenders to finance the companies as they feel confident that contractual agreements entered with the company will be honored even when company defaults. Every bankruptcy law provides for absolute priority order but how far it is followed still remains a question. Moreover, there is still a big debate among the academics about efficiency effects of this feature[2]. In practice we observe quite a lot of deviations from APR.

---

[1] Fisher and Martel (2004), study a sample of 303 Canadian firms in reorganization during 1977-1988. They find the type I errors (allowing a nonviable firm to continue) are likely to have four times more than the type II errors (shutting down a viable firm).
[2] For some academics deviations from APR is supposed to be beneficial [Bebchuk and Picker (1993), Berkovitch, Israel, and Zender (1997, 1998), Baird (1991), Gertner and Scharfstein (1991), White (1989)]. While others believe adherence to APR increases efficiency [Jackson (1986), Hart (1995), Bebchuk (2002)]

Protecting the Interests of the Residual Claimants: One of the reasons companies fall into distress is often attributed to the managerial behavior and excessive risk taking. Bankruptcy law must ensure transfer of control to the creditors who are directly affected by the outcome of bankruptcy and not to people who have been responsible for the onset of default (managers). The future of the firm should be decided by the residual claimants because their lives are directly impacted by bankruptcy. This process ensures that the outcomes are favorably inclined towards the stakeholders as well as in the best interest of the firm.

Saving Procedural Costs: Bankruptcy process should be easy, flexible and should provide quick and efficient solutions to the firm. As time is considered to be directly proportional to the cost of the procedure, adhering to a strict deadline, defined by laws, ensures a cost effective outcome. This is necessary so that stakeholders receive the maximum value out of the firm's assets and that the value of estate is not lost in lengthy and cumbersome bankruptcy proceedings. In US, these costs are found to consume substantial part of bankruptcy estate (Altman, 1984; Altman and Vanderhoof, 1994).

Finding the Optimal Tradeoff between Transparency and Confidentiality: Asymmetry of information between the creditors and debtors is one of the biggest obstacles in the way of resolving distress. An efficient bankruptcy regime should transfer credible information to all the stakeholders of the company. This information should be trustworthy and credible[1] so that stakeholders can make decisions. However, in bankruptcy, information is often made public and can trigger panic situations whereas confidentiality prevents panics. Chatterjee, Dhillon, and Ramirez (1995) show less negative abnormal returns for announcement of workout than Chapter 11 filings. Gilson, John, and Lang (1990) further add that stocks returns are more negative for firms that subsequently file for Chapter 11.

The effectiveness of bankruptcy regime as investigated by the researchers is often measured by two of its complementary aspects: ex-Post and ex-Ante Efficiency (Hart, 1995). A procedure is said to be ex-post efficient if it maximizes the value of the distressed firm, involves low bankruptcy costs and transfers the control to the creditors. This signifies that law must choose the procedure that makes the best possible use of the firm's assets keeping in mind the rights of all stakeholders while deciding the priority order for distribution. The ex-post efficiency is determined by two important features of bankruptcy law. First, credible information about the debtor and its company is made available and is duly disseminated to other concerned parties so that they are able to make correct assessments. Second, it aids in decision making process by coordinating the actions of the creditors. Both these factors play an important role in maximizing the value of the firm and also in determining ex-post efficiency.

Ex-ante efficiency analyses the effects of legal mechanism on the incentives of involved parties before the firm enters into default, even before any signs of financial distress are evident at the time of making contracts and taking financing decisions. This is the reason why bankruptcy law has been considered a significant factor in determining capital structure of the firm and major financing decisions. The bankruptcy procedures have an impact on the access of credit long before any signs of default are visible. If the creditors believe that they are less protected in the event of bankruptcy, they would increase the cost of credit or refuse it all together. In order to allow easy credit flow, collective procedures must protect the rights of the creditors and allow them to monitor the activities of the borrowers. Thus, bankruptcy procedures are ex ante efficient if they allow the company to undertake profitable projects and turn down projects that involve too much of a risk and at the same time keep a check on reckless risk taking by debtors.

2. Effects of Good Bankruptcy Laws

Having observed the main goals of bankruptcy it is important to see what can be the impact of such reforms in terms of implementation. Majority of countries these days have quite comprehensive bankruptcy laws. But the true test is whether these are implemented in a right manner and what can be their impact on difference countries in real terms that can be measured. As such we also provide information on top 10 countries and the worst countries in implementation of bankruptcy reforms in the year 2015.

a) High number of Bankruptcies: However, the efficiency of a bankruptcy regime is in its adoption rate. If companies and creditors do not benefit from invoking a bankruptcy procedure, they will not use it. Hence, fewer bankruptcies will occur. This is what happens in countries with primitive bankruptcy regimes or with inefficient judicial systems. Countries like

---

[1] DTI/Insolvency Service, Productivity and Enterprise: Insolvency—A Second Chance, (Cm 5234, 2001); S Davies QC (ed), Insolvency and the Enterprise Act 2002 (Jordans, Bristol, 2003), p38-39

Mozambique, Benin, Cameroon, Bangladesh, Nepal, Mali, Mongolia and Niger rarely use bankruptcy regimes. Their banks have an in-house debt recovery units which negotiate with customers directly. Rare cases where bankruptcy procedures are implemented are the liquidation of a subsidiary or a foreign company or a state owned firm. On the contrary, countries like Norway, Finland, Belgium, Sweden, Switzerland and Denmark have efficient bankruptcy regimes and have high incidences of bankruptcy filings.

b) High recovery rate: Efficient bankruptcy procedure must maximize the recovery rate for its creditors. Whether the bankruptcy law is effective or not can be seen with the recovery rate for the creditors. We gather information from doing business reports that ranks 189 economies on the ease of doing business. The last chapter deals with Insolvency. We provide information on based on the report of June 2015. In the Table you can find the list of top 10 countries that have highest recovery rate whereas you can also find the list of countries that have the lowest recovery rate. Further all the countries that have high recovery rates belong to developed World belonging to high income group countries mainly from Europe except for Japan and Singapore; they have well defined corporate bankruptcy procedures mainly a good reorganization procedure. While majority of the countries that have low recovery rates belonged to low income and lower middle income group there were some countries from High income group as well as upper middle income group as well. Most the countries that have low recovery rate have week bankruptcy procedures especially they lack in good reorganization procedures and in its implementation.

Table 1: Recovery Rates to Corporate Bankruptcy (Highest vs Lowest)

Economy	Highest Recovery rate	Economy	Lowest Recovery rate
Japan	92.9	Micronesia, Fed. Sts.	3.2
Norway	92.5	Venezuela, RB	6.4
Finland	90.1	Burundi	7.2
Singapore	89.7	Cambodia	8.3
Belgium	89.3	Ukraine	8.3
Netherlands	88.9	Liberia	8.4
United Kingdom	88.6	Suriname	8.4
Slovenia	88.2	Dominican Republic	9.2
Denmark	87.8	São Tomé and Príncipe	9.3
Ireland	87.7	Sierra Leone	10.8

Source: Doing Business Survey (World Bank)[1]

c) Faster resolution process

Time is an important factor in determining the outcome of a bankruptcy procedure. Long and time taking proceedings inhibit the chances of debt recovery for creditors while creating unneeded tensions for all those involved. Also, as time passes, the company's assets lose their market value and remunerations of insolvency practitioners go up. As such some countries are despite having comprehensive bankruptcy laws are hesitant to use it as it may take 5 or 6 years to come up with any kind of resolution and for distressed company it implies loss of business, suppliers and customers which are likely to find a way to cease dealing with the distressed businesses.

Let us now see which are the fastest versus slowest countries for resolution to distress.

Table 2: Time to Bankruptcy (Fastest vs Slowest)

Economy	Time in Years	Economy	Time in Years
Ireland	0.4	São Tomé and Príncipe	6.2
Japan	0.6	Cambodia	6

---

[1] http://www.doingbusiness.org/

Canada	0.8	Ecuador	5.3
Hong Kong SAR, China	0.8	Micronesia, Fed. Sts.	5.3
Singapore	0.8	Burundi	5
Slovenia	0.8	Gabon	5
Belgium	0.9	Myanmar	5
Finland	0.9	Niger	5
Norway	0.9	Suriname	5
Solomon Islands	1	Vietnam	5
United Kingdom	1		

Source: Doing business Survey (World Bank)[1]

d) Lower Bankruptcy cost

In Table 2, we notice that, in Norway and Singapore it costs about 1 percent and 3 percent of the value of the estate to resolve insolvency respectively. Whereas in Chad, Liberia it may almost cost as much as half the estate to go through formal bankruptcy. The heavy costs of bankruptcy procedures can discourage many countries from using formal bankruptcy procedures especially in poor countries. If the option of bankruptcy appears costly, ineffective and time consuming both debtors and creditors will tend to avoid it.

Table 3: Costs to Corporate Bankruptcy (Cost effective vs most costly)

Economy	Cost (% of estate)	Economy	Cost (% of estate)
Norway	1	Chad	60
Singapore	3	Liberia	42.5
Belgium	3.5	Sierra Leone	42
Brunei Darussalam	3.5	Ukraine	42
Japan	3.5	Dominican Republic	38
Korea, Rep.	3.5	Marshall Islands	38
Netherlands	3.5	Micronesia, Fed. Sts.	38
New Zealand	3.5	Samoa	38
Oman	3.5	Solomon Islands	38
Denmark	4	Vanuatu	38
		Venezuela, RB	38

Source: Doing business Survey (World Bank)[2]

f) Survival of viable firms and Liquidation of non-viable firms and enforcement of contracts: Filtering of viable and nonviable firms is inherent for any bankruptcy law[3]. This filtering should be accurate otherwise efficient firms will be liquidated and inefficient firms allowed to continue which would result in further economic losses. Efficient judicial system can ensure a good filtering mechanism. While on the other hand if the judicial system is bad the debtors as well as

---

[1] http://www.doingbusiness.org/

[2] http://www.doingbusiness.org/
[3] Fisher and Martel (2004), study a sample of 303 Canadian firms in reorganization during 1977-1988. They find the type I errors (allowing a nonviable firm to continue) are likely to have four times more than the type II errors (shutting down a viable firm).

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

stakeholders will not trust and will not eventually use the system. This is common occurrence in countries with an inefficient bankruptcy regime or judicial system. In Table 4, we provide quality of judicial process (best vs worst).

Table 4: Quality of Judicial process

Top 10	Quality of judicial processes Index (0-18)	Worst 10	Quality of judicial processes Index (0-18)
Australia	15.5	Djibouti	2.5
Singapore	15.5	Eritrea	2.5
Macedonia, FYR	15.5	Timor-Leste	2.5
United Kingdom	15	Equatorial Guinea	3
Croatia	15	Myanmar	3
Lithuania	14.5	Suriname	3.5
China	14.1	Gabon	4
Brazil - Rio de Janeiro	14	Iraq	4
Austria	14	São Tomé and Príncipe	4
Israel	14	South Sudan	4

Source: Doing business Survey (World Bank)[1]

3. SURVEY OF REFORMS: LESSONS TO BE LEARNED FROM WORLDWIDE SUCCESSFUL PRACTICES

Doing Business has noted that during the last 8 years, most of the OECD high income, Eastern European and Central Asian nation have implemented 126 bankruptcy reforms which include promotion of reorganization proceedings, simplification and acceleration of procedures, defining the roles of involved parties, out of court settlements, regulation and refinement of the standards of insolvency professionals and improving the rights of secured creditors.
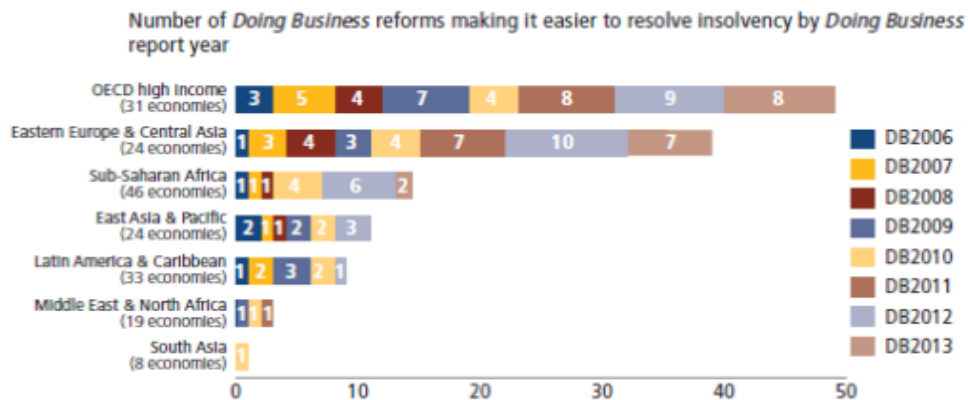
Figure1: Number of bankruptcy reforms introduced over the period of 8 years in different economies[2]

3.1. Empowering creditors by expanding their rights under bankruptcy: Finland's new bankruptcy act (120/2004) (iKonkurssilakii) which came into effect on September 1, 2004, empowered the creditors by giving them the right to set up a creditors' committee that advises the administrator. This was based on an observation that involving creditors in the decision making process helped in maximizing their recoveries. Finland also improved the priority order for secured creditors, giving them a higher rank in the recovery process. According to doing business report (2006), Finland is one of

---

[1] http://www.doingbusiness.org/
[2] Source: World Bank Doing business reports

the best countries for closing a business, yielding a high recovery rate of 89 cents on the dollar and also listed as one of most efficient country in resolving distress in terms of cost, time and recovery. Several other countries have followed the trend and consequently expanded the rights of creditors under bankruptcy. France for instance now allows the creditors' committee to vote on the reorganization plan and has also granted higher priority to post-petition claims in relation to secured creditor claims. This allows the company to obtain necessary financing in order to continue business operations. Expanding the rights of creditors has been the most popular reform in the last few years. All the reforms were introduced with the intention of improving recovery rates, speeding up the resolution process and enabling the survival of viable businesses. A recent study by Araujo et al. (2012) on Brazilian Bankruptcy procedure empirically demonstrated how increased creditor protection increased the recovery rate and reduced time to resolve distress. Brazilian bankruptcy procedures were enacted in 1945 and were found to be ineffective yielding a recovery rate of 0.2% while the averages for Latin American and OECD countries were 26% and 72%, respectively. The bankruptcy priority rule proved penal for creditors as the order of priority was as follows: first the labor claims; second, tax claims; third, secured creditors and finally unsecured creditors' claims. Creditors were placed behind labor and tax claims. Hence, the amount remaining for creditors after payouts to the higher order claimants was typically inconsequential or even nil. Since this was known to creditors' ex-ante, they increased the interest rate charged to firms.

This was the basic reason for the extremely high interest rate prevalent in Brazil before the new law. On June 9, 2005 the new bankruptcy legislation (Law 11,101/05) was introduced. Under these reforms, greater protection for secured creditors was ensured, leading to a significant reduction in the cost of debt and an increase in both short term and long-term debt. Consequently, in 2006, the creditor recovery rate increased to 12% in Brazil, while the averages of Latin American and OECD countries remained stable (29% and 67%, respectively). In subsequent years, the recovery rate registered a steady growth, reaching 17% in 2009. Additionally, the standard time to close a business in Brazil has decreased from 10 to 4 years.

Box1: List of Countries that introduced reforms for empowering the rights of creditors in Bankruptcy: Korea, Romania, Slovakia, Czech Republic, Bulgaria, Philippines, South Africa, Kazakhstan, Slovak Republic, Italy, Ukraine, Samoa, Mexico, Russia, Saudi Arabia, St Kitts and Nevis, St Vincent, Moldova, Switzerland, Montenegro, Poland, Belarus, Australia, Germany, Cyprus, Bulgaria, France, Jamaica, China, Hungary, Denmark, Lithuania, Italy, Mozambique, Greece, Rwanda, Slovenia

---

Source: Doing business Survey (World Bank) (2005-2015)[1]

3.2. Improved the likelihood of successful reorganizations: It has also been one of the most popular bankruptcy reforms. Several countries reforms have either introduced new reorganization procedure or streamlined the existing reorganization framework. The main aim being the survival of business and continuation of debtor's economic activity. For example: Many nations embraced bankruptcy laws with the intent of improving reorganization proceedings, setting time limits on judges to pass a reorganization plans, introduction of post filing financing and giving priority to loan repayments for companies under reorganization. Mexico amended its bankruptcy policies to allow easy accessibility to reorganization for creditors and debtors alike and at any stage of the insolvency process while Poland made amendments to its regimes to provide more security to creditors and for simplifying court proceedings. South Africa also adopted a new reorganization process in 2012 to help rehabilitate financially distressed firms. Switzerland on the other hand introduced a moratorium period to make the insolvency process easier. This gave time to debtors to prepare a reorganization agreement and also increased the participation of the creditors in this composition of agreement process.

Box2: List of Countries that introduced reforms for improving the likelihood of reorganization: Chile, Cyprus, Jamaica, Kazakhastan, Romania, St Vincent, Grenadines, Rwanda, Italy, Moldova, Belgium, Czech republic, Hungary, Japan, Republic of Korea, Latvia, Romania, Russia, Saudi Arabia, Serbia, Spain, Estonia, France, Kuwait, Mauritius, Philippines, Poland, Rwanda, Sierra Leone, Uruguay, Columbia, Czech Republic, Finland, Germany, Greece, Latvia, Mexico, New Zealand, Belarus, Germany, Greece, Kazakhstan, Lithuania, Moldova, Poland, Serbia, Slovak Republics, Spain, Uzbekistan

---

[1]http://www.doingbusiness.org/reports/global-reports/doing-business-2016

Source: Doing business Survey (World Bank) (2005-2015)[1]

3.3. Speeding Court Procedures: Bankruptcy process should be easy, flexible and should provide quick and efficient solutions to the firm. As time is considered to be directly proportional to the cost of the procedure, adhering to a strict deadline, defined by laws, ensures a cost effective outcome. This is necessary so that stakeholders receive the maximum value out of the firm's assets and that the value of estate is not lost in lengthy and cumbersome bankruptcy proceedings. In US, these costs are found to consume a substantial part of bankruptcy estate (Altman, 1984; Altman and Vanderhoof, 1994). Once the insolvency process is triggered, a timely resolution becomes important, especially if the aim is to save the company. Longer delays are linked with the reduction of a firm's value, making it difficult for the firm to be sold as a going concern after insolvency proceedings. OECD countries have been found to have quicker insolvency proceedings with an average of 2 years where as South Asian countries have the longest insolvency proceedings averaging 4.5 years. Realizing the importance of this feature in insolvency, many countries have lately introduced strict time frames and deadlines in court for the resolution of distress. All this has been done with the objective of speeding the distress and resolution process so that the value of the firm can be preserved and maximized. Mohammad and Djankov (2009) states in many countries courts lack the infrastructure, training and expertise necessary to resolve commercial disputes in a timely manner. The capacity of the courts could be further strained with the increasing number of bankruptcy filings as such adequate intervention is necessary in reforms. To cope up with this stress many countries have introduced specialized bankruptcy courts to deal more efficiently with the distressed businesses and arrive at optimum solution in a timely manner. The United States has remarkably increased court efficiency with the online case management system that allows the bankruptcy judges to work from anywhere and consult any document from anywhere. It also allows signing of orders with the click of a mouse. This system was developed in 1999 and came into effect in all the states by 2005. Such innovative reforms can do wonders for accelerating the procedure and reducing associated costs.

Box3: List of Countries that introduced reforms for shortening time limits for insolvency proceedings: Chile, Romania, Vietnam, Moldova, Rwanda, Tanzania, Ukraine, Belarus, Georgia, Kazakhstan, Republic of Korea, Lithuania, Slovenia, Uganda, Uzbekistan, Estonia, Georgia, Latvia, Saudi Arabia, Serbia, Spain, United Kingdom, Albania, Lithuania, Russia, Tajikistan, Puerto Rico, Slovakia, US

Source: Doing business Survey (World Bank) (2005-2015)[2]

3.4. Qualification, training and regulation of fees for insolvency practitioners:

Insolvency practitioners whether an administrator, a receiver or a liquidator, play a vital role in the management of distressed businesses and resolution of default. Administrators and Receivers are not only responsible for drafting reorganization plans but also managing the company either solely or together with the incumbent manager. Liquidators are required to sell the assets of the non-viable business either piecemeal or as going concern. Many countries have realized the importance of the roles of insolvency practitioners and hence have launched reforms to ensure adequate business training and educational qualifications

In 2005, Chile built a framework to guarantee thorough reconnaissance by the bankruptcy commissioner and linking receivers' fees to the proceeds of the realized assets. The objective is to urge trustees to sell distressed assets quickly, augmenting returns. Administrators in numerous nations are paid on market proceeds. Doing so increases recovery rate by 20% on an average. Conversely, many nations compensate the administrators via either a monthly salary or time basis. Incidentally, the administrators earn a higher income by working longer and hence are not sufficiently motivated to speed up the process. Thus, regulation of fees could serve as an important reform for speeding the process and increasing the recoveries. According to Doing business report (2013), Poland has registered the greatest improvements since 2005 in the efficiency of resolving insolvency and costs were reduced by a third between 2007 and 2012 and the recovery rates were doubled. The main features of the reforms were: the establishment of qualification measures for insolvency practitioners

---

for improving the quality of services and cost reduction by specifying a maximum limit on the remuneration of the administrators.

> **Box4: List of Countries that introduced reforms to regulate the profession of insolvency practitioners:** Jamaica, Moldova, St. Vincent, Grenadlines and Vietnam, The Bahamas, Belarus, Ukraine, Kazakhstan, Poland, Slovenia, Uganda, Zambia, Belarus, Estonia, Lithuania, Russia, United Kingdom, Albania, Columbia, Malawi, Philippines, Russia, Cape Verde, Namibia, Mauritious, Tanzania, Australia

Source: Doing business Survey (World Bank) (2005-2015)[1]

3.5. Specialized Courts:

In some countries specialized courts have been established to promote faster and less costly solutions for resolving default. A specialized court can improve insolvency procedures, because specialized judges have better training and more expertise and can make decisions swiftly. In absence of efficient judicial system or specialized courts it could prolong the default resolution process and courts will get overburdened. This was the case in Jamaica where insolvency cases have a 3 year backlog. One way to remedy this situation is to promote specialized courts which can offer resolutions quickly. As such in order to reform their bankruptcy proceedings the following economies have introduced specialized courts since 2005: (1) Malayasia established specialized courts in Kuala Lumpur that handle only foreclosure cases. This reduced the time span of proceedings from 2.25 to 1.5 years (2) Israel launched its economic department at the district court of Tel Aviv in 2010 (3) while Romania created its special courts in 2009.

> **Box5: List of Countries that introduced reforms to promote specialized courts:** India, Romania, Chile, Latvia, Israel, Malaysia

Source: Doing business Survey (World Bank) (2005-2015)[2]

3.6. Promoting out of court workouts:

With the global financial crisis and surge in the number of the bankruptcy filings the courts were heavily burdened. One way to ease their burden is to introduce in the insolvency framework pre-negotiated reorganization plans which enable a negotiation between the creditors and debtors over their differences before approaching the court. In the United Kingdom, Bank of England advocated the use of London approach to achieve co-ordination and co-operation among the creditors to achieve a healthy rehabilitation for the already distressed firm . London Approach is an informal arrangement between the creditors, to allow a distressed firm to continue if it demonstrates the potential of being viable. It has no status in law and is carried out in a very private manner with no publicity at all. It is a voluntary mechanism initiated by the debtors who approach the banks for seeking assistance and fair treatment. London approach came into existence in the mid 1970's. This was the time when UK was facing industrial recession, high inflation and rising unemployment. In the absence of adequate rescue mechanisms at that time, a need emerged for saving the firms from financial troubles (Slatter, 1984:254). The Bank of England initiated a series of discussions with the other banks to promote this approach. The main objective was to ensure that a potentially viable firm should not be terminated solely because of conflicts between creditors. "Our aim is to break log-jams and to seek a solution which represents an acceptable promise for those concerned. In other words, we act as an 'honest broker'. It has been defined by British Banker Association (1996:1) as, "[a] non statutory and informal framework introduced with the support of the Bank of England for dealing with temporary support operations mounted by banks and other lenders to a company or group in financial difficulties, pending a possible restructuring".

The bank's motives in initiating and advocating its usage have been described as threefold by Kent: First, London approach might minimize the losses to banks and other interested parties from unavoidable company failures by employing patient and coordinated workouts. Second, it avoids companies from being subjected unnecessarily to receivership or liquidation and preserves viable jobs and productive capacity wherever possible. The underlying objective was to create a means to

---

[1] http://www.doingbusiness.org/reports/global-reports/doing-business-2016

[2] http://www.doingbusiness.org/reports/global-reports/doing-business-2016

support companies whose problems were generally thought to be curable through a period of financial rehabilitation. Third, London approach might prevent failure of attempts in providing financial support for companies because their bankers could not agree to the terms on which it would be provided. As the central bank, the Bank of England was concerned with the reputation of the financial community which suffered from time to time from accusations that it was not supporting the real economy.

These were the reasons behind Bank of England's vast support to this mission of corporate rescue. Since its inception it is believed to have successfully resolved over 150 cases. It is supposedly considered successful for large firms owing a large debt and having numerous banks as creditors where the number of banks varied from 6 to 106.

There were many reasons which motivated the companies to opt for London Approach as compared to other insolvency processes. The first and foremost important reason for applying assistance under this approach was that the company trusted its banks and felt free to seek consultancy from its own bank rather than seeking help from a stranger. The second reason could be attributed to the fact that this procedure was kept very secret and confidential and apart from the creditors, the general public did not come to know about it. This in return preserved a company's goodwill and did not result in the loss of clients or in creation of bad reputation (Cutlers and Summers, 1988). Third reason can be the costs involved in the process. The firms are supposed to be already distressed and hardly have any money to spare for the huge consultancy fees of the insolvency practitioners or other consultants. In London approach no fees was ever requisitioned or even expected as the Bank was glad to offer assistance to such firms. Moreover, problems related to information asymmetry and hold outs are also dealt with. All creditors share the pain on equitable basis. The secured creditors do not enforce upon their collaterals and participate in the 'standstill' process to avoid the collapse of the viable company. Also this mechanism makes extra financing available which meets the company's demands for capital influx. It has been noted that the 'London Approach' has been instrumental for large firms having multiple banks as lenders internationally or domestically. This approach has been imitated by many countries despite legal and cultural differences.

> **Box6: List of Countries that introduced reforms to promote out of court workouts:** Croatia, Mauritius, Portugal, Spain, Italy, Philippines

Source: Doing business Survey (World Bank) (2005-2015)[1]

3.7. Increased Transparency and information: Brown (1989) pointed out that out of court workout is always successful in the presence of single creditor as information is considered symmetric. But in reality, it seems that the insiders are better informed than the outsiders and have better knowledge about the assets and liabilities of the company, the ongoing firm value and the liquidation value. They can greatly harness this information to their advantage. Giammarino (1989) and Mooradian (1994) proclaim that creditors might opt for costly bankruptcy procedures if they observe asymmetries of information and develop distrust towards the insiders. Thus, the vicious loop of asymmetric information spoils any chances of private agreement between debtors and creditors. Serbia in 2011/12 increased the transparency of the insolvency system by introducing a reform where all injunctions issued by the court are made publicly available via internet. Policy makers should introduce reforms that disseminate credible information to all stakeholders and hence promoting out of court workouts.

> **Box7: List of Countries that introduced reforms to increase transparency and information:** Lithuania, Serbia

Source: Doing business Survey (World Bank) (2005-2015)[2]

4. SOME OTHER REFORMS

Here we provide some other reforms that are not so popular but some of them can be good for some countries. On the other hand, we discuss some reforms that should be considered revising. We provide the list of some of these reforms:

---

[1] http://www.doingbusiness.org/reports/global-reports/doing-business-2016
[2] http://www.doingbusiness.org/reports/global-reports/doing-business-2016

4.1 Auction approach: Baird in 1986 put forward a scheme of auction for the resolution of default. He believed that this kind of approach will prevent any unnecessary costs and reduce the time and money spent on negotiation process. According to him formal reorganization procedure should be rescinded and replaced by a mandatory sale procedure based on competitive auction based approach. The firm will be sold to highest bidder; cash would be collected and distributed amongst various claimants based in absolute priority order. This also resolved any conflicts amongst various categories of claimants. The highest bidder becomes the owner and is responsible to decide whether to continue business operations or to shut down or whether to retain the old management or to replace them. According to Baird (1986) and Easterbrook (1990) the auction based approach is a real sale of assets of the company and would provide more accurate estimate about the value of the firm than the court based hypothetical valuation procedures. Baird and Morrison (2001) further demonstrate that auction based approach also resolves asymmetry of information between the insiders (management) and outsiders (potential buyers). This is because managers have incentives to make credible information available to preserve the firm as going concern and retain their employment.

Sweden has effectively used auction based approach to resolve financial distress. All bankruptcy filings are resolved through auction based system. The winning bidder decides if the firm should be liquidated or the business should be continued. The auction is done in the presence of court appointed trustee, the management and shareholders lose their control rights. Despite successful empirical research that compares the efficiency of US chapter 11 vs Swedish auction based approach, there is still an ongoing debate on the merits of auction based system. As such, many countries have been reluctant in embracing such an approach for resolution of default. Mauritius embraced a new reform in 2007, under which land and buildings can be sold at private auction. Before asset sales was a tedious process and took place through "sale by levy" and failed to realize the assets' market value.

> **Box7: List of Countries that introduced reforms to introduce asset sales via auction:** Mauritious, Saudi Arabia, Uzbekistan, Macedonia, Georgia, Belarus, Armenia

Source: Doing business Survey (World Bank) (2005-2015)[1]

4.2. Debt Equity Swaps: In 2012, German insolvency law introduced debt equity swaps for the viable companies where the creditors could directly participate in the insolvency proceedings and can swap the debt by equity. In debt equity swap, existing claims are exchanged for equity which cancels out a company's debt. As the company is liberated of debt it can emerge out of insolvency proceedings and can resume normal business operations. Thus, introducing this reform can first benefit the struggling company to emerge out of insolvency; second it can save the costs spent on paying the insolvency administrator fees, and lastly it allows the creditors to participate in the reorganization of the business and giving them control to make business decisions. Along the lines of Germany, Ukraine also adopted a new insolvency framework in 2012/2013 and introduced debt equity swaps for promoting reorganization of businesses. However, this new framework still needs to be subjected to empirical analysis before the viability of its efficiency can be determined with certainty.

> **Box8: List of Countries that introduced reforms to introduce debt equity swaps:** Germany, Ukraine, Slovenia

Source: Doing business Survey (World Bank) (2005-2015)

> **Box9: List of Countries that introduced reforms to encourage early filings**

Source: Doing business Survey (World Bank) (2005-2015)[2]

4.3. Encouraging early filings to promote rescue: Debtors should not wait too long to apply for protection under bankruptcy procedure. The law should allow debtors to file for reorganization when financial distress is imminent rather than waiting for them to get bankrupt. The policy makers should encourage early filing so that business can seek timely solution and to expand the ground on which companies suffering from financial distress can file for protection under reorganization proceedings. In 2008/09, Poland and Estonia expanded the grounds for the companies to file for reorganization. The distressed companies that are on the verge of bankruptcy can file for protection and restructure their

---

[1] http://www.doingbusiness.org/reports/global-reports/doing-business-2016

[2] http://www.doingbusiness.org/reports/global-reports/doing-business-2016

debts and restore profitability. Similar amendment was made by France under the safeguard "sauvegarde" procedure allowing and encouraging the firms to apply for court protection before they have become bankrupt. Kuwait and Philippines also implemented the use of pre-insolvency procedures to promote rescue.

4.4. Use of internet and authenticated professional platforms to sell assets or post decisions: The use of technology should be taken advantage of. Internet has become an integral part of the personal and professional life for billions of people. The information can be sent and shared in seconds with millions of people. Innovative platforms can be built online to promote quicker sale of assets under liquidations, photographs of such assets with detailed description of costs could be posted online. Businesses can be sold as going concerns as well, if they find appropriate buyers. Bidding system could be activated so that the business is sold to the highest bidder. Few countries have launched such innovative reforms. Croatia had launched a website called "Judges Web", where the court posts information on decisions in bankruptcy case and also announcement for asset sales. More countries can join the league and take advantage of internet.

4.5. Opportunity to start afresh: The penalty provisions in bankruptcy law that punish the entrepreneur and dampen their entrepreneurship spirit should be seriously considered a subject for revisions. Studies in the United States have shown that entrepreneurs try several business ideas before succeeding. Failure due to mistake, bad decision or innovation should not be punishable. Sometimes this failure could be attributed to mere bad luck or circumstantial or because of bad state of economy. In Greece bankrupt entrepreneurs lose their trading license while in Lithuania they may face criminal penalties even in the absence of fraud. In several other countries they can be barred from taking director positions. Punishing fraud is justified but punishing failure is not justified. Some countries have already moved on to abolishing such penalties. The United Kingdom with the Enterprise Act of 2002 removed automatic penalties on bankrupt debtors. Any provisions in bankruptcy law that discourage entrepreneurship should be considered for revision but at the same time faulty managers responsible for fraud and eventual bankruptcy should not be pardoned. Bankruptcy laws should facilitate towards the distinction between faulty managers and competent managers. Primarily, competent managers whose failure is attributed to unavoidable circumstances (misfortunes, natural calamities, external environment) should not be sanctioned by law. On the other hand, faulty managers who destroy the value of the company by recklessly undertaking risky projects and putting the creditor's money at stake should be held liable for sanctions. These sanctions can be pecuniary or non-pecuniary depending on the country in which the sanctions take place.

Easy accessibility of the procedure vs liabilities for frivolous filings: The advantage of an early initiation can be redeemed only if it is easily accessible by the stakeholders and is less restrictive of its demands. This means that the firms which have substantial assets still have a fair chance of resurrection, provided that the procedure is initiated at the right time. However, this easy accessibility can be fatal as it can generate opportunistic behaviour on the part of the companies which can strategically decide to default, as part of their business strategy thus exploiting this vulnerability of the bankruptcy system. The case of Texaco (a US based Corporation) Bankruptcy Filing is a brilliant illustration of an unorthodox adoption of Chapter 11 by an organization as a survival mechanism.

5. CONCLUSION

As the global economy promotes entrepreneurship, new businesses will emerge. Some may succeed while some will inevitably fail. However, the policymakers should not only concern themselves with promoting new businesses and creating new jobs and but also create efficient frameworks for reviving viable existing businesses and preserving jobs. Resolution of financial distress should be easy, flexible and should provide quick and efficient solutions to the distressed firms. As time is considered to be directly proportional to the cost of the procedure, adhering to a strict deadline, defined by laws, ensures a cost effective outcome. This is necessary so that stakeholders receive the maximum value out of the firm's assets and that the value of estate is not lost in lengthy and cumbersome bankruptcy proceedings.

One of the reasons companies fall into distress is often attributed to the faulty managerial behaviour and excessive risk taking. By monitoring the activities of the managers and keeping their risk taking activities under control, bankruptcy laws within the specific countries can, ex ante, protect the creditor claims and avoid imminent bankruptcies. These laws should be reformed and designed with the intent of not only identifying the faulty management but also with the power to penalize them. Although a certain level of risk is associated with all businesses activities but excessive risk taking for the realization of personal gains should not be promoted at any cost.

The presence of formal bankruptcy procedures is existent in every country, but very few firms seek their assistance. In practice, the formal bankruptcy procedures for resolving financial distress are complex and cumbersome. A successful insolvency framework is constituted by not only exhaustive laws and regulations but also encompasses effective implementations of established practices by competent and trained professionals. Such reforms should include the creation of specialized bankruptcy courts, acceleration of insolvency proceedings, regulation of the profession of insolvency practitioners, giving equitable rights to creditors to participate in proceedings, providing breathing space to distressed debtors to formulate a reorganization plan, testing the viability of businesses, using internet technology for dissemination of information, providing easy accessibility to debtors, helping viable businesses survive and allocating the resources from unviable businesses to more profitable and viable ventures. Many a times, the effects of reforms are not immediately evident and may take time before it starts producing empirical data for research and validation. An absence of instant results should not discourage economies from adopting further reforms. The economies should invest in more quantifiable research to test the impacts of such reforms and should work towards innovation for the continued improvement of existing insolvency frameworks. It is important to understand that one reform could be highly successful in one country but may show unimpressive results in another. It is interesting to note that what would work for rich countries might not work for developing countries or struggling economies and vice versa. So to answer the question whether innovative reforms can resolve financial distress efficiently, we would like to conclude by suggesting that it certainly is possible given that policy makers develop and execute reforms with a deep understanding of the challenges of the economic, political and social environment of their specific countries and utilize technology and innovative measures to achieve the objective of creating and maintaining an efficient and harmonious insolvency framework and foster a healthier and viable economic and financial climate in the country.

REFERENCES:

[1] Aghion P., Hart O., and Moore J. [1992], "The Economics of Bankruptcy Reform", Journal of Law, Economics and Organizations, Vol. 8., pp. 523-546.

[2] Altman E. I. [1984], "A Further Empirical Investigation of the Bankruptcy Cost Question", Journal of Finance, Vol. 39, No. 4, pp. 1067-1089.

[3] Altman, Edward I. Vanderhoof, I. [1994]. "Losses to Bankrupt Firms' Bondholders," Financial dynamics of the Insurance Industry, editor, Irwin, (Ch 7).

[4] Amin, Mohammad & Djankov, Simeon, [2009]. "Democracy and reforms," Policy Research Working Paper Series 4835, The World Bank.

[5] Araujo, A., R. Ferreira, and B. Funchal [2012]. "The Brazilian Bankruptcy Law Experience". Journal of Corporate Finance 18 (4), 994–1004.

[6] Baird, D. G. [1991]. "The Initiation Problem in Bankruptcy" International Journal of Law and Economics, 11(2), 223–323.

[7] Baird Douglas G. [1986]. "The Uneasy Case for Corporate Reorganization," Journal of Legal Studies, 15, 127-147.

[8] Baird Douglas G. [1987]. "A World without Bankruptcy", Law and Contemporary Problems, Vol. 50, 173-193.

[9] Baird D.G., and Morrison E. R. [2001], "Bankruptcy Decision Making", Journal of Law, Economics and Organization, Vol. 17, No. 2, pp. 356-372.

[10] Baird, D. G. & Rasmussen, R. K. [2003]. "Chapter 11 at Twilight," The Chicago Working Paper series Index at www.law.uchicago.edu/Lawecon/index.

[11] Bebchuk L.A. [1988], "A New Approach to Corporate Reorganizations", Harvard Law Review, Vol. 101, pp. 775-804.

[12] Bebchuk L.A.[1998], "Chapter 11", The New Palgrave Dictionary of Economics and the Law, Vol. 3, pp. 219-224.

[13] Bebchuk L.A. [2000], "Using Options to Divide Value in Corporate Bankruptcy", European Economic Review, Vol. 44, pp. 829-843.

[14] Blazy, R., Martel, J. and Nigam, N., [2014], "The choice between informal and formal restructuring: The case of French banks facing distressed SMEs", Journal of Banking and Finance, Vol 44, pp 248-263.

[15] BOUGHANMI A., NIGAM N. [2013], "A Review of Bankruptcy Literature: A Law and Finance Approach", Revue Organisation Responsable (ROR), Regulating CSR: southern and northern perspectives, 8, 63-74.

[16]   BOUGHANMI A., NIGAM N. [2016], "Law and Finance", Encyclopedia of Law and Economics, Springer New York, May.

[17]   BOUGHANMI A., NIGAM N. [2017], "Can innovative reforms and practices efficiently resolve financial distress?" Journal of Cleaner Production, Volume 140, Part 3, pp 1860-1871.

[18]   Bris, Arturo, Ivo Welch and Ning Zhu [2006]. "The Costs of Bankruptcy: Chapter 7 Liquidation versus Chapter 11 Reorganization," Journal of Finance, 61, 1253–1303.

[19]   Brouwer, M. [2006], "Reorganization in US and European Bankruptcy Law", European Journal of Law and Economics, 22, 5-20.

[20]   Brown, David T. [1989]. "Claimholder Incentive Conflicts in Reorganization: The Role of Bankruptcy Law," Review of Financial Studies, 2, 109–123.

[21]   Bulow, Jeremy I. and John B. Shoven [1978]. "The Bankruptcy Decision," Bell Journal of Economics and Management Science, 9, 437–456.

[22]   Carapeto, Maria [2005]. "Bankruptcy Bargaining with Outside Options and Strategic Delay," Journal of Corporate Finance, 11, 736–746.

[23]   Chatterjee, Sris, Upinder S. Dhillon and Gabriel G. Ramirez [1995]. "Coercive Tender and Exchange Offers in Distressed High-yield Debt Restructurings: An Empirical Analysis," Journal of Financial Economics, 38, 333–360.

[24]   Claessens, Stijn and Leora Klapper [2005], "Bankruptcy around the World: Explanations of its Relative Use," American Law and Economic Review, 7 (Spring): 253-83.

[25]   Couwenberg, O. [2001]. "Survival Rates in Bankruptcy System: Overlooking the Evidence," European Journal of Law and Economics, 12, 253-273.

[26]   Cutler, D.M. and L.H. Summers [1988], "The Costs of Conflict Resolution and Financial Distress: Evidence from the Texaco-Pennzoil Litigation," Rand Journal of Economics, Vol. 19, 157-72.

[27]   Denis, Diane K. and Kimberly J. Rodgers [2007]. "Chapter 11: Duration, Outcome and Post-Reorganization Performance," Journal of Financial and Quantitative Analysis, 42, 101–118.

[28]   Djankov S., O. Hart. C. Mc Liesh, A. Shleifer [2008]. "Debt Enforcement around the World," Journal of Political Economy, 116, 6, 1105-1149.

[29]   Easterbrook F.H. [1990]. "Is Corporate Bankruptcy Efficient?", Journal of Financial Economics, Vol. 27, pp. 411-418.

[30]   European Commisson [2012]. "Eurobarometer Survey on Entrepreneurship" available online http://ec.europa.eu/enterprise/policies/sme/facts-figures-analysis/eurobarometer/

[31]   Fisher, Timothy C.G., & Martel Jocelyn [1995]. "The Creditors' Financial Reorganization Decision: New Evidence from Canadian Data", Journal of Law Economics and Organization, 11, 112-126.

[32]   Fisher, Timothy., & Martel, Jocelyn [2004]. "Empirical Estimates Of Filtering Failure In Court-Supervised Reorganization". Journal of Empirical Legal Studies, 1(1), 143-164.

[33]   Franks, Julian R, and Kjell G. Nyborg [1996]. "Control Rights, Debt Structure and the Loss of Private Benefits: The Case of the UK Insolvency Code," Review of Financial Studies, 9, 1165–1210.

[34]   Franks, Julian R. and Walter N. Torous [1989]. "An Empirical Investigation of U.S. Firms in Reorganization," Journal of Finance, 44, 747–769.

[35]   Gertner, Robert and David Scharfstein [1991]. "A Theory of Workouts and the Effects of Reorganization Law," Journal of Finance, 46, 1189–1222.

[36]   Giammarino, Ronald M. [1989]. "The Resolution of Financial Distress," Review of Financial Studies, 2, 25–47.

[37]   Gilson, Stuart C. [1990]. "Bankruptcy, Boards, Banks, and Blockholders: Evidence on Changes in Corporate Ownership and Control When Firms Default," Journal of Financial Economics, 26, 355–387.

[38]   Gilson, Stuart C. [1997]. "Transactions Costs and Capital Structure Choice: Evidence from Financially Distressed Firms," Journal of Finance, 52, 161–196.

[39]   Gilson, Stuart C., Kose John, and Larry H. P. Lang [1990]. "Troubled Debt Restructurings: An Empirical Study Private Reorganization of Firms in Default, Journal of Financial Economics, 27, 315-353.

[40]   Grossman, Sanford J. and Oliver D. Hart [1981]. "The Allocational Role of Takeover Bids in Situations of Asymmetric Information (in the Allocation Role of the Stock Market)," Journal of Finance, 36, 253–270.

[41]   Harris, Milton and Artur Raviv [1991]. "The Theory of Capital Structure," Journal of Finance, 46, 297–355.

[42]   Hart, Oliver, [1995]. "Firms, contracts and financial structure", Clarendon Press.

[43] Haugen R.A., L.W. Senbet [1978]. "The Insignificance of Bankruptcy Costs to the Theory of Optimal Capital Structure", Journal of Finance, Vol. 33, 383-393.

[44] Hege U. [2003]. "Workouts, Court-Supervised Reorganization and the Choice between Private and Public Debt" Journal of Corporate Finance, Vol. 9 (1) 233-269.

[45] Hoshi, Takeo, Anil Kashyap & David Scharfstein [1990]. "The Role of Banks in Reducing the Costs of Financial Distress in Japan," Journal of Financial Economics, 27, 67-88.

[46] Jensen, Michael C. [1989]. "Active Investors, LBOs, and the Privatization of Bankruptcy," Journal of Applied Corporate Finance, 2, 35–44.

[47] Jensen, Michael C. [1991]. "Corporate Control and the Politics of Finance," Journal of Applied Corporate Finance, 4, 13–33.

[48] Mooradian, Robert M. [1994]. "The Effect of Bankruptcy Protection on Investment: Chapter 11 as a Screening Device," Journal of Finance, 49, 1403–1430.

[49] Morrison, Edward R. [2007]. "Bankruptcy Decision making: An Empirical Study of Continuation Bias in Chapter 11," Journal of Law and Economics, 50(2), 381-419.

[50] Philip R. Wood [1995]. "Principles of International Insolvency Law", London Sweet & Maxwell, London.

[51] Pulvino, Todd C. [1999]. "Effects of Bankruptcy Court Protection on Asset Sales," Journal of Financial Economics, 52, 151–186.

[52] Roe, Mark J. [1983]. "Bankruptcy and Debt: A New Model for Corporate Reorganization," Columbia Law Review, 83, 527.

[53] Roe, Mark J. [1987]. "The Voting Prohibition in Bond Workouts," Yale Review Journal, 97, 232-279.

[54] Shleifer, Andrei and Robert W. Vishny [1992]. "Liquidation Values and Debt Capacity: A Market Equilibrium Approach," Journal of Finance, 47, 1343–1366.

[55] Slater, S., [1984], "Corporate Recovery: A guide to turnaround management", Harmondsworth, UK: Penguin Books.

[56] Thorburn, Karin S. [2000]. "Bankruptcy Auctions: Costs, Debt Recovery, and Firm Survival," Journal of Financial Economics, 58, 337–368.

[57] Webb D.C. [1987]. "The Importance of Incomplete Information in Explaining the Existence of Costly Bankruptcy," Economica, august, 54, 279-288.

[58] Weiss, Lawrence A. and Karen Hopper Wruck [1998]. "Information Problems, Conflicts of Interest, and Asset Stripping: Chapter 11's Failure in the Case of Eastern Airlines," Journal of Financial Economics, 48, 55–97.

[59] White, Michelle J. [1990]. "Bankruptcy Liquidation and Reorganization," in Handbook of Modern Finance, 2nd Ed., Dennis E. Logue, ed. Boston, Mass: Warren Gorham and Lamont, Inc., 37-1 - 37-49.

[60] White, Michelle J. [1994a]. "Does Chapter 11 Save Economically Inefficient Firms?" Washington University Review, 72, 1319.

[61] White, Michelle J. [1994b]. "Corporate Bankruptcy as a Filtering Device: Chapter 11 Reorganization and Out-of-Court Debt Restructurings," Journal of Law Economics and Organization, 10, 268-295.

[62] World Bank [2006]. "Closing a business", Doing business in 2006: Creating Jobs, 67-76.

[63] World Bank [2008]. "Closing a business", Doing business report, pp 54-58

[64] World Bank [2013]. "Closing a business", Doing business report, Smarter Regulations for Small and Medium-Size Enterprises, pp 94-97

[65] Wruck, Karen Hopper [1990]. "Financial Distress, Reorganization, and Organizational Efficiency," Journal of Financial Economics, 27, 419–444.

Anxiety with and Without New Technology Among Romanian High School Students

Elena Cocoradă

Cătălin Ioan Maican

Transilvania University of Braşov, Romania

Abstract

Nowadays, the new technology defines the classroom and students' and teachers' life. Sometimes the attitude towards technology use is marked by negative dysfunctional emotion, anxiety, fear, avoidance or dependence. This paper focuses both on the anxiety with the new technology and on the anxiety without technology. Our research aims to examine the attitudes and behaviours of Romanian high school students regarding trendy technologies, such as computers, internet and smartphones, including the access to social networking applications. The following tools were used: CARS (Heinssen, Glass, & Knight, 1987), IAS (Nickel and Pinto, 1986), four scales from MTUAS (Rosen, Whaling, Carrier, Cheever, and Rokkum, 2013), the Use of Smartphones for Learning Purposes Scale-USLS and a socio-demographic questionnaire. There were 517 participants distributed in two studies. The findings showed some differences concerning gender, age, specialization and academic performance, as well as an evolution of participants from the anxiety towards the computer (highest with females) to the anxiety without technology (similar for females and males). School performance is negatively associated with computer anxiety and Facebook activities. The study is important in the Romanian context, where computers, internet and smartphone penetration is more pronounced with younger people. Pedagogical issues of the research are also discussed, anxiety having a double function, as an endogenous and exogenous factor with respect to one's academic and professional development.

Keywords: anxiety, computer, internet, smartphone, high school students.

Introduction

Forms of academic anxiety

Nowadays, the new technology defines the classroom and the lives of students and teachers. The acceptance of the *new technology* concept in the learning area focuses especially on communication technology, like computers, tablets, internet and smartphones. The attitudes concerning these devices are variable, depending on gender, age, cultural context or the decade research (King et al., 2014; Powell, 2013).

As a consequence of technical and social developments, the research studies first put emphasis on the anxiety towards computers and the internet. This is a specific anxiety, associated with a specific situation, revealed in negative emotional reactions towards using computers, negative expectations concerning equipment damage, fatal consequences of the errors in use, or stress and frustration (Oetting, 1983; Phelps & Ellis, 2009). The anxiety towards computers and the internet is similar to math anxiety, or to the anxiety towards foreign languages and all the specific anxieties developed during school, which are cumulated under the umbrella-concept of *academic anxiety* (Cassady, 2010; Cazan, Cocorada, Maican, 2016). This specific anxiety is positively associated with the general trait of anxiety (Thatcher & Perrewé, 2002).

Over the recent years, research studies have emphasised the anxiety without technology. Called nomophobia or dependence on technology, it focuses on new behavioural addictions, including smartphone addiction (Dixit et al., 2010; Sapacz, Rockman, & Clark, 2016). The anxiety without technology is a situational anxiety, experienced as fear of not being able to use a smartphone or the internet, being beyond mobile phone contact, not being able to access information, or losing the connectedness and the services it offers (King et al., 2014). Both forms, the anxiety towards the computer or the internet, and the anxiety without technology, are the extremes of the continuum.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

1.2 Research context

The penetration and widespread use of ICTs in Romania have marked the second decade of this century: in 2013, more than half of all households had a computer (55.8%), most were located in urban areas (69.8%), and over half of the households had access to the internet (52.9%) (INS, 2013a). 60.3% of all persons aged between 16 and 74 years have used a computer at least once, men (61.8%) more frequently than women (58.8%). Among those aged between 6 and 34 years, 90% have used a computer. The mobile phone and smartphone penetration is more pronounced with younger people, aged between 16 and 34 (74.4%), more highly educated people (62.3%) and males (49.7%). For accessing the internet, the smartphone is the most widely used nowadays (61.8%), followed by the portable computer (47.5%) (INS, 2013b).

In the described context, the analysis of the anxiety and the associated behaviours of high school students, owners of computers and smartphones, is critical. Since most of the high schools in Romania can be found in urban areas, our research was conducted in this environment.

2 Short literature review

2.1 The anxiety towards the computer and the internet

Early studies in the field reported that the anxiety towards the computers and the internet is higher in the case of females, older people and persons with lower competences (Igbaria, & Chakrabarti, 1990; Powell, 2013). Based on gender role differences, some authors found that males report more frequent use of computers and tend to have a more positive attitude towards this device than females (e.g. Chou, J., & Tsai, H., 2009; Nickell, 1987). Researchers have found that younger people report lower levels of anxiety towards the computer and the internet (e.g. Kubiatko et al., 2011).

Previous studies also show that people with low performance in mathematics have high anxiety and poor performance in computing (Glass & Knigth, 1988). Other studies found that a high computer self-efficacy decreases the anxiety towards computers and reduces technostress **Error! Reference source not found.**; Shu et al, 2011). According to other studies, females have lower average computer self-efficacy than males **Error! Reference source not found.**), but not all findings are convergent. Concerning the relations between school performance and computer anxiety, some studies found a negative relationship, while others showed that anxiety moderates the relationship between academic self-efficacy and learning performance (Powell, 2013; Shakir, 2014).

2.2 Anxiety without technology and task switching

The studies focused on the anxiety without technology found that females are significantly less dependent than males, while older people show a less positive attitude towards technology and report a lower level of the anxiety without technology than younger people. More highly educated people report a higher level of anxiety without technology compared to less educated persons. The Facebook usage was most significantly correlated with the anxiety about not checking in often enough with the social network. Similar results were seen for each application of the smartphone, like emailing, phone calling, messaging, internet searching (Rosen et al., 2013).

Task switching, or media multitasking, is the consumption of two or more streams of content, facilitated by technology, and has several undesired outcomes (Terry et al, 2016). A study from 2013 found that media multitasking is not correlated with age, but the participants who preferred more to task-switch showed more dependency on technology and less positive attitudes (Rosen et al., 2013). Other research studies state that, in an experimental context, the younger individuals switch more often than the older ones (e.g. Brasel & Gips, 2011). The students who prefer multitasking are especially freshmen (Junco, 2015) and tend to have negative academic performance (Wood & Zivcakova, 2015). Numerous studies have showed that media multitasking was associated with higher depression and social anxiety, even after controlling for overall media use and for the personality traits of neuroticism and extraversion (Becker, Alzahabi,& Hopwood, 2013).

2.3 The consequences of anxiety in the academic field

The consequences of anxiety towards technology on academic performance and on the students' personal development are ambivalent, positive and negative simultaneously, depending on the personality traits, goals, duration and frequency of use. The paradoxical duality of the new media usage (Hoffman & Novak, 1996) showed that, in the short-term, the usage implies more benefits than drawbacks, while in the long-term, this usage is followed by addictive and impulsive behaviours.

Our research aims to analyse the anxiety with and without technology among Romanian high school students. We have designed two studies, the first one in 2012-2013 (Study 1) and the second one after 3 years (Study 2), in line with the dynamics of the social context. The objectives, hypotheses, tools and results will be presented separately for the two studies, being followed by the unique discussion section, to achieve dynamic comparisons and highlight the consequences. The research was a descriptive and correlational one.

3 Study 1

3.1. Objectives and hypothesis

The objective of the first research was to analyse the differences generated by gender, age and specialization as regards the computer and internet use. We supposed that (1) the anxiety towards the computer and the internet is higher for women, older students and those in the Humanities; (2) computer and internet anxiety is associated with school performance.

3.2 Participants and tools

The participants were 234 female and male students in secondary education, out of which 44.2% are boys, 51.3% being enrolled in Sciences. 99.3% own a computer and have access to the internet. The tools used were two self-report inventories: Computer Anxiety Rating Scale-CARS (1987) and the Internet Attitude Scale-IAS (1986). Higher scores indicate high degrees of computer and internet anxieties.

CARS, elaborated by Heinssen, Glass, & Knight, is a 19-item instrument, used with a four-point Likert scale (1=strongly disagree, 2=disagree, 3=agree, and 4=strongly agree). Higher scores indicate a high degree of computer anxiety. We have used the version of Harrison and Rainer (1992) with two factors: Fear (10 items and alpha Cronbach=0.85) and - Anticipation (9 items and alpha Cronbach=0.84). Items examples: *I feel insecure about my ability to interpret a computer printout. I hesitate to use a computer for fear of making mistakes that I cannot correct. I feel computers are necessary tools in both educational and work settings.*

IAS is a tool adapted in order to assess the attitude towards the internet according to a scale built by Nickel and Pinto. IAS consists of 20/18 items and the Likert scale is a five-point one (alpha Cronbach=0.80 for 18 items). Example items: *Computers make me uncomfortable because I don't understand them, Life will be easier and faster with computers, I feel intimidated by computers.*

3.3 Results

On the entire sample, the level of anxiety towards the computer has an average of 47.7 (SD = 3.88), min. = 38 and max. = 69. The average level of the anxiety towards the internet has the value of 48.62 (SD = 4.88) min. = 37 and max. = 59. The analysis by gender, age and specialization indicates some significant differences (Table 1). In the entire sample, GPA is negatively correlated only with the mean score regarding the fear of computer (r = - 0.170, p < 0.05).

Table 1 Gender, age and specialization field differences concerning the anxiety towards the computer and the internet

	Anxiety towards the computer				Anxiety towards the internet			
	Mean	SD	t	Cohen's d	M	SD	t	Cohen's d
Gender								
F	**48.89**	2.90	**3.38****	0.57	48.85	4.82	.474	0.08
M	46.80	4.25			48.47	4.95		
Age								
Until 16 years	47.73	4.47	.28	0.02	**49.52**	4.96	**2.34****	**0.38**
After 16 years	47.67	3.23			47.68	4.66		
Specialization								
Humanities	**48.62**	3.84	**2.69****	0.43	48.47	4.68	.381	0.06
Sciences	46.92	3.75			48.77	5.13		

Note: * p<.05, **p<.01, M-mean, SD-standard deviation

4. Study 2

4.1 Objectives and hypothesis

Our objective was to analyse the relationships between the use of the smartphone and the anxiety without technology in the case of high school students. We supposed that: (1) the anxiety without technology is higher in the case of male students (2) the smartphone applications are used extensively by boys and the students in Sciences, (3) the attitudes of the participants are ambivalent, positive and negative, (4) there is an association between the school performance and the attitudes towards technology, (5) there are differences in point of the school performance, given by the possession of the Facebook account.

4.2 Participants

This study involved 283 students, girls (57.3%) and boys (42.7%), the Humanities comprising 41.6% of the total sample. 35.6% of the students are less than 16 years old. If in 2013 only 6.6% students owned a smartphone, in 2016, the proportion has massively increased (95.2%) on the sample we investigated. The self-reported duration for using the smartphone is 4.5 hours per day, on the average. The smartphone is used 2-3 hours a day by 33.7% of the participants, 4-6 hours by 49.2% and 10% use it more than 7 hours per day.

4.3 Tools

The tools used are the Use of Smartphones for Learning Purposes Scale-USLS, elaborated by Rung, Wranke, and Mattheos (2014) and the Media and Technology Usage and Attitudes Scale (MTUAS), elaborated by Rosen, Whaling, Carrier, Cheever, and Rokkum (2013).

The USLS is structured into three parts, but we have used only Part B, comprising questions which explore in particular the use of the smartphone for learning purposes, including the use of social media. MTUAS is a tool with more subscales, but we have used only the third part in this research. The factorial analysis of this section has showed four factors which we labelled 1-Anxiety without technology, 2-Negative attitude, 3-Positive attitude, and 4-Task switching. For each factor, we have detained items with saturation greater than .55. Example items: *I feel it is important to be able to find any information whenever I want online. When doing a number of assignments, I like to switch back and forth between them rather than do one at a time. I get anxious when I don't have my cell phone.* Three items grouped in the scale called *Anxiety without technology* reflect the anxiety related to being without a phone or the internet and, as a consequence, the technological dependence (Rosen et al., 2013). The task switching scale includes the items that express the tendency to shift attention from one task to another.

4.4 Results

The anxiety without technology is reported in the investigated sample (*M* = 7.86, *SD* = 2.9), but the differences between genders were not identified. The reported attitudes of teenagers are simultaneously positive and negative, the negative being more pronounced among girls (F) (t = 2.28, p< 0.05). Boys (M) tend to task switch more (t = 1.78, p = 0.07, a marginal significance) (Table 2).

Table 2 Gender differences concerning the attitudes towards technologies and task switching

	Gender	Mean	Std. Deviation	Test t	Cohen's d
Anxiety without technology	F	8.13	2.84	1.45	0.18
	M	7.60	2.98		
Positive attitude towards technology	F	14.00	2.91	1.20	0.14
	M	14.43	3.11		
Negative attitude towards technology	F	10.96	2.99	**2.28***	0.28
	M	10.14	2.89		
Task switching	F	9.33	2.98	1.78	0.22
	M	9.98	3.04		

Students aged under 16 use the smartphone to a significantly greater extent than their peers (t = 2.58, p < 0.01). Science students compared to Humanities students report more positive attitudes (t = 3.25, p < 0.01) and a more competent usage of smartphone applications (t = 2.28, p < 0.05).

The anxiety without technology directly correlates with the favourable attitudes towards technology (r = 0.40, p < 0.01), task switching (r = 0.16, p < 0.01), smartphone usage (r = 0.25, p < 0.01), and Facebook usage (r = 0.25, p < 0.05). The students who use more the smartphone have had a computer (r = -0.21, p < 0.01) and internet access (r = -0.19, p < 0.01) for a shorter period of time and have emphasized positive attitudes towards the technology (r = 0.246, p < 0.01). Similarly, the students who use Facebook more say they have had a computer (r = -0.13, p < 0.01) and internet access (r = -0.13, p < 0.05) for a short period of time. Their school results do not correlate with any of the variables above, excluding task switching, indirectly associated with GPA (r = - 0.12, p < 0.05).

In our sample, 97.9% of the students check their Facebook page using the smartphone. Female students, more than male ones, check their Facebook page at school (t = 2.25, p < 0.05). The students' Facebook activities are:

- Profile reading – 31.6% "*multiple times per day*" and 38.9% "*all the time*",

- Liking posts, photos etc. – 30.8% "*many times per day*" and 44.6% - "*all the time*",

- Post comments – 21.5% "*several times per day*" and 22.6% "*all the time*",

- Searching for profiles and photos – 19.4% "*multiple times per week*" and 15.2% - "*all time*

- Photo posting – 18.7% "*multiple times per week*",

- Updating their status – with the modal value 17.7% for the option "*multiple times per week*".

The use of all listed Facebook activities are negative and strongly associated with the students' grades, the correlation coefficients being between -0.13 and -0.21 (0.01 <p <0.05). Although some students say they use Facebook to learn, there are differences in point of the GPAs, given by the possession of a Facebook account (t = 2.16, p < 0.05).

5 Discussion and conclusions

The adoption of the computer and of the communication devices, with a fast rate in the last decade of this century, has activated some states and behaviours similar to those already identified in other, more developed countries. The self-reported anxiety towards the computer and the internet and the anxiety without technology are present in the case of the high-school students who participated in our research. These students own computers (over 99%) and smartphones (over 95%) to a very large extent. Younger high-school students (aged below 16) do not have lower anxiety levels towards the computer compared to their older mates, while they use the smartphone significantly more. These younger high-school students declare themselves more anxious regarding using the internet compared to the latter. We appreciate that the internet anxiety could be mimed or induced to these students by their parents or teachers, being probably a public conformism. But they do not report higher levels for the anxiety without technology.

Our findings support the hypothesis of gender and specialization differences concerning the anxiety towards the computer and the internet. The anxiety towards the computer is more pronounced in the case of girls and Humanities students, confirming other studies, and it is probably explained by their lower competences compared to boys and Sciences students, or by internalizing gender stereotypes.

In line with other studies (Rosen et al., 2013), smartphone usage, as well as task switching, is higher for students who report a higher anxiety without technology. In contrast to other studies, in our sample girls and boys reported equal levels of anxiety without technology. Probably the equal level is a consequence of the easier usage of the smartphone and can be interpreted as a levelling trend of the attitudes towards the new technologies specific to this decade. This tendency marks the beginning of the diminishing of gender differences concerning computers, also explained by the increasingly wider access to learning for both genders (Durndell et al, 2002; Cazan, Cocorada, & Maican, 2016), but the levelling of anxiety without technology is socially undesirable.

The positive attitudes towards the new technology are more pronounced in the case of Sciences students compared to the Humanities ones, just like their capacity to use more varied smartphone applications, confirming other studies (Rosen et

al. 2013; Terry et al, 2016). Negative attitudes are stronger with girls, who probably have less knowledge and self confidence in this domain.

Students experiencing uncomfortable feelings in the absence of devices or of the access to online communication have more favourable attitudes toward IT technologies, as in Rosen et al. (2013), and they switch between tasks more often, use smartphones and Facebook more. In our study, the preference for task switching was strongly correlated with the smartphone use, in contrast with other studies (e.g. Terry et al., 2016). Contrary to cited research (e.g. Rosen et al., 2013), our study did not show a higher tendency to task switching for the participants with less positive attitudes.

For the subject Informatics, we identified a significant association between academic performance and anxiety only for the "fear of computer" component of the computer anxiety construct. The students for whom the fear of computer use is more intense, have lower performance in this subject, confirming that anxiety is reduced by the competences in this field. GPA is not associated with the anxiety without technology, unlike task switching, whose increase is correlated with the simultaneous decrease in school performance, according to studies from other countries. Similarly, the students who are more active on Facebook reported lesser school performance. The GPAs are lower for the students who own a Facebook account (Terry et al., 2016; Wood et al., 2015). In this case, we propose two explanations: the students with lesser performance prefer the activities on Facebook as compensation, or the frequent access of Facebook wastes their learning time.

Regarding the limits of this study, first we underline the unrandomized sample, and secondly, the disadvantage of not being an effective longitudinal study. For future research, we propose to use a representative sample in a longitudinal survey and to include additional variables, such as self-efficacy, resilience and well-being. Using other methods such as qualitative ones, we can explain the different participants' options and motivations. Expanding the research at lower secondary level (11-14 years old) is an opportunity.

6. Implications for the school environment

The smartphones, the computers and the internet present a significant potential as learning tools, and cause changing habits in the classroom. These technologies were not included everywhere in the formal curriculum, but some authors underline the opportunity to design adequate educational methods, activities and material (Oulasvirta et al., 2012; Rung et al., 2014).

The computer and the internet could be sources for advantages in learning and in one's personal development, facilitating the fast access to information anytime and anywhere, or providing compensation for the difficulty of interpersonal relations in real live. The optimistic assumptions look at the use of the computer and the internet as a premise for a cognitive challenging task: it can facilitate information processing, the exchange of information, maximizing resources. For these and other reasons, the anxiety towards the computer and the internet can alter communication, social relationships or can impinge on the acquisition of useful skills in learning and in one's further professional activity (Heinssen, Glass, & Knight, 1987). The consequences are important because anxiety has a double function, as an endogenous and exogenous factor, in connection with one's academic, professional and personal development.

The listed findings can be an argument for differentiating learning and students' counselling. The difficulty to design teaching scenarios for students with different attitudes and abilities can be a pedagogical challenge (Sung, & Chan 2016) and, in our opinion, this difficulty is significant for the teachers who feel themselves anxious about technology. The presence of this category, including the schools in Romania (Cocoradă, 2014), implies, as a priority, an adequate teachers' training.

The negative consequences of new communication technologies are present in the students' life: long term usage of the internet or smartphone as coping strategies may have a negative influence on mental health and on relationships. Although the use of phones, computers and the internet can sometimes reduce boredom, excessively using this behaviour for emotional coping may increase depression and can be associated with health compromising behaviours, such as smoking or alcohol (Panova & Lleras, 2016; Sanders, Field, Diego, & Kaplan, 2002). The problematic use of these devices increases the procrastinating regarding homework, missing classes and dropout (Leena, Tomi, & Arja, 2005; Panova & Lleras, 2016; Sanders et al., 2000).

On the other hand, task switching reduces attention focusing during the lesson, and decreases the quality of learning outcomes. The exacerbated use of new technologies disturb behaviour and feelings, leading to social isolation (Bragazzi

& Del Puente, 2014) and can introduce visible negative changes in the individuals' daily behaviour (King et al, 2013). Facebook and the smartphone use have a positive effect on leisure activities (Janković, Nikolić, Vukonjanski, & Terek, 2016), but a negative one on school performance. In this context, in order to help their students reduce the perceived anxiety and techostress, teachers must manage their students' computer self-efficacy.

Multifaceted interventions, including self-efficacy, made by school counsellors can be a solution. In a similar study, we found that the anxiety towards the computer and the internet is negatively associated with self-efficacy, including assisted self-efficacy and independent self-efficacy, obtained by us after the factorial analyses of the instrument of Compeau and Higgins (1995) (Cocoradă & Pălășan, 2014). In our opinion and according to specific items, assisted self-efficacy is a positive feeling about one's own computer skills, updated in the presence of the help given by others, and it is higher with girls and Humanities students. We suppose that this type of self-efficacy can be used in counselling intervention for the reduction of female computer anxiety.

Although the students in our study report that they use smartphones for learning, their school performance is lower than that of their less dependent colleagues. It is possible that the usage of smartphones for social and private activities be dominant compared to its use for learning, as other studies show (Sanders, 2012). Smartphone usage can ease access to the internet, but using it in the classroom or at home concurrently with school activities or homework, avoiding outdoor activities or direct interpersonal relationships, is harmful. The students' misunderstanding of the negative consequences of using new technologies produces disadvantages: performance diminishing, sleep disorders, relational disorders. In these cases, primary prevention must avoid the subsequent appeal to medication or psychotherapy, more costly than secondary intervention.

The paradoxical duality of the new technologies, reconfirmed in our sample by the students' ambivalent attitudes, requires in school an approach which should avoid extremes. The emotional ambivalence towards technology could be relevant for a relatively critical attitude towards using the smartphone and, implicitly, it could be used as a premise for developing critical thinking and rational behaviour. In the presence of the divergent effects of new technologies, the appropriate behaviour of adults, parents and teachers must be differentiated: organizing a learning environment that reduces anxiety, but keeping them open to avoid abuse or dependence.

The assimilation of the complex attitudes towards the new technologies and the development of the control capacity are even more difficult when the students' age is lower. But it is even more important in the educational space because of its stronger negative effects at younger ages, when the dependence on technology is higher.

[1] References

[1] Becker, M. W., Alzahabi, R., & Hopwood, C. J. (2013). Media Multitasking Is Associated with Symptoms of Depression and Social Anxiety". *Cyberpsychology, Behavior, and Social Networking*, *16*(2), 132-135.

[2] Bragazzi, N.L. & Del Puente, G. (2014). A proposal for including nomophobia in the new DSM-V. *Psychology Research and Behavior Management*, *7*, 155-160.

[3] Brasel, S. A., & Gips, J. (2011). Media multitasking behavior: Concurrent television and computer usage. *Cyberpsychology, Behavior and Social Networking*, *14*(9), 527-534.

[4] Cassady, J. C. (2010). Test anxiety: Contemporary theories and implications for learning. In J. C. Cassady (Ed.), *Anxiety in schools: The causes, consequences, and solutions for academic anxieties,* p. 7-26, New York, NY: Peter Lang.

[5] Cazan, A. M., Cocoradă, E., & Maican, C. I. (2016). Computer anxiety and attitudes towards the computer and the internet with Romanian high-school and university students. *Computers in Human Behavior*, *55*, 258-267.

[6] Chou, J., & Tsai, H. (2009). On-line learning performance and computer anxiety measure for unemployed adult novices using a grey relation entropy method. *Information Processing and Management, 45*(2), 200-215.

[7] Cocoradă, E. (2014). Computer anxiety and motivation for learning of future teachers, *The International Scientific Conference Elearning and Software for Education*, *3*, 90-95. Bucharest: „Carol I" National Defence University.

[8] Cocoradă, E., & Pălășan, T. (2014). Computer Anxiety and self-efficacy for highschool students: *The International Scientific Conference Elearning and Software for Education*, *3*, 90-95. Bucharest: „Carol I" National Defence University.

[9] Compeau, D. R., & Higgins, C. A. (1995). Computer Self-Efficacy: Development of a Measure and Initial Test. *Management Information Systems Quarterly*, *19*(2), 189-211.

European Journal of
Interdisciplinary Studies

[10] Dixit, S., Shukla,H., Bhagwat, A. K, Bindal, A., Goyal, A., Zaidi, A. K, & Shrivastava, A. (2010). A Study to Evaluate Mobile Phone Dependence among Students of a Medical College and Associated Hospital of Central India. *Indian Journal of Community Med, 35*(2), 339-341.

[11] Durndell, A., Haag, Z., & Laithwaite, H. (2000). Computer self-efficacy and gender: A cross cultural study of Scotland and Romania. *Personality and Individual Differences, 28,* 1037-1044.

[12] Harrison, A. W., & Rainer, R. K. (1992). An Examination of the Factor Structures and Concurrent Validities for the Computer Attitude Scale, the Computer Anxiety Rating Scale, and the Computer Self-Efficacy Scale. *Educational and Psychological Measurement*, *52*(3), 735-745. http://doi.org/10.1177/0013164492052003024

[13] Heinssen, R. K., Glass, C. R., & Knight, L. A. (1987). Assessing computer anxiety: Development and validation of the computer anxiety rating scale. *Computers in Human Behavior, 3*, 49-59.

[14] Hoffman, D. L. & Novak, T. P. (1996). Marketing in hypermedia computer-mediated environments: conceptual foundations. *Journal of Marketing, 60*, 50-68.

[15] Igbaria, M., & Chakrabarti, A., (1990). Computer anxiety and attitudes towards microcomputer use. *Behaviour & Information Technology, 9*(3), 229-241.

[16] Institutul National de Statistică [National Institute of Statistics](2013a). *Utilizarea timpului in România* [The use of time in Romania] http://www. insse.ro/cms/files /statistici/comunicate/com_anuale/util_

[17] timpul /utilizarea_timpului_r13.pdf

[18] Institutul National de Statistică. [National Institute of Statistics] (2013b). *Accesul populaţiei la tehnologia informaţiilor şi comunicaţiilor în anul 2013*. [People's access to technology of information and communication in 2013]. Retrieved from http://www.insse.ro/cms/files/ statistici/comunicate/ com_anuale/tic/tic_r2013.pdf

[19] Janković, B., Nikolić, M., Vukonjanski, J., & Terek, E. (2016). The impact of Facebook and smart phone usage on the leisure activities and college adjustment of students in Serbia. *Computers in Human Behavior*, *55*, 354–363. http://doi.org/10.1016/j.chb.2015.09.022

[20] Junco, R. (2015). Student class standing, Facebook use, and academic performance. *Journal of Applied Developmental Psychology*, *39*, 18-29.

[21] King, A. S., Valença, A. M., Silva, A. O., Baczynski, T., Carvalho, M. R., & Nardi, A. E. (2013). Nomophobia: dependency on virtual environments or social phobia? *Computers in Human Behavior, 29*(1), 140-144.

[22] KUBIATKO, M., HALÁKOVÁ, Z, NAGYOVÁ, S., & NAGY, T. (2011). SLOVAK HIGH SCHOOL STUDENTS' ATTITUDES TOWARD COMPUTERS, *INTERACTIVE LEARNING ENVIRONMENTS*, *19*(5), 537-550.

[23] Leena, K., Tomi, L., & Arja, R. R. (2005). Intensity of mobile phone use and health compromising behaviours – how is information and communication technology connected to health-related lifestyle in adolescence. *Journal of Adolescense*, *28*(1), 35-47.

[24] Nickell, G. S., & Pinto, J. N. (1986). The computer attitude scale, *Computers in Human Behavior*, *2,* 301-306.

[25] Oetting, E. R. (1983). *Oetting's computer anxiety scale* (*COMPAS*). Ft. Collins, CO: Rocky Mountain Behavioral Science Institute.

[26] Oulasvirta, A., Rattenbury, T., Ma, L., & Raita, E. (2012). Habits make smartphone use more pervasive. *Personal and Ubiquitous Computing*, 16(1), 105-114.

[27] Panova, T., Lleras, A. (2016). Avoidance or boredom: Negative mental health outcomes associated with use of Information and Communication Technologies depend on users' motivations. *Computers in Human Behavior, 58*, 249–258.

[28] Phelps, R. & Ellis, A., 2009. Overcoming computer anxiety through reflection on attribution. Paper in http://www.ascilite.org.au/conferences/auckland02/proceedings/paper/076.pdf

[29] Powell, A. L. (2013). Computer anxiety: Comparison of research from the 1990s and 2000s, *Computers in Human Behavior, 29,* 2337-2381.

[30] Rosen, L. D., Whaling, K., Carrier, L. M., Cheever, N. A., & Rokkum, J. (2013). The Media and Technology Usage and Attitudes Scale: An empirical investigation. *Computers in Human Behavior*, *29*(6), 2501-2511. Retrieved from http://www.ncbi.nlm.nih.gov/pubmed/25722534

● ● ●

[31] Rung, A., Wranke, F., & Mattheos, N. (2014). Investigating the use of smartphones for learning purposes by Australian dental students. *JMIR Mhealth Uhealth, 2(*2), e20.

[32] Sanders, J. (2012). Technology and the delivery of the curriculum of the future: opportunities and challenges. *Medical Teacher*, *34*(7), 534-538.

[33] Sanders, C. E., Field, T. M., Diego, M., & Kaplan, M. (2002). The relationship of Internet use to depression and social isolation among adolescents. *Adolescence, 35*, 237-242.

[34] Sapacz, M., Rockman, G., Clark, J. (2016). Are we addicted to our cell phones? *Computers in Human Behavior*, *57*, 153-159.

[35] Shakir, M. (2014). Academic Anxiety as a Correlate of Academic Achievement*, Journal of Education and Practice, 5*(10), 29-36.

[36] Shu, Q., Tu, Q., & Wang, K. (2011). The Impact of Computer Self-Efficacy and Technology Dependence on Computer-Related Technostress: A Social Cognitive Theory Perspective. *International Journal of Human-Computer Interaction*, *27*(10), 923-939.

[37] Sung, Y. T. & Chan, K. E. (2016). The effects of integrating mobile devices with teaching and learning on students' learning performance: A meta-analysis and research synthesis. *Computers & Education, 94*, 252-275.

[38] Thatcher, J. B. & Perrewé, P. L. (2002). An Empirical Examination of Individual Traits as Antecedents to Computer Anxiety and Computer Self-Efficacy. *MIS Quarterly, (26)*4, 381-396.

[39] Terry, C. A., Mishra, P., Roseth, C. J. (2016). Preference for multitasking, technological dependency, student metacognition, & pervasive technology use: An experimental intervention. *Computers in Human Behavior*, *65*, 241-251,

[40] Wood, E. & Zivcakova, L. (2015). Understanding multimedia multitasking in educational settings", pp. 404-453. In L. D. Rosen, N. A. Cheever, & L. Mark Carrier (Eds.), *Wiley handbook of psychology, technology, and society*. Wiley-Blackwell.

Dual Diagnosis as a Tool for Therapists and Social Workers

Andrzej Lipczyński

Jarosław Kinal

Institute of Sociology, University of Rzeszow

Abstract

The problem of dual diagnosis described as the first in Poland Lehmann in 1993. He noticed that for people with dual diagnosis is needed different diagnostic and therapeutic-specific approach and that social services (Lehman, 2000; Le hman 1993; Lehman, Myers 1994). Clinical experience suggests the need for a clear separation of this group of patients from both patients and the mentally ill odwykowo. THAT approach allows to carry out homogeneous diagnostic psychiatric patients. Such ayodrębnienie It is dictated by the difficulties of diagnostic and therapeutic (Siegfried 1998; Sciacca 1991; Lehman, 1998). One clinical term for such a diverse group of patients do not permit a homogeneous diagnostic tests and determine the needs, problems and medical treatment and social services. Interest in this group of patients is not only due to cognitive reasons, but also due to the increasing number of people with dual diagnosis, more effective treatment and social assistance. Another reason is the rapidly growing number of people with PD. This group represents a challenge for physicians, social workers (Crome, Myton 2004; Lehman 2000; Alaja, Sepia1998).Clinical studies confirm the phenomenon of interactivity in which a mentally ill person is at high risk of developing mood-dependent dependence, particularly alcohol and those who are at high risk for mental illness (Lehman 2000).Dual diagnosis is the term defining the clinical coexistence in the same person from one side of a mental disorder, and disorders related to psychoactive substances, mostly drugs and / or alcohol (Abel-Saleh 2004; Crome, Myton 2004). The population of patients with dual diagnosis is large and varies widely in type and severity of the mental illness, the type of psychoactive agents and specific disorders resulting from the adoption of psychoactive substances, psychological and social skills which is obtained support and other factors (Lehman 1996; Ridgely 1987), such as schizophrenia. Severe mental illness (severe mental illness) as a concept which takes into account the clinical diagnosis (diagnosis) the degree of impairment of (disability) and duration of disorder (duration). This criterion includes serious mental breakdowns such as schizophrenia, bipolar affective disorder, depression. These disorders seriously impair people-to-people contact, self-care. Treatment of people with dual diagnosis is a problem because it results from the combination of two extremely different ways of dealing with mental illness *and addiction.*

Keywords: double diagnosis, social work, therapy, social psychology, psychiatry

Introduction

In 1997, for the first time was describe the possibility of the development of mental illness as a result of substance use, as well as on the ground of mental disorders opportunities addiction These measures (Mc Lella et al. 1997).

The problem of dual diagnosis described as the first in Poland Lehmann in 1993. He noticed that for people with dual diagnosis is needed different diagnostic and therapeutic-specific approach and that social services (Lehman, 2000; Le hman 1993; Lehman, Myers 1994).

Clinical experience suggests the need for a clear separation of this group of patients from both patients and the mentally ill odwykowo. THAT approach allows to carry out homogeneous diagnostic psychiatric patients. Such ayodrębnienie It is dictated by the difficulties of diagnostic and therapeutic (Siegfried 1998; Sciacca 1991; Lehman, 1998).

One clinical term for such a diverse group of patients do not permit a homogeneous diagnostic tests and determine the needs, problems and medical treatment and social services.

Interest in this group of patients is not only due to cognitive reasons, but also due to the increasing number of people with dual diagnosis, more effective treatment and social assistance. Another reason is the rapidly growing number of people with PD. This group represents a challenge for physicians, social workers (Crome, Myton 2004; Lehman 2000; Alaja, Sepia1998).

Clinical studies confirm the phenomenon of interactivity in which a mentally ill person is at high risk of developing mood-dependent dependence, particularly alcohol and those who are at high risk for mental illness (Lehman 2000).

Dual diagnosis is the term defining the clinical coexistence in the same person from one side of a mental disorder, and disorders related to psychoactive substances, mostly drugs and / or alcohol (Abel-Saleh 2004; Crome, Myton 2004).

The population of patients with dual diagnosis is large and varies widely in type and severity of the mental illness, the type of psychoactive agents and specific disorders resulting from the adoption of psychoactive substances, psychological and social skills which is obtained support and other factors (Lehman 1996; Ridgely 1987), such as schizophrenia.

Severe mental illness (severe mental illness) as a concept which takes into account the clinical diagnosis (diagnosis) the degree of impairment of (disability) and duration of disorder (duration).

This criterion includes serious mental breakdowns such as schizophrenia, bipolar affective disorder, depression. These disorders seriously impair people-to-people contact, self-care.

Treatment of people with dual diagnosis is a problem because it results from the combination of two extremely different ways of dealing with mental illness and addiction.

Therapeutic programs intended for patients with severe mental illness should take into account zy Double diagnosis. Co-occurrence of two diseases is a common phenomenon at the same time and is no exception to. It is important that this fact be taken into account and should not be a surprise to physicians dealing with people with a problem. Me psychic, moreover, in all pro Grams of mental health after You should make the appropriate changes.

Teams specialized in the treatment of one d Disorders are insufficient because they remain Bind many patients without diagnosis, treatment and recovery. In addition, many of the elements These therapeutic programs will not dopaFor the specific problems of patients with po Double recognition.

However, many physicians, patients, and their family members are confronted with very difficult but temporary problems, and for obvious reasons they show discouragement, doubt or despair. Often they do not have sufficient knowledge about the availability of effective treatments and long-term recovery.

Therefore, it is necessary to realize the existence of these phenomena, which will cause the launch of appropriate education. Maybe hope is also a very important element in the process of recovery.

Eevery ill person has a chance to recover No, but the task of doctors is to give him realistic and optimistic information, taking into account the possibility of long-term improvement O health (Corrigan,Salzer 2004; Deegan, 1996;. Roe, D., Chopra, Rudnick, 2004).

Co-occurrence of psychiatric disorders and the use of SP can be characterized by various dependencies

1. The psychological craving is the cause and the SP reaching for a more or less conscious attempt to self-heal;

2. The acquisition of SP produces a psychopathic syndrome and can contribute to the development of a mental illness;

3. The co-occurring disorders are primary, no causal;

4. The present are non-specific genetic and other biological factors and social changes that underlie both disorders (Aries-Furga, et al Steinbarth 2004; Abou-Saleh 2004; Lehman 2000; Księżpolska *2006)*

Patients with double diagnosis are more likely to suffer from somnolence than those who are addicted without accompanying mental disorders. (Buckley 2006; Salads 1990; Jones 2004).

Difficulties in the treatment of people with double diagnosis

There are three basic groups of problems that make it difficult to treat patients with schizophrenia and addiction / psychoactive substances: (1) Economic and social problems. Patients with double diagnosis require much more financial expense than treatment for addicts only. Problems arising from the patient himself. These problems are related to or arising from the occurrence of negative symptoms, cognitive deficits (Bażyński 2002) (2) Problems on the pathway patient - therapist (doctor). There are few integrated dual-use patients. The great majority are treated in a traditional way, the treatment strategies are not comprehensive, more focused on the treatment of individual symptoms. The use of confrontational techniques, a model for hindering participation in the treatment of patients dependent on coexisting schizophrenia (Hoff 1999).

It is definitely difficult to assess the co-occurrence of psychiatric disorders and the addiction / abuse of psychoactive substances in children and adolescents. This difficulty consists of a specific clinical picture combined with adolescence, specific symptoms of schizophrenia and psychoactive drugs. Somatic complications resulting from the interaction with psychoactive agents are broadly described in the literature of the subject. Wright, Walker2001;McEvoy, Kitch n 2000; Neiman, Haapaniwmi 2000)

There is a need to create centers with a separate treatment model, which in their therapeutic program will introduce therapy for people with psychoactive substance abuse problems as well as those associated with mental disorders related to personality traits. Co-occurrence of abuse of psychoactive substances and mental disorders is associated with many factors. The type of psychoactive substances used, the time it takes, and the personality traits of the person and the type of mental disorder are of decisive importance. One of the most important elements of the diagnosis is the attempt to assess the relationship between substance abuse and psychopathology. Used for therapeutic interventions in patients with mental disorders associated with psychoactive substance include rehabilitation and treatment of various forms of interaction p [psychosocial inclusive, which aims NAFO Eradication or elimination of causes or symptoms of diseases and disorders. Rehabilitation includes procedures to help you acquire skills and support Wound patients in overcoming difficulties you Those who are suffering from illness or disorder.

Getting back to health means overcoming the disease and returning to a satisfying and fulfilling life, not just mere symptomatic disorder (Bellack 2006; New Freedom Commission on Mental Health 2003). It also improves on taking significant personal life activities and interpersonal relationships as well. Forming an individual sense of hope and autonomy.

Depression and abuse of psychoactive substances

There is a serious connection between depression and the abuse of psychoactive substances, especially alcohol and heroin. The use of alcohol and heroin significantly aggravates depression and its severity has been demonstrated by the MMPI test

In the treatment of patients with dual diagnosis of psychoactive substance abuse with depressive disorders, latent psychopathological symptoms appear in the final phase of detoxification. This state mobilizes to develop a treatment program utilizing patient knowledge, orientation and insight to integrate personality elements and social functioning. In this regard, it is necessary to include a social worker.

Depending on the depth of depression, a detailed program is required to involve psychiatrists, addiction treatment psychologists and social worker. The whole program is personalized and tailored to the patient's level and capabilities. Behavioral methods, therapeutic interventions directed at the emotional sphere are at this stage validated.

Abuse of psychoactive substances and anxiety

The symptoms of anxiety are not alien to people abusing psychoactive substances. Overexposed anxiety can be the primary or secondary consequence of their abuse. It is possible to observe a close interaction between the use of psychoactive substances because it experiences strong anxiety, and abuse enhances the symptoms of anxiety. Detoxification is necessary to start therapy. With a low level of anxiety addiction therapists are able to cope. If anxiety has pathologic signs, the therapeutic procedure is different. There is a holistic approach to addressing addiction and mental health.

Abnormal personality (sociopathy) and abuse of psychoactive substances

It should be noted that in the current classification of DSM III and later sociopathy is not taken into account, and the concept of antisocial personality has been introduced with the need to appear before the age of 15 certain characteristics. Out of 17 features, at least three must appear before the age of 15. These characteristics include: frequent truancy, lack of adaptation to school conditions, criminal activity, escape from home, aggressive attitude. When a person reaches the age of 18, three or four of the following symptoms may occur: inability to work, recurrent criminal behavior, failure in marriage, physical abuse, impotence, lying, carelessness. These symptoms should persist for 5 years after age 15 in the absence of identified mental retardation, schizophrenia or other mental illness.

The antisocial personality was found in MMPI studies in substance abuse abusers and co-occurring criminal behavior. Consequently, in a therapeutic program outside of therapy focused on the abuse of psychoactive substances, it focuses on antisocial behavior and behavior.

Persons with antisocial (sociopathic) personality abuse of psychoactive substances can be treated in addiction treatment clinics with a special focus on the socialization process. The patient is responsible for the treatment process. Therapists should use supervision. For this type of patient it is necessary to conclude a very clear, unequivocal contract specifying not only the plan of the activity, but its active participation.

In this program, the program of reintegration of patients into the rhythm of normal social life is also of great importance. It is justified by the patient's life history. Typically, these patients are exposed to antisocial behavior from their youth.

Schizophrenia and abuse of psychoactive substances

Schizophrenia belongs to a group of mental disorders that can damage the cognitive processes: disorganization of the personality and isolation from the environment. Symptoms of schizophrenia include psychotic states that involve a reduced organization of mental functions. In the course of acute psychosis, the patient loses contact with reality, producing psychopathological symptoms, thinking disorders and speech. As a result, problems in working at work, interpersonal contacts, self care are revealed. (Mirin 1999).

The motivation for taking psychoactive substances for a person suffering from schizophrenia is related to the very subjective sense of the benefits and comfort they give. In general, schizophrenics choose the kind of substance to get the maximum minimize or eliminate symptoms of the disease and to provide intense emotional experience, reduce the effects of medication (.Dixon L, G Haas, 1991; .Dixon L, G Haas, 2001)

Studies often confirm the association between schizophrenia and psychoactive substance abuse. (Allerman Erdlen 1990) This creates a special therapeutic program for these patients because they require a specific treatment that combines psychiatric treatment and psychoactive substance abuse. Detoxification, which is a necessary part of therapy in the case of mentally ill people, is not entirely possible. This is due to the need for medication during schizophrenia. It is also necessary to control coordinated treatment, as patients can often include other drugs. Outpatient treatment can be performed by a trained social worker or social worker. Patients with schizophrenia and at the same time abusive patients do not belong to those who undergo therapy are unstable in treatment. It is also difficult to obtain beneficial therapeutic relationships. To some extent, this results in too much rejection by the psychiatric health care system. Patients who come back to use psychoactive substances are significantly affected by mental illness. It follows that such patients require appropriate help, a specific health care system and the program.

In schizophrenia a lot of emphasis is placed on building relationships of intimacy, tolerance of rejection, lack of directives. In addiction, borders become important

and ii terap confrontational conduct. (Mellibruda J Sobolewska Mellibruda-2006)

In every human being there are biological and genetically transmitted tendencies to create strong emotional bonds with other people. If for some reason occur, especially in the early stages of human development, in later life may be interfering with the development of emotional, there will be an emotional disorder, but the need for them to remain. (LA Pervin, John, OP., 2005; Fonagy P, T. Leigh, 1996).

Within personal models of thinking and relationships, I and others throughout the course of my life create a bonding system that aims to integrate the experience gained.

J. Bowlby believes that this model is created according to various kinds of rules from the earliest childhood and is interactive. The formation of proper attachment creates an inner conviction that you are a loved one, worthy of love, valid and acceptable, and that the world is full of friendly people open to the needs of others. Otherwise, based on experience, a belief is created that the environment is unworthy of trust. This is in the company of loved ones. Close conducive to the appearance of negative beliefs about the self-image, unworthy of love (Dozier, M., 1990).

Literature a lot of space is devoted to his mother and her relationship with the child and its availability. Relationships and availability would be relevant in the emergence of mental illness, particularly schizophrenia.

A. Ainsworth has identified three styles of behavior that define the bonds that are made between a child and a mother.

Safe style of attachment, evasive and anxiety-ambivalent. The safe style is most optimal for the development of the child, because of the sense of security, self-confidence and trust. This style is created in the relationship between the child and other people, between him and the object of attachment. These are personal cognitive structure ei a kind of cognitive framework through which to appear and processes occur perception of reality, events and relationships with others. Avoidance style does not provide a sense of security. In adult life this style does not provide a sense of security, arouses discomfort and danger. An anxiety-ambivalent style of attachment creates a sense of uncertainty in social relationships, not satisfying the need for closeness. (Marchwicki P., 2005)

In situations of danger, attachment becomes apparent in the search for safety, homeostasis by regulating the intensity of anxiety Children who have failed to create a safe parenting style can try to attach themselves to other people who play an important role in their lives. It is not entirely sure whether adults prefer the style of attachment developed in childhood or whether they have a chance in favorable conditions to change in adulthood. The relationships that arise between a psychiatric patient, especially with a double diagnosis, and the staff members may try to understand in the context of attachment theory. People with dual diagnosis belong to difficult patients. Characteristics for them are: distrust, lack of cooperation, exposing personnel to the patient, interrupting therapy or drop from the disciplinary therapy (Marchwicki P. 1990).

Conducted observations have shown that the neurophysiological sensitivity of the central nervous system to psychoactive agents (psychostimulants) and its relevance to the disclosure of schizophrenia, induced psychosis, and spontaneous occurrence of psychopathological symptoms of the productive type even during abstinence. Psychotic symptoms may also appear in healthy people as a result of stimulants. Kokkinidis, Anisman 1987; Javitt 1981). People with schizophrenia are more likely to experience schizophrenia.

Efforts were made to assess psychotic symptoms in people with schizophrenia and at the same time addicted to psychoactive drugs. Attempts were made to demonstrate the existence of a subtype of schizophrenia directly related to addiction. Compared patients with schizophrenia and using psychoactive substances with those who did not use these remedies. The results indicate that schizophrenics using psychoactive substances have earlier revealed the first signs of the disease and had more, more frequent relapses and more frequent hospitalizations (Silver, Abboud E 1994).

The addiction process in people with schizophrenia is different from the mentally ill. A significant difference is particularly high susceptibility to psychoactive drugs. One reason is the exacerbation of psychotic symptoms and the adoption of psychoactive substances at that time. Causing the significant deterioration of interpersonal relationships. It looks different in abusive people. Their relationships are improving considerably, especially among young people. (Drake, Oscher 1990; Wolford 1999)

The program can be implemented at an elevated hospital ward linked to an environmental unit, day ward, and clinic.

This program should be flexible employing staff with expertise in treating such patients. Each patient should be individually evaluated and possibly have a separate plan and program of treatment that should not be excessive, fixed with the patient. The pharmacological treatment should be supervised. In each case a contract is required in detail.

Treatment stages:

(1) Interview and diagnostics The basis for initiating any therapy is to perform a diagnostic interview. If there are difficulties then you can get help from a social worker, your immediate family.

(2) Adoption for detoxification Depending on the severity of the disease is determined detoxification program with the determination of doses of psychotropic drugs. With severe psychopathological symptoms, close supervision of staff is required. The time of this stage is not determined in advance. This is a very individual procedure.

(3) Treatment program and their implementation. At the end of the detoxification process allows you to establish pharmacotherapy. Behavioral therapy sessions, individual and group therapy and occupational therapy sessions are also started. The patient is enough in touch to get started Collaboration in everyday activities. Increased competence, stability, ability to use their mental ability to function better.

(4) Stabilization of mental and physical condition. This is an important stage of therapy, because the patient already has social relationships, he works according to his abilities, he is dealing with the requirements. The patient receives reinforcement and supports the desired behavior. Stabilization of health opens the possibility of preparing a rehabilitation plan conditional on the patient's entry into the social environment. Success at this stage depends not only on the patient itself, although it is most important here, but also from the facility the patient will take to further care and a social worker, family assistant. Next step after the discharge from the ward is not the easiest. The patient remains in custody, but much more time outside the rehabilitation center. The patient is required to be subjected to analysis of body secretions (wet) on myocardial rtość psychoactive substances (drugs). Significance is the effect of the social worker, who together with the patient prepares a contract that clearly defines the scope of action. A social worker may maintain contact with a therapeutic center and, in the event of a relapse, mobilizes the patient to seek treatment. The rehabilitation stage provides stabilization in a non-psychiatric ward for patients. Such a solution is advantageous for patients with dual diagnosis and the therapeutic community in which the patient can achieve a sense of normalcy and support (Gestley, Alterman, Melellan, Woody 1990).

References

[1] Abou-Saleh MT. Dual diagnosis: management within psychosocial context. Adv. Psychiatrist. Treat. 2004; 10: 552-360.

[1] Abuse - present and future directions. 1990.

[2] Addington J., Addington D .: Effect of substance misuse in early psychosis. Br. J. Psychiatry 1998; 172 (sup.): 134-136.

[3] Alaja R, Seppa K, Sillanaukee P et al. Physical and mental comorbidity of substance use disorder. in psychiatric Consultations. European Consultation - Liaison Workgroup. Alcohol. Clin. Expres. 1998; 22 (8): 1820-1824.

[4] B. Pepper, Krishner MC Ryglewicz H.: The young adult chronic patient: an overview of a population. Hosp. Commun. Psychiatry, 1981; 32: 463-469

[5] Batki SL. Drug abuse. psychiatric disorders and AIDS. Dual and triple diagnosis. West. J. Med. 1990; 152 (5): 547-552.

[6] Bażyńska K., Namysłowska I., Żechowski C .: drug abuse during the first episode of depression. Psychiatric News 2002; 5: 17-22.

[7] Brown V, Ridgely MS, Pepper B, Levine IS. The dual crisis - mental illness and substance

[8] Buckley PF. Prevalence and consequences of the dual diagnosis of substance abuse and severe mental illness. J. Clin. Psychiatry. 2006; 67: 5-9

[9] Cantwell R., Brewin J. Glazebrook C. et al .: Prevalence of substance misuse in first-episode psychosis. Br. J. Psychiatry 1991; 174: 150-153

[10] Cantwell R., Brewin J. Glazebrook C. et al .: Prevalence of substance misuse in first-episode psychosis. Br. J. Psychiatry 1991; 174: 150-153.

[11] Caton CLM The new chronic patient and the system of community care. Hosp. Commun. Psychiatry, 1981; 32: 475-478

[12] Cochrane Database Syst. Rev. Rev. 2000; (4): CD001088.

[13] Corrigan PW, M. Salzer, Ralph RO, et al .: Examining the factor structure of the re Covery assessment scale. Schizophr. Bull., 2004; 30: 1035-1041

[14] Crome IB, T Myton. Pharmacotherapy in dual diagnosis. Adv. Psychiatrist. Treat. 2004; 10 413-424.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

[15] D. Mueller, Gilden DH . Brown-Séquard syndrome after esophageal Sclerotherapy and crack cocaine use. Neurology, 2002; 58: 1129-1130.

[16] D. Roe, M. Chopra, Rudnick A .: Persons with psychosis as active agents interacting with Their disorder. *Psychiatrist. Rehabil.* J., 2004; 28: 122-128

[17] Deegan P .: Recovery and the conspiracy of hope. Presented at the Sixth Annual Men tal *Health Conference of Australia and New Zealand, Brisbane, Australia,* September 1996

[18] Dervaux A Bayle F Laqueille X Bourdel MC Borgone MH., Olie JP Krebs *MO. Is substance abuse in schizophrenia related to impulsivity, sensation seeking, or anhedonia?* Am. J.Psychiatry 2001; 158 (3): 492-494.

[19] Dixon L, G Haas, Weiden P J Sweeney, A. Frances *Drug abuse in schizophrenic patients: Clinical correlates andreasons for use.* Am. J Psychiatry: 1991; 148: 224-230.

[20] Dixon L .: dual diagnosis of substance abuse in schizophrenia: prevalence and impact on outcomes. Schizophr. Res. 1999; 35 (supl.): 93-100.

[21] Dozier M. Attachment organization and treatment for adult use with serious

[22] Drake RE, Brunette MF, Mueser KT: *Substance use disorder and Social Functioning in schizophrenia.* In: Mueser KT, Tarrier N. (Eds.): Handbook of Social Functioning in *Schizophrenia.* Allyn and Bacon, Boston, 1998: 280-289.

[23] Drake RE, Mercer-McFadden C, Mueser KT, et al .: Review of integrated mental health and substance abuse treatment for patients with dual disorders. Schizophr.Bull. 1998: 24: 589-608.

[24] Drake RE, Mueser KT: *Psychosocial approaches a dual diagnosis.* Schizophr. Bull. 2000; 26: 105-118.

[25] Drake RE, Wallach MA: *Moderate drinking among people with severe mental illness.* Hosp. Community Psychiatry 1993; 44: 780-782.

[26] E. Drake, F. Oscher, Noordsy D. et al .: *Diagnosis of alcohol use disorders in schizophrenia.* Schizophr. Bull. 1990; 16: 57-67.

[27] Evans K, Sullivan JM. Dual diagnosis: counseling the mentally ill substance abuser. New York: Guilford Press; 1990.

[28] Fonagy P, Leigh T. Relation of attachment status, psychiatric classification and response is psychotherapy . J. Cons. Clin. Psycho. 1996; 64, 1: 22-31.

[29] Gestley LJ, Alterman A, Melellan AT, Woody GE. Anti social personality disorder in patients with substance abuse disorders - a problematic diagnosis. Am. J. Psychiatry 1990; 147.

[30] Gettig JP Grady SE, Nowosadzka *And. : Methamphetamine: putting the brakes on speed.* J. Sch. Nurs. 2006; 22: 66-73.

[31] Green AI, Tohen MF, Hamer RM, et al .: First episode schizophrenia-related psychosis and substance use disorders: acute response that olanzapine and haloperidol. Schizophr. Res. 2004; 66: 125-135.

[32] Javitt DC: Negative schizophrenic symptomatology and the PCP (phencyclidine) model of schizophrenia. Hillside J. Clin. Psychiatry 1987; 9: 12-35.

[33] JJ Blanchard, Mueser KT, Bellack AS: Anhedonia, positive and negative Affect, and Social Functioning in schizophrenia. Schizophr. Bull. 1998; 24: 413-424.

[34] Jon A. Panos V.: Comorbidity of mental disorders in children and adolescents. Current Opinion in Psychiatry 2005; 18: 429-434

[35] K. Evans, JM Sullivan Dual Diagnosis: Counseling the Mentally Ill Substance Abuser. Guilford Press, New York 2001.

[36] Kalant H .: The pharmacology and toxicology of "ecstasy" (MDMA) and related drugs. CMAJ 2001; 165: 917-928.

[37] Kokkinidis L., Anisman H .: *Amphetamine psychosis and schizophrenia: a dual **model.*** Neurosci. Biobehav. Rev.1981; 5: 449-461.

[38] Krystal JH, D'Souza DC, Madonick S. Petrakis IL: *Towards a rational Pharmacotherapy of comorbid substance abuse in schizophrenic patients.* Schizophr. Res.1999; 35 (supl.): 35-49.

[39] Księżopolska A Cedro A Pragłowska E. Coexistence of an affective disorder two Polar and addiction to psychoactive substances. Warsaw: CBT Center Publishing; 2006.

[40] LA Pervin, John, OP. *Personality - theory and research* . Krakow: Jagiellonian University; 2002.

[41] Lehman AF, CP Myers, JW Thompson, E. Corty Implicarions of mental and substance use disorders. A comparison of single and dual pediatric patients. J. Nery. Ment. Dis. 1993; 181 (6) 365-370.

[42] Lehman AF, Myers CP Corty E. Assessment and classification of patients with psychiatry or substance abuse syndromes. Psychiatrist. Serv. 2000; 51 (9): 1119-1125.

[43] Lehman AF. Myers CP Corty E, Thompson, W. J *Prevalence and patterns of ,. Dual diagnosis amongpsychiatrie inpatients.* Compr. Psychiatry 1994: 35 (2): 106-112.

[44] Lehman AF: Heterogeneity of person and place: assessing co-occurring mental and addictive disorders. Am. J. Orthopsychiatry, 1996; 66: 32-41

[45] Ley, A., Jeffery DP, S. McLaren, Siegfried N.: programmers Treatment for people with both severe mental illness and substance misuse (Cochrane Review Methodology).

[46] Lubman Dl, Sundram S.: Substance misuse in patients with schizophrenia: a primary care guide. Med. J. Aust. 2003; 178 (supl.): 71-75.

[47] Marchwicki P. Psychosocial determinants of attachment styles. Psychol studies. 2005; 5.

[48] MB Bowers Jr., Mazure CM, Nelson JC, Jatlow PI *Psychotogenic neuroleptic drug use and response.* Schizophr. Bull. 1990; 16: 81-85.

[49] Mc Lellan AT Woody GE. Development of psychiatric illness in drug abusers. Possibile role of drug preference. N.Engl.J.Med. 1997, 301 (24) pp. 1310-1314.

[50] McEvoy AW Kitchen ND Thomas DG: *intracerebral haemorrhage and drug abuse in young adults.* Br. J. Neurosurg. 2000; 14: 449-454.

[51] Mellibruda J Sobolewska-Mellibruda Z. *Integration psychological addiction.* Warsaw: Institute of Health Psychology PTP; , 2006.

[52] Menezes PR, S. Johnson, R. Thornicroft et al.: *Drug and alcohol problems among Individuals with severe mental illness in south London.* Br. J. Psychiatry 1996; 168: 612-619.

[53] Miles H., S. Johonson, amponsah-Afuwape S. et al.: Characteristics of subgroups of Individuals with psychotic illness and a comorbid substance use disorder. Psychiatrist. Serv. 2003; 54: 554-561.

[54] Mirin SM. *Psychopathology and substance abuse.* The monograph series of the American Psychiatric Press Inc., 1989

[55] Mueser KT, Drake RE, Wallach MA: *Dual diagnosis: a review of ethiological theories.* Addict. Behav. 1998; 23: 717- 734.

[56] Mueser KT, Yarnold PR Bellack AS: Diagnostic and demographic correlates of substance abuse in schizophrenia and major affective disorder. Acta Psychiatr. Scand.1992; 85: 48-55.

[57] Neiman J., Haapaniwmi HM. Hillbom M.: Neurological complications of drug abuse: pathophysiological mechanisms. Eur. J. Neurol. 2000: 7: 595-606.

[58] *psychopathological disorders.* Dev. Psychopath. 1990; 2: 47-60.

[59] R. Hoff, Rosenheck RA The cost of substance abuse treatment patients with and without comorbid psychiatric disorders. Psychiatrist. Serv. 1999, 50s.1309-1315.

[60] Ram-Furga H-Steinbarth Chmielewska K. The clinical implications of the effect of frequent USER Vanya psychoactive substances nu occurrence of the phenomenon of dual diagnoses Farmakoter. Psychiatrist. Neurol. 2004; 2; 249-255.

[61] Regier DA, Farmer ME, Rae DS, et al.: Comorbidity of mental disorders with alcohol and other drug abuse. Results from the Epidemiologic Catchment Area (ECA) Study. JAMA 1990; 264: 2511-2518.

[62] S. Goswami, Mattoo SK Basu D., Singh G.: *Substanceabusing schizophrenics: do they self-medicate?* Am. J.Addict. 2004; 13: 139-150.

[63] Salo R., Nordahl TE Possin K. et al.: Preliminary evidence of reduced cognitive inhibition methamphetamine in dependent Individuals. Psychiatry Res., 2002; 111: 65-74.

[64] Salyers MP, Mueser KT: Social Functioning, Psychopathology, and medication side effects in relation substance use and abuse in schizophrenia. Schizophr. Res. 2001; 48: 109-123.

[65] Sciacca K. An integrated treatment approach for severely mentally ill indhńduals with substanct disorders. New Dir. Ment. Health Sen '. 1991; 50: 69-84.

[66] Siegfried N. A ofcomorbidity Review: Major mental illness and problemańc substance use. Aust IBD Psychiatry 1998; 32 (5): 707-717.

[67] Silver H. Abboud E.: Drug abuse in schizophrenia: comparison of patients who Began Their drug abuse before first admission with Those Who Began Their abusing drugs after first admission. Schizophr. Res. 1994; 13: 57-63.

[68] Todd J., G. Green, Harrison, M. et al.: Defining a dual diagnosis of mental illness and substance misuse: some methodological issues. J. Psychiatr. Ment. Health Nurs. 2004; 11: 48-54.

[69] Todd J., G. Green, Harrison, M. et al.: Defining a dual diagnosis of mental illness and substance misuse: some methodological issues. J. Psychiatr. Ment. Health Nurs. 2004; 11: 48-54.

[70] Volkow ND , Chang L., Wang GJ, et al.: Higher cortical and subcortical lower metabolism in detoxified methamphetamine abusers. Am. J. Psychiatry 2001; 158: 383-389.

[71] Wolford G., S. Rosenberg, E. Drake, et al .: Evaluation of methods for detecting substance use disorder in persons with severe mental illness. Psychology of Addictive Behaviors 1999; 13: 313-326.

[72] Wright A., Walker J .: Drugs of abuse in pregnancy . Best Pract. Res. Clin. Obstet. Gynaecol. 2001; 15: 987-998Volkow ND, Chang L., Wang GJ, et al .: Association of dopamine transporter reduction with psychomotor impairment in methamphetamine abusers . Am. J. Psychiatry 2001; 158: 377-382.

Bureaucratic Dominance in European Higher Agricultural Education

Emmanuel Soriano Flores

Universidad Autónoma Chapingo, México

Abstract

The present research work is a project of doctoral thesis of correlational type. The main objective was to demonstrate the relationship between the university bureaucracy of European Agricultural Education as a sociological phenomenon of the domain of domination according to Weber, particulary the Escuela Superior de Agricultura de Barcelona (ESAB) of the Universidad Politécnica de Cataluña (UPC) in Spain and its impact on organizational performance, as a reference and example for mexican agricultural education, particularly the Universidad Autónoma Chapingo (UACh). The results of the research validate the hypothesis: a better bureaucratic management in the context of the Spanish Higher Agricultural Education (SHAE), particularly the ESAB of the UPC, better organizational performance. Some research findings are that: students appreciate more characteristics of a leader related to legal domination, compared to traditional and charismatic; show a clear rejection towards the charismatic domination, when of politics and government is treated; validate more the practices of legal domination, compared to traditional or charismatic, when of choice of positions in the university is concerned; they reject more the bad practices related to the charismatic domination, than those related to the legal or traditional domination; and value respect, as a representative value of legal domination, in comparison with other values, such as loyalty and humility, related to traditional and charismatic domination respectively.

Keywords: bureaucracy, higher agricultural education, legal domination, organizational performance

Introduction

Higher Education in Mexico is bureaucratized to the extreme, and agricultural education is no exception, particularly the Chapingo Autonomous University (ChAU); Acosta Silva (2009) points out that although there are good intentions on the part of the leaders of the Public Universities, there is not always the way to do it, generating difference and discord between groups that legitimate or not, pretend to make their point of view prevail, which turns the university into a kind of roman coliseum. Some of the points that usually are in dispute : allocation and distribution of the budget, selection of officials, the way to held accountable, the way to evaluate and control academic and university management, among others. In that sense, he mentions that beyond the academic and the administrative, it is pertinent to study the relations of power and domination from a political perspective, to understand the accumulation of tensions that surround the university management environment. The rector as a leading figure in this management assumes three roles: "the prince" in a Machiavellian sense, "the bureaucrat" as described by Weber and "the manager" as a decision maker in the new government. His thesis holds that the accelerated changes in the highly complex and changing environment have modified the way public universities are managed with a focus on compliance with federal programs, where the autonomy of public order universities is subject to guidelines market or state, which implies administration type management, marked by the logic of a common business, but this doesn´t mean raising the level and quality of education, which in the end would be desirable. In general, more investment is observed, reflected in more and better facilities, access to better technology, increased educational diversity and publications, more and more teachers with doctorates and SNI affiliates, as well as quality certifications. However, many young people still do not have access to higher education and the most worrying thing is that it seems that today the mexican graduate is not the best, or the most competitive, reflected in poor salaries and high unemployment.

However, it seems necessary and relevant to offer another view of what might appear to be a better education than the Mexican one: the European one, particularly in Spain. A brother country with which Mexico has common history ties and which apparently offers a higher education in the agricultural field completely different from Mexico, in particular that of the

UACh, for that reason arises the interest of understanding the relations of power in the ESAB, to establish a point of comparison that serves as a reference in the discussion of how to govern and administer an institution as complex and important as the UACh.

The bureaucratization of education is a subject of which Spain is no stranger, since in recent years there has been talk of a change in the management of the university curriculum that transitions to the flexible, where the ideals of education are reflected in official documents to be put into practice, however, in practice it has been carried out in the form of a bureaucratic technical model that far from benefiting the educational processes and helping to achieve the proposed objectives, hampered the University Education system. For this reason autonomy has become a kind of official rhetoric, constantly questioned by an excessive bureaucratic practice particularly increased in recent years. Teaching activity is over regulated. The consequence? deprofessionalization of teaching in exchange for homogeneity in universities. The process of change has been overly rationalistic, reducing educational reforms to a top-down linear implementation, similar to applying any procedure of company procedures. In an educational ideal, the education system must provide that education that, just as pertinent and useful to solve problems, is ad hoc with the particular needs of each student, hence the criticism of the current model (Bolivar, 2012).

The educational administration as a government practice, entered Spain in its most bureaucratic stage: it is limited to regulate and control everything related to the educational process, say materials, processes, projects, initiatives, etc. ironically, one of the objectives of the educational reform in Spain was to return freedom and autonomy to the educational centers and the chair. The training and updating of teachers has traveled the same way. Everything is subordinated to a childish and simple scheme of incentives that is based on compliance and assistance. At the university level, the standardization and regulation processes controlled by the National Agency for Quality Assessment and Accreditation (ANECA) were initially not badly received. From the outset, autocratic, inbred and oligarchic practices were extinguished. However, now it is questioned whether this is really the way the University should follow in Spain (Chiva Gómez, 2014)

For Chiva Gómez (2014), a process of standardization similar to the one proposed by Mintzberg in Canada, which consists of organizations with specialized professionals (health, education, etc.), should take advantage of their abilities of these, through trusting without supervising both the expert work they do, especially without the structure assuming prominence. In a public university there are normally two communities: the academic and the administrative. The first are the teaching and research staff whose work is the raison d'être of the university: to train students and generate new knowledge. The second is the administrative and service staff whose job is to align the academic objectives to a bureaucratic regulation to make the best use of the resources and at the same time fulfill other objectives of an administrative nature. The process of normalization mentioned should fall mainly in the second group, administrative and to a much lesser extent, in academics.

At the moment there is an atmosphere of distrust towards the teaching staff and researcher, or at least this is perceived given the amount of paperwork in the form of reports and obligations that must comply. This influences their work performance, being overly regulated and attending to the bureaucratic environment that surrounds them, they are forced to work in forced marches and these results in the least of the cases, a simple stress or even suffer from a birth out.

The models to which higher education should emulate in Spain are those that are consistent with innovation and that are regulated in a necessary and not excessive way. Instead of spending their time attending courses on filling minutes or writing reports, teachers and researchers should spend their time productively and focus academically, where they are really good and helpful.

In view of the issues raised, the following research question was asked: What is the relationship between the bureaucratic management of the Spanish EAS as a form of legal domination according to Weber and its impact on organizational performance?

Review of literature: from power and domination to the theory of bureaucracy

Power and domination are social phenomena that a priori is important, relevant and necessary to study, since they cover practically the whole history of political ideas (Piñón Gaytan, 1980), are in fact the object of study of philosophy, political science, Sociology, administration, psychology and in general any discipline or area of knowledge incorporates this knowledge in its practical, in the context of modern capitalist organizations where they are exercised.

It is interesting to make a historical approach, not necessarily in chronological order, to understand how the main theoretical contributions have been given around these concepts, to somehow visualize the emergence of the theory of domination by Max Weber (1979) , The main reference of this research, that is to say, what influences had and under what paradigms and notions over time is that constructs have been generated that gave answer to the questions that was raised, especially those that have to do with "govern the other".

Many theorists have incorporated the concept of power and domination in their contributions; however, it is interesting to focus on those who have been a watershed in terms of their ideological transcendence. Some Americans, most European with emphasis on the German school. It is pointed out that some might have been omitted not because of intentionality but because of the diversity and theoretical breadth of understanding these themes. On the other hand, the orientation of this synthesis is mainly philosophical and to a lesser extent sociological, since although the political theory bases its theoretical corpus on these subjects, it is considered necessary to understand them from different conjunctures, either that of those who exercise them, of whom The sufferers or of who or who explains its genesis and its consequences.

Among the important referents on these issues, Machiavelli is mentioned at first, who focuses on power in a perverse way, similar to Nietzsche who in turn defines it as a natural instinct that starts from the need to control the other. Hobbes, Locke, and Aristotle appreciate it as a political necessity to organize as a society, once differences and individualities cannot be overcome. Aristotle is perhaps the most advanced understanding of this political power, since his ideological approach is the basis of most of the models of government in the different countries of the world. Parsons on the other hand gives a more economic and administrative touch.

In a deeper philosophy and dialectic Hegel and Heidegger appreciate, a complete reflection of being based on the fear of death. Chomsky also agrees with the fear, however, the difference lies in the anti-imperialist stance of this, in that sense and with an anti-dominance approach we find several theorists; Marx, the main one of them, his economic approach is the basis; on the other, Gramsci, Bourdieu and Fromm coincide with the critical approach to domination. Gramsci does it from the cultural hegemony, Bourdieu from the social fields and the habitus. An anti-domination approach that is a must-have reference is the Frankfurt School, of which Horkheimer and Adorno were quoted; who question the use of reason in the exercise of power and Fromm does so from psychoanalysis.

Finally, Max Weber defines power as the probability of imposing will on others. This action takes place in the ordinary social dynamics of individuals and, before the imposition of some, there is resistance from others, that is, the condition of imposition carries an opposing force for resistance or "non-submission" in various types of manifestations. Probability is important, whereas, imposing will, does not guarantee that this will happen, since it will depend on the conditions and context in which it is wanted to carry out such imposition, so power is exercised in theory the most strong, the fittest, the most astute, and those who, in one way or another, surpass the others, and even though their will is something different from what is imposed upon them. The difference between power and domination lies in the legitimacy, that is, in the conscious or unconscious acceptance of those to whom the will of the dominator is imposed, versus power, where it carries

a resistance, therefore the main theme in the study of power Of Weber, lies in the acceptance of this, to be a form of domination. The more acceptances has an imposition of will, the more legitimacy it will have, therefore, power becomes domination. The three types of domination that Weber describes are charismatic, legal and traditional.

Charismatic domination is based on faculties such as: magic, heroism, intellectual or speaking ability. The devotion and loyalty to charismatic leaders is related to the novel, the unusual, the never seen and their total commitment to certain causes. The purest types are the prophet, the prominent warrior, and the demagogue. The basis of this domination is the communication that is established with the followers. Whoever obeys is assimilated to an apostle and the one who commands is assimilated to a caudillo. The caudillo is followed by his outstanding qualities and not by tradition or by any statute. Traditional domination comes from the belief of "lordly" ideology. The most representative form is the patriarchy, which issues commandments is the "lord" and who obeys are the "subjects", on the other hand, relies on the servants, who make up the government body. The values that prevail in this type of domination are loyalty and fidelity. Orders are in line with tradition. It is not possible to create an alternative and different regulation; therefore, traditional domination is "forever". For its part, legal domination, finds the bureaucracy as its purest form. The basic postulate is that the rules governing a community can be created and modified as often as necessary, as long as it adheres to the established form. The occupants of legal domination are elected or appointed, and these actors in turn define the limits in which they must govern. The methodical activities, the powers of command and the strict fulfillment of the duties are the characteristic features of the

bureaucracy, also known as magistrate. In the public sphere has developed in the political and ecclesiastical sphere mainly, in the private sector, companies are the best representation of the bureaucracy. It is based on the principle of functional hierarchy and, once it has reached its full development and potential, has a monocratic orientation. Likewise, the bureaucracy is, in essence, of a documentary type. In modern life the bureaucratic life separates from the office, from the office staff.

Theoretical approaches vary, although those rescued in this research were primarily philosophical as well as sociological. It went deeper into the approach to power and domination found in them, although some of the cited theorists describe, explain and embrace other fields of human knowledge. With the exception of Aristotle and Machiavelli, Locke and Hobbes, thinkers were approached mainly in the nineteenth and twentieth centuries, emphasizing that the historical moments that determined them were those given by the industrial revolution, capitalism, technological development, as well as some misfortunes.

Given the theoretical analysis made, it was possible to infer that the forms of power and domination have changed over time and their ways of understanding them as well as they will continue to do especially in the paradigm of changes of the 21st century, where technology and modification in structures and globalization, are the extra components to continue to theorize about these concepts.

Purpose of the study

The object of study of research is the relations of power and domination in the EAS, and Max Weber's sociological theory and its rational-legal-bureaucratic derivation were chosen as the most pertinent to explain such relations, by the validity and applicability of Theory and by its hierarchy in the political and social sphere. Therefore, the general objective is written as follows:

To analyze the relations of power and domination in the EAS of Spain through a bureaucratic diagnosis in the ESAB of the UPC to know its impact on the organizational performance.

From the general objective the following specific objectives emerged:

To know the opinion of the students regarding the actions that should promote the maximum authority of the ESAB of the UPC: the rector.

Identify the type of domination according to Max Weber's typology, with the most identified students of the ESAB of the UPC.

Methodology

The research is qualitative, and the scope is correlational, which aims to know the relationship that exists in two variables: university bureaucracy and organizational performance. The methodological design, as well as the compilation of the state of knowledge, were carried out in 2014, 2015 and early 2016, empirical data were collected during a 6-month research stay (second half of 2016) conducted at the Faculty of Education of the University of Barcelona.

The first variable, university bureaucracy, was measured through an in-depth interview with a high official of the ESAB of the UPC: the head of studies and; the other, organizational performance was measured with a questionnaire of 17 items applied to 74 students of the agricultural engineering careers of the third semester and landscape engineering of ninth. To achieve representativeness it was considered:

- Apply the questionnaire to students of at least two different grades, out of the four grades

- Apply the questionnaire to students from initial semesters and advanced semesters

- Apply the questionnaire to at least ten percent of the student population, which is equivalent to 71 students out of the 710 currently enrolled, according to data provided by ESAB boss of studies

Results

Regarding the variable "university bureaucracy", the interview with the boss of studies of the ESAB of the UPC lasted approximately an hour and forty minutes, was made in his office, after consultation. Asked if he cared if his name was

mentioned in the interview, he first mentioned that he did not, but later he said that he preferred to avoid it. The form of analysis was validating whether or not it meets criteria of good bureaucratic management, previously defined.

Canon	Find	Evaluation
University legislation	The rules are not strictly followed and, instead, a bureaucratic pragmatism is practiced	R
Communication	The formal communication, only occurs in meetings or trades, towards the students is via email.	R
Division of Labour	In order to hold a position of relevance and connotation in the ESAB, as a boss of studies, class hours are removed from the official, who is in principle a teacher, and also that the time load they have in class is not excessive.	G
Authority and responsibility	The functions are well delimited for the position of the boss of studies, he even showed an organization chart where, according to his explanation, it is perfectly clear that each one, there is a high degree of flexibility that allows to adapt or delegate certain functions, the pay is good, but at another time was better.	G
Administrative procedures	There is great control and precision in administrative procedures, in addition to communication and alternatives for students, even for those who are irregular.	G
Human resources (recruitment and development)	For the occupation of a position of civil servant in the ESAB, it is necessary experience like academic secretary and the vocation for positions of administrative type.	R
Level of teaching staff	The majority are recognized professors and researchers	G
Problems at university	Lack of resources and prior mismanagement	R

G= good R= regular B= bad

Therefore, the variable university bureaucracy was positively evaluated by having the majority of criteria evaluated in a good and regular way

Regarding the variable "organizational performance", the results of the questionnaire applied to ESAB students are shown below.

- The majority of the students are in the range of 17 to 23 years, of these, the 22 year olds were the majority with 20, followed by those of 17 and 18 years old. The oldest student is 50 years old and there are 6 students in the 25 to 50 age range, the rest, that is 68, are in the range of 17 to 24 and 44 of the respondents were men, for 30 women

- 44 students are of the Agricultural Engineering degree, by 30 of the degree in landscaping.

- The majority of the students consider useful and necessary to know the university legislation, a few consider it indispensable and the less irrelevant.

- The management of the University's procedures, most of the students, think are good

- The attention that the students receive in the areas of process management, 50 of 74 think they are kind and know what they do, the rest sees some lack in attention, competence or both

- Most students think that the administrative environment works generally well, 26 thinks it is bad, although it has salvageable things and the less they see it very well or very badly.

- 39 students consider that the academic life is partially affected by the problems of the University, 29 do not know or have the perception that they do not exist and the least think that they do not affect the academic life or that they affect it totally.

- 60 of the 74 respondents usually know who to turn to when they have doubts about paperwork and processes, and they solve it quickly

- 72 out of 74 students corroborate that the information is mostly written

- 50 of the 74 students have the perception that the University workers perform their work in a comfortable and relaxed way

- Most students believe that teachers give the right amount of classes, 21 believe that the amount is too much or too little.

- 63 of 74 students have good perceptions about the performance of their teachers

- Most students consider that teachers evaluate according to regulations and have an adequate degree of flexibility

- The students show a decisive rejection to the kings of Spain and to the presidential figure, 24 of the 74 respondents answered slogans of independence in favor of Catalonia.

- Most students believe that the rector should promote that selection processes are rendered with justice

- Most students consider that to be the rector of the University, they must have been democratically elected, rather than demonstrate confidence and leadership.

- The value that students consider most important to hold a position of power in the University is respect, above loyalty and humility.

Conclusions and discussion

With regard to the general objective

Analyze the relations of power and domination in the EAS of Spain through a bureaucratic diagnosis in the ESAB of the UPC to know the impact on the organizational performance. The analysis of the two variables measured in a correlational way is done as follows:

In relation to the variable "university bureaucracy" it can be deduced, based on the interview made to the head of studies of the ESAB of the UPC and contrasting the answers with the theory of the bureaucracy of Weber:

- It is important and is considered the experience in the occupation of the administrative positions.
- The work load for the official's work is adequate in most cases.
- There is control and precision in the indicators of university management.
- There is a good communication of the administrative area towards the students.
- The university legislation is not followed to the letter, but the praxis has adapted to the academic and administrative needs of the students.
- The formal communication is good, although it can improve because much of the administrative communication is given orally.
- Bad bureaucrats were fired and good ones continued to function
- The functions are well delimited and there is an adequate degree of flexibility that allows to make decisions for different scenarios.
- There is a problem of decentralization and division of labor at the level of UPC and other campuses
- The level of payment and satisfaction is good overall and reflected in the work.

Evaluating most of the criteria in a positive way, it is validated that the university bureaucracy in the ESAB of the UPC, is good in general.

In relation to the variable "organizational performance" it can be said, based on the applied survey and contrasting the answers with the theory of the bureaucracy of Weber:

- The majority of the students consider that the school procedures are agile, fast and simple in ESAB
- Most students believe that the management of the ESAB in the different areas is good.
- Most of the students believe that the administrative scope of ESAB is good
- Most students believe that internal problems partially affect the academic management of ESAB, some of them are not aware of such problems.

- Most students know who to turn to when in doubt about paperwork
- Information to students is given in written form
- Most of the students believe that the work of ESAB employees is relaxed and comfortable
- Most students believe that their teachers provide adequate hours of class.
- Most students believe that their teachers are experts or very good at the subjects they teach.
- Most students believe that their teachers evaluate them appropriately

When evaluating the different items positively, it can be inferred that the variable "organizational performance" is evaluated in a good way.

Therefore, the Hypothesis is Valid, Better Bureaucratic Management in the Context of the Eas of Spain, Particularly the Esab of the Upc, Better Organizational Performance.

In relation to specific objectives

Know the opinion of the students regarding the actions that should promote the maximum authority of the ESAB of the UPC: the rector, the students answered that:

- The rector must, in the main, avoid that in the positions for which a competition is held for a place in the ESAB, processes are not taken fairly; Followed by preventing anyone who does not fulfill a job profile, do so; And finally that places are given for friends and family. The first option is related to charismatic domination, the second with legal domination and the third with traditional domination. Therefore, it can be inferred that the greater rejection that the students manifest, is towards bad practices from the charismatic domination, second, it is towards the bad practices from the legal domination, and, third, it is towards the bad practices from the charismatic domination.

- The students consider that, to be rector of the UPC, must have been chosen democratically in the first place; Then, show confidence and leadership; And, lastly, that he has been involved with officials in order to have experiences. These answers are related to legal, charismatic and traditional domination respectively, therefore, it can be inferred that the students consider that the way to come to power from the rectory in ESAB, is in that order.

- The students considered that the respect, linked to legal domination, is the value that the principal of the UPC should promote; Followed by loyalty, linked to traditional domination, and, finally, humility, linked to charismatic domination.

Identifying the type of domination according to Max Weber's typology, with the most identified students of the ESAB of the UPC, the students answered according to a series of desirable qualities in the official, which are related to some kind of Domination: legal, charismatic or traditional, previously identified as follows:

The sum of the qualities related to charismatic domination is 230, that of the qualities related to traditional domination are 199 and that of the qualities related to legal domination, gives 311 in the sum total, i.e., students stand out more Qualities related to legal domination compared to the other two. Faced with the questioning of which authority is most identified, the response was overwhelming; 50 students prefer some independent aspirant to the power of Spain, which is related to the charismatic domination; No student identified himself in the king and queen of Spain, who represent traditional domination; And the same case of the president of Spain, which represents legal domination. On the other hand, some answers, which certainly had no option in the questionnaire, were alluded to the total rejection of the king and queen of Spain, alluding to the independence of Catalonia and wrote it in Catalan, not in Castilian. It is important to mention that the political climate experienced in connection with the elections held in 2016 in Spain, in which there was a great climate of discontent, due to the fact that it was necessary to wait several months to choose a leader, See with the answers to the questionnaire. What evidently was reflected in the answers is the nationalist and independentism feeling of Catalonia, due to the history of control and domination that, according to some Catalans, Spain has exerted like invading nation during a long time.

References

[1] Acosta Silva, A. (2009). Príncipes, burócratas y gerentes. El gobierno de las universidades públicas en México.México: ANUIES

[2]   Ajuntament de Barcelona. Sectores estratégicos 2016.   Recuperado de http://web.archive.org/web/20131109175151/http://w42.bcn.cat/web/es/per-que-barcelona/sectors-estrategics/index.jsp

[3]   Alcoberro, R. (2000) Introducción a Max Weber. Recuperado de http://www.alcoberro.info/V1/Weber.pdf

[4]   Andretich, G. (2009) Relaciones de poder: un análisis cualitativo a partir del proceso de elección de modalidades en escuelas públicas de Rafaela en el marco de la reforma de los '90, Edición electrónica gratuita. Recuperado de www.eumed.net/libros/2009c/604/

[5]   Birch, S. (1995). Sociología. Caracas: Fondo Editorial UNA

[6]   Bolívar, A. (2012). El proceso de burocratización de la escuela. Revista Crítica. Número 22

[7]   Bourdieu, P. (2000). La dominación masculina. Barcelona: Anagrama

[8]   Bourdieu, P. (1988). La distinción. Madrid, Taurus.

[9]   Chiavenato (2007). Introducción a la teoría general de la Administración. México: Mc Graw Hill

[10]   Chiva Gómez, R. (2014). ¿Queremos una universidad burocrática o innovadora? El país. Edición noviembre de 2014

[11]   Chomsky, N. (2004). Los dilemas de la dominación. Buenos Aires: Clacso

[12]   Chomsky. N. (2004). Decálogo de la manipulación mediática. Recuperado de https://elobservatoriodeltiempo.wordpress.com/2011/10/09/chomsky-decalogo-de-la-manipulacion-mediatica/

[13]   Datos generales de España en 2015. Recuperado de www.wikipedia.com/España

[14]   Datos generales de Barcelona en 2015. Recuperado de www.wikipedia.com/Barcelona

[15]   Educación Agrícola Superior en España. Recuperado de www.infoagro.com/educación

[16]   Etchegaray, R. (2000). Dominación y política. La plata: Ediciones al margen

[17]   Fayol, H. (1987). Administración general e industrial. Buenos Aires: El ateneo

[18]   Foucault, M. (1992). Microfísica del Poder. Madrid: La Piqueta

[19]   Fromm, E. (2008). El miedo a la libertad. Barcelona: Paidos Ibérica

[20]   Gramsci, A. (1977). Antología. México: Siglo XXI

[21]   Gramsci A. (1972). Notas sobre Maquiavelo. Buenos Aires: Nueva Visión

[22]   Grinnnell, R.M. (1997) Social work research and evaluation: quantitative and qualitative approaches. Itaca:

[23]   Peacock Publishers

[24]   Grueso Caicedo (2009). Análisis de Percepción sobre la Burocracia Pública: Una Aproximación a un Estudio de Caso en el Plan de Estudios Políticos Y Resolución de Conflictos de la Universidad del Valle (Tesis de doctorado). Universidad del Valle de Colombia. Recuperado de http://bibliotecadigital.univalle.edu.co/bitstream/10893/3834/4/CB-0449511.pdf [24] 2006, 2007,2008

[25]   Gouldner, A. (1979). La sociología actual: renovación y crítica. Madrid: Alianza

[26]   Hegel, F. (2000). Fenomenología del espíritu. México: Fondo de Cultura Económica

[27]   Heidegger, M. (1951). El ser y el tiempo. México: Fondo de Cultura Económica

[28]   Hernández Sampieri, R.; Fernández-Collado, C.; Baptista Lucio, P. (2006). Metodología de la investigación. México: McGraw Hill

[29]   Hindess, B. (1996). Discourses of Power: from Hobbes to Foucault. Oxford: Blackwell

[30]   Hobbes, T. (1987). El Leviatán. México: Nuevo Mar Editores

[31]   Horkheimer M. y Adorno T. (1998). Dialéctica de la Ilustración. Fragmentos filosóficos. Madrid: Trotta

[32]   Horkheimer M. (2002). Crítica de la razón instrumental. Madrid: Trotta

[33]   Hyppolite. J. (1970). Introducción a la filosofía de Hegel. Buenos Aires: Calden

[34]   Información general de la Escuela Superior de Agricultura de Barcelona de la Universidad Politécnica de Cataluña (2016). Recuperado http://esab.upc.edu/ca

[35]   Información sobre la estructura organizativa y los centros de investigación de la Universidad Politécnica de Cataluña (2016). Recuperado de www.upc.com

[36]   Información general de la Universidad Politécnica de Cataluña (2016). Recuperado del sitio www.wikipedia.com

[37]   Información general de la Fundación CIM (2016). Recuperado del sitio http://www.fundaciocim.org/

[38]   Información general de la Fundación Centro de Innovación y Tecnología (2016). Recuperado del sitio http://cit.upc.edu/

[39]   Información general de la Fundación Politécnica de Cataluña (2016). Recuperado del sitio http://www.fpc.upc.edu/

[40]   Información general del Parque de Investigación e Innovación de la Universidad Politécnica de Cataluña (2016). Recuperado del sitio http://www.upc.edu/parcupc/

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

[41]   Información general de la UPCnet de la Universidad Politécnica de Cataluña (2016). Recuperado de http://www.upcnet.es

[42]   Katz, D., y Kahn, R.L. (1966). The social psychology of organizations. Nueva York: John Wiley

[43]   López Zavala, R. (2003). El valor del liderazgo para el cambio universitario. Recuperado de http://www.redalyc.org/comocitar.oa?id=34003805

[44]   Marcuse, H. (1993). El hombre unidimensional. México: Planeta

[45]   Marsal, F. (1970). Conocer Max Weber y su obra. España: Dopesa

[46]   Marx, K. (1987). Miseria de la filosofía. México: Siglo Veintiuno

[47]   Marx, K. (1995). El capital: crítica de la economía política. Tomo 1. México: Fondo de Cultura Económica

[48]   Marx, K. (1980). La filosofía de El capital. Madrid: Taurus

[49]   Maquiavelo, N. (1983) El príncipe. Barcelona: Planeta.

[50]   Merton, R. (1959). Burocracia y racionalidad en las organizaciones de Weber. Nueva York: Mc Graw Hill

[51]   Ministerio de Agricultura, Alimentación y Medio Ambiente del Gobierno de España 2016

[52]   Recuperado de http://www.lamoncloa.gob.es/espana/eh15/agricultura/Paginas/index.aspx

[53]   Nietzsche, F. (1981). Genealogía de la moral. Barcelona: Laia.

[54]   Nietzsche, F. (1994). La voluntad de poderío. Madrid: Edaf.

[55]   Nietzsche, F. (1993). Así habló Zarathustra. Madrid: Alianza Editorial.

[56]   Noguera Fernández, S. (2011). La teoría del estado y el poder en Antonio Gramsci: claves para descifrar la dicotomía Dominación-Liberación. Nómadas. Revista Crítica de Ciencias Sociales y Jurídicas. Recuperado de http://dx.dol.org/10.5209/rev_NOMA.2011.V29.n1.26799

[57]   Osorio Parraguez, A. (2012) Nietzsche: la voluntad de poder. Recuperado de http://www.andresosorio.cl/filosofia/autores/friedrich-nietzsche/6-nietzsche-la-voluntad-de-poder.html

[58]   Páez Díaz de León, L. (2001). La teoría Sociológica de Max Weber. Ensayos y Textos. Ciudad de México:Porrua

[59]   Parsons, T. (1969). El aspecto político de la estructura y procesos sociales. en Easton, D. (2004) Enfoques sobre teoría política. Buenos Aires: Amorrortu

[60]   Piñón Gaytán, R. (1992). La filosofía del poder: Maquiavelo y Hobbes. Conferencia dictada en la UAM Xochimilco el 3 de noviembre.

[61]   Ramos Erazo, R. (2005). Organización burocrática, gestión eficiente y modernización de la universidad pública, el caso de la Universidad Nacional Mayor de San Marcos. (Tesis doctoral). Facultad de Ciencias Administrativas de la UNAMS. Recuperado de http://cybertesis.unmsm.edu.pe/bitstream/cybertesis/1476/1/Ramirez_er(1).pdf

[62]   Reale, G. (2003). Introducción a Aristóteles. Barcelona: Herder

[63]   Ribas, J. (1998). En defensa de Maquiavelo. El Salvador: Revista Realidad.

[64]   Sarum, M. (1992). Nietzsche y la educación. Revista de Educación número 297. Londres: Goldsmith´s College

[65]   The Global Competitiveness Report 2015-2016. Foro Económico Mundial de Davos Suiza 2015. Recuperado de www.weforum.org

[66]   Touchard, J. (1983). Historia de las ideas políticas. Madrid: Tecno

[67]   Urbano, F. (2007). Weber: Historia del pensamiento filosófico. Murcia: Siglo XX

[68]   Warren, G. (1975). El declive de la Burocracia y las Organizaciones del futuro. Sao Paulo: Edgar Blucher

[69]   Weber, Ma. (1995). Biografía de Max Weber. México: Fondo de Cultura Económica

[70]   Weber, M. (S.F.). ¿Qué es la burocracia? Argentina: Taurus

[71]   Weber, M. (1979). Economía y sociedad. México: Fondo de Cultura Económica

[72]   Wolf, E. (2001). Figurar el poder: Ideologías de dominación y crisis. México: Ciesas

Insurgency and Counterinsurgency: Case Study of Manipur

Mini Dey

Abstract

The Indian army, from the colonial era has been trained for conventional warfare. They have been used to curb the internal disturbances caused by non-state actors especially against insurgencies in Kashmir and the Northeast. Currently in northern part of India insurgency is the main problem and creates the war like situations like curfew and strike, sometimes which clearly challenges the model of democracy. Insurgency is an organized movement aimed to overthrow or destruct the constitutional government by the use of subversion, terrorism as well as armed conflict. And similar attempts by the state to crush them is known as counterinsurgency. This counterinsurgency often changes its nature to repression and human right violations. The northeast region of India comprised of eight states: Assam, Nagaland, Arunachal Pradesh, Mizoram, Tripura and Sikkim and all eight states have been poorly connected to the mainland India. but all of them has been surrounded by major countries like China, Myanmar, Bangladesh and Bhutan. it is very unfortunate to see that the numbers and information of the entire region is not sufficiently analyzed and communicated to the center, which creates the further misinformation, mismanagement and alienation. At another level, these all conflicts contribute to the violent forms, it has not only affects the Indian sovereignty but also affects the life of various people living in the entire region. As of now, among all of the eight states Manipur remains the most violent states in the north-east India. Manipur comes under the armed forces special power act, 1958. which had made the situation of Manipur from bad to worst. In this paper, I will critically analyze the history of Manipur with respect of AFSPA,1958 violations of human rights, role of Irom Chanu Sharmila also known as the "Iron Lady" or "Mengoubi" who has been on hunger strike for the 16 years to safe guard the rights of people of Manipur from the draconian law of AFSPA and the actions of Indian government.

Keywords: Insurgency, counterinsurgency, Armed forces special powers act 1958.

Introduction:

India was declared independent in 1947 and in one night it got the status of largest democracy of the world from a British colony. It has faced a vast array of insurgencies in the major parts like northeast states Manipur, Assam, Tripura, Nagaland ,Mizoram as well in northern part of the India like Kashmir and in Punjab. There is one different type of insurgency is there called naxalist-maoist insurgency in the red corridor of India like Bihar, Jharkhand and Andhra Pradesh. For over last six decades , India as a country is facing great trouble with insurgents and counterinsurgents

Before moving further one need to understands the meaning of insurgency. Insurgency comes under the category of irregular warfare however it has some aims. We can say that although insurgency arise in remote areas of the world ,there they find the support of the common people of the villages . the reason of insurgency broadly falls under the category of ethnicity , religious identity , economic or it may be political as well. In short insurgency is a organized movement aimed to overthrow or destruct the constitutional government by the use of supervision, terrorism as well as armed conflict and similarly attempts by the polity to crush them is known as counterinsurgency (COIN).COIN in post 1945 era became most successful due to trained Indian army and comprehensive network of military academics Well known scholars such as Sinha(2007),Banerjee(2009),Rajagopalan(2007) and Kalayananarman(2003) has contributed widely on the debate of COIN.

Manipur's History

Manipur (Kangleipak in ancient times) is one of the eight north eastern state of India. It is surrounded by Nagaland to the north, Assam to the west and Mizoram to the south, Myanmar lies to its east. It has a population of over 2.5 million residing in 22.37 sq Km of land . Over 90 percent of land is designated as hilly terrain . Imphal is the capital and a major trading

centre. Manipur is a poor state and it ranked at 30th place (out of total 36 state in India) by GDP contribution. The population in the valley is compromised of Musilms,Nagas,Methis, Kuki and many ethnic tribal communities such as Tangkhul, Thadou, Zeliangrong , Mao, Maram, Poumai, Paite,. These ethnic community are governed by customary law that influence cultural practices ,land ownership and its utilization .

On 15 August 1947, with the lapse of the British India, Manipur became briefly independent, but later Manipur was annexed to India in 1949 and it has left a bad taste which many Manipuri's have never forgotten.

On July 19, 1947 a delegation of Nagas met the Indian nationalist leader Mohandas Karamchand Gandhi at Delhi to discuss the issue of Naga autonomy. Gandhi assured them that they have all the right to become independent and Government or Congress won't oppose it .Nagas expressed concern that Indian government might use military force to absorb the Naga territory by force. Gandhi assured the Naga delegation that he would visit Kohima but post Gandhi assassination , later Government of India brutally crushed the movement . Post 1947 , The last ruler of Manipur , Maharaja Bodhchandra Singh , established Manipur State Constitution Act,1947' . It was an attempt to establish democracy in Manipur .

The state assembly of Manipur was inaugurated by the maharaja itself in the month of October 18,1948 but Governor of Assam was very much in favor of merger with India he invites the Maharaja to Shillong for talks and presented a merger agreement with India. However Maharaja clearly refused the agreement and he returned to his beautiful valley but he found that his premises was surrounded by the Indian army personal and he was house arrest and on these circumstances he agreed to sign the merger agreement on September 21,1949. By this , Manipur came under the territory of India. On October 15,1949 both Manipur state assembly and elected council of ministers were dissolved . Puppet elections happened in the valley during November and December ,1951. 30 people were elected but the main architect of democracy had betrayed beautiful valley of Manipur and pushed the Manipur into the half -a- century of bloodshed.

Finally on 1972 Manipur got the statehood and BK Nehru took sworn as a Governor of the state . People in Manipur were fully unsatisfied with the Indian government and this lead to birth of the revolutionary group of Manipur called as people's liberation army (PLA). which has the ideology of underground communist leader Hijam Irabot singh and the main leader of PLA was Bisheshwar Singh.

In response of this Indian government imposed the armed forces special powers act ,1958 in Manipur, which stated Manipur as an disturbed area as well as they have declared the all revolutionary organizations completely unlawful. and the capital of Manipur -Imphal covers with the green covering of paramilitary forces leads to era of little war and insurrection.

The story of Manipur's obliteration starts in the 1950 and currently there are almost 72 armed groups are presented in the valley of Manipur fighting for the rights of the people. Every ethnic groups seems to be arming itself. although their demands are very fragmented. some groups demanding the autonomy from the states, some demands has the political objectives and some has the ethical issues as well.

To sum it up the reasons of insurgency are

Geographic Location

Ethenic differences

No proper political representation

Lack of development

Border issues with neighboring countries

Insurgency from border countries

All of these reasons have formulate insurgency nuisance at Manipur , Central Government's has misused its law AFSAFA to cover up the undemocratic military operation strategy of search and destroy.

Armed Forces (Special Powers) Act, 1958

An Act to enable certain special powers to be conferred upon members of the armed forces in disturbed areas in the State of1 [Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland and Tripura]

Be it enacted by Parliament in Ninth Year of the republic of India as follows:-

Short title and extent – (1) This act may be called2 [The armed Forces (Special Powers) Act, 1958]. 3It extends to the whole of the State of4 [Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland and Tripura].

Definitions: In this Act, unless the context otherwise requires-

"armed forces' means the military forces and the air forces operating as land forces, and includes other armed forces of the Union so operating;

'disturbed area' means an area which is for the time being declared by notification under section 3 to be a disturbed area';

all other words and expressions used herein, but not defined and defined in the Air Force Act, 1950 (45 of 1950), or the army Act, 1950 (46 of 1950) shall have the meanings respectively to them in those Acts.

Powers to declare areas to be disturbed areas – If, in relation to any state or Union Territory to which this act extends, the Governor of that State or the administrator of that Union Territory or the Central Government, in either case, if of the opinion that the whole or any part of such State of Union territory, as the case may be, is in such a disturbed or dangerous condition that the use of armed forces in aid of the civil power is necessary, the Governor of that State or the Administrator of that Union Territory or the Central Government, as the case may be , may by notification in the Official Gazette, declare the whole or such part of such State or Union territory to be a disturbed area].

The Governor is empowered to declare any area of the State as "disturbed area'. It could not be arbitrary on ground of absence of legislative guidelines; *Inderjit Barua v.State of Assam5*.

Section 3 cannot be construed as conferring a power to issue a declaration without any time limit. There should be periodic review of the declaration before the expiry of six months; *Naga People's Movement of Human Rights v. Union of India6*.

Special Powers of the armed forces – Any commissioned officer, warrant officer, non-commissioned officer or any other person of equivalent rank in the armed forces may, in a disturbed area,-

if he is of opinion that it is necessary so to do for the maintenance of public order, after giving such due warning as he may consider necessary, fire upon or otherwise use force, even to the causing of death, against any person who is acting in contravention of any law or order for the time being in force in the disturbed area prohibiting the assembly of five or move persons or the carrying of weapons or of things capable of being used as weapons or of fire-arms, ammunition or explosive substances;

if he is of opinion that it is necessary so to do, destroy any arms dump, prepared or fortified position or shelter from which armed attacks are made or are likely to be made or are attempted to be made, or any structure used as a training camp for armed volunteers or utilized as a hide-out by armed gangs or absconders wanted for any offence; arrest, without warrant, any person who has committed a cognizable offence or against whom a reasonable suspicion exists that he has committed or is about to commit a cognizable offence and may use such force as may be necessary to effect the arrest; Enter and search without warrant any premises to make any such arrest as aforesaid or to recover any person believed to be wrongfully restrained or confined or any property reasonably suspected to be stolen property

---

1 Subs. By Act 69 of 1986, sec.43 for "Assam, Manipur, Megahalya, Mizoram, Nagaland and Tripura and the Union territory of Arunachal Pradesh" (w.e.f. 20.2.1987.)
2 Subs by Act 7 of 1973, sec. 3 for 'the armed forces (Assam and Manipur) special Powers Act, 1958" (w.e.f 5.4.1972).
3 Subs by Act 7 of 1972, sec. 4 (w.e.f 5.4.1972).
4 Subs by Act. 69 of 1986, sec. 43 for 'Assam, Manipur, Meghalaya, Mizoram, Nagaland and Tripura and the Union Territory of Arunachal Pradesh'(w.e.f 20.2.1987).
5 AIR 1983 Del. 514
6 AIR 1998 SC 431

Conferment of power on non-commissioned officers like a Havaldar cannot be said to be bad and unjustified: *Inderjit Barua v .State of Assam[1]*.

The armed forces must act in cooperation with the district administration and not as an Independent body. Armed Forces could work in harmony when they deployed in disturbed area: *Luithukia v.Rishang Keishing[2]*.

Arrested persons to be made over to the police **–**Any person arrested and taken into custody under this Act shall be made over to the officer in charge of the nearest police station with the least possible delay, together with a report of the circumstances occasioning the arrest. In case of arrest of any person, army authority is duty bound to handover to the officer-in-charge of the nearest police station with least possible delay: *Horendi Gogoi v. Union of India[3]*.

Protection to persons acting under Act – No prosecution, suit or other legal proceeding shall be instituted, except with the previous sanction of the Central Government, against any person in respect of anything done or purported to be done in exercise of the powers conferred by this Act.

Repeal and Saving - [*Repealed by Amending and Repealing Act, 1960 (58 of 1960), First Schedule, sec.2* (26.12.1960]

Human rights violations in Manipur

"It takes us a long time to raise our childern. then, when they grow up, they are shot. This cannot go on. we no longer want to look for our children in the morgue"

yumlembam Mema, women's right Activist in Manipur.

We take pride in being the enlightened species on planet earth and yet in our efforts to secure national boundaries or assert the uniqueness or superiority of our ethnicity we would transgress any ethical boundary to have the winning edge. That is a feeling that has gained strength during my recent visit to Manipur and hence this note. When security measures focus primarily on violence; its means, methods, and analysis or countermeasures it ignores - silent spectators in the conflict zone, active impressionable minds that are being molded for life.

I "ll give you one example

-A women whose name was Thangjam Manorama Devi .32 was arrested at night from her home and on the basis of acknowlegment assam rifels taken her out. in the morning , villagers found her bullet ridden corpse. She has been shot through the lower half of her body ,raising suspicion that bullets had been used to hide evidence of rape. wide protest happens but nothing more than that . The paramilitary forces have claimed that she was shot dead while trying to escape. its very unfortunate and mysterious to look after that a women handcuffed managed to escape the custody of army and if we believe that she can do that then why did the army unable to catch her instead to kill her and how could they arrest a lady in night because soldiers have been empowered through the dacorian law of AFSPA ,1958 . emergency law under which they can search , arrest ,short to kill.After Manorama's killing around 32 organization of Apunba Lup started a campaign to repeal the AFSPA and it was very shocking to see the members of this group , Manipuri women on july 15,2004 stripped naked in front of Assam of Assam riffles camp in Imphal, Manipur . they had wrapped a banner around them written "*Indian Army Rape Us*".

In whole Manipur , people campaigned long for the repealment of the law. Irom chan sharmila had been on hunger strike for 16 long years. she also called Iron lady of the Manipur. she has started her protest after assam riffels gunned down ten civilianson november 2,2000. she was also in judicial ordered custody in which she has been force fed through the nasal tube.but no outcomes come out of her sataygrah.

In the Manorama case a internal inquiry has been set up but nothing comes out. In a interview with human rights watch ,Assam riffles spokesperson said, he could not say what action was taken by the court of inquiry "because the records of

---

[1] AIR, 1983 Del 514
[2] (1988) 2 Gau LR 159

concerned officials are not available. Manorama family and people of Manipur are still in the wait of justice. but its a just one example according to human right alert ,in 2006 there was 17 cases in which security forces allegedly extra judicially executed civilians ,in 2007 12 cases were documented by the group ; and on 2008 atleast 23 cases.

One more case I will discuss here , Abujam Shidam who was member of opposition Manipur people's party was arrested and tourtered during the custody . he said that he was blindfolded and they have started kicking and beating ,they have poured buckets of water on his face saying that he must admit that he was a member of the PLA(amillitant group in Manipur).

Nothing can explain bullet ridden bodies fired upon from all sides, at times in close quarters. If, elimination is the only solution, then all that a nation would need is trained snipers for cost effective security management, eliminating the need for surplus ammunition, personnel and infrastructure.

Operation Bluebird (1987) is a remarkable example of the approach adopted in the region. The Central Paramilitary forces held a concerned village in terror for months in retaliation for being attacked and losing a large quantity of arms and ammunition. That surely cannot be the way to set up secure boundaries and build bridges of democracy. The state machinery remained helpless and intervention had to come by way of securing the legal rights of citizens, through a public litigation filed in the Guwahati High Court. The hearing was completed after five years but the judgment was kept reserved1. The use of excessive force is not a rare occurrence, in 2009 the indiscriminate use of gun power in broad daylight led to public protests and a subsequent decline of such instances. Excessive force can instill, fear, anger and revenge - Not Peace.

Unlike as in a war against another state, both paramilitary forces and the local population have to survive here, side by side. This complicates the situation, for as indicated by Webel David, there is a possibility of the vicious circle of violence getting strengthened, when violence perpetrators are rewarded for acts of violence this instills feelings of revenge among victims and those sympathetic to them.

It is the skill of the personnel at the ground and their sense to take the right call in a short span of time on a sudden outburst of violence that can restrict excessive damage.

India's obligations under the ICCPR, other human rights treaties and customary international law

India has a series of obligations under international law, both under international human rights treaties and customary international law.

The ICCPR, to which India has been a party since 1979, outlines a series of rights and corresponding obligations that are relevant when interpreting the Act and its application. These include the right to life (article 6), the prohibition of torture, cruel, inhuman and degrading treatment (article 7), the right to liberty and security of the person (article 9), the right not to be subjected to arbitrary or unlawful interference with one's privacy, family, home or correspondence (article 17), the right to freedom of assembly (article 21), as well as article 2(3), which provides for the right to an effective remedy to anyone whose rights protected by the Covenant have been violated.

Since 1968 India has also been a state party to the International Convention on the Elimination of All Forms of Racial Discrimination ("ICERD"). Article 1 (1) of the ICERD defines "racial discrimination" widely as including "any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms". The ICERD further mandates in article 2(1)(c) states parties "to amend, rescind or nullify all laws and regulations which have the effect of creating or perpetuating racial discrimination".

India signed the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment in 1997. Although it has not yet ratified it, under article 18(a) of the Vienna Convention on the Law of Treaties, the very act of signing entails an international obligation not to defeat the treaty's object and purpose. This includes, pursuant to the Convention's

preamble, the effective struggle against torture and other cruel, inhuman or degrading treatment or punishment throughout the world.

The prohibition of torture and other cruel, inhuman or degrading treatment or punishment, the prohibition of racial discrimination, the right to life, the right to liberty and security and the right to an effective remedy have also been recognised as customary international law. These are rules binding on states as a matter of state practice and opinio juris irrespective of whether or not a state is a party to a particular treaty.[1] Unlike for states parties to a treaty, adherence to customary international law is not monitored by a treaty body but subject to monitoring by UN charter bodies, such as the UN Human Rights Council and its special procedures.[2]

Supreme Court

On 27 November 1997 the Supreme Court of India rendered its judgment in Naga People's Movement for Human Rights v. Union of India.[3] In this case the validity of the Act was challenged by means of a writ petition before the Supreme Court of India. The petitioner alleged that the Act had violated constitutional provisions that govern the procedure for issuing proclamations of emergency, and upset the balance between the military and civilian and the union and state authorities. The court rejected those contentions. It found that the parliament had been competent to enact the Act and ruled that its various sections were compatible with the pertinent provisions of the Indian constitution. In particular, the court held that the application of the Act should not be equated with the proclamation of a state of emergency, which led to it finding that the constitutional provisions governing such proclamations had not been breached. The court further emphasised that the military forces had been deployed in the disturbed areas to assist the civilian authorities. As these authorities continued to function even after the military's deployment, the court held that the constitutional balance between the competencies of the military and the civilian authorities had not been upset. Equally, the court found no violation of the constitutional balance of competencies of the union and state authorities. What the court did not address was the compatibility of the Act with India's obligations under the ICCPR or other international obligations. This is notwithstanding the general rule of Indian constitutional law, confirmed by the Supreme Court in another case decided in 1997, that the courts must have regard to international conventions and norms when interpreting domestic statutes.[4]

The position of the Supreme Court of India carries immense persuasive weight when interpreting the constitutional vires of the Act. One could argue that the main points of discussion concerning the constitutionality of the Act in Naga People's Movement for Human Rights revolved around the procedures followed during the enactment and the implication of the Act in the centre-state relations. However, the Supreme Court of India has been liberal in reading in international human rights jurisprudence to be applied at the domestic level. For instance, in 1996 the Supreme Court extensively drew inspiration from the General Comment adopted by the Human Rights Committee to decide upon the question of reservations.[5] The Court has held on various occasions that although ratified international treaties do not automatically become part of domestic law they are nevertheless relevant to constitutional interpretation, with reference to article 51(c) of the Constitution which directs the state "to endeavour to foster respect for international law and treaty obligations in the dealings of organized peoples with one another". This provision does not confer a justiciable right. It, however, encourages the government to strive to achieve in good faith the objectives of the ratified international treaty through executive or legislative actions. It is this provision that the Indian courts have liberally interpreted to read in within the domestic framework the country's obligation under international human rights law. A fitting case to the point would be the Kesavananda Bharati case.[6] The then Chief Justice of India, Justice Sikri, while deciding the case said: "... [i]t seems to me that, in view of Article 51 of the directive principles, this Court must interpret language of the Constitution, if not intractable, which is after all a intractable law, in the light of the United Nations Charter and the solemn declaration subscribed to by India".

The principle was developed further and applied without hesitation in the Vishaka case[cited above] where the Court said:

---

[1] Opinio juris denotes the sense of a certain practice being followed as a matter of legal obligation. See North Sea Continental Shelf (Federal Republic of Germany v. Denmark and Netherlands), International Court of Justice, Judgment of 20 February 1969, I. C.J. Reports, 1969, at para. 77.

[2] UN General Assembly Resolution 60/251 of 3 April 2006, at paras. 2-3.

[3] 1998 AIR 431.

[4] Vishaka et al. v. State of Rajasthan et al., 1997 AIR 3011.

[5] T.M.A. Pai Foundation et al. v. State Of Karnataka et al., 1996 AIR 2652.

[6] Kesavananda Bharathi vs. State of Kerala, (1973) Supp. SCR 1.

[I]n the absence of domestic law occupying the field to formulate effective measures to check the evil of sexual harassment of working women at all work places, the contents of International Conventions and norms are significant for the purpose of interpretation of the guarantee of gender equality, right to work with human dignity in Articles 14, 15, 19(1)(g) and 21 of the Constitution and the safeguards against sexual harassment implicit therein. Any international convention not inconsistent with the fundamental rights and in harmony with its spirit must be read into those provisions to enlarge the meaning and content thereof, to promote the object of the Constitutional guarantee.

It follows that under Indian domestic law, wherever possible, a statutory provision must be interpreted consistently with India's international obligations, whether under customary international law or an international treaty. If the terms of the legislation are not clear and are reasonably capable of more than one meaning, the treaty itself becomes relevant, for there is a prima facie presumption that the parliament does not intend to act in breach of international law, including therein, a specific treaty obligation; and if one of the meanings which can reasonably be ascribed to the legislation is consonant with the treaty obligations and another or others are not, the meaning which is consonant is to be preferred.

Considering the question of domestic applicability of the principles of customary international law the court did not have any hesitation in holding that:

[O]nce these principles are accepted as part of the Customary International Law there would be no difficulty in accepting them as part of the domestic law. It is almost accepted proposition of law that the rules of Customary International Law which are not contrary to the municipal law shall be deemed to have been incorporated in the domestic law and shall be followed by the Courts of Law.1

Despite all these affirmative and progressive steps in its pertinent jurisprudence, when it came to interpreting the Act, the court fell short of its own established practice and failed to interpret the Act in compliance with India's international human rights obligations and the treaty obligation under the ICCPR in particular.

Yet, there is hope, since the court did not merely say that the AFSP Act is constitutional and leave it at that. By way of caution, probably reading in the arbitrary nature of the powers conferred by the Act to the persons working under the Act, the court set out some precautions for the implementation of the Act as follows:

While exercising the powers conferred under clauses (a) to (d) of Section 4 the officers of the armed forces shall strictly follow the instructions contained in the list of Do's and Don'ts issued by the army authorities which are binding and any disregard to the said instructions would entail suitable action under the Army Act, 1950. The instructions contained in the list of Do's and Don'ts shall be suitably amended so as to bring them in conformity with the guidelines contained in the decisions of this Court and to incorporate the safeguards that are contained in clauses (a) to (d) of Section 4 and Section 5 of the Central Act as construed and also the direction contained in the order of this Court dated July 4, 1991 in Civil Appeal No. 2551 of 1991.

There has been no effective review of these directions so far. For instance, the Central Bureau of Investigation of India only lists 118 applications that sought prior sanction for prosecution, of which only five are from Manipur. This is contrary to the statistics available as to the number of civil cases in which Indian courts have awarded monetary compensation to victims. If the number of writ petitions—from Manipur itself there have been more than two dozen cases—is an indicator of the extent of violations of the Supreme Court's directives, it is time for an effective review of the AFSP Act. It is also important to note that a remedy under the writ jurisdiction is not punitive in nature. A prosecution by means of the "procedure established by law" has never happened.2

Committee to review the Act set up by the government

---

1 Vellore Citizens Welfare Forum v. Union of India et al., 1996 AIR 2715.

2 A case that could be considered to have come close is Sebastain M. Hongray v. Union of India et al., 1984 AIR 571, where a writ of habeas corpus was filed before the Supreme Court of India concerning the disappearance of two persons, Mr. C. Daniel and C. Paul, since their arrest from Huining village in Manipur on 10 March 1982. The court by its order dated 24 November 1983 allowed the writ petition, thereby directing the respondents 1, 2 and 4 in the case to produce the corpus of the two missing persons on 12 December 1983 before the Court. The outcome of the case since then is not known.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

The Union Ministry of Home Affairs set up a committee chaired by a retired justice of the Supreme Court B. P. Jeevan Reddy with the remit to review the provisions of the Act and report to the government on whether amendment or replacement of the Act would be advisable.1 Having conducted extensive studies and consultations, the committee reported in 2005 that it had formed "the firm view" that the Act should be repealed as "too sketchy, too bald and quite inadequate in several particulars", emphasising that "recommending the continuation of this Act, with or without amendments, [did] not arise".2

The committee felt it necessary to further specify the following: "We must also mention the impression gathered by it during the course of its work that the Act, for whatever reason, has become a symbol of oppression, an object of hate and an instrument of discrimination and high-handedness".3

These recommendations were never carried out and the report itself was not officially made public.

In addition to the Jeevan Reddy Committee, the Second Administrative Reforms Commission in its fifth Report of 2007 also recommended the repeal of the AFSP Act. The Commission stated that "after considering the views of various stakeholders [it] came to the conclusion that AFSP Act should be repealed".4

International review

Human Rights Committee

The Act was scrutinized on two occasions by the Human Rights Committee, a body composed of independent experts that is established specifically to monitor the implementation of the ICCPR by its states parties.

The Committee first raised questions about various provisions of the Act, such as the scope of the authorisation to use lethal force, in 1991, during the consideration of India's second state party report on its compliance with the ICCPR. In particular, the Committee

[I]nquired to what extent [the Act was] consistent with provisions of the Covenant relating to the physical integrity of the person and the obligation to bring a person to trial with the least possible delay and, more generally, to provisions relating to preventive detention and article 4 of the Covenant; whether the authorization of the use of force even to the causing of death in accordance with [the Act] was compatible with article 4, paragraph 2, and article 6 of the Covenant.5

In 1997 the Committee, while considering India's third periodic report, emphasised that all measures taken by India in order to protect its population against terrorist activities must be in full conformity with its obligations under the ICCPR.6 It further expressed its hope, in vain as it turned out, that the Supreme Court would examine the provisions of the AFSP Act for their compatibility with the ICCPR in the context of the then pending proceedings in Naga People's Movement for Human Rights v. Union of India.

The Committee specifically underscored its concern about the fact that the Act had remained in force in certain areas of India – such as Manipur – for decades, thus effectively making emergency powers permanent without formally derogating from the ICCPR. It further stressed that decisions on continued detention must be taken by an independent and impartial tribunal and that a central register of detainees be maintained and shared with the International Committee of the Red Cross.

---

1 The committee had as its members (1) Dr. S. B. Nakade an academic and jurist; (2) Mr. P. Shrivastav (IAS) former Special Secretary, Ministry of Home Affairs; (3) Lt. Gen. V. R. Raghavan; and (4) Mr. Sanjoy Hazarika, journalist.
[
2 Government of India, Ministry of Home Affairs, Report of the Committee to review the Armed Forces (Special Powers) Act, 1958 (2005), at 74.
3 Report of the Committee, at 75.
4 Second Administrative Reforms Commission Report, Report 5 - Public Order (June 2007), at 239.
5 Human Rights Committee, Report to the General Assembly, UN Doc. CCPR/46/40 (10 October 1991), at para. 268.
6 Human Rights Committee, Concluding Observations on the Third Periodic Report of India, UN Doc. CCPR/C/79/Add.81 (4 August 1997), at paras. 4 and 18.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

The Committee noted with concern [at paragraph 23] the "allegations that… security forces do not always respect the rule of law and that, in particular, court orders for habeas corpus are not always complied with, in particular, in disturbed areas".

On a more general level, the Committee reminded India that immunity provisions, such as those found in the AFSP Act, are incompatible with the right to an effective remedy under international human rights law and the concomitant duty to investigate and prosecute gross human rights violations, such as torture. It expressed [in paragraph 21], in particular, its concern

That criminal prosecutions or civil proceedings against members of the security and armed forces, acting under special powers, may not be commenced without the sanction of the central Government. This contributes to a climate of impunity and deprives people of remedies to which they may be entitled in accordance with article 2, paragraph 3, of the Covenant.

The fourth periodic report of India to the Committee pursuant to article 40 of the ICCPR was due in 2001. It has not yet been submitted, which means that it is overdue by 10 years at the time of writing. The Government of India should ensure that the report is prepared and submitted to the Committee at the earliest possible date.

It appears that the Committee still hesitates to use this power in the case of India. If the report is not submitted in the nearest future, the Committee should be prepared to re-consider its position and assess India's performance in terms of compliance of its law and practice with the ICCPR in the absence of the state report.[1] The existence and application of the AFSP Act should in this case be among the primary concerns of the Committee, and international and domestic non-governmental actors should take a lead in providing it with examples that illustrate how different provisions of the Act have been applied on the ground.

Human Rights agencies are trying to address concerns of individuals victimized or adversely affected by existing conflict. These agencies have come together under a platform known as Civil Society Coalition of Human Rights in Manipur to assert the human rights perspective at the national and international level. There is need for government to create a sense of accountability through speedy trials and the provision of compensation for deaths or injury to civilians. Isn't standing up for Justice a part of one's sovereign democratic rights within a nation? The nation also owes that to the armed forces for if it is injustice is all what they are capable off, then India would not be a functioning democracy. the indian government claimed to have a firm commitment for the protection of human rights and called these act as "few bad apples". this culture of impunity , grows by the lack of political will and dacorian law AFSPA which has led a atmosphere of unrest and firm believe of army that they can get away with the most serious crime without the threat of punishment.its very unfortunate to see that government and the committies which has been led by the government has ignored all the recommendation made by the United Nation human rights bodies .

In 1977, UN Human Rights committee said that the use of AFSPA was tantamount to using emergency powers and also recommended the application of these powers should be monitored to ensure compliance with the International convent on civil and political rights(ICCPR). Philip Alton , UN special, reporter on extrajudicial summary also reported to the human rights council in 2007 , that despite the government of Manipur ordering "numerous inquiries" into the alleged extrajudicial executions ,none of them ultimately reached any meaningful conclusion. Committee of international conventions also called for repeal of AFSPA. We can see several recommendations of different committees have taken place to repeal the AFSPA but so far not happens.

Critical Issues

Government schools have systemically turned dysfunctional with many having shut down. At the same time private schools are mushrooming in the valley area as are tuition centers. This limits options for the education of children from poorer families and from rural areas. As primary education is compulsory students are automatically given pass marks and government records naturally show an improvement in education till primary school.

The elite send their children to other states or to private schools in Manipur and for private tuitions. A student ends up spending nine hours on rote learning at school and then tuitions. Tuitions have turned a thriving business with advertisements that try to entice 6 year olds (Std II) to seek their services.

---

[1] Revised Rules of Procedure of the Committee, UN Doc. CCPR/C/3/Rev.9 (13 January 2011), Rule 70(1).

Government institutes in hill districts face additional problem of absentee teaching staff. Schools are dependent on human resource from the valley, which invariably join the service but report only to collect their monthly remuneration. The teacher contracts her/his job to a local person for a meager amount.

This lack of accountability has led to a situation whereby students are trafficked after being lured with the promise of a better education outside with boarding facility. Newspaper reports indicate such trafficked children as sent by their family for the contact person was usually someone known and working in another state. As the provision of educational services has not changed drastically, the present scenario may indicate an under reporting or difficulties in detection. Government intervention has been largely limited to creating awareness on the situation through wall posters and creating children's homes. The recent instance of a girl child running away from a children's home because of sexual abuse by a person in charge of institution indicates the situation is far from smooth[1].

While schools are mushrooming, only a select number of schools are allowed to enroll students for the final board exams for classes X to XII. This does create logistical problems and chaos as students have found their enrolment for exams turn invalid. Many of the schools permitted to conduct these exams are in the valley and that restricts girls of the hill districts seeking a higher education. The number of schools catering to girls is far less than those for boys.

There is hardly any focus on career guidance other than educational streams as medicine or engineering for the elite, with huge donations paid to institutes within and outside the state.

Health care service delivery is shaped by the same problems as the educational services of the State. Rural areas are burdened by a dependence on professionals from the valley area and this means erratic delivery or an absence of service. There is an attempt to use technology to facilitate access to health service, but extended hours of power cuts/load shedding raises questions. According to key informants the National Rural Health Mission has been able to bring about some positive change. Besides, each ethnic group turns to traditional systems of care for many common ailments, measures to strengthen those systems of care is limited.

Conclusion

The tug of war on position based negotiation that leads to an absence of dialogue is not working for the local population, certainly not for future generations who are losing out on the comfort of family, with the rising incidence of broken families. The disparity between classes will only grow if the present form of governance continues; this may even complicate the situation far beyond the expectations of underground groups. A conflict reality is what children have been born into and this frame of reference is continuously imprinted when corruption, money, power and useful links/associations are seen as part of the survival game. The children will learn at a very young age life is a conflict and the 'winner take all'.

Though the Central Government of India is doing their bits to improve the condition in the past two decades the policies like the '*Look East Policy*' and other programs reaching the far and wide part of the North Eastern States, the crime on the border still continue to take place. Lives are still lost, youths are still lured into drugs and insurgency and families are still in trauma. Some stringent steps need to be taken up to curb the border menace. Policies must be implemented between the neighboring countries, better relations and co ordinations with the Myanmar regime might put an end to the operation of cross border activities. Myanmar and North Eastern part of India remain largely unexplored in terms of natural gas and rich minerals, to utilize this the cross border crime must be curtailed, which in turn will put an end to the existing insurgency and the drug trafficking. Only then the Look East Policy and other developmental policies will be able to bear fruit. The porous border must be checked thoroughly and effective plans must be chalked out to fill in these borders. The BSF should play an active role in strengthening and securing the border area. If the cross border crime is to be curtailed the North Eastern States should at first be prosper economically, only then the crime rate will come down. The youths are needed to be provided awareness about the situation as they are the most targeted lots in such crime. A prosper economy will lie on good education, employment to the youths.

Bibliography

[1] Acharya, S. K. 1990. "Ethnic Processes in North-Eastern India," in D. Pakem (ed). Nationality, Ethnicity and Cultural Identity in North-East India. New Delhi, Omsons Publications: pp. 69-108.

[2] Barbora, Sanjay. 1998. Plantation Systems and Labour Movements in North East India. Delhi: Dept. of Sociology, Delhi School of Economics (Unpublished Mphil. Thesis).

[3] Benjamin Gondaimei. "Movements for Human Rights in Manipur." 2012, Downloaded from http// www.kanglaonline.net. Accessed 09/02/2013.

[4] Bhaumick, Subir. 2003. "Tripura's Gumti Dam Must Go," The Ecologist Asia 11 (n. 1, Jan.-Mar), pp. 84-89.

[5] Victoria Chioma Nwankwo. The Role of the Media in Promoting Human Rights: An Analysis of the BBC documentary, Chocolate: the bitter truth [M.A Dissertation]. Gothenburg : University of Gothenburg ;2011

Challenges of Academic Assessment in the Community or Region Where I Work

Phd.Can Elsa Vula

University of Gjakova "Fehmi Agani"

English deparment

Abstract

Challenges of assessment might come up from different reasons or circumstances which generate huge obstacles and dissatisfactions for teachers and students in the same time. Meanwhile, teachers of foreign languages see them as barriers or complications due to an effective and reliable assessment. Firstly, this paper elaborates on theoretical part of assessment, as a crucial tool to measure students' performance of speaking, as a significant English skill, and then it is presented the elaboration of challenge and its sub-challenges during my work as an English assistant at my tutorial classes on a specific course such as "Integrated English Skill III", particularly focusing on speaking skill. After it, there is an expansion of others' research done on this issue, supported by different teaching approaches, and relying on others' work related to such issue. And at the end of this paper it can be found the summary and recommendations, which wereconducted from the empirical research.

Keywords: Assessmets, approaches, methodologies, English skills

Introduction

What is an assessment?

Teaching as a process is seen as a complex and flexible one, which should be elaborated and developed based on students' need and objectives of a specific course or subject. When it comes to teach any foreign language, the academic staff(teachers, professors, assistants) have to carry on many challenges, and issues during the process of teaching and of course in the mean time on evaluating students. Based on my experience as primary English teacher and being an assistant in the same time the most challenge which I have faced with was assessing those pupils or students. In this regard, assessment is the phase in which you become a friend or enemy in the eyes of students, or they will judge you, disagree, or debate with you. Before we move on the purpose of this paper, I would like to clarify the definition on the assessment, because we can elaborate, discuss, and debate on many things related to assessment, but deep down what does assessment stand for? Assessment is an ongoing process that encompasses a much wider domain, whenever a student responds to a question, offers to comment, or tries out a new word or structure the teacher subconsciously makes an assessment of student's performance (Brown, Jul.21, 2012). Actually assessment can be seen as an evaluative activity of student's performance, which teachers or professors use such activities to find out if students got the meaning of a specific subject or they have to go back and work on weakness point that students might have on that specific part of any foreign language. But still do we have to do everyday such activities or at the end of semester? Hence, we come up with types of assessments so called: Formative and summative assessment. According to CERI (2008) formative assessment refers to frequent, interactive assessments of student progress and understanding to identify learning needs and adjust teaching appropriately, whereas summative assessment are used to measure what students have learnt at the end of a unit, to promote and ensure students that they have met required standards on the way to earning certification for school completion.

Speaking skill as an assessment challenge

As complex and complicated process formative or summative assessments are part of my everyday job, and require a lot of work, motivation, and efforts in order to make a reliable assessment of students' performance in my tutorial classes. On this paper I have chosen to elaborate on assessment challenges that I face on during my tutorial classes on the course of

"Integrated English skill III" particularly on speaking as English skill. The aim of "Integrated English skill III" is to prepare students how to communicate effectively or academically on specific topics, which are selected by the professor. It is generally known that each course in faculty has its syllabus, and at the end of it has its passing criteria, in which students are going to have their own percentage based on: attending lectures, attending tutorial classes, and performing well during the tutorial classes, which in this case I assess speaking skill. The assessment which I use in my tutorial classes, is formative one, and based on students' performance I have to write for each of them how well is she or he doing, any comment, and so on. During this process of assessing I face with many challenges and have to carry on many things and questions on my mind such as:

1. What if I did not assess in the right way him or her?

2. Am I going to be whole time an observant assistant?

3. Do I have to take care first with motivation of students and then to assess them?

4. Can I do it for three hours a week among 25 or 30 students?

Well, these questions sometimes frustrate me and also are like barriers on my mind during the whole semester, and probably the presence of these doubts or questions are in majority of academic staff no matter the institution(primary or secondary school), especially when you have to assess such skill of any foreign language, so-called "Speaking skill". Regarding to the challenges and importance of speaking skill Kathleen B. Egan (1999) sees speaking as the most important or significant skill of any second language teaching, and also we may face many challenges due to assess it. So testing oral proficiency of foreign language students is a complex task which may cause considerable problems at any stage of the process (Aleksandrzak, 2011). Based on another survey that was done in October and November of 2013 (Oxford, U.P.E. 2014) related to classroom speaking challenges in which participated many English teachers from different countries such as: Czech Republic, Serbia, Switzerland, and Bulgaria conducted that all these English teachers face many challenges due to speaking activities and its assessment in the classroom. The majority of challenges were: what activities should be used in order to avoid students to use their mother tongue during pair or group work, classes with up to 40 students, how to raise student's motivation during speaking skill, and mixed-ability classes students that have prior knowledge who tend to be more active in speaking activities rather than students who do not want to make mistakes in front of their classmates. To support these challenges another research that was done by Mohammad Ali, University of Canterbury, New Zealand (2011) elaborates that speaking skills are critical part of any language learning and the teaching process, and it is extremely difficult for students to master English language in terms of speaking and listening as these are not currently assessed formally for the examination, and in most of the cases teachers appear to avoid oral assessments as it is time consuming and needs lots of preparation and physical support. In addition the researcher recommends that in order to avoid such challenges the government should recruit effective teachers and arrange training programmers for the teachers, as well as each school should develop a language laboratory and collect necessary materials such as audio-recording devices and other supporting materials, and in meantime teachers must create an English speaking environment and encourage students to speak English. Related to the importance of the formative assessment and its usage in my tutorial classes (see page 1) and also my questions due to assessment challenge of speaking skill Ali's research supports the idea that formative assessment should be used and developed in English speaking class or whatever skill in order to assess students' achievement more effectively. Therefore, based on Ali's research the best method in order to face such challenges or to find the answers for these questions such as: if you are assessing right or wrong the speaking skill (see page2) or do I have to be a whole time observant teacher (see page2) might be that teachers should use the method "keeping the records" during the teaching process, or in my case in tutorial classes, and this might be the fairness way of speaking assessment process. On the other side according to Heaton (1988, page 88) the spoken language is transient, it is impossible without a tape recorder to apply such procedures as in marking of compositions, where examiners are able to check hack and make an assessment at leisure. According to question number 2 (page3) Heaton supports my challenge saying that examiner of an oral production test or assessment is working under great pressure all the time, making subjective judgments as quickly as possible. Even though samples of speech can be recorded during the assessment (Ali, 2011a) but in the same time is an adequate way to provide an accurate means of reassign or checking score, since it cannot recapture the full context of the actual situation, all of which is so essential to any assessment of the communication that takes place (J. B. Heaton, 1998a). But still Heaton agrees that the use of language laboratories for such tests has made it possible in some cases to administer more reliable oral production test to large numbers of students, the actual scoring of the tests has not been so easily solved. Well, to summarize this elaboration based on many authors due to importance of speaking as a skill,

and its assessment during the lesson hour, we come up to search for an appropriate approach or teaching trends that might help us to make a reliable and effective speaking assessment. During my all experience till now, Communicative Language Teaching Approach (Richards, J.C. 2006) has been used during my teaching process, since it is one of the methodologies that provides fluency and accuracy activities, and helps students' motivation, and its purpose is to create environment of students' centered class. But does CLT really help teachers or professors to assess speaking in most reliable or fairness way or did it help me to answer those question written above (see page2)?

Well actually not really, and this negative response force us to explore and to search for different approach that might help us and provides an effective assessment, which by using it we will face such challenges of assessing in the same time a high number of students, the reliable way of speaking assessment, and in the same time you do not to be under pressure by taking all the time notes for students' performance. A useful approach or teaching trend that could help to eliminate such problems during the process of assessing is so-called CALL approach. Computer-Assisted Language Learning (CALL) it is seen somehow as an approach to language teaching and learning in which the computer is used as an aid to the presentation, reinforcement, and assessment of material to be learnt, usually including a substantial interactive element (Davies, n.d). According to Davies (same page) CALL's origin can be tracked back to 1960's originated in the USA, by then it had many changes in its function till 1980s when CALL became the dominant term. Furthermore, CALL grew out of field at Computer Assisted Instruction (CAI) and draws on other fields such as Educational Psychology, Artificial intelligence (AI), Computational Linguistics, Instructional Design, Human Computer Interaction (HCI), and SLA (Second Language Acquisition), and recently it has been impacted by developments in the field of WBI (Web Based Instruction) (computing, n.d). According to Torat (n.d) CALL provides:

-strong motivation for learning

-improvement of learner's attitudes toward learning English

-authentic communication that motivates students to use language outside language classroom

-immediate responsiveness and feedback

-accurate records of the learner's performance and progress

-the participation of all students in the process of teaching and no student is left behind

-to low the amount of time required to master some materials.

So, CALL as communicative approach facilitate teachers, and in the same time students too, also there is no space for misunderstanding, or angriness between students and teachers, or having disagreements on the evaluation, or the final result since CALL records students' performance which is not judgmental but it is predictable as an approach (Torat, n.d). Hence, CALL could be one of the recommendations for assessing speaking or any other English skill, since it provides great features due to realization of effective and reliable assessment. But this does not mean that the role of an assistant or an English teacher is meaningless, a CALL approach always needs an instructor or a flexible teacher/assistant to act if there is any problem or if students need any detail due to activities. On the opposite of CALL's advantages there are presented also limitations of its usage, regarding to this Torat (n.d) mentioned that teachers/assistant must be trained in order to lead CALL approach, sometimes the computer hardware is difficult to be installed, and the access to internet is not easy, also a great investment should be done in order to use CALL during the process of teaching or in tutorial classes.

Conclusion and recommendations

From the very beginning of this paper was described the importance of assessment due to teaching process and its types, and also were presented four questions which actually highlighted the challenges of assessing speaking as an important and crucial skill for any foreign language of the world. Based on the citations of others' work and different researches done by different authors it can be conducted that English teachers around the world share same challenges, problems, barriers and feel frustration sometimes when it leads to assess students' skills in more adequate way. Based on what was found out it can be presented three recommendations, which might seem appropriate and worthwhile methods of speaking assessment. The first recommendation is: The usage of CALL approach which is created to prevent such challenges, and provides facilitative and communicative activities during the process of teaching and provides a reliable evaluation for speaking assessment. As was already mentioned the criteria of using such approach was too high and sometimes in the

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

faculties or schools with lack of conditions its implementation is impossible. Whereas the second recommendation (if the first one is impossible) could be the implementation of laboratory (equipped by audio-recorder, video tapes, etc) for teaching foreign language, in which students are going to be exposed to different English skills by using communicative activities, and also the process of assessment can be realized in reliable way. And if the second recommendation still cannot be possible, the last way how to assess their speaking skill might be the usage of charts, in which the teacher lists things that she or he will evaluate or assess during students' performance. This chart which was formulated (see below) by me might be worthwhile if two recommendations mentioned above are impossible to realize, even though it requires a lot of work to realize, too much time, and concentration during the assessment.

Table 1

Student's name:_____	Great	Very good	Good	Needs to improve on:	Comments	Academic Year: Date:	Topic:
Pronunciation (Fluency)							
Vocabulary (Accuracy of words' usage): *Pre-intermediate* *Intermediate* *Advanced*							
Accent *American or British*							
Grammar							

An example of speaking assessment chart

As it can be seen, the chart contains elements that a teacher will assess during the class hour due to speaking skill, such as: pronunciation, vocabulary, grammar, and so on. For e.g. if there is any activity which includes "debate" on certain topic, the teacher or assistant will write down the performance of student's speaking due to elements listed above (see the chart), and may add any comment related to such assessed elements.

So, in order to be facilitator and to full fill students' needs during their learning or studying process we have to be flexible, modern one (in choosing different approaches), to share our own challenges and solutions, to communicate with others, and also to be updated with latest information related to any reliable and enthusiastic or motivated way of assessment, for the purpose to achieve our teaching goals and to end the course with great success.

References

[1] ALEKSANDRZAK, M. (2011) *Problems and challenges in teaching and learning speaking at advanced level.* Retrieved from: https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwiyvIKI 26bQAhWFIMAKHab_CU4QFggjMAA&url=http%3A%2F%2Fpressto.amu.edu.pl%2Findex.php%2Fgl%2Fartic le%2Fdownload%2F324%2F231&usg=AFQjCNG1TP4Ui0UgMF3kW0DlKae9CnftEQ&sig2=n8dTRczht0NUD0 5TfSNVOw

[2] ALI, M. (2011). *Teachers' and students' perspectives on English language assessment in the secondary English Language Teaching (ELT) curriculum in Bangladesh.* (Master's thesis, University of Canterbury, Christchurch, New Zealand). Retrieved from

[3] Brown, H. Douglas. (2003) *Language Assessment: Principles and Classroom Practices.* Retrieved from http://www.slideshare.net/marcomed/language-assessmentprinciplesandclassroompractice

[4] Ceri. (2008). *Assessment for Learning: Formative assessment.* Paper presented on Ceri International Conference "Learning in the 21st Century: Research, Innovation and Policy". Retrieved from https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKE wjh9qec5KbQAhUHJcAKHRdbAFAQFggbMAA&url=http%3A%2F%2Fwww.oecd.org%2Fsite%2Feduceri21st %2F40600533.pdf&usg=AFQjCNEqJs6YbJhL0s87CWog9uqYXMyzYw&sig2=ptsAj8WNPbDqosy4Ql311A&bv m=bv.138493631,d.d2s

[5]   Computing.dcu. (n.d). *Computer Assisted Language Learning.* Retrieved from
       http://www.computing.dcu.ie/~mward/mthesis/chapter3.pdf

[6]   Davies, G. (n.d). *CALL (computer assisted language learning).* Retrieved from
       https://www.llas.ac.uk/resources/gpg/61

[7]   Egan, K. B. (1999). *Speaking: A Critical Skill and a Challenge.* CALICO Journal, Volume 16 Number 3.
       Retrieved from https://calico.org/html/article_615.pdf

[8]   Heaton, J.B. (1998) *Longman Handbooks for Language Teachers.* London and New York, United States of
       America, Longman Inc., New York.

[9]   https://ir.canterbury.ac.nz/bitstream/handle/10092/6210/thesis_fulltext.pdf;sequence=1

[10]   ICT4LT Module 1.4. (n.d) *Introduction to Computer Assisted Language Learning (CALL).* Retrieved from:
       https://www.llas.ac.uk/resources/gpg/61

[11]   Nunan, D. (2015) Teaching English to Speakers of other languages. United States of America, 711 Third
       Avenue, New York, NY 10017.

[12]   Oxford, U.P.E. (2014, January, 3). Teachers tell us about their classroom speaking challenges. OXFORD
       UNIVERSITY PRESS, pp. A1. Retrieved from https://oupeltglobalblog.com/2014/01/03/teachers-tell-us-about-
       their-classroom-speaking-challenges/

[13]   Richards, J.C. 2006. *Communicative Language Teaching Today.* Retrieved from
       https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwjTmN
       rE26bQAhUlBsAKHUJ4DWoQFggnMAE&url=http%3A%2F%2F140.125.168.174%2F0502%2F1ComLangTea
       ch.pdf&usg=AFQjCNGCmPwU9jDiaYBnJ4Mm_vD28RyIrQ&sig2=GqJvhUF1xvzDAGN5yk2jJg&bvm=bv.1384
       93631,d.ZGg

[14]   Torat, B. (n.d). *COMPUTER-ASSISTED LANGUAGE LEARNING.* Retrieved from
       https://web.warwick.ac.uk/CELTE/tr/ovCALL/booklet1.htm

Corporate Blogging: The New Age PR Tool

Leena Philip

CMS

Abstract

Effective public relations can create and build up the image of an individual or an organisation or a nation. At the time of adverse publicity or when the organisation is under crisis an effective Public Relations can remove the "misunderstanding" and can create mutual understanding between the organisation and the public. Public relations, in the internal environment area, are directed to both the entire organization and to its individual departments and units. Internal communication and good internal communication channels are of paramount importance. From an internal perspective, organizations must be able to communicate effectively with its human resources in order to streamline organizational development. Finally, public relations must also be an important part of internal communication to promote planned change and development within the organization.

Keywords: Corporate Blogging: The New Age PR Tool

1. Introduction

In the past several years, a number of trends have emerged in the PR industry, with no sign of disappearing anytime soon. The biggest factor related to these new trends is social media. The rise of everything from Facebook, Twitter, and LinkedIn to Instagram, Snapchat, and Vine has changed the way public relations teams operate in a number of ways. These networks give consumers the opportunity to speak directly to a brand or a client; PR professionals used to be able to dictate what information was being released and when, but conversations are a two-way street now. A much wider audience for a PR team means it's not just about journalists anymore – bloggers are the new influencers. PR practitioners used to really focus on having good relationships with big media, but now the media target has grown. There are bloggers and YouTube personalities with millions of followers that organisations need to develop relationships with now. Today, a good relationship with a key influencer can bring a wealth of publicity to a brand.

Until recently most public relations activity involved person-to-person contact between PR professionals and members of the media, such as journalists and television news reporters. However, several trends are developing that alter the tasks performed by PR people. In most cases these changes are the result of new Internet technologies that are quickly gaining widespread acceptance among Internet users and are becoming new media outlets in their own right. The new trends include:

• Updating Corporate News

• Corporate Blogs: Many companies in high-tech fields, such as eBay, Google, and Microsoft, and traditionally low-tech fields, such as General Motors, McDonalds, and Wells Fargo Bank, now produce in-house blogs that report on happenings at the company. These blogs enable company employees, including CEOs and marketers, to post messages updating company developments and, consequently, serve as a useful PR tool.

• Social Media by far the most significant trend to affect public relations in the last 25 years is the impact played by social media. In a matter of just a few years, social networks, including Facebook, Twitter, and LinkedIn, have created opportunities for monitoring and communicating that are quickly raising these methods to the top of the list of PR tools.

Many organizations that start using content marketing or social media marketing, and want to offer content in a more conversational and personal way, start their efforts with a blog. Although corporate blogging is far from new and lots of companies have a blog, several others don't.

The social media and content marketing activities of many companies in reality are limited to driving interactions and conversions via blogs and the social platforms connected with them. Such social media and content marketing programs often are limited to publishing, listening, responding and acting with a central role for content, as shared via blogs. Although social media and content marketing offer much more possibilities than blogging, the focus on content and blogs is natural. The majority of traffic to websites and of online generated leads comes from search engines. This is because search engines still are a predominant source for buyers during various stages of their buyer journey. Furthermore, blogs also get more consulted as people actively look for information during their buying journey and increasingly become social-savvy.

2. Review of literature

2.1 Blogging- a powerful public relation marketing tool by Minal Kashyap and Kamal Katiya is a study based on the latest innovation currently having an impact on Public Relation is blog. The research goes on to studying the popularity of blogs, where it is explained that search engine prefers blogs, blogs can establish credibility for a business, others may include blogs as a medium of instant communication, also people enjoy fresh, interesting and relevant content and the main motive that blogs also attract media attention.

Variations in this study are created by building a relation between the individual's age and frequency of blogging. Secondly, another relation between the individual's gender and visits to type of blogs. This is graphed as the Hypothesis Testing. Visitors subscribe to a blog's feeds in order to stay up to date with content that being posted on subjects that interests them. Some blogs are such that which indirectly influences the mind of consumer's towards buying the product. It is also been evaluated that there is a relationship between age of an individual and frequency of visiting the blogs, similarly there is a relation between gender and influence towards the type of blog. Various companies use blogging as a tool to market their products and services which in turn builds goodwill amongst blog followers. Blogs provide a unique and personal way to communicate with current and prospective customers. By talking to people, in a conversational manner, a blog puts a human face on a company that is difficult to duplicate in any other way. Perhaps the single most powerful aspects of blogs, in the area of public relations, is the personalization aspect.

2.2 Critical Analysis of blogging in Public by Philip Joseph is a research paper conducts an analysis of blogs as a public relation tool. Following an overview of blogs, attention is given to how blogs can be used more effectively by public relation professionals and how blogs are favoured by communication firms and consultants as essential Public Relation tool. The research concludes the strengths and weakness of blogs as public relation tools, describe their value as research and framing tools, and provide some data about how they are used. Also, using blogs as a way to influence individuals and publics is one of the most frequently mentioned characteristics of blogs by public relation professionals. Allowing or encouraging visitors to an organization Web site to participate in how online news and information is framed is possibly the greatest strength of blogs and feature of the most important to public relation professionals. Many people nowadays have begun to mistrust the traditional way of public relations approach as they lack honesty. The openness of a blog changes that perception entirely. A blog can enhance that perception of honesty by delivering the straight goods on an issue. With that open approach, lacking the traditional tightly controlled message, trust in the company is enhanced in both the short and longer terms, which trust translates into more lifelong customers and clients.

2.3 How Blogging changed the PR Game by Brent Gleeson is an article where we get to learn more about blogging and its credibility as Blogging has become a part of daily lives. There are millions of blogs available to readers, and two out of three people read blogs multiple times a week. It's not just a hobby anymore, many influencers have made blogging their full-time job and dedicate their efforts to cultivating a large, loyal following. Even those who blog casually still develop an audience and have move forward in the digital sphere. This article concludes by stating that bloggers have established a key role in today's consumer behaviour and digital marketing strategies. Brands and marketers that adapt to this changing landscape will be able to positively leverage this reality and boost their brand awareness online. In the time of crisis or disaster, a blog can provide a rapid response and update system, to get out an unfiltered message to the reading audience. The journalists can keep up with developments and write stories based on the postings. The company gains untold additional credibility with the general public due to the policy of the open communications channels. Businesses seeking a public relation vehicle, that provides numerous additional benefits, should consider adding a blog component to their website. The authentic and personalized blog voice is a natural fit for any public relations effort. A rapid growing number of journalists and editors are reading blogs on a daily basis. It is becoming imperative that a company start to blog to keep up with that trend.

2.4 Corporate Blogs as a Public Relation Tool by Brett Harrison is a study analysed current practice and strategies of corporate blogs as a public relations tool. Applying the relational maintenance framework, a content analysis was conducted to examine how major corporations utilize blogs for building and maintaining their relationships with various publics.The research looks at what are Corporate Blogs and the key characteristics and strategies applied in corporate blogs. A corporate blog is a unique form of blogs that has been explored by public relation practitioners. Also described as 'a hybrid of the personal blog'. These blogs are fairly new and feature the insights, assessments, commentary and other discourse devoted to a single company. Corporate blogs can be defined as a blog that is endorsed explicitly or implicitly by a company and posted by a person (or a group of people) who are affiliated with the company. The key strategies for maintain a two-way symmetrical public relationship is:

- Here, the first strategy would be "Access" and is defined as providing public access to representatives of organisation or organisational decision making process and at the same time providing public relation practitioners with access to members of publics. This strategy is compared to the two-way symmetric communication model.

- Secondly, it would be 'Positivity' that refers to interacting with each other in a cheerful way and attempting to make interactions enjoyable.

- Third is 'Openness' referred to self-disclosure and free conversations between partners in a relationship.

- Fourth being 'Assurance' is showing ones continuation in the relationship and commitment to the partner and the relationship. This is also the attempts made by parties in the relationship to assure the other parties that they and their concerns are legitimate.

- Fifth is 'Social Networks' refers to interacting with or relying on common affiliations and spending time with common friends.

- Finally, 'Sharing Tasks' is defined as attempts to maintain a relationship by performing one's shared responsibilities. In an interpersonal context, relationships can flourish when both parties involved in a relationship feel that the other is investing his/her time in taking shared responsibilities.

This study concludes by stating that while corporate blogs tend to adopt various relational maintenance strategies to maintain good relationships with their visitors, application of such strategies are rarely used. For public relations practitioners exploring the blogosphere for a potentially effective new communication tool, this study also present a new approach for examining corporate blogs as a public relations tool by applying relational maintenance strategies.

2.5 Blogs and Business Opportunities and Headaches by Wallace Wood, Robert Behling and Susan Haugen is a study based on Blogging that has become a significant part of online culture. Blogging is transforming the way the Internet is being used by allowing individuals and business to communicate directly with other individuals, employees and customers while encouraging an exchange of ideas. The study shows how blogging is gaining momentum and will be used by more and more companies and organizations. Businesses are aware that blogging is a very inexpensive way to help them gain Internet and market presence, obtain customers feedback and provide a forum for employees to share ideas. While blogs have their disadvantages, they also hold great potential for organizations. Creating an outlet for public discussion can enhance the reputation of the organization and provide a timely means for customers to interact with the company in a informal way and put a human face on company communication.

2.6 Why is PR Agencies Blogging? An Exploratory study of the blogging practices of public Relation Agencies by Rihanna Fursdon and Melanie James. Is a study on Blogging a form of social media and is one of the fastest growing areas of communication in public relations practice? It has been argued that blogging is breaking down the barriers to communication, enabling more equal and democratic dialogue between individuals, groups and organisations. A number of researchers have investigated the use of blogs by organisation. There have been suggestions that the extent to which blogs are interactive, interlinked and oriented towards large-scale events is exaggerated by blog writers, including journalists and academics. This exploratory project was seen as initial step in reducing the disparity between practitioner and academic perspectives of blogging practice in public relations with a view to better understanding and enhancing practice and theory development in this area.There were several findings in this analysis, five out of the six practitioners indicated that the main purpose of the blog was to raise their agency's profile and to promote their agency. The six practitioners observed that the industry was moving increasingly online, and all indicated that they felt the need to have a

blog in order to establish or maintain an online presence. This research was concluded by indicating that the practitioners in this study use blogs in what could be described as a combination of both co-creational and functional approaches. Perhaps future work in the field will find that agency blogging centres on finding the right balance between internal and external interests. There are a number of emergent research areas for blog use by PR practitioners and it is noted that there are a number of researchers already producing annual investigations into this area of practice. However, this exploratory study does point to some areas that future researchers may like to consider, such as: widening the current research focus area to include functional as well as co-creational perspectives of practice or looking for evidence of other theoretical perspectives emerging from the research data.

2.7 Role of Corporate Blogs in Branding by Dushyant Pratap Singh Chauhan is an article based on corporate blogging is a new form of online communication that is being used by companies as a PR tool. Today customers are moving away from the traditional media and so the need to be visible in the consumer's eye, new media is essential. In India corporate blogging is a relatively new phenomenon although it began way back in 2007. The study attempts to explore how corporate blogging is a new communication tool for companies. It tries to determine recent trends in corporate blogging especially in India and to find out what is the future of corporate blogging. The researcher has used the case study method. The study will be significant in presenting the Indian perspective towards corporate blogging. Corporate blogging is a new form of online communication that is being used by companies as a PR tool. Today customers are moving away from the traditional media and so the need to be visible in the consumer's eye, new media is essential. Kamla Bhatt in her article "A Different Blogosphere in India", for the Financial Express says that there is an increasing realisation that corporate blogging can help bridge the gap between companies and their stakeholders like their employees, customers or investors. She quotes Rajesh Lalwani of Blog works who points out, "Corporate blogging allows a faceless entity to become real and allows companies to build trust through transparent conversations." Talking about the corporate blogging scene in India she says that Indian companies have barely scratched the surface and discovered the value created through corporate blogs. "It is early days yet and the large corporate are yet to adopt them in a big way, but it has been adopted by entrepreneurs on the other hand," says Lalwani. She also quotes Kiruba Shankar, who helps clients with their blogging needs. He says, "Corporate blogging is still in its infancy in India. Whenever I speak with heads of corporations, they say that blogging is important but very few actually turn those words to action." This study concludes by stating that the final objective was to identify the future of corporate blogging. Numerous studies have pointed towards the fact that the new media is here to stay. Corporate blogging is expected to remain an important Social Media tool, or even grow in popularity over the years. It has been identified to be the essential backbone of every company's Social Media strategy, as it allows companies to establish a content hub where complex topics can be discussed in-depth, without any interference of the traditional media. Companies connect with the customers through blogs. The study has found out that corporate blogging as a trend has to still develop in India. There are only a handful of Indian companies that have proper blogs. The companies need to realize that blogs are not mere sender oriented platforms. They can be interactive too. There has to be more awareness about the real value of corporate blogging in India.

3. Research design

3.1 Title

"Corporate blogging: The new age PR tool"

3.2 Problem Statement

Defining the research problem is important as it helps one solve the problem. Researcher was basically keen in analysing blogging as a tool used by PR professionals' nowadays. Researcher chooses a study on 'Blogging: The new Public Relations tool', in order to assess the impact and importance of blogs.

For any company or organisation, marketing and building a relation with clients and other organisations around it is very essential, this is where a PR professionals comes in action. He /she bridge the gap between a company and its publics. Through this study we come to know the importance and impact of blogging for public relation professionals.

3.3   Objectives of the study

• To asses blogging and its importance

- To identify whether PR professionals use blogs

- To identify the reach and impact of blogs

- To understand blogs as public relations tool

- To understand whether PR and blogging go hand in hand

- To find out how blogging is a new communication tool for companies.

3.4 Scope of the study

- This study is helpful for further researches based on public relations and blogging

- It is helpful in understanding blogs on a PR perspective

3.5 Sample Size

The researcher interviewed four resource people. These people were from the PR and Communications industry possessing above four years of experience and used blogging as a strong tool for communication. They are

1. Prateek Thakker, Senior Account Executive: MSLGROUP

2. Pravin Shiriyannavar, Public Relation Executive: BRAND-COMM

3. Suman Prasad, Senior Management Supervisor: HILL+KNOWLTON STRATEGIES

4. Rahul Gemawath, Journalist and Digital Marketer: GOODTIME NATION

3.6 Ways of selecting sample size

- Experience- For instance, incorporates those things promptly accessible or advantageous to gather. A decision of little specimen sizes, however at times important, can bring about wide certainty interims or dangers of blunders in factual theory testing.

4. Data analysis and findings

4.1 In Depth-Interviews

4.1.1 Interview 1

In an interview with Pravin Shiriyannavar, threw light on the benefits of "Blogging: The new Public Relation tool." Pravin is a public relation professional working at Brand-Comm and having an experience spanning of more than 5 years. He answered to the following questionnaire starting with talking how public relation is a profession that looks after the reputation of a personality or a company. Public relations specialists work with the aim of helping the company and its customers earn mutual understanding. PR is a planned and continuous effort of establishing and maintaining goodwill of any organization or person. This job is created to provide positive publicity to a company's clients and enhance its reputation. A perfect PR must have the knowledge of some important factors such as persuasion, information, communication, public opinion and public policies.

In the interview Pravin admitted using Blogs as a communication tool and also blogging helps in shaping the brand value of his organisation. He said that a blog can enhance that perception of honesty by delivering the straight goods on an issue. With that open approach, lacking the traditional tightly controlled message, trust in the company is enhanced in both the short and longer terms, which trust translates into more lifelong customers and clients. He also added saying that by writing about your industry, reviewing products, providing company news, and commenting on various business and economics issues, your blog is a ready source of news stories.

He also revealed about how this tool function in the PR process. By posting regular and open information on your company blog, you can address the crisis, fairly and honestly. Keeping the public completely aware of where you're business stands, and what is the plan going forward, helps to improve confidence from your readership. Blogs provide an unlimited number of postings per day. You can update what is happening, during the peak of the crisis, in real time.

Blog followers' evaluation on the believability of information posted on blog sites has significant impact on changes in their opinions/viewpoints. The more a participant believes the information to be reliable, fair, and trustworthy, the higher the likelihood that they will change their opinion to fit what they read on blog sites.Participants have strong tendency to continue read blogging. They have positive attitude toward blogging. They think blogging is entertaining, interesting, good, and fun .They think blogging is useful as a social networking tool to improve their relationships with others.

Pravin also spoke about the future of blogging and said that it would sustain for a long period of time. Blogging will never be dead. But transformation of blogging will happen, and we should be prepared for that. This is true that competition is tough now compare to the earlier days of blogging. Now every day millions of articles are posted and thousands of blog created. So it's now more important to provide unique, in-depth and quality content.

You should develop a different rapport with each reporter so that you can account for their various interests, motivations, styles, and personalities. Some reporters might need more prodding than others. You might need to watch out for reporters known for misleading and spinning stories. As for contacting them, social media skills may come in handy in addition to the more traditional routes like email and phone calls.

4.2.2 Interview 2

In an interview with Prateek Thakker, throwing light on the benefits of "Blogging: The new Public Relations tool." Prateek is a public relation practitioner since 3 years and also started blogging a while back. He answered to the following questionnaire sharing his experiences of working as PR practitioner and also how writing blogs helped him to assess his work and experience. He said that sometimes public relation is an effort to influence the public. This is especially true for political action groups, associations and other groups. Sometimes public relation is community relations, just look around your own community to see how many companies and organizations have a community affairs initiative or a person in charge with a related title. In larger, publicly held firms, this person is sometimes the director of investor relations. Investors are a public entity, so in this case public relation is appropriate.

Prateek added on saying what the public wants to hear is a good story. Good PR is the telling of a good story, the better the story, the better the acceptance by the public and the better the public relations. Of course if the story is especially appealing to those that could be your clients, then you could have a PR homerun. In this case, it is communication with your target market that may or may not be very public. He started blogging recently and had to say that there is no denying that the cultural phenomenon that is blogging has a big impact on the world. Indeed, many news stories, memes, and artistic efforts either air their head via this medium, or are exposed to the wider world by it. Although WikiLeaks is the organisation that has hit headlines recently for exposure of information, blogs over the years have had at least an equal, if not greater, impact, although perhaps not quite on such a global scale.

He also added on taking about blogs as a cultural perspective, it's a brilliant way for amateur artists to bring their work to the wider world, especially seeing as they are long past the golden era of MySpace furthermore, although MySpace had more of an ease of surfing through pages one might be interested in, the possibility of stumbling across something potentially life changing is almost infinitesimal when compared to surfing blogs, simply due to the greater scope for artistic license offered by the culture of the blog.

Prateek also spoke added his obligations with the audience, while a blogger doesn't have to communicate with public relations professionals at all, there's a pretty good chance they write about the industry or even the company that the PR pro represents from time to time. At some point, the blogger may need information about the company or a product they can't find online, a logo or company image to use with a piece they've written, a quote or reaction from the company to some piece of news or a clarification or explanation of something the company does. Public relations professionals are the appropriate contacts for inquiries. Not communicating with the PR folks at all could limit your ability to serve your audience with accurate information. Furthermore, sometimes the pitch or the press release is about some news or a new product that the blogger's audience should know about. By ignoring pitches, or demanding paid media treatment of said information, a blogger is doing a disservice to his or her audience as that limits or adulterates the information the audience is given.

The only way to make sure that your translation business is running properly and to gain the respect you are owed is by showing that you're a professional and reliable business partner who adds value to the clients' business. Thus you deserve proper compensation, proper feedback and proper payments. Blogging is passion. If you are passionate then there is lots of future. First think yourself, do you have passion on this. He concluded saying "before I go on for too long, although

blogging certainly has its downsides, which sensationalists would call infecting people with stupidity, rudeness and antisocial behaviour its upsides, as outlined above, outweigh them. Blogging has changed the world, and brought information more freely than any statutory input ever could."

4.2.3 Interview 3

In an interview with Suman Prasad, shared a few experiences about "Blogging: The new Public Relations tool". Suman is a blogger and also a PR practitioner for his organisation. His PR tools include attending public events, press releases, newsletters, social media marketing and blogging.

In order to attract public attention and keep it engaged with a particular organisation or an individual, PR specialists take an advantage of every public event and the opportunity to speak publicly. This enables them to directly reach the public attending the event and indirectly, a much larger audience. Sending newsletters, relevant information about the organisation and its products or services directly to the target audience is also a common method to create and maintain a strong relationship with the public. Newsletters offering promotional products are also a common marketing strategy but PR specialists use it to share news and general information that may be of interest to the target audience rather than merely promoting products or services.

On blogging he said that to reach the online audience, PR specialists use the digital forms of press releases and newsletters but they also use a variety of other tools such as blogging and recently, micro blogging. It allows them to create and maintain a relationship with the target audience as well as establish a two-way communication.

He also detailed the simple reasons of writing blogs that you don't need technical expertise to write a blog. You add pages or articles through a Windows type of interface so there is no need for a web designer to update it for you can do it all yourself and in double quick time. Also, your readers can respond to your posts so that you can start to see who is interested in the same areas as you or as a business open a conversation with potential clients, suppliers or partners. The perfect opener to developing a relationship and a network. He also spoke about search engine magnets, with regular posts, categorised content and search engine friendly links and addresses, business blogs become ideal places for Search Engines to find the type of content they love and you can rank very highly. A blog is an excellent tool to help to share information easily within your company, manage projects, develop teams and hugely improve the internal communications. He also added when you regularly produce useful and relevant content on your blog, you'll be seen as a thought leader. You make yourself more relevant when you publish evergreen content on your blog. Your blog will be a helpful resource to your existing and prospective customers, and it will improve their customer service experience.

He concluded saying that blogging is going to remain here for a long long time. Its nature may keep changing and it might be supplanted with a form of blogging that is given another name, but the essential part of it remains, people expressing themselves on the web in long form, in the form of posts that are updated regularly.

4.2.4 Interview 4

In an interview with Rahul, working as a blogger for GoodTime Nation. He is been writing blogs since a while now and is well known and has a good amount of followers. Rahul has also worked with public relation organisations and companies. He shared his experience on blogging saying that maintaining a blog is not an easy task. Everything is based efforts have successes, but for this, it is necessary to have platforms and tools such as Word Press SEO plugins, to perform this task. However, blogs need for a presence on social networks such as Facebook, Google+, Twitter, among others. Without a presence in social networks, it is impossible to interact with people, which is essential in the world of marketing and SEO.

He also pointed out the key features blogs must have the blogging platform should be mobile friendly. It should be updated to the latest technology, it shouldn't be rigid. It should also be user friendly. The control panel should be easy understandable, must have well-structured layout, text and html ratio should be good. It must be hacking proof also shouldn't require much coding knowledge. Easy diagnose and error rectification. Easy to manage, low maintenance. Blogs must be free as open source. A blog is a platform where you can share your thoughts with the world. You can create inspirational blogs, educational blogs to help people gain some knowledge, or blogs that helps people in random everyday queries.

He believes that blogging has become an integral part of today's society. People now use blogs for various reasons. He personally has a tumblr blog just to show his different interests. Others have very complex blogs that display their journeys and hardships, which is a very amazing thing. People have the opportunities to go on trips out of the country and are able to blog about their experiences to show others everything that is going on. Blogging has allowed people and organizations to reach more.Keeping that in mind, that blogging is evolving to be a mixture of content. In the past, Rahul solely wrote and never considered other formats. Fast forward to today and his content often includes a bit or episode of a podcast he recorded that fits what he is writing. He is giving the visitor the ability to choose one or the other.

The future of blogging is going to be interesting. People's attention spans are so small that reading is becoming a thing of the past. He also added his opinion that there will be others that will say that's not true. He loves to write, but often time's people prefer audio and even more so, video.

5. Conclusion

5.1 Introduction

Currently, many professionals are suggesting that blogs have tremendous potential as tools for online communication and for reaching diverse publics. Interestingly, however, scholars have been saying the same thing about the Internet for almost 10 years and most organizations have not figured out how to use their Web sites well except to sell things.

Interest in blogs and blogging has increased dramatically in recent years. Weblogs or blogs can be described as a form of personal, easy–to–manage Web sites with content presented in reverse chronological order. Bloggers are also frequently described as influential agenda setters. For instance, blogs have been found to have influence on media coverage of politics as well as facilitating communication among individuals and organizations. It follows from these observations that the blog as a form of mediated human expression and blogging as a human activity is of interest to academics from a variety of scientific disciplines. Although research projects interested in various aspects of blogs and blogging are on the rise, few articles have looked at blog research in a cumulative manner. As far as we know, no major review of methodologies, research topics and disciplinary perspectives in blog research seems to have been undertaken.

5.2 Statement of Problem and Methodology

This study investigates the impact of blogging as a public relation tool, whether public relation professionals and organisations are developing the use of blogs to communicate and enhance brand visibility. The method of data collection was Interviewing method in which 3 public relation professionals and 1 blogger were interviewed to examine the use of blogs by these professionals. The results of the study reveal that gradually PR practitioners are developing the use of blogs to grant coverage and build relations with other organisations and companies. It also states that blogs can used as an interactive medium between an organisation and the mass audience.

5.3 Summary of the results

Ultimately I believe that the jury is still out on blogging. A lot more scholarly research needs to be conducted before most organizations start blogging. Public relations professionals should not get trampled by the blogging stampede until scholars, researchers, and especially professionals actually understand them better. A blog will only be useful to an organization if it has someone to maintain it, someone trained in effective dialogic communication, and someone who has the trust of individuals and publics. Posting anonymously to blogs is not a viable option for any organization nor are attempts to manipulate blog audience members with self-serving propaganda or thinly disguised news releases. Blogs are currently great research tools, but scholars need to critically examine blogs and understand a lot more about how blogs function as persuasive/informative tools and how they fit in with organizational initiatives before jumping on the blog fleeting trend.

Based on these findings, public relations practitioners would benefit from reaching and engaging bloggers by specifically highlighting the entertainment and enjoyment aspect of their communication messages. Alternatively, they should use message delivery techniques that stress entertainment or amusement, such as a creative video or games rather than a written news release or statement. Addressing bloggers' need for belonging - the social aspect of using blogs - public relations practitioners should communicate to bloggers messages that emphasize their role as members of a particular community with unique interests also shared by the client.

The blogosphere is a viable arena for public relations practitioners to extend their communications reach. Therefore, it is important to understand the motivations and traits of bloggers. Thus, public relations practitioners have more latitude in the way they manage relationships with bloggers and how they approach them, and more importantly, they should take into account the gratification bloggers seek to fulfil from the medium.

The results of this research show that although most public relations executives in this study understood the importance and continue use of blogging, they still have many unanswered questions. Organizations and public relation professionals are using blogs to "to engage in important conversations" and to enhance understanding of markets, customers, competitors, and employees. On the other hand, some organizations have tried to put control into social media by instituting organizational social media policies. Overall, blogging was seen as a cost effective way to receive greater reach for research and timely targeted dialogue.

5.4 Recommendations

This study explored the opinions of communication and public relations executives to determine their perceptions of blogging and its impact in today's marketplace. By better understanding the importance of blogs is implemented in organizations along with identifying the challenges and unanswered questions, the field of public relations can work towards improvement to gain or maintain a stronger hold on incorporating social media functions strategically and appropriately in organizations. Companies must be prepared to efficiently navigate through the ever changing landscape of social media tools as each day brings new forms of social media. Thus, an increasing number of public relations practitioners find opportunities in the blogosphere; blogs have emerged as a new venue for public relations.

Innovation in content in the past has been centred on distribution, not content, people moved from books to blogs because they were easier and faster to access, and that same reason drove people to move into social media, which gave users an easier way to distribute their thoughts. The downside to social media however, is that it's becoming noisy, hence, your content is being distributed alongside memes, links, and videos, this brought back the need for a social network that doesn't compromise on quality, and that's exactly the future of blogging, a blogging platform that is both social in distribution, and qualitative in context.

Bibliography

[1] Albrycht, E. (2004). Turning blogs into useful communication tools.
[2] AO Larsson, S. H. (2011). Blogs and blogging: Current trends and future directions. First Monday.
[3] Arther, J. (2014). Corporate blogs as a public relation tool.
[4] aryan. (2014). bh hvbh.
[5] CC Shen, J. C. (2009). The effect of community identification on attitude and intention toward a blogging community. Internet Research.
[6] Chauhan, D. P. (2014). Role of corporate blogs in branding.
[7] Chung, L. P. (2013). The blogospehere and public relations investigating practitioners' roles and blog use.
[8] DK Wright, M. H. (2008). How blogs and social media are changing public relations and the way it is practiced. Public relations journal.
[9] Duke, S. (2008). Educating public relations students to enter the blogosphere: Results of a Delphi study. Journalism & Mass Communication Educator.
[10] Gleeson, B. (2013). How blogging changed the PR game.
[11] JA Ledingham, S. B. (2000). Public relations as relationship management: A relational approach to the study and practice of public relations.
[12] James, R. F. (2013). Why are PR agencies blogging? An exploratory study of the blogging practices of public relation agencies.
[13] Kang, M. (2009). Measuring social media credibility: A study on a Measure of Blog Credibility.
[14] Kent, M. L. (2006). Turning blogs into useful communication tools. .
[15] Kent, M. L. (2008). Using social media dialogically: public relation's role in reviving democracy.
[16] Ki, E.-J. (2012). The status of online public relations research: An analysis of published articles in 1992–2009. Journal of Public Relations Research.
[17] L Efimova, J. G. (2007). Crossing boundaries: A case study of employee blogging.

[18] Macnamara, J. (2010). Public relations and the social: How practitioners are using, or abusing, social media. Asia Pacific Public Relations Journal.

[19] mishra, n. (2012). blogjihndfjndfijgn.

[20] N Eyrich, M. P. (2008). PR practitioners' use of social media tools and communication technology. Public relations review.

[21] Ojala, M. (2005). Blogging: For knowledge sharing, management and dissemination. Business information review.

[22] R Nacht, P. C. (2009). Realty Blogging Build Your Brand and OutsmartYour Competition. Retrieved from citeulike.org.

[23] T Kelleher, B. M. (2006). Organizational blogs and the human voice: Relational strategies and relational outcomes. Journal of Computer-Mediated .

[24] Wallace wood, r. b. (2011). Blogs and business; opportunities and headaches.

[25] Wright, D. K. (2007). Examining the increasing impact of social media on public relations practice.

Hyperreality and Simulacrum: Jean Baudrillard and European Postmodernism

Ryszard W. Wolny

Institute of English and American Studies

University of Opole, Poland

Abstract

The aim of this paper is to present and explore one of the most fundamental concepts of postmodernity, that is, Jean Baudrillard's elaboration of the ideas of hyperreality and simulacrum that characterise today's global consumer culture in which the image of the product is more significant that the product itself. Some attention has also been devoted to European postmodernism, Jean-François Lyotard's concept of the postmodern articulated in his renown book, *The Postmodern Condition*, in particular, and the merging of high and popular cultures to form consumer culture of late capitalism.

Keywords: Jean Baudrillard, hyperreality, simulacrum, postmodernity, consumer society

Introduction

The contemporary world cannot be properly understood without the knowledge of the profound intellectual changes that occurred in the 1960s in Europe and particularly in France.

Broadly speaking, the 20th century witnessed the rise of structuralism and, in its second half – its corrected form, poststructuralism, alongside the emergence of what we now term postmodernity and the postmodern. There is, however, no universal agreement as to what the latter terms really denote; nonetheless, for the purpose of this paper, I shall concentrate on just a few characteristic features that may prove significant for the further discussion, one of which is the power of the image and simulacrum within consumer culture that dominated the post-industrial era. Even though most of the attention has been paid to Jean-François Lyotard's celebrated statement of postmodernity's suspicion of grand narratives, I agree with Wolfreys et al (2006) in saying that

[t]he idea of a postmodern era is also provisionally defined by the advent of **tele-technologies**, the emergence of globalisation and post-industrial society, and the power of the image and **simulacrum** within consumer culture, where images such as the Coke or Nike logos assume greater significance in themselves than any real product or reality to which they might refer. (80, bold in original)

Therefore, what we witness today is, fundamentally, the rejection and erasure of the original to the advantage of the copy, the image, the visual. The advent of the tele-technologies and their ascendancy over the minds of billions of consumers across the globe makes human life multidimensional not just in terms of conventional 3D technologies but in terms of other realities – hyperrealities – such as virtual reality or extended/augmented reality; hence a need to re-define the ideas of human life and its reality.

Jean Baudrillard

Jean Baudrillard's published work emerged as part of a generation of French thinkers including Jean-François Lyotard, Gilles Deleuze, Michael Foucault, Jacques Derrida and Jacques Lacan who all shared an interest in semiotics, and he is often seen as a part of the poststructuralist philosophical school. In common with many post-structuralists, his arguments consistently draw upon the notion that signification and meaning are both only understandable in terms of how particular words or signs interrelate. Baudrillard thought, as do many post-structuralists, that meaning is brought about through *systems* of signs working together. Following on from Ferdinand de Saussure, Baudrillard argued that meaning (value) is created through difference—through what something is not. In fact, he viewed meaning as near enough self-

referential: objects, images of objects, words and signs are situated in a web of meaning; one object's meaning is only understandable through its relation to the meaning of other objects.

From this starting point Baudrillard theorised broadly about human society based upon this kind of self-referentiality. His writing portrays societies always searching for a sense of meaning—or a total understanding of the world—that remains consistently elusive. In contrast to poststructuralism and Michel Foucault, for whom the formations of knowledge emerge only as the result of relations of power, Baudrillard developed theories in which the excessive, fruitless search for total knowledge leads almost inevitably to a kind of delusion. In Baudrillard's view, the (human) subject may try to understand the (non-human) object, but because the object can only be understood according to what it signifies (and because the process of signification immediately involves a web of other signs from which it is distinguished) this never produces the desired results. The subject is, rather, *seduced* (in the original Latin sense, *seducere*, to lead away) by the object. He argued therefore that, in final analysis, a complete understanding of the minutiae of human life is impossible, and when people are seduced into thinking otherwise they become drawn toward a "simulated" version of reality, or, to use one of his neologisms, a state of hyperreality. (wikipaedia)

Hyperreality vs Reality

In hyperreality, the "original" version of an object has no real significance since it belongs to a different realm and therefore loses its referential value. This is not to say that the world becomes unreal, but rather that the faster and more comprehensively societies begin to bring reality together into one supposedly coherent picture, the more insecure and unstable it looks and the more fearful societies become. Reality, in this sense, dies out. As Baudrillard defined it, hyperreality is "the meticulous reduplication of the real, preferably through another, reproductive medium, such as photography" (in Wolfreys et al 52), and that is what happens in contemporary consumer culture: the picture of a product – also a rock star or a film celebrity – is more important than the original since the context – the environment – adds to the value of the "original" product either in the form of "photo shop," clearing off all imperfections of the face, or through extensive (and expensive) product placement campaigns, advertisements, billboards, public relations programmes, etc.

Baudrillard argued that the excess of signs and of meaning in late 20th century global society had caused, quite paradoxically, an effacement of reality. In this world neither liberal nor Marxist utopias are any longer believed in. We live, he argued, not in a global village, to use Marshall McLuhan's phrase, but rather in a world that is ever more easily petrified by even the smallest event. Because the global world operates at the level of the exchange of signs and commodities, it becomes ever more blind to *symbolic* acts such as, for example, terrorism. In Baudrillard's work the symbolic realm (which he develops a perspective on through the anthropological work of Marcel Mauss and Georges Bataille) is seen as quite distinct from that of signs and signification. Signs can be exchanged like commodities; symbols, on the other hand, operate quite differently: they are exchanged, like gifts, sometimes violently as a form of potlatch[1]. Baudrillard, particularly in his later work, saw the global society as without this symbolic element, and therefore symbolically (if not militarily) defenceless against acts such as the Rushdie Fatwa or, indeed, the 9/11 attacks against the United States and its military and economic establishment. In his provocative book of 1991, *The Gulf War Did Not Take Place*, Baudrillard attempted to demonstrate that contemporary wars are being fought as much on the battlefields as on television, and thus one cannot dissolve the physical reality from its media representation, particularly in the context of military operations and their political and ideological motivations. He writes:

Non-war is a terrible test of the status and the uncertainty of politics, just as a stock market crash (the speculative universe) is a crucial test of the economy and of the uncertainty of economic aims, just as any event whatever is a terrible test of the uncertainty and the aims of information. Thus "real time" information loses itself in a completely unreal space, finally furnishing the images of pure, useless, instantaneous television where its primordial function irrupts, namely that of filling a vacuum, blocking up the screen hole through which escapes the substance of events. (30-31)

---

[1] In his book, *The Gift*, the French ethnologist, Marcel Mauss used the term potlatch to refer to a whole set of exchange practices in tribal societies characterized by "total prestations," i.e., a system of gift giving with political, religious, kinship and economic implications. These societies' economies are marked by the competitive exchange of gifts, in which gift-givers seek to out-give their competitors so as to capture important political, kinship and religious roles.

This severe criticism of hyperreality created by television and of information provided in "real time," in particular, was supposed to be, undoubtedly, Baudrillard's political and cultural declaration that, in fact, it is the media – not the governments – that have most power in the western world:

 The media promote the war, the war promotes the media, and advertising competes with the war. Promotion is the most thick-skinned parasite in our culture. It would undoubtedly survive a nuclear conflict. It is our Last Judgement. But it is also like biological function: it devours our substance, but it also allows us to metabolise what we absorb, like a parasitic or intestinal flora, it allows us to turn the world and the violence of the world into a consumable substance. So, war or promotion? (31)

This attack on the media that promote the war by broadcasting it only proves their complete control over the "real time" and the "real reality," thus arguing for these specifically late 20th-century phenomena of hyperreality and the image of what once was called reality, i.e., simulacrum.

Simulacrum

Simulacrum (simulacra, in plural) is the term closely associated with the work of Jean Baudrillard and which, roughly, denotes likeness or/and similarity. At first, around the 16th century when it entered the English language, it was used to stand for a representation of a superior kind such a statue of a divinity and, then, around the close of the 19th century, its meaning considerably deteriorated to become synonymous with an inferior image lacking the quality of the original. In *Key Concepts in Literary Theory* (2006), Wolfreys et al argue that the term is bound up in Baudrillard's "reality effect," that

relates to the ways in which reality is often established and becomes replaced for some individuals and cultures through hyperreal media such as photography, film and other media; hence, simulacrum refers to the image, representation or reproduction of a concrete other in which the very idea of the real is no longer the signified of which the simulacrum is the signified. (92)

They also speak of the process connected with simulacrum and simulacra, that is, simulation:

Simulation, the process whereby simulacra assume their function, belongs to what Baudrillard terms the 'second order': there is no anterior 'real' only coming into being through the cultural dissemination of images (such as those of advertising) or simulacra. (92)

Simulation is, thus, the process of de-realisation of reality into simulacra, or inferior representations, which, on the other hand, signifies postmodern tendency to seriously question the idea of a beginning and origin. This clearly anti-Platonic stance stands in a stark contrast to what Plato and his followers believed, i.e. the superiority of an idea over reality, which is then copied or imitated by artists. Platonism has set the centuries-long European tradition of hierarchical opposition between nature and civilisation and the real and its image. But what when there is no real at all? In "Simulacra and Simulation," Baudrillard gives an answer:

When the real is no longer what it used to be, nostalgia assumes its full meaning. There is a proliferation of myths of origin and signs of reality; of second-hand truth, objectivity and authenticity. There is an escalation of the true, of the lived experience; a resurrection of the figurative where the object and substance have disappeared. And there is a panic-stricken production of the real and the referential. This is how simulation appears in the phase that concerns us: a strategy of the real, neo-real and hyperreal, whose universal double is a strategy of deterrence. (*Selected Writings* 166-184)

Like in Derrida's deconstructivist strategy, meaning is deterred, endlessly postponed, suspended and undecided.

On Unrepresentabilty of Divinity

Baudrillard also discussed the idea of God's representation as the most traditional area of simulation and, at the same time, the most dangerous one since if God had been represented in pictures, portraits, paintings, i.e. as a simulacrum, it meant that he had never existed as real in real time and space:

Outside of medicine and the army, favored terrains of simulation, the affair goes back to religion and the simulacrum of divinity: "I forbade any simulacrum in the temples because the divinity that breathes life into nature cannot be represented." Indeed it can. But what becomes of the divinity when it reveals itself in icons, when it is multiplied in simulacra? Does it remain the supreme authority, simply incarnated in images as a visible theology? Or is it volatilized into simulacra which

alone deploy their pomp and power of fascination—the visible machinery of icons being substituted for the pure and intelligible Idea of God? This is precisely what was feared by the Iconoclasts, whose millennial quarrel is still with us today. Their rage to destroy images rose precisely because they sensed this omnipotence of simulacra, this facility they have of erasing God from the consciousnesses of people, and the overwhelming, destructive truth which they suggest: *that ultimately there has never been any God; that only simulacra exist*; indeed that God himself has only ever been his own simulacrum. Had they been able to believe that images only occulted or masked the Platonic idea of God, there would have been no reason to destroy them. One can live with the idea of a distorted truth. But their metaphysical despair came from the idea that the images concealed nothing at all, and that in fact they were not images, such as the original model would have made them, but actually perfect simulacra forever radiant with their own fascination. But this death of the divine referential has to be exorcised at all cost. (169, emphasis added)

In this sense, we may argue after Baudrillard, religion becomes the most primitive, primordial form of simulation, and divinities have been the oldest form of simulacra. Interestingly enough, in Baudrillard's view, iconolaters have to be considered as possessing the most modern (today we would say – postmodern) minds since,

underneath the idea of the apparition of God in the mirror of images, they already enacted his death and his disappearance in the epiphany of his representations (which they perhaps knew no longer represented anything, and that they were purely a game, but that this was precisely the greatest game—knowing also that it is dangerous to unmask images, since they dissimulate the fact that there is nothing behind them). (170)

Yet, as Baudrillard argues, the power has remained with the images as the "murderers" of the real, "murderers of their own model as the Byzantine icons could murder the divine identity" (170), emphasising the significance of representation that a sign referred directly to its underlying concept (meaning) and that God, for instance, was supposed to guarantee this exchange:

But what if God himself can be simulated, that is to say, reduced to the signs which attest his existence? Then the whole system becomes weightless; it is no longer anything but a gigantic simulacrum: not unreal, but a simulacrum, never again exchanging for what is real, but exchanging in itself, in an uninterrupted circuit without reference or circumference. (171)

This self-propelled machine of signification's self-exchange does not refer to anything beyond itself (Derrida will argue later that there is no outside of the text); hence this assertion that the whole of signification is "an uninterrupted circuit without reference or circumference." And that sound very much postmodern.

The Postmodern

It is, indeed, a daunting task to define the postmodern and postmodernism since, by its very nature, the postmodern evades any conclusive statements and canonical truths about itself, thus any definition of the postmodern would be very much a denial of itself and, in fact, anti-postmodern. Nevertheless, for the purpose of this brief paper, I shall try to find some common premises from which the postmodern stems and group them in more or less coherent whole as fragments of the great unknown and the unknowable.

The starting remark will be ideological. In the prevailing view of the artists and critics working in the late 1950s and the early 1960s, such as Susan Sontag and Leslie Fiedler, modernism was too canonical and, to a great extent, represented the bourgeois culture of the modern capitalist world. The power of the modernist icons, James Joyce, T.S. Eliot, Virginia Woolf, D.H. Lawrence, for instance, instead of shocking and disturbing the petrified social hierarchy and middle-class values, made them classical, canonical and high culture (which they in fact still are today!). For the young generation of the 1960s, the post-war generation of baby-boomers, the dead classics became a burden too heavy to bear, particularly in the face of the decline of the university and the shift towards the mass and consumer culture. The result was a new phase of Marxist commodity fetishism, a fascination for images and the visual, the implosion of meaning, fragmentation of the self, de-centering of the subject and the collapse of the cultural hierarchies.

Another point of significance is the moment when the post-moderns decided to abolish, or at least to blur, the difference between the high, elitist culture of modernism and the low, popular one of the current times. As Storey (1999) has it,

[t]he postmodernism of the 1960s was therefore in part a populist attack on the elitism of modernism. It signalled a refusal of what Andreas Huyssen calls 'the great divide … [a] discourse which insists on the categorical; distinction between high art and mass culture'. Moreover, according to Huyssen, 'To a large extent, it is by the distance we have travelled from this

"great divide" between mass culture and modernism that we can measure our own cultural postmodernity.' In spite of this, or perhaps because of it, […], postmodernism signifies a culture of kitsch, when measured against the supposedly 'real' culture of modernism. (148)

This "real" culture of modernism has, in the process of incessant simulation, been re-duplicated to become "non-real," comic, imaginary. Andy Warhol, the icon of American pop art, saw commercial art as real art and real art as commercial one since he believed that art had always been in the possession of the ruling class and in the post-war America, as opposed to Britain and the rest of Europe, the ruling class was different and as was its taste and wealth. The practical example of the merging of "high" and "low" cultures was the fact that the artist, Andy Warhol, designed the Rolling Stones' album *Sticky Fingers* and another artist, Peter Blake – the Beatles' *Sergeant Pepper's Lonely Hearts Club Band* album, thus proving that pop music and pop art have the identical artistic and commercial aims.

Finally, the theorist who introduced the term "postmodernism" into circulation was the Frenchman, Jean-François Lyotard, whose book, *The Postmodern Condition*, published in France in 1979 and then translated into English in 1984, has been considered to found the principles of the movement. For Lyotard, the postmodern condition was marked with the crisis of the status of knowledge expressed as incredulity towards metanarratives (also called grand narratives) like Christianity, liberalism (and later, neo-liberalism), Marxism, etc., with their privileged truths to tell. Instead, what becomes more and more audible are the so far stifled voices from the margin, advocating for difference, diversity and heterogeneity. In a similar way, Lyotard is sceptical of and suspicious to science that, in an aftermath of the Enlightenment, offers the best and the only path to the emancipation of humanity, thus assuming itself the status of a metanarrative. So does the higher education, which is the product of capitalism and the subject to market economy and is judged on the basis of its performativity (like science) and not by the ideals it is supposed to instil in students. Knowledge and universities are no longer seen as an end in themselves but as a means to an end. And, as Lyotard concludes on a brighter note, postmodernism breaks with one modernism to form a new modernism, arguing that a work can become modern only if it is first postmodern.

References

[1] Baudrillard, Jean. Simulacra and Simulation. *Selected Writings*. Ed. Mark Poster. Stanford: Stanford University Press, 1988: 166-184. Print.

[2] Baudrillard, Jean. *The Gulf War Did Not Take Place*. Trans. and Intr. Paul Patton. Bloomington and Indianapolis: Indiana University Press, 1991. Print.

[3] Bennett, Andrew and Nicholas Royle. *Introduction to Literature, Criticism and Theory*. 2nd Edition. London and New York: Prentice Hall, 1999. Print.

[4] Jean Baudrillard. Wikipaedia. *En. Wikipaedia*.org. web. 16 Apr 2017. Web.

[5] Lyotard, Jean-François. T*he Postmodern Condition: A Report on Knowledge*. Trans. Geoffrey Bennington and Brian Massumi. Minneapolis: University of Minnesota Press, 1984 [*La Condition postmoderne: Rapport sur le savoir*. Paris: Éditions de Minuit, 1979]. Print.

[6] Storey, John. *Cultural Theory and Popular Culture. An Introduction*. London and New York: Routledge, 1999. Print.

[7] Wolfreys, Julian, Ruth Robbins and Kenneth Womack. *Key Concepts in Literary Theory*. 2nd Edition. Edinburgh: Edinburgh University Press, 2006. Print.

The Decision-Making Approach Based on the Combination of Entropy and Rov Methods for the Apple Selection Problem

Ayşegül Tuş Işık

Department of Business Administration, Pamukkale University,

Esra Aytaç Adalı

Department of Business Administration, Pamukkale University, Denizli, Turkey,

Abstract

Apple juice concentrate is the second consumed fruit juice all around the world, behind the orange juice concentrate. The characteristics of the apple juice concentrate namely the acidity level and the sweetness of the processed product vary depending on the variety of the apple. So the selection of the most appropriate apple among the alternatives in the fresh market is not easy task for food companies. This selection may be handled as Multi Criteria Decision Making (MCDM) problem. This paper presents the new decision making approach based on two MCDM methods, Entropy and ROV (Range of Value), for the apple selection problem of a food company that produces apple juice concentrate. Entropy method determines the weights of the criteria whereas ROV method ranks the alternatives. The invention of this paper is Entropy and ROV are combined firstly in the literature.

Keywords: MCDM, Entropy, ROV, apple selection

1. Introduction

Apples are more widely grown than any other fruits; hundreds of apple cultivars are grown all around the world (Root, 1996). While some apple cultivars are grown exclusively for use in processing, some of them are used in processed products. Perfectly good fruit from the commercial fresh market cultivars are used for processing. In other words only sound, ripe fruit should be used for further processing because decay, damage, maturity, firmness, colour, soluble solids, acids and tannins of the fruit affect the quality of the product. So selecting apple for the food companies is difficult because of these various criteria that influence the companies to make this decision (Bates et al., 2001). In the literature, Multi Criteria Decision Making (MCDM) methods have not been yet applied to the apple selection problem of the food companies. In this paper, Entropy and ROV (Range of Value) methods are combined for selecting the most appropriate apple for the food company to make apple juice concentrate. The weights of the criteria are determined with Entropy method and the ranking of the alternatives are determined with ROV method.

The rest of this paper is organized as follow. In Section 2, the new combined decision making approach based on Entropy and ROV methods is introduced. In Section 3, this approach is applied to the apple selection problem of a food company. In Section 4 the results of the application are presented and recommendations for future studies are discussed.

2. The New Combined Decision Making Approach

The new combined decision making approach starts with identification of the problem and the selection of decision makers. Then the criteria and alternatives associated with the problem are determined and necessary data are gathered. Entropy and ROV methods are applied for determining the weights of the criteria and determining the ranking of the alternatives respectively. The procedure of the selection problem is shown in Figure 1 as a flowchart.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3
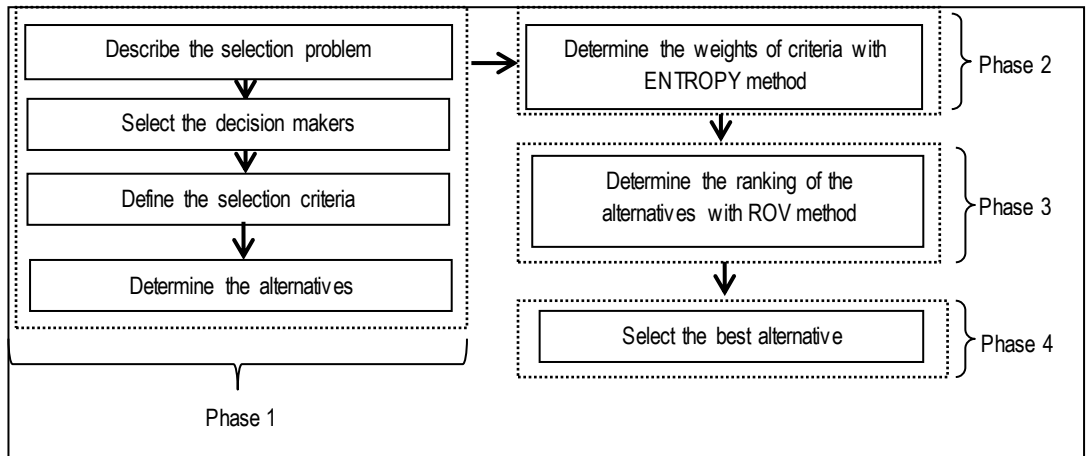
Figure 1. The procedure of the proposed decision making approach

2.1. Entropy Method

Entropy method is a measure of uncertainty in information formulated in terms of probability theory. It was initially derived from thermodynamics by Rudolph Clausius (1865) and used to describe the irreversible phenomenon of a motion or a process (Mon et al., 1994). The concept of information entropy was first introduced by Claude E. Shannon (1948). Nowadays, it has been widely used in engineering, economy, finance etc. Information entropy is the measurement of the disorder degree of a system. It can measure the amount of useful information with the data provided. When the difference of the value among the evaluating objects on the same indicator is high, while the entropy is small, it illustrates that this indicator provides more useful information, and the weight of this indicator should be set correspondingly high. On the other hand, if the difference is smaller and the entropy is higher, the relative weight would be smaller. Hence, the entropy theory is an objective way for weight determination (Zou et al., 2006).

In the literature Entropy method and its extensions have been employed to solve MCDM problems. Mon et al. (1994) used fuzzy AHP (Analytic Hierarchy Process) based on entropy weight for evaluating weapon system. Deng et al. (2000) suggested that the modified TOPSIS (Technique for Order Preference by Similarity to Ideal Solution) approach with objective weights obtained from the Entropy method is suitable for the inter-company comparison problem examined. Zou et al. (2006) determined the weight of evaluating in fuzzy synthetic evaluation for water quality assessment indicators with Entropy method. Li et al. (2011) applied entropy weight and TOPSIS method in safety evaluation of coal mines. Shemshadi et al. (2011) applied a fuzzy VIKOR (Vise Kriterijumska Optimizacija I Kompromisno Resenje) method for supplier selection based on entropy measure for objective weighting. Zhengyuan et al. (2011) used entropy weight fuzzy comprehensive model for the evaluation research of regional power grid companies' operation capacity. Zhang et al. (2011) combined IEW (Information Entropy Weight) with TOPSIS method for the evaluation of tourism destination competitiveness in the Yangtze River Delta of China. Wu et al. (2011) proposed an approach based on information entropy theory instead of calculating the average cross efficiency scores. Safari et al. (2012) applied PROMETHEE (Preference Ranking Organization METHod for Enrichment of Evaluations) method based on entropy weight for supplier selection. Pani et al. (2012) proposed a heuristic method AET as a combination of AHP, Entropy and TOPSIS to select the best supplier. Li et al. (2014) proposed a customer satisfaction evaluation method for customized product development using entropy weight and AHP. Islamoglu et al. (2015) measured the financial performance of real estate investment trusts by using entropy based TOPSIS. Liu et al. (2015) presented a novel approach for failure mode and effects analysis based on combination weighting and fuzzy VIKOR method. Combination of fuzzy AHP and Entropy method was applied for risk factor weighting. Fuzzy VIKOR method was used to determine the risk priorities of failure modes. Xu et al. (2016) proposed the SWOT (Strengths, Weaknesses, Opportunities, Threats) –TOPSIS integrated model combined with AHP and Entropy method for the development strategy of China's rural drinking water.

The application steps of Entropy method are presented in the following (Li et al., 2011). Firstly it is assumed that there is a set of m feasible alternatives, A_i (i = 1,2,…,m) and n evaluation criteria C_j (j = 1,2,…,n) in the problem.

Step 1: The decision matrix X which shows the performance of different alternatives with respect to various criteria is formed.

$$X = \left[x_{ij}\right]_{mxn} = \begin{bmatrix} x_{11} & x_{12} & \cdots & x_{1n} \\ x_{21} & x_{22} & \cdots & x_{2n} \\ \vdots & \vdots & \ddots & \vdots \\ x_{m1} & x_{m2} & \cdots & x_{mn} \end{bmatrix} \text{ (i = 1,2…,m; j = 1,2,…,n)} \tag{1}$$

x_{ij} presents the performance value of ith alternative on jth criterion.

Step 2: The decision matrix is normalized. Beneficial (maximization) and non-beneficial (minimization) criteria are normalized by Eq. (2) and Eq. (3) respectively. To have the performance measures comparable and dimensionless, all the entries of the decision matrix are linear normalized using the following two equations:

$$r_{ij} = \frac{x_{ij} - \min(x_{ij})}{\max(x_{ij}) - \min(x_{ij})} \qquad \text{i = 1, 2,…,m and j = 1, 2,…,n} \tag{2}$$

$$r_{ij} = \frac{\max(x_{ij}) - x_{ij}}{\max(x_{ij}) - \min(x_{ij})} \qquad \text{i = 1, 2,…,m and j = 1, 2,…,n} \tag{3}$$

Step 3: Entropy values (e_j) are determined for each criterion.

$$e_j = -\frac{\sum_{i=1}^{m} f_{ij} \ln f_{ij}}{\ln m} \qquad \text{i = 1, 2,…,m and j = 1, 2,…,n} \tag{4}$$

where $f_{ij} = \dfrac{r_{ij}}{\sum_{i=1}^{m} r_{ij}}$ and $0 < e_j < 1$.

If f_{ij} are all the same, then the entropy values of each criterion is the maximum ($e_j = 1$). If f_{ij} is 0, then $f_{ij} \ln f_{ij}$ is 0 (Wu et al., 2011).

Step 4: Entropy weights (w_j) are calculated.

$$w_j = \frac{1 - e_j}{n - \sum_{i=1}^{m} e_j} \quad \text{where } \sum_{j=1}^{n} w_j = 1 \tag{5}$$

$(1 - e_j)$ represents the inherent contrast intensity of each criterion. In other words it is the degree of divergence of the intrinsic information of each criterion. If $(1 - e_j)$ is normalized, then the final weights of each criterion can be obtained. The entropy weight is a parameter that describes the importance of the criterion. The smaller the value of the entropy, the larger the entropy-based weight, then the specific criterion provides more information and this criterion becomes more important than the other criteria in the decision making process (Wu et al., 2011).

2.2. ROV Method

The ROV (Range of Values) method was proposed by Yakowitz et al. (1993). It requires only ordinal specification of criteria importance from a decision maker. Thus, in situations where decision makers are facing problems in supplying quantitative weights, the application of the ROV method can be particularly useful. The ROV method calculates the best and worst utility for each alternative. This is achieved by maximizing and minimizing a utility function (Hajkowicz and Higgin, 2008). This

method computes all the possible combinations of cardinal values for indicator weights which are consistent with the decision maker's ordinal weighting and computes the range of possible values for the final score.

In the literature ROV method has very limited applications. It has been applied to problems of watershed management by Yakowitz and Lane (1997) and Yakowitz and Hipel (1997) (Hajkowicz and Higgin, 2008). Salazar et al. (1998) compared three MCDM methods; ELECTRE (Elimination Et Choix Traduisant la Realité) II, Q-analysis and ROV for a water management problem in an irrigation district in Mexico. Hajkowicz and Higgins (2008) applied SAW (Simple Additive Weighting), ROV, PROMETHEE II, Evamix (Evaluation of Mixed Data) and compromise programming methods to six water management decision problems from the literature and suggested that more emphasis has to be given on the initial structuring of the decision problem, involving choosing the relevant criteria and alternative decisions. Athawale and Chakraborty (2011) considered ten MCDM methods including ROV method and their relative performance for the robot selection problem. Jha et al. (2013) used ROV method for supplier selection. Madić et al. (2015) proposed a ROV-based Taguchi methodology is for multi-objective optimization of laser cutting. Madić et al. (2016) used ROV method for solving the cutting fluid selection problems.

In ROV method it is also assumed that there is a set of m feasible alternatives, A_i (i = 1,2,…,m) and n criteria C_j (j = 1,2,…,n). The application steps of ROV method are presented in the following (Madić and Radovanović, 2015; Hajkowicz and Higgin, 2008):

Step 1: The decision matrix X which shows the performances of different alternatives with respect to various criteria is formed. The decision matrix is presented in Eq. (1).

Step 2: The decision matrix is normalized by using Eq. (2) and Eq. (3) for beneficial and non-beneficial criteria respectively.

Step 3: The best and worst utility for each alternative are calculated. This is achieved by maximizing and minimizing a utility function. For a linear additive model, the best utility (u_i^+) and the worst utility (u_i^-) of ith alternative are obtained using the following equations:

Maximize: $$u_i^+ = \sum_{j=1}^{n} r_{ij} w_j \tag{6}$$

Minimize: $$u_i^- = \sum_{j=1}^{n} r_{ij} w_j \tag{7}$$

where w_j (j=1,…,n) are criteria weights which satisfy $\sum_{j=1}^{n} w_j = 1$ and $w_j \geq 0$

If $u_i^- > u_i^+$, then alternative i outperforms alternative i' regardless of the actual quantitative weights. If it is not possible to differentiate the alternatives on this basis then a scoring can be attained from the midpoint, which can be calculated as:

$$u_i = \frac{u_i^- + u_i^+}{2} \tag{8}$$

In this final step the complete ranking of the alternatives is obtained on the basis of u_i values. Thus, the best alternative has the highest u_i value and the worst alternative has the lowest u_i value.

3. Application

In this section, in order to demonstrate the applicability of the Entropy and ROV methods, apple selection problem of a food company is considered. This company operates in Denizli and processes apples for apple juice concentrate. In this company the staffs from the quality control laboratory is responsible from finding apples from the regions around and analyze them if they suitable or not. Firstly they consider five criteria affecting their selection decision as acidity (C_1, gr/lt), brix (C_2), decay (C_3, %), foreign material (C_4, %) and cost (C_5, TRY). Among these criteria C_2 is the beneficial criterion where higher values are desirable; C_1, C_3, C_4 and C_5 are non-beneficial criteria where smaller value is always preferred.

Considering these criteria the staffs from the quality control laboratory of the food company determines 4 different apples growing in different regions (A_1, A_2, A_3, A_4) for making apple juice concentrate. After making necessary analysis they form the decision matrix of the apple selection problem. Table 1 shows the decision matrix.

Table 1. Decision matrix

	C_1	C_2	C_3	C_4	C_5
A_1	3,6	20	2	0,3	0,16
A_2	3,4	16	2	0,1	0,19
A_3	3,2	20	5	0,2	0,14
A_4	3	17	3	0,5	0,14

3.1. Application of Entropy Method

In this section the weights of each criterion are determined by the Entropy method. Firstly, the decision matrix is normalized by using Eq. (2) and Eq. (3) for beneficial and non-beneficial criteria respectively and shown in Table 2. Then the entropy values are determined for each criterion and entropy weights are calculated by using Eq. (4) and Eq. (5).

Table 2. Normalized decision matrix

	C_1	C_2	C_3	C_4	C_5
A_1	0,0000	1,0000	1,0000	0,5000	0,6000
A_2	0,3333	0,0000	1,0000	1,0000	0,0000
A_3	0,6667	1,0000	0,0000	0,7500	1,0000
A_4	1,0000	0,2500	0,6667	0,0000	1,0000

Table 3. Entropy values and entropy weights

	C_1	C_2	C_3	C_4	C_5
Entropy values (e_j)	0,7296	0,6961	0,7806	0,7652	0,7743
Entropy weights (w_j)	0,2156	0,2423	0,1749	0,1872	0,1800

According to the Table 3, the C_2 (brix) is the most important criterion with the highest entropy weight. C_1 (acidity), C_4 (foreign material), C_5 (cost) and C_3 (decay) follow this criterion respectively.

3.2. Application of ROV Method

ROV method is used for ranking the alternatives. Firstly, the normalized decision matrix that is obtained by using Eq. (2) and Eq. (3) is used as shown in Table 2. Then the best and the worst utility functions for each alternative are calculated by using Eq. (6) and Eq. (7). The criteria weights derived from Entropy method is used while making these calculations. Finally, the u_i values of all alternatives with respect to the considered criteria are estimated by using Eq. (8). Table 4 exhibits results of the ROV method upon which complete ranking of the alternatives is obtained.

Table 4. Ranking of alternatives

Alternatives	u_i^+	u_i^-	u_i	Rank
A_1	0,2156	0,4528	0,3342	2
A_2	0,0000	0,5031	0,2516	4
A_3	0,2156	0,5211	0,3684	1

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

| A$_4$ | 0,0539 | 0,5750 | 0,3144 | 3 |

According to Table 4, the ranking of the alternatives is A$_3$>A$_1$>A$_4$>A$_2$. For this problem A$_3$ is the best alternative with the highest utility value and A$_2$ is the worst alternative with the lowest utility value.

4. Conclusion

In this paper the apple selection problem of the food company for the apple juice concentrate has been solved with the Entropy and ROV methods. After making necessary operations of these methods the best apple from different regions is determined. The Entropy method is used to determine the criteria weights and the ROV method is used to obtain complete ranking of alternatives. The Entropy and ROV methods provide some advantages to the decision makers. Entropy method measures the relative contrast intensities of the criteria to represent the average intrinsic information transmitted to the decision maker (Shemshadi et al., 2011). This method determines the weights of criteria objectively without considering the decision makers' preferences. So it can be particularly applicable for situations where reliable subjective weights cannot be obtained (Deng et al., 2000). According to the idea of information entropy, the number or quality of information acquired from decision making setting is one of the determinants of accuracy and reliability of decision making problem. Entropy is therefore a very good scale when it is applied to different cases of assessment or evaluation in different decision making process, and similarly, entropy can also be used to measure the quantity of useful information provided by data itself (Wu et al., 2011). On the other hand the ROV method calculates the best and worst utility for each alternative (Hajkowicz and Higgin, 2008). This method computes all the possible combinations of cardinal values for indicator weights which are consistent with the decision maker's ordinal weighting and computes the range of possible values for the final score.

Both methods are based on evaluation matrix and they can simultaneously consider any number of criteria and alternatives. So complex decision problems can be organized and solved in a consistent manner. They handle the beneficial and non-beneficial criteria in the problem separately. They contain simple computational procedure. So they are easy to apply to the many real life selection problems. These methods are suitable for the analysis of alternatives' performance with respect to various conflicting criteria both qualitative and quantitative. The combination of these two methods enables taking advantages of their strengths.

This paper shows that the Entropy and ROV methods are performed efficiently for the apple selection problem. In future studies, proposed combined approach may also be applied to other selection problems of the company. The number of the evaluation criteria and the alternatives may be changed according to the needs of the company. The weights of the criteria may be derived from different weighting methods. The ranking of the alternatives may be performed with other MCDM methods and the obtained results may be compared.

Acknowledgments

References

[1] Athawale, V. M., & Chakraborty, S. (2011). A comparative study on the ranking performance of some multi-criteria decision-making methods for industrial robot selection. International journal of industrial engineering computations, 2(4), 831-850.
[2] Bates R. P., Morris J. R. & Crandall P.G. (2001). Principles and practices of small-and medium-scale fruit juice processing, Food & Agriculture Org. Agricultural Services Bulletin, No. 146, Rome.
[3] Clausius, R. (1865). Ueber verschiedene für die Anwendung bequeme formen der Hauptgleichungen der mechanischen Wärmetheorie. Ann. Phys. Chem., 125, 53–400.
[4] Deng, H., Yeh, C. H., & Willis, R. J. (2000). Inter-company comparison using modified TOPSIS with objective weights. Computers and Operations Research, 27, 963–973.
[5] Hajkowicz, S., & Higgins, A. (2008). A comparison of multiple criteria analysis techniques for water resource management. European journal of operational research, 184(1), 255-265.
[6] Islamoglu, M., Apan, M., & Oztel, A. (2015). An evaluation of the financial performance of REITs in Borsa Istanbul: A case study using the entropy-based TOPSIS method. International Journal of Financial Research, 6(2), 124-138.
[7] Jha, G. K., Chatterjee, P., Chatterjee, R., & Chakraborty, S. (2013). Suppliers selection in manufacturing environment using Range of Value Method. i-Manager's Journal on Mechanical Engineering, 3(3), 15.
[8] Li, L., Liu, F., & Li, C. (2014). Customer satisfaction evaluation method for customized product development using Entropy weight and Analytic Hierarchy Process. Computers & Industrial Engineering, 77, 80-87.

[9]   Li, X., Wang, K., Liu, L., Xin, J., Yang, H., & Gao, C. (2011). Application of the entropy weight and TOPSIS method in safety evaluation of coal mines. Procedia Engineering, 26, 2085-2091.

[10]   Liu, H. C., You, J. X., You, X. Y., & Shan, M. M. (2015). A novel approach for failure mode and effects analysis using combination weighting and fuzzy VIKOR method. Applied Soft Computing, 28, 579-588.

[11]   Madić, M., Radovanović, M., & Manić, M. (2016). Application of the ROV method for the selection of cutting fluids. Decision Science Letters, 5(2), 245-254.

[12]   Madić, M., Radovanović, M., Coteata, M., Janković, P., & Petković, D. (2015). Multi-Objective optimization of Laser Cutting Using ROV-Based Taguchi Methodology. In Applied Mechanics and Materials, 809, 405-410. Trans Tech Publications.

[13]   Madić, M. & Radovanović, M. (2015). Ranking of some most commonly used nontraditional machining processes using Rov And Critic Methods, U.P.B. Sci. Bull., Series D, 77 (2), 193-204.

[14]   Mon, D. L., Cheng, C. H., & Lin, J. C. (1994). Evaluating weapon system using fuzzy analytic hierarchy process based on entropy weight. Fuzzy sets and systems, 62(2), 127-134.

[15]   Pani, M. R., Verma, R., & Sahoo, G. (2012). A heuristic method for supplier selection using AHP, entropy and TOPSIS. International Journal of Procurement Management, 5(6), 784-796.

[16]   Root W. H. (1996), Apples and Apples Processing", in Processing Fruits: Science and Technology, Edited by Somogyi LP, Barrett DM and Hui YH, Volume 2, CRC Press, Florida.

[17]   Safari, H., Fagheyi, M. S., Ahangari, S. S., & Fathi, M. R. (2012). Applying Promethee method based on entropy weight for supplier selection. Business management and strategy, 3(1), 97-106.

[18]   Salazar, R. Yakowitz, D. & Duckstein, L. (1998). Comparison of several multi-objective techniques to optimize water management in an irrigation district in Quanajuato, Mexico, Multiple Objective Decision Support Systems for Land, Water, and Environment, 1225.

[19]   Shannon C. E. (1948). A mathematical theory of communications. Bell Systems Technical Journal, 27(3), 379-423.

[20]   Shemshadi, A., Shirazi, H., Toreihi, M., & Tarokh, M. J. (2011). A fuzzy VIKOR method for supplier selection based on entropy measure for objective weighting. Expert Systems with Applications, 38(10), 12160-12167.

[21]   Wu, J., Sun, J., Liang, L., & Zha, Y. (2011). Determination of weights for ultimate cross efficiency using Shannon entropy. Expert Systems with Applications, 38(5), 5162-5165.

[22]   Xu, J., Feng, P., & Yang, P. (2016). Research of development strategy on China's rural drinking water supply based on SWOT–TOPSIS method combined with AHP-Entropy: A case in Hebei Province. Environmental Earth Sciences, 75(1), 58.

[23]   Yakowitz, D. S., Lane, L. J., & Szidarovszky, F. (1993). Multi-attribute decision making: dominance with respect to an importance order of the attributes. Applied Mathematics and Computation, 54(2-3), 167-181.

[24]   Yakowitz, D.S. & Hipel, K.W. (1997). Multiple objective decision making for Lokahi (balance) in environmental management. Applied Mathematics and Computation, 83, 97–115.

[25]   Yakowitz, D.S., Lane, L., 1997. Targeting farms to improve water quality. Applied Mathematics and Computation 83, 173–194.

[26]   Zhang, H., Gu, C. L., Gu, L. W., & Zhang, Y. (2011). The evaluation of tourism destination competitiveness by TOPSIS & information entropy –A case in the Yangtze River Delta of China. Tourism Management, 32(2), 443-451.

[27]   Zhengyuan, J., Chunmei, W., Zhiwei, H., & Gang, Z. (2011). Evaluation research of regional power grid companies' operation capacity based on entropy weight fuzzy comprehensive model. Procedia Engineering, 15, 4626-4630.

[28]   Zou, Z. H., Yi, Y., & Sun, J. N. (2006). Entropy method for determination of weight of evaluating indicators in fuzzy synthetic evaluation for water quality assessment. Journal of Environmental Sciences, 18(5), 1020-1023.

A Historic Journey of the Lahore City, to Attain Its Identity through Architecture

Najma Kabir

Associate Professor, Department of Architecture, University of South Asia, Lahore, Pakistan

Ghulam Abbas

Prof. Department of Architecture and Planning, University of Engineering & Technology Lahore, Pakistan

Khizar Hayat

Director Design, Central Design Office (WATER) Water and Power Development Authority, Lahore, Pakistan

Abstract

Lahore is a historical and the second largest city of Pakistan. It has a unique geographical location as it is located on the main trade and invasion routes to South Asia. Its history dates back to 1000BC, when its foundations were laid by the Hindu prince Loh, son of Rama Chandra. After the invasion of Mahmud of Ghazni in 1000AD, the city of Lahore has grown, flourished, suffered invasions and destruction, and yet survived through the Sultanate (1206-1524), the Mughal (1524-1712) and Sikh (1764-1849) periods with an uneven, yet unbroken, cultural evolution. This is evident in the form of monuments and artefacts that developed and evolved over time. The research paper discusses how architecture and contemporary arts in Lahore developed with time through the examples of representative buildings as case studies. It also discusses the impacts of cultural, religious and social factors on the art and architecture during different rules and how they are embodied in the city of Lahore to contribute towards its unique identity. The Mughals, who ruled for almost three centuries, were famous as great builders. They laid the infrastructure of Lahore and built finest architectural monuments. They were succeeded by the Sikh dynasty, but with minor architectural impacts. However on the palimpsest set by the Mughals, the British managed to transform the city of Lahore into modern lines. Hence, through the introduction of new building types, the British presented art and architectural style that was not known before to give Lahore a new identity.

Keywords: Lahore, Mughals, Ghazni, Sultanate, Loh

Introduction

Cities are an integral part of human history and most complex creation of mankind. They have existed in the past and shall continue to exist, define, script and showcase the unending story of human growth and development. The edifices of the city manifest their art and architecture in physical and tangible form. As the city develops, its unique and valuable identity, evolves over time. It reflects the rapid and constant changes to which it has been subjected to. Through its architecture and arts the city represents the cultural, historical, and economical characteristics embodied in it. In history, every great cultural movement is manifested in the physical form of buildings, so that the life style and aspirations of people of that particular area is revealed through them.

1.1 Lahore and its importance:

Lahore, being the second largest city of Pakistan, with a population around 9.25 million, has been the traditional capital of Punjab and cultural centre of northern India since thousand years. It extended till Peshawar in the North and Delhi in the South- East. The historic walled city of Lahore is situated one mile to the south of the River Ravi, and some 23 miles from the eastern border of the Punjab district. The temperature of Lahore is extreme reaching as high as 50º C in June and as low as 1º C in January (Thornton and Kipling, 1860).

1.2 Importance of Lahore's Geographical Location:

The Punjab is located at crossroads linking India and Central Asia on the East-West line, and the Arabian Sea in the South, and has thus seen an almost continuous flow of visitors, pilgrims and sadly invaders to the city. Nine different imperial Muslim dynasties have ruled in India. The invaders from Central Asia conquered this land one after the other and coming from northwest, heading towards Delhi. Lahore city was the first reward to be received by the invaders. It used to regain its status and prosperity as the rule of the intruders gained stability. Thus its prosperity ebbed and flowed as a result of the sovereign changes. Each conqueror initially brought death and destruction (Latif, 1892). The most important reason Lahore became prominent, however, was its role as an imperial capital within a regional urban network. From the period of the Ghaznavid dynasty circa 977-1186, for which, beginning in 1152, Lahore was the eastern capital, to the end of British rule on the Indian subcontinent in 1947 (Latif, 1892).
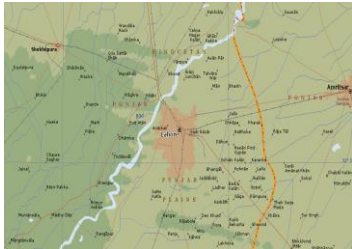
Figure 1. Location of Lahore in Punjab province
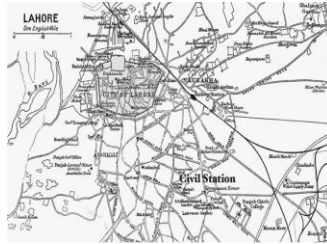
Figure 2. Guide Map of Lahore City

1.3 A brief History of Lahore:

Lahore is an historic city. It has a recorded history of about 1,000 years. Historically, the city dates back to the year 990 A.D. (Thornton, 1924). There are mentions about its existence in the documents of the second century A.D. and in Hindu legends of the pre-Christian era (Latif, 1892). Not only the Muslims, but people of different religions like the Hindus, Sikhs and the Christians have ruled in this area. Consequently, the evolution of Lahore city has arose with a specific culture and origin since antiquity (Thornton, 1924). But, it was the Turko Persian character that left durable and dominant effects on this city. It has been an important centre to control the surrounding territories and one way or the other, it has remained the centre of north western India, and now Pakistan.

2. Technique and Data Collection:

An area is identified through its culture, art and architectural style. Architecture of a city is the main tangible evidence and record of man's intellectual and cultural journey through the past. By the study of books and literature on Lahore, a historic review of the Lahore city through the timeline has been conducted to attain its unique identity through the architecture of buildings constructed during different dynasties ruling in Lahore. Hence, the conclusions have been drawn through the study of existing edifices in Lahore subsequent to their architectural analysis leading to the conclusive identity and uniqueness offered to the city. There were 283 historic building situated in city of Lahore.186 of these historical building are still existing. The list of these buildings was prepared from two books, Lahore-Architectural Remains (Latif, 1892), and "Tarikh-e-Lahore" (Hindi, 1884)**.**

Table 1. The Time Line of Lahore City:

Sr. No.	Date	Description
1	1000BC	Foundation of Lahore by Prince Loh, Son of Rama Chandra
2	630AD	A Great Brahman City according to Hieun Tsang
3	800~900AD	Under Brahman rule
4	975AD	Subuktagin, father of Mahmood Ghaznavid of Ghazni invades Lahore and defeats Raja Jaipal
5	1021AD	Mahmood Ghaznavid captures the city

6	1043AD	Hindu Rajas of Northern India lay siege to Lahore for seven months
7	1039~1099AD	Golden Rule of Ghaznavids under Zahir-ud-Din Ibrahim
8	1157~1186AD	Capital of Ghaznavids under twelfth Ghaznavid Emperor
9	1186~1206AD	Shahab-ud-Din Ghauri conquers Lahore
10	1241~1310AD	The Mongols ransack Lahore several times
11	1398AD	Timur Lenk "Temer Lane" plunders Lahore
12	1236~1526AD	The "Khilji, Tughlaq, Syed and Lodhi dynasties" succeed one another in Delhi till Babur captures
13	1524AD	Babur captures Lahore
14	1554AD	"Babar's son Humayun" returns in triumph after 14 years of exile
15	1556-1605	Akbar the Great ascends the throne and ruled till death
16	1606AD	Emperor Jahangir besieges Lahore
17	1622AD	Jahangir fixes his court in Lahore
18	1629AD	Shahjahan proclaimed emperor at Lahore
19	1629~1658AD	Lahore enjoys peace and prosperity under Ali Mardan and Wazir Khan, Governors of Emperor Shahjahan
20	1659AD	Emperor Aurangzeb enters Lahore
21	1712AD	Aurangzeb's dies at Lahore
22	1739AD	"Nadir Shah, the King of Persia" captures Lahore
23	1748-1767AD	Nadir's successor, Ahmad Shah Abdali invades Lahore eight times
24	1764-1794AD	Three Sikh Chiefs, "Lahna Singh, Sobha Singh and Gujjar Singh" occupy Lahore
25	1799-1839AD	Lahore under "Maharaja Ranjit Singh, the Sikh ruler of the Punjab"
26	1839-1848AD	Successors of Ranjit Singh
27	1849AD	Annexation of the Punjab by the British brings Lahore under their control
28	1857-1947AD	East India Company transfers its powers to the British crown and Lahore becomes part of the British Empire
29	1947AD	Pakistan came into existence

2.1 Chronology of ruling dynasties in Lahore:

Lahore was ruled over by 58 kings and their 170 governors from the earliest times known (990 AD.) to 1947 AD. This period is classified into 13 historical ruling periods, with their religion (Awan, 1989).

Table 2. Geological table with Details of Historical Rulers in Lahore. (999AD-1947)

Sr. No.	Rules	Religion	Period AD	No. of Years
1	Haj Dynasty	Idolaters	unknown-999	Not known
2	Hindu Shahiya Dynasty	Hindu	1014-1186	172
3	Ghaznavids	Muslim	1039-1186	103

4	Ghauris & Slave Dynasty	Muslim	1289-1321	32
5	Khiljis	Muslim	1321-1413	92
6	Tughlaqs	Muslim	1414-1448	34
7	Sayyeds	Muslim	1448-1526	78
8	Lodhis	Muslim	1014-1526	172
9	Afghans	Muslim	1540-1554	14
10	Mughals	Muslim	1524-1712	188
11	Sikhs	Sikh	1764-1849	85
12	The British	Secular	1849-1947	98
13	Pakistanis	Muslims	1947-2017 to date	64+

Indian subcontinent has had the history of different religions that prevailed in this land for different periods. The people of these religions like Idolaters, Hindu, Muslims, Sikhs and the British produced the architecture which was representation of their religion, culture and economy. The legend narrates that Lahore was founded by Hindu Prince, Loh, son of Rama and the hero of the Hindu epic, the Ramayana (Peck, 2015). Its evidence is the subterranean Temple located in northern part of Lahore Fort, and memoir of its ancient past credited to Rama (figure 3). Followers of religions like Hinduism, Sikhism and Islam produced architecture which represented their religion besides secular buildings like palaces, bridges, forts, etc. It is mostly the religious consciousness that has been emphasized through the treatment of the wall surfaces by these religions (Brown, 1942). The quality of the architecture is its spiritual content evident through the buildings. It is represented in concrete form through the prevailing religious consciousness of the people.

Figure 3. Temple of Loh in the Lahore Fort

Figure 4. Tomb of Malik Ayaz built circa 1040 (Rang Mahal Lahore)

Figure 5. Tomb of Sultan Qutb-ud-Din Aibak, Anarkali Lahore

2.2 Hindu Architecture: (1000 BC-1186AD)

The architecture of Hindu Temples comprised of a single chamber with a small entrance way attached, which was supported by one or two pair of columns. The traditional temple had many columned halls, tanks and courtyards having gigantic gateway towers to display the wealth and the power of the temple and its servants. The openings of the Temple were square headed, modified by introducing corbelled brackets at the corners, which continued above in the shape of pyramidal type roof. An immense attention was given to the ornamentation of the supporting columns of the temples and skilled masons had applied a great deal of innovation in the multiplication and outlining of the outer walls. It is mostly the religious consciousness that has been emphasized through the treatment of the walls' surfaces. Despite the fact that the name of Lahore has originated from the Hindu God, it has never been a major Hindu pilgrimage centre. An evidence of the Hindu Temple, named Temple of Loh is located in Lahore Fort (figure 3). Latif, a historian mentions the ancient origins of two *dharamsalas* in Ichra and another just south of the fort in old city, approached through steps down the street (Latif, 1892).

2.3 Islamic Period: (1186-1707 AD)

In 11th century the city was captured by Sultan Mahmud of Ghazni. He burnt and ruined the city after a long siege. Then in 1021, he appointed his slave, named Malik Ayaz as the first Muslim governor of Lahore. Ayaz rebuilt and repopulated the city and afterwards developed it into the capital of the Ghaznavid Empire of India. Under his rule, the city emerged as a main cultural and academic hub of north western India. In 1037–1040, he constructed a fort and added city gates to the city of Lahore. The tomb of Malik Ayaz can still be seen in the Rang Mahal commercial area of walled city (figure 4). The tomb is octagonal shaped having an arched opening of multi-foil arch, and surmounted by a semi-circular dome. It is constructed of brick and lime mortar and decorated with brick mouldings.

2.4 The Sultanate Period:

The Ghaznavids had been popular and tolerant rulers for over 150 years. In 1186, the city was taken over by Shahab ud Din Muhammad of Ghor, who ruined and conquered Lahore and then went on to seize Delhi. On his return to Ghor, he left his slave, Qutb-ud-Din-Aibak as the governor of this region. Sultan Qutb ud Din Aibak became the first Muslim King of South Asian territory in 1206 (Latif, 1892). During his rule, Lahore was known as the 'Ghazni of India'. After the fall of the Ghaznavid Empire, Lahore was ruled by various Turk dynasties known as the "Delhi Sultanate, including the Khiljis, Tughlaqs, Sayyid, Lodhis and Suris," till Lahore became part of India's Mughal Empire in 1524 (Walker, 1894, & Hodges, 1793).

2.5 The Mughal Period: (1524 -1712AD)

Among all the rulers, the Mughals have left their indelible influence on the art and culture of Lahore. During their rule of almost two centuries (185 yrs) (Sanders, 1933), they made Lahore almost the second capital of India. A traveler from Europe in seventeenth century, described Lahore as extensive and populous city, with bazars full of valuable goods (Nilson, 1968). The first Mughal Emperor, Babur captured Lahore in 1526. Later on, Lahore remained as capital of India for 14 years from 1584 to 1598 during the reign of Akbar (1556-1605), the 3rd Mughal Emperor. He rebuilt the already existing Fort and enclosed the city with burnt brick wall having 12 prestigious gates. Among these gates, the famous *Masjidi* Gate was constructed in 1566 A.D just opposite the eastern gate of Lahore Fort (figure 6). His successor, Emperor Jahangir, was very fond of this city and used to hold courts here. He and his wife, Empress Noor Jahan have their tombs at the north-west periphery of Lahore city (figure 8).

Figure 6. Masjidi Gate Lahore Fort (1566 AD)

Figure 7. Hiran Minar, a hunting Ground at the outskirts of Lahore built by Jahangir.

Figure 8. Jahangir's Tomb, built by Shah Jahan (1627)

He is also famous for the construction of a hunting resort, Hiran Minar at the outskirts of Lahore (figure 7). The next heir was Shah Jahan, who was born in Lahore. The famous Shalimar Garden was built by him in 1642 (figure 9). Among all the Mughal Emperors, he was known as the "Great Builder". During these days, Lahore became a royal residence where Mughal emperors spend some time every year. As a result of these royal connections, Lahore has acquired many Mughal architectural valuables. Jahangir and Shah Jahan's architectural contributions included the extension of Lahore fort, construction of mosques, tombs, gardens, palaces, royal courts, *caravan-sarais*, *hammams*, city walls, *havelis* (royal residences) etc. (figures 10 & 11).

Figure 9. Shalimar Garden Lahore by Shah Jahan (1642).

Figure10. Diwan e Khas Lahore fort by Shah Jahan (1640)

Figure 11. Sheesh Mahal, Lahore fort by Shah Jahan (1640)

These monuments exist even today and render distinction to Lahore as a "City of Gardens" (Husain et. al., 1984). During the Mughal rule (1524 to 1712) Lahore city had touched the peak of its grandeur. The architectural contribution of the last of the Great Mughals, Aurangzeb (1658-1707), was the most famous monument Badshahi Mosque (1673) and the Alamgiri Gateway to the west side of the fort. The Badshahi Mosque was Aurangzeb's legacy to the city (figures 12 & 13).

Figure 12. Badshahi Mosque Lahore, by Aurangzeb Alamgir (1673)

Figure 13. Alamgiri Gate by Aurangzeb Alamgir(1673)

Mughal not only bestowed an enduring architectural heritage on the city, but also laid the bases for its social organization. Unfortunately, most of these Mughal wonders were plundered during the Sikh rule of Punjab (Naqvi, 1972). Mughals not only bestowed an enduring architectural heritage on the city, but also laid the bases for its social organization. Later developments followed by the Sikhs and the British followed the infrastructure laid down by the Mughals.

a). Main features of Mughal Architecture:

Mughal architectural monuments are a source of Lahore's main distinction as a heritage city. Mughal buildings depict uniformity both in structure and character. They are characterized by their harmony, proportion, balance and symmetry. They used beautiful geometrical patterns in their buildings. The gardens were built on the *Chahar Bagh* concept. Mughal architectural elements include bulbous dome (single and double), slender minarets and cupolas at the four corners, large central hall, massive vaulted gateways, arched crenellation and kiosks with *chatris* (cupolas). In fact, the Mughal architecture was the result of an amalgamation of the indigenous and Persian Mughals, by utilizing the amazing skills of Indian craftsmen, who took their finished product in building to the highest degree of refinement, delicacy and perfection. The Mughal ornamentation included the inlay work, pietra dura, calligraphy, *kashi kari*, *jali* work and wood carving.

b). Construction Materials by the Mughals:

The materials used by Mughals were bricks laid with lime-mortar, red sandstone, different types of marble and wood. Large halls were spanned using the vaults and arches. But, the Mughal power declined in eighteenth century, because of repeated

invasions. At that time, Lahore was considered as a province and was ruled by provincial rulers with their own courts. Hence, the decade following 1740s were considered years of unrest, as there were nine changes of governors.

2.6 The Sikh Period City (1768 1849):

There is not much literature available about Sikh architecture in Lahore, probably due to biased opinions of both British and Muslim writers. During the 1740s, frequent invasions by Afghans led by Ahmed Shah Abdali and chaos in local government had made life very uncomfortable for the citizens of Lahore. With the dwindling Mughal power, Lahore too declined in both population and wealth. It was during the reign of Aurangzeb, when conflicts in the Deccan had turned the Mughal emperor's attention towards the south dominions, a fierce and energetic warrior Rangit Singh plundered the Mughal Lahore. After the occupation of Lahore, he united the various Sikh bands and became the Emperor of Punjab. He shifted his capital from Gujranwala to Lahore. For a brief period of 1799 to 1846, Lahore recovered under the patronage of Ranjit Singh and his successors, for almost fifty years.

Figure 14. Samadhi (tomb) of Ranjit Singh

Figure 15. Guru Ram Das Ka Gurdawara Chuna Mandi Lahore

The Sikh rulers started with the construction of religious buildings in the city, which included the *Gurdawaras* (Sikh religious building) of Sikh, Hindu temples, and mosques. By 1812, Ranjit Singh had mostly refurbished the city's defence by adding a second circuit of outer walls and *Dharamshalas* (Hindu religious rest house). His death in 1839 ended his reign, and his son Dulip Singh was nominated as his successor. He was buried in Lahore. The significant monument of Sikh architecture is the Samadhi (mausoleum) of Ranjit Singh. His son and grandson are also buried here (figure 14). The design of the building as usual is a combination of Hindu and Muslim style, but the effect at a distance is not unpleasant. A religious building of the Sikhs, still exist today at Chuna Mandi Lahore, named Guru Ram ka Gurdawara (figure 15). For the construction of Sikh monumental buildings, marble and semi precious gems were stripped off from the existing Mughal buildings from all over the empire. In general, instead of protecting the ancient buildings, the Sikhs misused, knocked about a bit, let a few survive and added a few new ones.

a). Main Characteristics of Sikh Architecture:

The main features in Sikh occupied Punjab, are mostly a combination of Hindu and Muslim styles. The architectural features of a Gurdawara, include a hemispherical dome (three-quarters of a sphere), which is the crowning feature, fluted or ribbed and sometimes plain. The Sikh Temple is a single room shrine consisting of flat roof, e.g., Gurdwara Guru-ka-Lahore near Anandpur, while at times covered by a *palkhi*, with cupolas at the four corners of the structure, parapet adorned with turrets, small domes, crenellation with *guldastas* for such decorations. The elevation was inspired by the Mughals, consisting of moldings around piers, pilasters and columns (Sanders, 1933). Sikh architecture also incorporated surface decorations, is in the form of bas relief. They also made the exterior attractive through sheathing of brass or copper guilt. Following the Mughals, they used pietra dura, mirror work, motifs of birds, animals, cornices, frescoes, design based on vine plants and moldings (Baqir, 1984).

b). Construction Materials:

Materials of construction in Sikh architecture included brick, lime-mortar with lime or gypsum plaster and lime-concrete and stone (red stone and white marble). Most of its elements were borrowed from Hindu and Muslim architectural styles (Goulding, 1924). Goulding, while explaining the dominant features of the Sikh architecture describes "substantially Hindu",

overlaid with Islamic Architectural details, blended without taste. Their palaces are further disfigured by small angular chambers hanging generally at the highest point of the building to catch the breeze in hot weather (Majeed, 1986).

2.7 The British Colonial Period (1849-1947):

After the death of Ranjit Singh, his successors were not able to compete the British army. So, almost after a century, the Punjab province was incorporated into British India in 1849. Once again Lahore housed the provincial and military headquarters of the province. Consequently, there was a period of western influences on this land. Just after the annexation, in order to establish their administrative hold over the city, the British built the railway station and the connecting buildings, law courts, town hall, museum, telegraph and post offices, banks, health and educational buildings. They also built a new town for themselves towards the south and south east of the walled city, called the "Donald Town." Later, this became to be known as Civil Lines as it was built around the core of British national administrators. There were the offices, home, clubs, and shops comprising the total living environment of the British officers. In time the Indian officials and professionals also started living in this area (Baqir, 1984).

2.7.1 Change of Urban Pattern of Lahore onto a Colonial City

The transformation of an Indian town, Lahore, into a Colonial city, particularly the evolutionary development of its architecture was prominent. The typology of buildings introduced by the British was not known in this land before (Thornton, 1924). By the end of the British rule, Lahore, the capital city of the Mughal emperor Akbar, the centre of the Sikh Kingdom, stood transformed with a dual-faced identity. On the one hand was the old city and on the other, were the colonial additions of the Cantonment and the Civil Lines. The contrast was blatant not only in the relative hygiene of the areas, but also regarding the urban pattern, house design, shopping habits, living styles and cultural ethos. The focal point of this colonial city became the precinct of Anarkali with the Mall as an arterial connection with the cantonment (Walker, 1894).

Figure 16 Lahore Railway Station (1861)

Figure 17 The Quaid e Azam Library (1864)

Figure 18 Govt. College Lahore (1877)

a). Main characteristics of British architecture:

The British, after their stronghold on this land, also made some efforts to preserve the ancient buildings. In fact they introduced buildings in "Indo-European" style in Lahore. Because of tree lined wide residential streets and elegant white bungalows within spacious shady gardens, the Lahore Cantonment is considered as one of the best Cantonments of Pakistan. However, since Independence in 1947, Lahore has expanded rapidly towards south and east as the capital of Pakistani Punjab (Qadeer, 1983). The British had replaced the Mughals as the main power of governance, so inspiration for Indian architecture also originated in the British Isles; and at the same time in India the architecture became closely related to what was happening in Britain, thus imitating the Neo-Romanesque (figure16), Neoclassical and Neo-Gothic styles (figure 18) (Boloji, 2014). Most of these types of buildings that imitated famous architectural forms in Europe were redesigned completely from illustrations (Goldsmith, 2007). After the dissolution of East India Company in 1857 and declaration of Queen Victoria as the Empress of India in 1876, there were two main streams of architectural discourse. First one was pure western style, neglecting the native style, to reflect the British imperialism (Montgomery Hall, Lawrence Hall and Railway Station) inspired by the Greeks and the Romans. The second one was Indo European, in which the Indian elements were incorporated in the Western forms, to establish continuity and transition with the previous architecture of the region as seen in the buildings of High Court, Lahore Museum, Town Hall etc. (figures 19 & 20).

Figure 19. The high Court Lahore (1879)

Figure 20. Lahore Museum (1890)

Figure 21. Assembly Hall Building (1935)

The Mughal architectural elements used were domes, minarets, columns, cupolas, brackets, Moorish and multi foiled arches, piers, pilasters, crenellated parapet, pavilions, *chatris* incorporated with European elements, like pediments, dentils, cornices eaves, turrets, spires, Venetian and Florentine windows, truss roofs, stained glass, tracery etc. The architectural style debates were finally summed up by the architects of Public Works Department and Members of the Viceroy's Council whereby the buildings to be used by the British were to follow the European Architectural Style (figure 17) and those by the Indians were to follow the Indo European (hybrid) style (figure 20). The Industrial Revolution, and the advances in technology in the late nineteenth and early twentieth century also reflected their impact on the architecture of Lahore. Through the introduction of new materials, like iron, glass, concrete, pre-fabricated sections and their applications there emerged a change in architecture of the buildings, their styles and mode of construction. All these technological developments lead to the twentieth century, modern movements, like Art Nouveau, De Stijl, Bau Haus etc. Subsequently, debates were initiated to encourage the exploration of connections between nature, materials, construction, industry and society which can be depicted in Government Officers Residences (GOR) in Lahore in 1939, based on Garden City Movements and the theme based construction of Assembly Hall building in 1939 (figure 21).

b). Materials used:

Initially the British used the same material as was used by the Mughals. They used bricks, lime mortar, wood, iron and different types of stones. In later years, they started using English bricks with lime mortar and in early twentieth century, cement mortar and even concrete, reinforced concrete and steel for the structures. This was made possible because of industrial revolution and mass production.

c). The architectural and cultural influences:

Public buildings represents public values through architecture. If the typological and organizational structures are constructed keeping in view the specific societal needs, only then can they impart profound and meaningful architectural impact. The architecture that evolved through the interaction of the colonial and the colonized was manifested in the interior and exterior of then constructed buildings. For example in Indian palaces, old reception rooms were replaced by the durbar halls and new rooms spaces to entertain the European guests were designed. Drawing and dining rooms were introduced in the houses; fireplaces, marble fountains, oil paintings, statues, and stuffed animals began to be displayed in the halls and drawing rooms. Hence new architecture and building layout designs evolved as a result of culture, education and new engineering techniques (Vandal, 2006).

3. Modern Face of Lahore

Considering the importance of its geographic location, Lahore once called "the Paris of the east" still remains the centre of attraction for everyone especially since recent years. Presently, we can divide Lahore into three regions: the first one is the the old Walled City that existed since a thousand years and is surrounded by the Circular Road. The second region is that part of Lahore, which was built by the British, known as the Civil Lines, and the third region is the extended Lahore, which includes various new schemes such as "EME Colony, Bahria Town, Defence Housing Authorities, The Greens, Valancia Town" etc. along with several other areas which are developed after the partition of the subcontinent.

4. Conclusion

As is evident from table (2), out of thirteen, there were nine Muslim dynasties that had ruled in Lahore. It was a prosperous and lively city, depicting the influences of Persian style elements, used by the Muslim rulers in the construction of monument, but it is sad that very few have survived today. The Mughal buildings, present a great and magnificent architecture. The surviving buildings are constructed on a monumental scale, like Lahore Fort and Badshahi Mosque. The unique identity of Lahore city is reflected in the monuments, in the bazaars, in the old buildings along the Mall, and in the vast expanses of the sports grounds in the Cantonment. The city has known seamless cultural, intellectual, literary, musical, and humanistic development. Few cities around the world can lay claim to such a wonderful past or present. Moreover, the city's identity presents distinctive features that speaks eloquently of its uniqueness that distinguish it from any other city ever developed. The physical, social, and psychological aspirations of any historic area are expressed through its architecture. The British period architecture, with two cultures represents different levels of economic, social, technological and political organization and development: and the power structure consisting of dominance-dependence relationship in which the ultimate source of social, economic and political power resided with the metropolitan society. This is the reason why the Railway Station was constructed in the form of fortress and located at an appropriate distance from civil lines as well as the Walled City. The British colonial architecture was not a question of rule by the colonists, but in fact, at a deeper level, a constant remaking of the identity of the natives through the dominance of the military conquest. This is depicted in the architecture of Lahore. When the British came, in the early times they were only bothered about debit and credit, hence the buildings were the copies of the standard plans as provided to them through Public Works Department. When Queen Victoria was announced the Empress of India in 1876, the British architects wanted to express the imperialism through art and architecture of the buildings. But then the revivalist architects, like John Begg and Sir Samuel Swinton Jacob realized that India itself had a very rich architecture and to establish a continuity with the traditional architecture of India, they designed buildings that were amalgamation of the Indian and European architectural features. They gave a new style, called the Indo European style of architecture as depicted in the buildings of Lahore Museum, Lahore High Court (figures 19 and 20) and later on, in early twentieth century they used the neo classical style of architecture as it was already prevailing in England and other European countries. Hence the city of Lahore, named as "City of Gardens" is because of the Mughal contribution. The Mughal Gardens and monuments are protected and conserved. Although the British introduced a new typology of buildings and the number of existing structures are far more than the Mughals, the city of Lahore attains its identity through the Mughal and the Colonial architecture. Hence, Lahore is a city of culture, heritage, and unparalleled charisma that sets it unique from any other city globally.

References

[1] Awan, M. Y., (1994). Research Journal of Engineering, UET Lahore, Vol.8, Jan-Jun, Lahore, No.1.

[2] Baqir, M., (1984). Lahore, Past and Present (reprint), Lahore, p.421.

[3] Boloji, A. N. (2014). British Colonial Architecture III, A Search for an Imperial Style by Ashish Nangia Boloji.com retrieved Aug. 8th 2014.

[4] Brown, P., (1942). Indian Architecture Vol.-II: Islamic Period, Bombay, India.

[5] Goldsmith, J. (2007). A gentleman and an officer-Army commissions, Family Tree Magazine 23 (7): pp. 10-13.

[6] Goulding, Col. H. R. (1924). Old Lahore, Reminiscences of a Resident, Historical and Descriptive account, by late Thornton, T. H., B. C. S., Printed at the Civil and Military Gazette Press, Lahore.

[7] Hindi, K. L., (1990).Tarikh-e-Lahore, pp. 345-347. Lahore: Sang-e-Meel Publications.

[8] Hodges, W., (1793). Travels in India, during the years 1780, 1781, 1782 & 1783, p 211, Vol-1.

[9] Husain M., Rehman A., & James L. Wescoat Jr., (1984). The Mughal Gardens, FerozesonsPvt. Limited, Lahore, P-10.

[10] Ibid, II, pp. 348, 349.

[11] Latif S. M., (1892). Lahore, history and Architecture Remains and Antiquities Published, 1956-57, p-251.

[12] Majeed S., (1986). Rejuvenation of Diyal Singh Mansion and its surroundings, thesis report, University of Engineering and Technology, Lahore, p-9.

[13] Naqvi, H. K., (1972). Urbanization and Urban Centres under the Great Moghuls.

[14] Nilson, S., (1968). European Architecture in India, 1750–1850, London, p. 156.

[15] Peck L., (2015). Lahore The Architectural Heritage, Published by Ferozsons (Pvt.) Ltd. 60, Shahrah-e-Quaid-e-Azam, Lahore, Pakistan.

[16] Qadeer, M. A. (1983). Lahore, Urban Development in the Third World, Vanguard Books, Lahore, Pakistan.

[17] Sanders, E. W. C. Lt. Col., (1933). The Military Engineer in India, Vol-I, Institution of Royal Engineers, Published, Military Press.

[18] Thornton T. H., B. C. S. (1924). Travels in India, p-211, Vol 1.

[19] Thornton, T. H. & Kipling, J. L. (1860). (reprint 2002). Lahore as it was, Travelogue, 1860. National College of Arts Publication, Lahore.

[20] Thornton, T. H., B. C. S, (1924). Old Lahore, Reminiscences of a Resident by Colonel H. R. Goulding, with historical and descriptive account, Printed at the Civil and Military Gazette Press.

[21] Vandal P. & Vandal S., (2006). The Raj Lahore and Bhai Ram Singh, National College of Arts, Publication, Lahore, Pakistan.

[22] Walker, G. C., (1894). Gazetteer of the Lahore District, 1893-94, Punjab Government, Lahore "Civil and Military Gazette" Press 1894, Sang-e-Meel Publications, Lahore 2006.

The Importance of Graphology In Determining Of The Managerial Qualities Of The Future Women Leaders Within The Z Generation: A Research Done On International Business Management Students Of Coventry University

Res. Asst. Betül SOLMAZ

Istanbul University, Department of Labor Economics,

Neriman KARA

Graphologist,

Özlem KARTAL

Ministry of Family and Social Politics

Abstract

The Z generation is a name given for the progeny born after the year 1995 and this generation is seen to be extremely different to the previous ones. This generation is yet to take place in the world of work. Their qualities therefore are different to the previous generations. The qualities evolving differently in comparison to the previous generations qualities will also take their place within the world of work approaching. Especially for the division within the Z generation who will take the path of leadership and management in their careers, graphology plays a great part in analysing their characteristics and qualities to see if they fit the leadership position they are aiming to achieve. Graphology can be described as signature and handwriting analysis used to help with analysing the character of individuals. Not every individual is deemed to have leadership characteristics and qualities. Those, who hold characteristics that consist leadership within them, becoming managers is considered extremely important within the organizational culture and the maintaining of the organizational structures. This research will contain of the signature analysis of 17 female International Business Management students, within the Z generation. The result will show whether their characteristics and qualities are fit, or unfit for the course they are undertaking. In addition to the research, if the results are meaningful in this case, it will be debated whether the science of signature analysing is compatible with the division of the students who choose to study in the international business management department. The evaluation of the received Signatures is thought to be an analysis of the personality structures of these individuals, which will be effective in career management as well as career success and motivation.

Keywords: Z Generation, Woman, Young, Graphology, Career management, Management.

1. Introduction

In the coming years, the Z generation is the generation that will play an active role in the world of business. The Z belt generation following on from the Y belt, is preparing to take its place in the business world. Future employees, executives and leaders will come from this generation. The purpose of this study; is to show that the character structure of the Z generation differentiate with other generations and shows how individual characteristics such as individualistic attitudes, self-confident structures, and high ability to solve problems are in accordance with the analysis of the signatures of leadership structures. Graphology (signature / writing) helps in determining the personality analysis of individuals. With signature analysis, individuals with leadership qualities will have an advantage in the name of companies that compete in

the global market, where they are well-defined in the company they are in. The study examined the analysis of signatures of the z-belt female students who study International Business Management at Coventry University to see if there are leadership qualities within them and how effective and relative the course they are undertaking is to them.

2. Generation Z

The generation is often described as a determinative group that shares the year of birth, age, and significant life events in the critical developmental stages (Cooman, Dries, 2012: 44).

The generations; should be classified using the beliefs, feelings and experiences of the community that formed the generations and not only according to the time periods they were born in. (Zemke, Raines, Filipczak,2013: 4).

In Literature, the generations differ according to countries and historical events. The Z-belt is accepted as literate in the post-1990, 1995, and 2000 years. The ones born in 1995 and beyond were taken as the Z-belt for our research. Generally accepted belt classifications are as follows (Cooman and Drics, 2012: 44);

• The Silent Generation (1925-1944) .

• Baby Boom (1945-1964)

• Generation X (1965-1979)

• Generation Y (1980-1994)

• Generation Z (1995 -...)(academia.edu)

Generation Z is also referred to by different names; Strauss and Howe describe it as "The New Silent Generation"(Strauss, Howe, 1999: 335), also; Gen Z, Zs, Gen Z 'ers, iGeneration, Gen Tech, Gen Wii, Net Gen, Digital Natives, Gen Next, Post Gen, and Plurals were used (Wiedmer, 2015:55).

This generation is raising in an environment where Internet is very common. This situation is reflected in their characteristic features. Internet is indispensable for this generation that is interwoven with computers and technology. They interfere with the internet, social media and mp3 players, text messaging, mobile phones, PDAs, YouTube, IPADs, media technologies on a day to day basis. They can be named as the mobile generation. (Kapil and Roy, 2014: 10-11.)

The characteristics that are emerging from the Z belt are, Tech Savvy, Prematurely mature, Pampered, Empowered, Risk adverse, Protected (Singh, 2014: 59), The 7 characteristics features of the Z belt are: Cynical, private, Entrepreneurial, Multi-tasking, Hyper-aware, Technology-reliant (growingleaders.com).

3. Leadership

Approaches developed in relation to leadership, define leadership in terms of characteristics, behavioural characteristics the person has in conditions / situations and their circumstances (Çelik, 2000: 1).

Leadership is more than being reasonable it is using intelligence to make things reasonable, it is to put in to practice a very neutral choice instead of involving anxiety and fear into work. (Williams, 2006: 213).

The features that must be found in a successful leader can be presented as (Aydın, 1997: 86):

- The leader has a personality structure that has developed a sense of self-confidence which also reflects onto those who follow him.

- A Leader, is someone who can choose the right solutions in accordance with the conditions, fast in making decisions and reaching the broadest alliance in implementing these decisions.

- A Leader is, stable, precise, responsible and someone whose social adaptation skills are developed.

- Leader is the person who has blended and assimilated the features of control, devotion, distant vision, intuition, and courage to themselves.

- The leader is the person who observes the events and has the potential to communicate verbally with his followers, establishes cause-effect relationship, is close to cooperation and has a high technical understanding.

- A Leader is creative, intelligent, entrepreneurial, sociable, and idealistic.

- A Leader is an active executive who organizes group members, has a high level of knowledge and skill, and is in control.

- The leader is the person with the ability to control emotions in a balanced and consistent personality.

- A Leader, has a sense of unity and solidarity within the group; the person who is sensitive to the event, situation, and person. A person with empathy.

- The leader is open and respectful of prejudice, criticism, and contrary views. The leader is an effective speaker and a good listener.

- A Leader is a person with a high sense of accomplishment and motivation.

-A Leader holds a multidimensional perspective, abstract thinking capacity is strong.

According to another source; The 7 observable features of the leader are listed as follows (Williams, 2006: 52).

1- Developed in skills, abilities, and quickness.

2- The anticipation that allows them to see the next step is high, they depend on their purposes and are loyal.

3- They have assimilated self-discipline and self-esteem.

4- They are an accomplished and capable individual.

5- Responsibility and acceptance of liability.

6- They have developed their ability to communicate effectively.

7- They set an example with their behaviours.

4. Graphology

Graphology is applied to many fields today. Personality analysis, intellectual-behavioural and emotional-related aspects in adults, psycho-emotional problems, compatibility studies in families in married couples, academic and vocational guidance, business counselling, handwriting, signatures, and expert opinion in courts. Graphologists have been involved in the recruitment process in many countries and in the selection of human resources personnel (Dazzi, Pedrabissi, 2009: 1).

There are several principles that graphology is based on. These are (dergiler.ankara.edu.tr):

- Everyone has a unique handwriting.

- Everyone's characteristics reflect in their handwriting.

- Every person has unchangeable characters in their writing.

Graphology is the science of handwriting and in analysing personal characteristics and features of people it is an important factor, as such as their words, body language, photos being some of the deciding factors graphology is also a key in the

analysis of personality characteristics. The mind initially motivates the writing. Writing work has an analytic significance in coping with mind and body (Amend, Ruiz, 1980: V).

5. Material

In our research, the z generation, who are studying International Business Management at Coventry University, was selected from the 1st year female students. The total number of students who are undertaking their first year in the International Business Management course is 112, 43 of the 112 of these students are females. We have selected 17 of these female students to analyse for our research. The age difference varies between 18 and 21, 11 of the selected students are 19 years old.

Ethnic backgrounds of the participants differ along; Polish, Bulgarian, Turkish, British, Arab, Portuguese, Cuban, French, Latvian, Nepalese, Danish, Chinese, Norwegian, Pakistani.

6. Application

In this study, the selected 17 female students of the z belt age group had their signatures analysed to observe whether they hold any leadership qualities and features. Also, they were examined to see whether they were compatible with the characteristics of the course they have chosen to study at university.

Leadership features in the study are divided into 4 groups. These include: personnel characteristic, mental characteristic, emotional features, general features.

The results are as follows:

Personal Characteristics: The fact that selected students have resulted in having more empathetic feelings is striking. It is then seen that interpersonal relations also have a high rate. The high level of inter-personal dialogue in the literature of the Z-belt is in accordance with the conclusion of our study that the communication abilities are high.

Mental Characteristic: When the mental characteristics of 17 female students were examined, the high emergence of their 'will' being consistent in accordance with the characteristics of the z-belt individuals in the literature. Intelligent and intellectual structures are high and entrepreneurship ability is seen to be low in some of the selected students.

Emotional Features: the analysis of self-control and self-knowledge seems to be at a high level. Consistency rates are moderate.

General Features: especially the leadership feature which is the subject of our research, has been high in all signatures as the result of the analysis made. Motive ability to result in the same rate is complementing their leading features

Table 1: Managerial Characteristics

		Person
Personal Characteristics	Interpersonal Relations	15
	Communication Capability	14
	Precision	12
	Stability and Ability to Manage People	11
	Creativity	15
	Systematic Thinking	13
	Empathy	16
Mental Characteristics	Will	17
	Individual Discipline	15
	Initiative	8
	Reasoning	16
	Self-Confidence	11
	Intelligence	17

	Cultural Consciousness	16
Emotional Features	Self-Control	15
	Balance	10
	Consistency	11

7. Conclusions

It has been determined that the leadership characteristics of the signatures analysed in this study are quite high in the selected z-belt individuals. When the personal characteristics were examined, it is seen that the characteristics of the z-belt in the literature are meaningful and applicable to our work. This study shows that the leadership of z-belt individuals is high, and at the same time, they hold characteristics that are in accordance, it is a positive development for the individuals who will take on leading positions in the future. We can say that the students with signatures are from different nationalities, meaning that the general characteristics of the z-generation individuals in the international sense do not vary much. Although the political culture and the economic structure of each country are different, according to the result of our work, there are a common point of z generation in the present world. The Z generation is self-confident, governed with strong leadership skills, more sensitive to the environment, intelligent, entrepreneurial, and open-minded. The things that today's z generation wants are more sensitive to make the world a more liveable place than the previous generations. Another result to this research is; that there is a consistent level of leadership skills within this generation that should allow them to achieve some if not better levels in the roles that they undertake.

References

[1] Anjali Singh, "Challenges and Issues of Generation Z", IOSR Journal of Business and Management (IOSR-JBM), Volume 16, Issue 7. Ver. I (July. 2014), PP 59-63

[2] A.Aydin, "Liderliğin Temel Nitelikleri Nelerdir?", (21. Yüzyılda Liderlik Sempozyumu), Bildiriler Kitabı, Birinci Basım, İkinci Cilt, İstanbul, 1997.

[3] Carla Dazzi And Luigi Pedrabissi, "Graphology And Personality: An Empirical Study On Validity Of Handwriting Analysis", *Psychological Reports,* 2009, 105, 3, P.1255, Pp.1255-1268.

[4] Karen Kristin Amend and Mary Stansbury Ruiz, Handwriting Analys, The Complete Basic Book, 1980

[5] Kapil Y., Roy , A. (2014), "Critical Evaluation of Generation Z at Workplaces", International Journal of Social Relevance&Concern, Volume 2, Issue1, , p.10-11., pp.10-14.

[6] Michael Williams "Mastering Leadership", Second Edition, Thorogood Press, UK, 2006.

[7] Rein De Cooman and Nicky Dries, Attracting Generation Y: How Work Values Predict Organizational Attraction in Graduating Students in Belgium,, Ed. Eddy S. Ng, Lyons T.Sean vd., Managing th New Workforce, UK,p.44., 2012. S.44-63.

[8] Strauss, W. ve S. Howe. (1999). *Generations: The history of America's future*, 1584 to 2069. New York: Quill/William/Morrow ,s.335

[9] Terry Wiedmer, "Generations Do Differ: Best Practices in Leading Traditionalists, Boomers, and Generations X, Y, and Z", Academic Journal Article, 2015, p.51-58.

[10] Vehbi Çelik, "Eğitimsel Liderlik", Pegem Yayıncılık, Ankara, 2000.

[11] Zempke Ron, Raines Claire, Filipczak Bob, Generations at Work: Managing the Clash of Boomer, Gen X ers, Gen Y ers in the Workplace, 2nd. Ed., Amacom, USA, 2013., s.4.

[12] http://www.academia.edu/2340731/_Z_ehir_gibi_bir_kuşak

[13] http://dergiler.ankara.edu.tr/dergiler/26/1244/14211.pdf

[14] https://growingleaders.com/blog/six-defining-characteristics-of-generation-z/

The Influencing Factors on Unemployment Level - The Case of Albania

Eleni Vangjeli

Jorida Agolli

University "Fan S.Noli" Korce, Albania, Faculty of Economy, Department of Finance

Abstract

Research background: The empirical studies in labor market indicated that there are many factors that affect unemployment. These studies have analyzed these factors and concluded that exist a mutual relationship between them and unemployment. The relation between employment and FDI were studied by Craigwell (2006) and Karlsson et al. (2009). The effects of minimal wage on employment were studied by Katz and Kruger (1992) and Card (1992a) as well as Stephen Machin and Alan Manning (1994). Card, D. and Krueger, B. (1994) analyzed the effects of minimum wage raise, on fast-food restaurants in New Jersey and Pennsylvania. On the other hand, Neumark and Wascher (2000) in their findings explained that raising the minimal wage by 10% reduced the teenager employment rate with 1-2% and brought the reduction of total employment by 1.5-2%. Meanwhile, Grossberg and Sicilian (2004), found mixed results in their estimations of the minimal wage effects on employment duration period. Krugman, P(2015) one of the economy nobelist defends the theory of raising the minimal wage as a condition for improving the wellbeing. W. Phillips, (1958) studied a negative inverse relation between unemployment and inflation. Barro (1995), De Gregorio (1994), Bruno (1994) concluded that low inflation is accompanied by economic growth and higher employment level. **Purpose of the article:** The main aim of this article is to study and analyse factors affecting unemployment levels, because the unemployment is a critical problem in our country. We have analyzed the mutual effect of selected factors on unemployment level. The selected factors are FDI, domestic investments, inflation and minimal wage. **Methodology/methods:** To calculate the impact of this factors on the unemployment level was used time series data for the period 1995 – 2013. Relying on time series data was made regression analysis using SPPS-21 program. **Findings:** Based on the testing results, we conclude that FDI, domestic investments and inflation affect negatively the unemployment level and this effect is statistically important, whereas the minimal wage has a low positive effect but such effect is not important.

Keywords: *unemployment; FDI; domestic investments; inflation; minimal wage.*

JEL Classification: *J00*

1. Introduction
Purpose of the Article

Before 90s, the structural economic orientation toward agricultural products and light and heavy industry, lying in every corner of the country, made possible the achievement of complete employment in both rural and urban areas.

After the 90s, as a result of the macroeconomic reforms and the restructuring economy, like all other countries in economic transition, Albania experienced a decrease of the participating rate to the labour force. This decrease for the period 1995 - 2005 was in the mass of 17.8% (from 71.9% in 1995 to 54.1% in 2005)[1]. The fall continued for 2006 in the amount of 0.4%, followed by a significant rise in 2007 at the rate 13.6%, compared to the previous year. The lowest levels were registered after 2000, where less than 2/3 of the working age population were active in the labour market. The year 2008 was followed by a decrease in labour force participation from 65% in 2007 to 61%. Then the fall continued year after year, reaching the level of 59% in 2013. The purpose of this article is to study and analyse factors affecting unemployment levels.

---

[1] Statistical Year Books 1995- 2005

Unemployment is a critical problem in our country. For this reason, the study of this indicator is a problem that needs to be solved. Indicator statistics over years support this conclusion. According to statistics, the unemployment in 90 increased rapidly.

In the end of 1995 the unemployment rate was 13 %. During the 1997, due to the damages that labour market suffered, the unemployment rate increased again at the level of 14.9 %. Afterward, in the coming period (1999-2008), unemployment values were decreased. According to the statistics, the unemployment rate was 13.2 % in 2008. Unemployment has undergone an upward trend since 2009, with 13.8%, followed by 14.2% in 2010.

In the coming year, unemployment suffered a slight increase with 0.1 %, going up to 14.3 %.

While for the 2013, the unemployment rate was 16.1 %, which remained in evaluation terms. (see Appendix, graph.1)

2. Literature Background

The empirical studies in labor market showed that there are many factors that affect unemployment. These studies have analyzed these factors and concluded that exist a mutual relationship between them and unemployment. Some of the factors that these studies have analyzed are inflation, FDI, investments and minimal wage.

Previous empirical studies that we are presenting, show that net investments expand production activities in economy, affecting positively the increase of production and consequently the employment.

In other words, production oriented investments generate vacancies directly in the area where investments have been done and indirectly other areas related to the investments. Also, investments in production sectors where labor is a dominant factor have an important quantitative effect on employment, related to creating new jobs and reducing the unemployment level.

Researchers Stephen Bond and John V. Reenen (2007) in their study made econometric researches about the relationship of investments and changes of demand for designer brands based on the analysis of individual domestic companies and multinational companies. They pointed out the importance in multinational companies' growth by concluding that: "Multinational corporations are a considerable part of domestic investments and employment in many countries";

Bande, R. and Karranasou, M. (2010) in their study assessed the regional unemployment in Spain related to the stock capital during 1980-2000. Their empirical findings showed that capital accumulation is a determining force for the unemployment level showing that there exist a negative relation between the capital accumulation and the regional unemployment level.

In the event of foreign direct investments (FDI), the economic and social effects are also depending on investors' motivation and the business strategy where it is invested.

The analysis of FDI attracted to economy, mainly the aspect of their volume and foreign investors' motivation is also important in determining the effects of FDI on employment. Craigwell (2006) studied the relation between employment and FDI for the period 1990-2000 for 20 countries that speak English and German in the Caribbean countries. The conclusion was that FDI increase is accompanied with employment in these countries. The same conclusion reached Karlsson et al. (2009). They tested the relationship between FDI and employment in the production sector in China for the period 1998-2004 concluding that FDI have a positive impact on the employment level. Also, their achievements show that FDI have a positive indirect impact on the employment level for the Chinese domestic private companies.

There are empirical studies that are mainly focused on treating the minimal wage effect on employment. Data show that minimal wage effects on employment are very sensitive to small changes in specifying the empirical model.

Katz and Kruger (1992) and Card (1992a) in their analysis of minimal wage effects on employment for the period 1990-1991 and the early study on minimal wage in California – Card (1992b) showed that raising of the minimal wage does not affect negatively the employment.

Stephen Machin and Alan Manning (1994) as well in their study about minimal wage effects in Great Britain reached the same conclusion.

Card, D. and Krueger, B. (1994) looked at the effects on fast-food restaurants in New Jersey and Pennsylvania of raising the minimum wage in 1992. In their study, they found out that raising of minimal wage has no effect or an unimportant positive one on employment. On the other hand, Neumark and Wascher (2000) with their findings showed that raising the minimal wage by 10% reduced by 1-2% the employment of the teenagers and another reduction by 1.5-2% in employing the young adults. Meanwhile, Grossberg and Sicilian (2004), found mixed results in their estimations of the minimal wage effects on employment duration period. Their findings suggest that an increase of the minimal wages for people with low wages reduces the movements (circulation in the labor market). On the other hand, increases of the minimal wage for those people who have high salaries are related positively with the circulation increase.

Krugman, P(2015) one of the economy's nobelists defends the theory of raising the minimal wage as a condition for improving the wellbeing. He argues that today's workforce is being more qualitative and productive therefore the increase of wage will have petty effects on the unemployment levels but large ones on employees' incomes.

In analyzing differently studies related to minimal wage effects on employment, Neumark and Wascher (2007) divide these studies into two groups: studies that have a positive effect on employment are those studies that focus on wider groups where the competitive model predicts decreasing effects on employment. Secondly, there are studies which are focused on least-skilled groups by showing a decrease of employment for these groups.

W. Phillips, (1958) found out an inverse relation between unemployment and inflation. The course of his basic ideas is as follows: the more people work, the more the national production will grow, giving higher wages. Therefore, the consumers will have more money and will spend more asking for more goods and services and as result affecting the process of goods and services as well. In other words, Phillips demonstrated that unemployment and inflation have a reciprocal relation: if inflation goes up, unemployment goes down, and if inflation goes down, unemployment goes up.

Meanwhile the Phillips curb is theoretically useful, practically it is less useful. The reciprocal relation exists only during the short-term period. The reciprocal relation exists only during the short-term period. In a long-term period, unemployment always turns into its natural form by zeroing the cyclic unemployment and equal inflation with expected inflation.

In the end of the 80s, academic and professional thinking supports the idea that low inflation is accompanied by economic growth and higher employment level. "(Barro1995, De Gregorio 1994, Bruno 1994)[1]. Such a conclusion is in objection with the theoretical analysis as discussed earlier here.

In the meantime, Karanassou, M. et.al. (2010), in their study brought a new evidence in the long-term relationship between inflation and unemployment. According to them, the inclination of US Phillips curve is not vertical in the long-term period therefore the policy makers must consider classical dichotomy thesis.

3. Theoretical Framework

In our paper, we have analyzed the influencing factors on unemployment levels. Referring to the conditions in our own country, we think that the factors which affected the unemployment levels are:

a. Inflation rate (INF)
b. Domnestic Investment (DI/GDP)
c. Foreign Direct Investment (FDI/GDP)
d. Minimum wage rate (WM)

Let us analyze theoretically each of the these factors.

Unemployment is an important macro-economic indicator of a country. Unemployment is a labor market indicator. It also is an apparent indicator if the living standards in a country. It is closely related to economic growth. When a country keeps its employees employed longer, it reaches a higher GDP level. In the current study, unemployment level is chosen to be a

---

[1] -Barro, J. R. (1995), "Inflation and Economic Growth" NBER Working Paper Nr. 5326
   -Bruno, M. and Easterly, W. (1994), "Inflation and Growth: In Search of a Stable Relationship"
   -De Gregorio, J (1994) "Haw does the Foreign Direct Investment Affect The Economic Growth "
NBER Working Paper Nr 5057

dependent variable. Inflation is a macroeconomic indicator that shows the change in the average level of prices in a country. Inflation shows the alternations in living costs. In other words, inflation shows how much need the income to increase in order to maintain an unchanging living standard.

Inflation could not be eliminated without increasing unemployment for at least a given period of time and unemployment could not be reduced without risking the inflation increase. This is the basic inverse relation and the problem of stability policy.

Domestic investment is that part of national production which goes for creating capitals (buildings, equipments and public assets such as roads) and is considered to be an important determiner of the economic growth affecting positively the reduction of unemployment level.

FDI and domestic investments as well are also important indicators affecting the unemployment level. In the case of Foreign Direct Investments (FDI), the economic and social effects also depend on the motivation of investors and the investing business strategy. The higher FDI, the lower the unemployment level.

Minimum wage is part of the labor cost. Labor costs represent the main component of the total costs. The guiding principle is that a company will supply a product whose price will cover at least its costs. Prices increase as costs increase. If we get closer to full employment levels, prices increase as the products increase. This is an image of adaption with the labor market, where higher employment levels increase the wages. There are two impacts affecting employment: replacing impact where increase of wages increase the employment; and income impact which gives the opposite effect, thus, increase of wages reduces employment, and unemployment levels go up.

In our study, inflation, domestic investments, FDI and minimum wage are selected as independent variables

4. Research Methodology
4.1 Test of normality

Before we create the model, we have tested the depended variable if it has normal spread. Below we have represented the results of the test.

Table no. 1 Tests of Normality

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unemployment	.174	18	.155	.912	18	.095

Since the coefficient of test significance, Kolmogorov-Smirnov[a] is 0.155 and coefficient of test significance Shapiro-Wilk is 0.095, so are higher values than 0.05, then the dependent variable (unemployment level) has a normal distribution. Based on this result, we will use the multiple linear regression model in order to determine the effect of selected factors on unemployment level.

4.2. Model Specification

The functional appearance of the model will be:

UN = f (INF, DI/GDP, FDI/GDP,WM)

Linear equation that expresses the relationship between the explanatory variables has the form:

$UN = \beta_0 + \beta_1 INF + \beta_2 DI/GDP + \beta_3 FDI/GDP + \beta_4 MW + \mu_t$

Expected signs of variables is:

$\beta_1, \beta_2, \beta_3, \beta_4, < 0$

European Journal of
Interdisciplinary Studies

Table no. 2 Variables Description

Variables	Priori hypothesis	Definition	Units
Inflation	*Negative sign*	*Indicator of economic development of the country*	*%*
Domestic Investment / GDP	*Negative sign*	*Indicator of economic development of the country*	*%*
Foreign Direct Investment / GDP	*Negative sign*	*Indicator of current transfers*	*%*
Rate of minimum Wage	*Positive/ Negative sign*	*Indicator of labour trade*	*%*

For all the variables have the same measurement unit (%), the variables DI and FDI are estimated as compared to GDP.

4.3. Hypothesis

This research is based on the following hypothesis which will be tested for above mentioned regression model.

H_0: Inflation, Domestic Investment, FDI, Minimum wage have not any effect on unemployment level
H_1: Inflation, Domestic Investment, FDI, Minimum wage have effect on unemployment level

4.4 Empirical Results

To calculate the impact of the variables on the level of unemployment was used time series data for the period 1995 – 2013. Relying on time series data was made regression analysis using SPPS-21 program. The test results are shown in the table below:

Table no.3 Summary of multiple regression results

Variables	Coefficient β	Significance
INF	-.090	.049
DI/GDP	-.141	.014
FDI/GDP	-.603	.000
MW	.002	.959

UN = 22.605- 0.090 INF- 0.141 DI/GDP- 0.603 FDI/GDP + 0.002 MW+ μ_t

The testing results show that there is a strong linear relation between independent variables and the dependent one in the model R = 0.855 (see appendix: Regression 1).

The model has explanatory power which is relatively high: R^2 = 0.642. Through F test, we can see the importance of the model. Since sig. = 0.002 < 0.05 the independent variables in the model explain the dependent variable. This means that the hypothesis (H_0) which argues that all independent variables have no effect on dependent variable is turned down, confirming thus the hypothesis H_1 of the study. AS a conclusion, independent variables affect the dependent variable. The effect of variables INF, DI/GDP and FDI/GDP is negative which means that if these variables will increase, unemployment will be reduced. According the regression equation we see that variables DI/GDP and FDI/GDP have greater effects. Meanwhile, minimal wage effect is positive showing that if minimal wage level goes up, unemployment level goes up too, but according the regression equation, such effect is relatively inconsiderable.

On the other hand, variable of minimal wage even though has little effect on unemployment level, it is statistically unimportant (sig.=0.959). A reason why we think it could have affected the result could be the correlation between independent variables. Proceeding with the analysis, we tested the correlation between independent variables. (See the table of results in the appendix). The minimal wage turns out to have a strong correlation with DI/GDP and this correlation

is statistically important. In order to avoid the correlation for confirming the above results, we replaced the variable of minimal wage by introducing to the model another representing variable: average wage. The testing results are shown on table no.4

Table no.4 Summary of multiple regression results

Variables	Coefficient β	Significance
INF	-0.081	0.036
DI/GDP	-0.112	0.021
FDI/GDP	-0.406	0.008
AW	0.136	0.038

UN = 19.055- 0.081 INF- 0.112 DI/GDP- 0.406 FDI/GDP + 0.136 MW+ μ_t

From the results we see that the effect of all variables on unemployment level is statistically important. The model has high explanatory power R^2 = 0.753 and sig.=0.000^b.(See appendix: Regression 2). The effect of variables INF, DI/GDP and FDI/GDP is negative as in the previous testing (Table no.4). Whereas the average wage effect is a positive effect (it has the same tendency as the minimal wage) and statistically important, showing therefore the effect of incomes on unemployment level. Therefore, the results of our study match the previous empirical studies about the labor market by proving that FDI are an important factor in increasing employment, whereas the increase of minimal wage has an insignificant effect on today's labor markets.

5. Summary and Conclusions

Unemployment is a major problem for a specific country for as long as it is constant in high levels. In our country, high unemployment levels appeared after the 90s as a result of massive privatizations of underproductive state enterprises. Since that period, unemployment is present undergoing variations in different periods of time by 13-16% . Change in time of unemployment level came as result of effects of several factors. We have been analyzing the effect of some factors we think have affected the unemployment levels. These factors are: domestic investments, FDI, inflation and minimal wage. Empirical analysis showed that these factors affect the unemployment levels. Domestic investments, FDI, inflation affect negatively and are statistically important which means that if these indicators go up, unemployment levels go down, whereas minimal wage has positively low effects. From this point of view, one should not aim the increase of the minimal wage since it would worsen the employment level by increasing unemployment. These results agree with other previous empirical studies. Of the above mentioned factors, it is domestic investments and FDI which have greater effects on unemployment levels. Based on these results, we would recommend stimulation of domestic investments and FDI as factors which improve the economic situation in the country increasing employment and economic growth further. In order to stimulate FDI, among other factors such as political stability, interest rates, etc, policy makers should improve the fiscal package by reducing those taxes which are higher as compared with the rest of the Region in order to make our county a competitive one.

References

[1] Barro, J. R. (1995), "Inflation and Economic Growth" NBER Working Paper Nr. 5326
[2] Bruno, M. and Easterly, W. (1994), "Inflation and Growth: In Search of a Stable Relationship"
[3] De Gregorio, J (1994) "Haw does the Foreign Direct Investment Affect The Economic Growth "
[4] NBER Working Paper Nr 5057.
[5] Bond, S. and Reenen, John, V. and Bloom, N (2007) "Uncertainty and Investment Dynamics" IDEAS Journals. p. 321.
[6] Karanassou, M. and Sala, H.(2010) "The US inflation – Unemployment trade off revisited: New evidence
[7] for policy making" Journal of Policy Modeling, 32, 758777.
[8] Karanassou, M., Sala, H. and D. J. Snower (2010). "Phillips Curves and Unemployment Dynamics: A Critiqueand a Holistic Perspective" Journal of Economic Surveys, 24, 151.
[9] Karanassou, M. and Bande, R., (2013),"Spanish Regional Unemployment Revisited:

[10] The Role of Capital Accumulation, Regional Studies", DOI: 10.1080/00343404. 2013.779657

[11] Krugman, P (2015) "Liberals and Wages" New York Time, 4 July 2015.

[12] Karlsson, S et al.(2009) "Foreign Firms and Chinese Employment" World Economy, 32(1)178201.

[13] Katz,L.F &Krueger, Alan, B.(1992) "The effect of the minimum wage on the fastfood industry,"

[14] Industrial and Labor Relations Review, ILR Review, Cornell University, ILR School, vol.46(1), pages

[15] 621, October.

[16] Neumark, D and Wascher, W (2000) "Employment effects of minimum and subminimum wage: panel data on state minimum wage laws" Industrial and labor relations review.

[17] Neumark, D and Wascher, W (2007) "Minimum wages and unemployment" IZA DP 2570 January 2007

[18] Machin, S and Manning, A (1994) "The Effects of Minimum Wages on Employment: Theory and Evidence from Britain", JLE, Vol. 17, no. 1 (January 1999): 122.

[19] Card, D and Kruger, A. (1994) "Minimum wage and employment": A case study of the fast food industry in New Jersey and Pennsylvania The American Economic Review volume 84 Issue 4 September 1994 (772793)

[20] Craigwell, R (2006) "Foreign Direct Investment and unemployment in the English and DutchSpeaking Caribbean" Working papers, Tripartite Caribbean Employment Forum 2006, Barbados.

[21] Griffith, R and Kimberly, W(2008) "The significance of foreign Direct Investment to Caribbean Development"

[22] Grossberg, A and Sicilian, P (2004), "Legal Minimum Wages and Employment Duration"

[23] Southern Economic Journal, Southern Economic Association, vol. 70(3) pages 631645 January

[24] Phillips,W (1958) "The relation between unemployment and the rate of change of money wage

[25] rates in united Kingdom 18611957" Economic, 25(100) 283299

Appendix

1. List of tables

Table No.1 Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unemployment	.174	18	.155	.912	18	.095

a. Lilliefors Significance Correction

Normal Q-Q Plot of Unemployment

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3
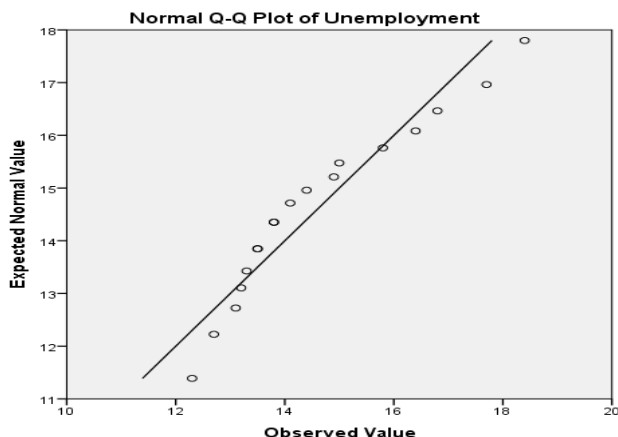
Regression 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.855a	.732	.642	1.02584

a. Predictors: (Constant), MW, Inv/GDP, FDI/GDP, Inflation

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.407	4	8.602	8.174	.002b
	Residual	12.628	12	1.052		
	Total	47.035	16			

a. Dependent Variable: Unemployment

b. Predictors: (Constant), MW, Inv/GDP, FDI/GDP, Inflation

Coefficientsa

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.605	2.101		10.759	.000
	FDI/GDP	-.603	.128	-.887	-4.731	.000
	DI/GDP	-.141	.049	-.536	-2.873	.014
	Inflation	-.090	.041	-.449	-2.190	.049
	MW	.002	.040	.009	.052	.959

a. Dependent Variable: Unemployment

Regression 2

Variables Entered/Removeda

Model	Variables Entered	Variables Removed	Method
1	AW, Inv/GDP, Inflation, FDI/GDPb	.	Enter

a. Dependent Variable: Unemployment

b. All requested variables entered.

Model Summary

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.903[a]	.815	.753	.85145

a. Predictors: (Constant), AW, Inv/GDP, Inflation, FDI/GDP

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38.336	4	9.584	13.220	.000[b]
	Residual	8.700	12	.725		
	Total	47.035	16			

a. Dependent Variable: Unemployment

b. Predictors: (Constant), AW, Inv/GDP, Inflation, FDI/GDP

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.055	2.227		8.558	.000
	Inflation	-.081	.034	-.402	-2.367	.036
	Inv/GDP	-.112	.042	-.428	-2.655	.021
	FDI/GDP	-.406	.128	-.597	-3.159	.008
	AW	.136	.058	.413	2.329	.038

a. Dependent Variable: Unemployment

Correlations

		Inflacion	W.min	InvGDP	FDIGDP
Inflation	Pearson Correlation	1	.052	-.558*	-.433
	Sig. (2-tailed)		.860	.020	.073
	N	18	14	17	18
W.min	Pearson Correlation	.052	1	-.725**	.823**
	Sig. (2-tailed)	.860		.002	.000
	N	14	15	15	14
Inv/GDP	Pearson Correlation	-.558*	-.725**	1	.045
	Sig. (2-tailed)	.020	.002		.863

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

	N	17	15	18	17
FDI/GDP	Pearson Correlation	-.433	.823**	.045	1
	Sig. (2-tailed)	.073	.000	.863	
	N	18	14	17	18

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Graph.1 The level of unymployment during the years, *Source: INSTAT 1996-2013*
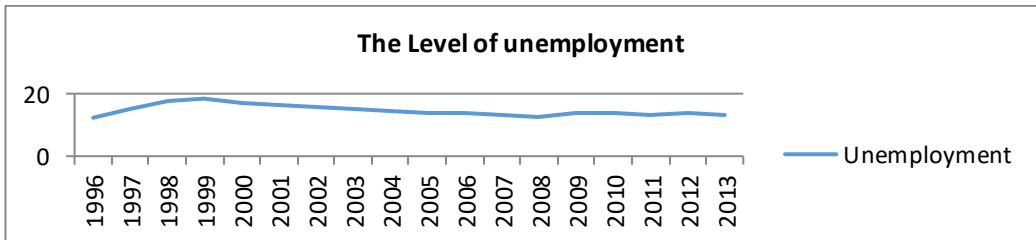
The Juridical Position of Greek Minorities in Albania

Marenglen Cobo

Phd Europian University of Tirana

Abstract

Greek minority played an important role in the life and formation of the Albanian State. This minority has been concentrated mainly in the south of the country, more specifically in the border areas between Albania and Greece. The role of this minority has been important not only in the cultural development but also in the affirmation of the Albanian State. The Greek minority has been known legally as a national minority in 1921 when Albania was accepted in the League of Nations as a sovereign state with full rights. The admission to this international organisation was conditional upon the signing of a document in which Albania committed to recognise and guarantee full rights to minorities living in its territory. This document entitled "declaration on the protection of minorities in Albania" would force the Albanian State to submit detailed reports to the League of Nations about the situation of the minorities in the country. All minorities within the country lost their status after the end of the Second World War, during the Communist regime of Enver Hoxha. After the collapse of communism and the advent of democracy, minority rights were affirmed not only in the Albanian jurisdiction but also by several international agreements, such as the Convention of the Council of Europe for Protection of National Minorities. The actual judicial system in Albania guarantees national minorities equal rights with the Albanian population and, simultaneously, allows the preservation of their national identity.

Keywords: Greek minority, the League of Nations, protection of minorities, convention, communist regime.

Introduction

1.1. **Recognition of national minorities in Albania and the declaration on the protection of national minorities.**

With regard to the population composition, Albania is a homogenous state, inside of which live, although in a small percentage, some minorities of different nationality from the majority. Such national minorities are mainly settled in border areas of the Albanian territory. In the northern part of the country live Montenegrin minorities, in the southeastern part of the country live Macedonian minorities, whereas in the southern part of such territory live Greek minorities, with the latter making up the most powerful community in terms of numbers. The Greek minority can be mostly found in the region of Gjirokaster, Korce and Himara.

National minorities were legally recognized following the adherence of Albania, on 17 December 1921, as a member state to the League of Nations. As a condition to such adherence, the Albanian government had to sign a document, where by Albania should engage in the recognition and respect of the rights of the national minorities that lived inside the state borders. The document contained seven articles and was called "the Declaration on the Protection of National Minorities in Albania". It was signed by the Albanian delegate, Monsignor Fan Noli[1] and later ratified by the Albanian Parliament on 02 September 1921.[2] The importance of this international deed stands in the fact that for the first time, the Albanian state, not only formally recognized the national minorities, but it would engage in respecting and guaranteeing their rights. The declaration made it clear that Albanian citizens belonging to minorities of race, religion or language must have the same

---

[1] MFA, File 102, page 30, correspondence of Ministry of Education, Tirana, 1922.
[2] MFA, File 102, page 141, Minorities in Albania, League of Nations, Geneva, 1922.

rights and guarantees as the Albanian nationals. Such minorities were also recognized the right to hold, manage, and control their own income, charity, religious and social schools by freely using their own language and practicing their religion. The Albanian government, in view of such commitments made to the League of Nations, should, within six months from the day of such Declaration, submitted to the Council of the League of Nations full details on the legal status of the religious communities, including churches, monasteries, schools, charity associations of race, religion and language minorities.[1] However, the Albanian government failed to fulfil such commitments resulting in future disagreements with Greece as regards the number of Greek minorities in Albania.

1.2. The role of Greek minorities in Albania after 1921

Following the recognition of national minorities, the Albanian government started the registration of such part of the population. Referring to the data collected by the International Investigating Commission, sent in 1921 by the League of Nations for defining the borderline between Greece and Albania, in the southern part of the country there were 35.000 residents of Greek nationality. Such figure was inconsistent with the inaccurate data provided by the Albanian government on the report submitted to the League of Nations. The report stated that only 16.000 residents of Greek nationality lived in the southern territories of Albania. Independently of the statistic data, the fact was that the Greek minorities made a powerful minority. This type of national minority is established when the same population is divided from the mother trunk by official state borders, or when the population of a certain country migrates over the years and settles inside the official state borders of another country. The settlement usually occurs along the borderline of the mother country.[2] Having such a substantial importance, the Greek minority claimed that Albania followed the commitments made to the League of Nations. Their claims, strongly supported by the Greek government, consisted in the fact that the Albanian government should not deny their national identity. They claimed that Greek schools in south Albania should still be functioning in preserving Greek language. Greek schools and culture had played an important role in developing the south regions of Albania, given that the Albanian state had been engaged in fighting for its survival by leaving aside the development of Albanian schools. The importance of such schools was becoming increasingly high considering the vast illiteracy of the Albanian society of the time. In the Prefecture of Gjirokaster, there were 39 schools of Greek minorities and the number of pupils attending such schools amounted to 2.614.[3]

The presence of such schools in south regions showed also the tolerance of the Albanian population at a time when nationalism had reached its peak in the Balkans. Other Balkan countries not only did not allow the settlement of national minorities' schools, but they put so much effort on denying the existence of such minorities. With regard to Albania, the government did not hesitate to register such minorities and guarantee their right to vote. Therefore, referring to the number of population, calculated on March 1921 on the occasion of the general elections, there were 33.313 people who spoke Greek[4] in the Prefecture of Gjirokaster. If we consider the total number of minority population residing in the prefectures of Korce, Gjirokaster and Himara, it made the 17% of the overall population.

Although the Albanian government had guaranteed the teaching of Greek language and the preservation of cultural heritage, the Greek minorities wanted a place in the local public administration of the areas where they lived. It meant that local representative should not be appointed but they should be elected directly by the voting population. However, such claim opposed to the effective law of the time, which contained no such provision. According to the law of civil procedure, section 7, employees were appointed by the ministries from which they depended, who, in turn were due to first consult the Prefectures. On the other hand, the Ministry of Interior Affairs appointed only its related employees.[5] The proposal for the

1 Beqir Meta, Minoritetet dhe ndertimi Kombetar ne Shqiperi (1912 – 1924), f.564, Center of albanological Studies, Institute of History, Tirana 2013.
2 Arqile Berxholi, Minorities in Albania (a demographic study), p.23, Tirana, 2005.
3 MFA, file 102, page 131, Tirana, 1922.
4 MFA, file 221, page 9, League of Nations, 1923.
5 Kristo P. Luarasi, Law of civil administration in Albania, Editor "Mbrothesija", Tirana, 1922.

direct election of public employees was very innovatory for the time; nevertheless, the Albanian government did not allow for its application.

The rights of national minorities, especially with regard to education, would suffer a significant restriction following the proclamation of Albania as heritable parliamentary Kingdom. The new government took a number of reforms aimed at concentrating the power on the central government. The empowerment of central government to the damage of the local government significantly restricted the rights of national minorities. It was clearly reflected on the Fundamental Charter of the Albanian Kingdom. Referring to section 207, the Charter provided that: in conformity with law and within the principles and programs adopted by the government with regard to private schools and their constant supervision by the government, Albanian citizens only could settle private schools.

Foreign citizens, in conformity with law, were only allowed to settle technical and agricultural school with theoretical-practical curricula.

Albanian religious communities could also settle religious school upon permission of the competent ministry and in conformity with law; the number of religious schools for every community, as well as the number of students was determined by the competent ministry by decree of the Council of Ministers.[1]

This section was in contradiction with the Declaration on minorities, especially with section 5, already signed by Albania as a precondition for its adherence to the League of Nations. Paragraph one of section 207 provided that only Albanian citizens were given the opportunity to settle various private schools, whereas section 5, acknowledged to Albanian citizens, who were part of racial, religious or language minorities, the right to hold, manage and supervise their income, or establish in the future charity, religious or social schools, or other educational buildings, being also entitled to freely use their language and have their own religion. Section 207, paragraph two, restricted the right of foreigners to settle schools. It pointed out that foreigners were only allowed to settle technical or agricultural schools with theoretical-practical curricula. Furthermore, paragraph three provided that religious communities had restricted rights with regard to settlement and management of schools. Government, through the relevant ministry, was entitled to determine not only the number of schools necessary to the religious communities, but even the number of pupils who should attend such schools. Such measures taken by the Albanian government were strongly contested not only by such national minorities, but even by Greece to the Council of League of Nations. Many times, the Helenian government would remind the Albanian government its commitments to the international arena. Independently of the adoption of laws that restricted the rights of national minorities, Albania, still remained one of the most tolerant government in the Balkans. This is clearly indicated by the fact that minority schools remained opened under the settlement of the communist regime in Albania.

1.3. National minorities in Albania during the settlement of the Dictatorship

With the end of the Second World War, for almost 50 years Albania remained under the communist regime, isolated from the rest of the world. The one-party system leaded by the dictator Enver Hoxha would approve a number of laws aimed at denying the citizens' rights. Such laws would deny even the rights of national minorities, which had been previously recognized with the adherence of Albania to the League of Nations. As far as individual rights were concerned, the situation would aggravate with the adoption of the constitution of year 1976. The communist regime intended to settle a totalitarian state based on a homogenous society. Such homogeneity could be achieved by suppressing any kind of diversity, including ethnic diversity. Although from the legal viewpoint there was a gap in the recognition of national minorities' rights, the state provided statistic data on ethnic minorities in Albania to the national civil registry. In this respect, we find of great help the general registry of population and building of 1989 published by the Agency of Statistics. The following tables give the number of minority population compared to the overall number of population and their distribution by districts.

---

1 Aleks Luarasi, Juridical acts on history of law and state in Albania, p.132, "Luarasi", Tirana, 1999.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

The number of minority population compared to the overall population of the country:

Year	No. of minority population	Percentage compared to the overall population
1960	44.570	2,7%
1979	54.687	2,1%
1989	64.816	2,0%

Table no.1

Number of national minorities divided by districts in 1989:

Total	Gjirokaster	Sarande	Korce	Tirana	Other districts
64.816	20.395	36.773	4.706	852	2.090

Table no.2[1]

Number of Greek minorities divided by districts in 1989

Total	Gjirokaster	Saranda and Delvina	Tirana	Other districts
58.758	19.921	36.531	610	1.696

Table no.3

The data contained in the above tables show two important aspects. The first relates to the fact that, as stated by all governments following the end of the Second World War, Albania has a homogenous population, where minorities make more or less the 2% of the overall population. The second aspect emphasizes the fact that Greek minorities are the most important community of national minorities in Albania. The number of national minorities in 1989 amounted to 64.816 residents, of which, the number of Greek minority amounted to 58.758 residents. The fact that such minority is concentrated in south Albania, in the districts of Gjirokaster, Saranda and Delvina, demonstrates its strong national identity, independently of the restrictions imposed by the communist regime.

1.4. Respect for minorities after the fall of the communist regime

The fall of the communist regime in Albania and the judicial reforms that followed made it possible for a significant improvement of the national minorities' rights in the country. The lack of a new post-communist constitution was temporarily filled by the Main Constitutional Provisions. Such provisions included even some international norms related to human rights. Accordingly, section 4 of the Main Provision clearly provided: The Republic of Albania recognizes and guarantees the fundamental human rights and freedoms to ethnic individuals and minorities in compliance with the international documents. In 1993, the Albanian Parliament adopted law no. 7692 "Fundamental Human Rights and Freedoms". According to section 25 of that law, "nobody should be discriminated because of their gender, race, ethnicity, language, religion, economical, financial, educational, and social status, political and parental affiliation, and any other personal circumstance".[2] Section 26 related to minorities' rights provided that: "individuals belonging to national minorities have the right to exercise, without any form of discrimination and being equal before the law, any fundamental human right and freedom. They have the right to express, preserve and develop freely their ethnic, cultural, religious, and linguistic identity, to teach and learn their mother language, as well as to adhere to organizations and associations aimed at protecting their identity and interest.

On 28 November 1998, the new Constitution became effective upon proclamation by decree of the President of the Republic of Albania. The new Constitution had a relevant importance in terms of national minorities' rights, whereby such rights were guaranteed in the constitutional law of the state. In this respect, the second part of the Constitution

---

1 Adrian Papajani, The Right of Minorities, p. 99, "Seiko", Elbasan, 2005.
2 Adrian Papajani, Minorities rights, p. 91, "Seiko", Elbasan, 2005.

related to human fundamental rights and freedoms, section 18, affirms that all men are equal before the law. According to such section, the law equally protects all citizens residing inside the territory of the Republic of Albania. Such equality is further affirmed in the second section, wherein it is specifically emphasized that: "nobody can be unjustly discriminated for such reasons as gender, race, religion, ethnicity, language.[1] Section 18 affirms the right to non-discrimination, whereas section 20 goes further by guaranteeing to such minorities full rights and freedoms before the law. This section provides that: "individuals belonging to national entities are totally equal before the law in exercising their rights and freedoms. Paragraph 2 provides in detail that: "Minorities have the right to express freely, without being hindered or obliged, their ethnic, cultural, religious, and linguistic affiliation. They have the right to preserve and develop, teach and learn mother language, as well as to adhere to organizations and associations aimed at protecting their identity and interest."

In 29 June 1995, Albania took an important step at the defence of the minorities by signing the Framework Convention of the European Council for the protection of national minorities. It was ratified by the Parliament of the Republic of Albania by law no. 8496 on 03 June 1999 and it was made effective one year later.[2] The Convention is an important document as it covers a broad range of issues relating not only to the promotion of non-discrimination of national minorities, but also to the commitment of Albania in adopting a series of reforms aimed at efficient equality. Furthermore, the signatory states of such Convention had to promote favouring terms to the preservation and development of culture, religion, language and traditions. Independently of its importance, the Framework Convention contains no definition of the concept "national minorities", as there is no such general definition accepted by all member states of the European Council.[3] In other words, states are to decide which groups may be included by the Convention inside their territory. It would be better that the Convention provided an accurate definition of the term "national minorities", so as its implementation produced the desired effects for the populations residing inside the territories of the signatory states.

1.5. Greek minorities in Albania after 1991

With the fall of the communist system and the establishment of the democracy, the Albanian society underwent significant changes to the affirmation of citizens' rights and freedoms. The opening of borders produced great demographic movements of the population to the neighbouring countries such as Italy and Greece. Certainly, such changes affected even the Greek minority, which had the chance to immigrate to Greek in search of a better life. The great demographic movements provide no clear framework of the overall number of the Greek minorities in Albania; however, some scholars believe that the number of such minorities does not exceed 70 thousand residents. Nevertheless, referring to the statistic data related to nationality provided in the self-declaration, inserted in the civil registry of 2011, Albanians of Greek nationality were 24.242 residents.[4] Such inaccuracies in the statistic data are due to the immigration of Greek minorities. In all areas where the Greek minority is concentrated, it is believed that over 50% of the population has immigrated. The reasons of such immigration related to the better working opportunities and living conditions. Greek minorities have been constantly supported by the Greek government with regard to staying permits, employment and education of children. The recent democratic changes in Albania, with regard to legislation, have brought essential improvements to the position of the Greek minorities. Such minorities enjoy full rights in accordance with most liberal European standards and values that regulate the life of an open democratic and pluralist society. Notwithstanding the problems, which the Albanian society has faced during the transition phase, Greek minorities have been guaranteed all rights pursuant to the European and international standards.

Conclusions

Greek minorities in Albania have played an important role not only to the development of the Albanian society, but also to the consolidation of the Albanian state. Their cultural values have been a significant contribution to the establishment of Albanian national identity. The recognition of Greek minorities by the Albanian government is one of

---

1 Luan Omari, Aurela Anastasi, Constitutional Law, p. 70, Editor ABC, Tirane, 2010.
2 Minorities and protection of their rights in Albania, p. 13, Albanian Center for Human Rights, Tirana, 2003.
3 Minorities rights, p.5, www.osce.org
4 Ethnic minorities in Albania, http://www.mfa.gov.al/dokumenta/raporti%20i%20pare%20(ang).pdf, 31 January 2013

the most important events, as it gave Albania the opportunity to be recognized by the League of the Nations as an independent member state with full rights. The adherence of Albania to such international organization, on the other side, was a guarantee to the recognition and respect of national minorities' rights in general and of Greek minorities in particular. They were given the chance to preserve and inherit their values and national identity. With the settlement of the communist regime, we came across a denial of individual rights and freedoms. The denial of such freedoms affected even Greek minorities, which lost even the status of national minority. To regain such status, they had to wait for the fall of the communist system and establishment of democratic pluralism, which aimed at the affirmation of the rule of law. During such period, Albania would adopt a number of laws aimed at guaranteeing equal rights before the law and non-discrimination of national minorities. The economic transition that Albanian democracy is going through have made Greek minority population, as well as Albanian residents, immigrate to the neighbouring countries for a better life. Independently of such difficulties, the Greek minorities enjoy full rights according to European and international standards. Their rights are guaranteed even by the Albanian constitution, which recognizes full rights and freedoms before the law.

Bibliography

[1]   Books

[2]   Adrian Papajani, Minorities Rights, p. 91, "Seiko", Elbasan, 2005.

[3]   Aleks Luarasi, Juridical acts on history of law and state in Albania, p.132, "Luarasi", Tirana, 1999

[4]   Arqile Berxholi, Minorities in Albania (demographic study), p.23, Tirana, 2005

[5]   Beqir Meta, Minorities and national consturciton in Albania (1912 – 1924), p.564, Center of Albanologic Studies, Institute of History, Tirana 2013

[6]   Kristo P. Luarasi, Civil administration law of the Albanian State, Editor "Mbrothesija", Tirana, 1922

[7]   Luan Omari, Aurela Anastasi, Constitutional Law, f. 70, Editor ABC, Tirana, 2010

[8]   Minorities and protection of their rights in Albania, f. 13, Albanian Center for the Human Rights, Tirana, 2003.

[9]   Official documents

[10]   MFA, File 102, page 30, Correspondence of Ministry of Education, Tirana, 1922

[11]   MFA, file 102, page 131, Tirana, 1922

[12]   MFA, file 102, page 141, Minorities in Albania, League of Nations, Geneva, 1922

[13]   MFA, file 221, page 9, League of Nations, 1923

[14]   Website

[15]   Minorities rights, p.5, www.osce.org

[16]   Ethnic minorities in Albania, http://www.mfa.gov.al/dokumenta/raporti%20i%20pare%20(ang).pdf, 31 January 2013.

The Political Tolerance and the Youth Perceived Participation in Malaysia

Mohd Azmir Mohd Nizah

Centre for Core Studies, Universiti Sains Islam, Malaysia

Abstarct

This article was initiated to recognize the level of political tolerance in a multiethnic society of Malaysia, with a specific orientation to the district of Kuala Langat, Selangor, Malaysia. It also aimed at identifying factors that stimulus political tolerance in the area involved. In a survey of political tolerance of 200 respondents, this study begs the question of the relationship of political tolerance and youth participation in political activities. It is imperative to study due to the demographic distinctiveness and generality power of expanse for forecasting near future of political and voting tendencies in Selangor. The findings reveal that the youth of Kuala Langat district can be categorized as medium good of political tolerance practitioners, as democratic values and civic participation are more significant than the issue of party politics and ethnicity. It is substantial where moderation has become gradually Malaysia national plan in managing plural society. Results and discussions are further discussed.

Keywords: Voting, Tolerance, Civic Participation, Democratic Values

Introduction

Since Malaysia independence, national integration has been fundamental for Malaysia success and growth and even become one of the main agenda for Vision 2020 (Mahathir, 1991). Due to multi-ethnicity, multicultural and multi-religiosity of Malaysian citizens, which subsequently required tolerance value and behaviour, thus become the key factor for economic, political and social stability (Banton, 1985; Jayum A. Jawan, 1996; Mohd Nizah, Ahmad, Jawan, Ku Samsu, & Gill, 2017). Tolerance also importance for democratic state (Arwine & Mayer, 2012; Inglehart & Welzel, 2005; Marquart-Pyatt & Paxton, 2006; Oskarsson & Widmalm, 2016). However, Malaysia political concerned is much more on ethnicity (Jayum A. Jawan & Mohammad Agus, 2008; Mohd Azmir Mohd Nizah, 2015), which becomes a huge task to maintains its harmony. Apart from it, scholars agreed that active participation in political activities may breed tolerance behavior (Chzhen, 2013; McClosky & Brill, 1983; Togeby, 2004). The divergence accounts on tolerance and participation become the main concern of this study. In doing so, a comprehensive study on youth in Selangor tolerance attitude and behaviour may explain further such phenomenon. It also focuses on the effect of tolerance behavior towards voting behavior among youth in Selangor.

Literature

Empirically, the literature that discusses tolerance only began in 1950 in the United States that explore issues of civil rights of citizens, immigration immigrants in Europe and the existence of a new nation-state entities but have a plural character. While local tolerance study highlights many focus on the factors contributing to national reconciliation, for instance through the use of media (Ezhar Tamam, Tien, Fazilah Idris, & Azimi Hamzah, 2006); or personality through youth (Fazilah Idris & Nur Riza Suradi, 2010) ; or through education and ethnic identity (Brown, 2005a; Mohd Azmir Mohd Nizah, 2015; Mohd Azmir Mohd Nizah & Paimah, 2011; Nazri Muslim & Mansor Mohd Noor, 2014), or through ethnic polarization (Balasubramaniam, 2006; Chin Yee Mun, Lee Yok Fee, Jayum Jawan, & Sarjit Singh Darshan Singh, 2014), or even in the context of perception, contact, conflict and differences of opinion (Brown, 2005b; Hari Singh, 2010; Ming, Azhar, Hazri, & Mulakala, 2012; Nazri Muslim & Mansor Mohd Noor, 2014). In addition, there are many studies done by local scholars in the matter of patriotism (Ahmad Sabri, Abdul Aziz, Shafie, & Nordin, 2014; Aznan Bakar, 2010; Ku Hasnita Ku Samsu, 2009) with various conclusion, with the recent findings showed a concerns of patriotism among youth (Institut Penyelidikan Pembangunan Belia Malaysia, 2011).

Based on the above literature, it clearly shows that there are still shortcomings in the studies of tolerance, especially the youth in Malaysia, where almost all did not discuss the major issues of tolerance of the people. The question as to how the national unity could be improved if the tolerance among ethnic and political space is not assessed in advance? Or how to shape the attitudes of youth patriotism if the ethnic and political tolerance measures does not exist?

Public support for the principle of democracy is very important, as emphasized by Gibson, Duch, & Tedin (1992) which defines tolerance as the character of someone who believes in individual freedom for political tolerance and supports democratic institutions and democratic processes. This definition thus becomes a universal measure of individual tolerance. But this definition is also paves to the question of which this tolerant belief affect behaviour tolerant and whether it can be measured through voting behaviour? But tolerance is not only measured by its own domain but also from form of participation, including voting behaviour. Admittedly, studies voting behaviour is the fastest growing sector which in line with the rapid democratic system, the media and the civil rights movement of individuals, but in Malaysia, analyses related to voting behaviour are still bound by the sociologists 'ethnic census'. So, this study is trying to push boundaries with voting behaviour models based on tolerance youths in Kuala Langat, Selangor.

There are much more lacks studies that lead to the question of the ultimate behaviour of tolerance for the conduct of the political and ethnic (Finkel, Sigelman, & Humphries, 1999), but most of the literature that exists is discuss the tolerance of the people against the prejudice (Gibson, 2006; Sullivan, Piereson, & Marcus, 1982; Weldon, 2006); tolerance towards immigrants (Cote & Erickson, 2009); or against religious differences (Ahmad Tarmizi, Sarjit Singh Gill, Razaleigh, & Puvaneswaran Kunasekaran, 2013); nor on the education system (Janmaat & Mons, 2011). There is virtually no literature discussing political tolerance and discusses its relationship to voting behaviour.

Mutz (2005) found that tolerance will increase due to a variety of political views but have a negative impact on political participation, and the impact of urban influence is very significant. The result of the impact of urban influence is supported in a recent study by Widmalm & Oskarsson (2013). While Arwine & Mayer (2012) found a high tolerance can lead to ethnic conflict diminished. There exists a logical contradiction in the views of both these masters, which proposed this study to try to find a meeting point and a tolerance and equality in voting behaviour. So, this study will attempt to answer the question of level of political tolerance among youths in Kuala Langat, Selangor. Reviewed literature showed almost no studies made in understanding the political tolerance of youth. Data of Malaysian Youth Index (Institut Penyelidikan Pembangunan Belia Malaysia, 2011) related to patriotism, unity and political participation is used for questions analyses. The question of whether the affects the tolerance of youth voting behaviour, especially when it comes to urban voters which make 71% of the whole society (Department of Statistics Malaysia, 2010) will be explored.

The study attempt to measure political tolerance youths in Kuala Langat, which is expected to describe the situation of tolerance people of Selangor and Malaysia as a whole. This is very significant because Kuala Langat which has 7 districts with the population by an ethnic population that reflects the composition of society. In addition, this study will also try to determine the effects of political and ethnic tolerance of youth voting behaviour.

Methodology

This study will adopt the design of the study "explanatory" with a backdrop of quantitative research methods section. Set interviews (survey) will be developed by the researchers divided into three elements, namely 1) demographic information 2) political tolerance and 3) the conduct of the voting. Mechanical engineering survey is the most widely used by scholars and considered standard procedure in studies of tolerance (Mather & Tranby, 2014).

Items are in the form of closed questions (closed-ended) with the Likert scale from 1 (strongly disagree) to 10 (strongly agree). The sample covers the entire seven districts in Kuala Langat, Selangor and is based on surveys conducted by the Department of Statistics Malaysia (2013), which includes 58.534 youths aged 20-30 years were randomly selected through multi-stage cluster sampling technique (multi-stage cluster sampling) include all ethnic groups. The respondents were 384 people is adequate for a population of more than 100,000 thousand people (Krejcie & Morgan, 1970), while this study is trying to get as many as 200 respondents who meet the minimum requirements of the power of the sample. The table below is a summary of the number of respondents by ethnicity and sub-district accordingly.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

ETHNIC	MALAY	CHINESE	INDIAN	OTHERS
SUB-DISTRICT				
Bandar	16	4	2	1
Batu	10	7	2	1
Jugra	12	4	2	2
Kelanang	10	4	5	1
Morib	12	4	5	2
Tg. Dua Belas	22	12	8	1
Telok Panglima Garang	31	10	8	2
TOTAL	113	45	32	10
TOTAL	200			

Descriptive data will be analyzed using IBM software Statistical Program for Social Sciences (SPSS) version 20. The mean value, the frequency and the gap (Coakes & Ong, 2011) will be analyzed for a patent and data patterns. The data will then be analyzed by Structural Equation Modeling (SEM) by using IBM SPSS Amos 20 version in identifying, estimating and evaluating the model to show the relationship between variables. The model is expected to be a reference for future studies in the context of political-ethnic tolerance among the youth in particular and the public generally.

Result & Discussion

After three months of data collection progress, 250 survey form were distributed, while after deducing due to missing and incomplete forms, only 201 were made for analysis stage. Descriptively, from 201 respondents, 84.8 per cent of the respondents are eligible to be considered as youth borrowing from the definition set by Institut Penyelidikan Pembangunan Belia Malaysia (2011). While in term of gender difference, 70 percent of respondents are male while 30 percent were female. In term of ethnicity, 73 percent were Malays, 9.4 were Chinese, 5.4 were Indian, and the balance of 12 per cent were others including Sabah and Sarawak and Orang Asli. While in term of education, most of respondents are Sijil Pelajaran Malaysia (SPM) holders with 54.3 percent, 17 percent are Certificate holders and 18,6 percent were diploma level of education. Interestingly, 94.9 percent of the respondents are supporter for political party while only 5 percent were not. Therefore, based on the demographic identification of respondents, the measurement for political tolerance level in Kuala Langat youth is emminent.

There are 15 items being used to measure political tolerance. Based on alpha, the score is .937 (∂ = > .8), which can be understand that all items are reliable and valid for the measurement. Table 1 below manifest the validity and reliability of items used.

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.945	.945	15

Table 1 Items Validity and Reliability

Because all items used are statitiscally reliable and valid for the measurement based on on Cronbach's Alpha, then determinant of mean score for items is necessary to determine the level of political tolerance among youth in Kuala Langat. Mean score for political tolerance constructs was 6.08. This score can be interpret as medium- good of political tolerance practices amongst ethnic in Kuala Langat as suggested by scale developed by Mohd Azmir Mohd Nizah & Ku Hasnita Ku Samsu (2015).

Mean	N	Std. Deviation
6.0791	190	1.38698

Table 2 Mean Scale for Political Tolerance

Table 2 shows that respondents achieved medium-good level of ethnic tolerance. The scores are dependent on ethnicity, constituency, gender and academic qualification. Statistical analysis presented that there was a significant difference based on ethnicity.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	34.899	67	.521	1.682	.007
Within Groups	37.780	122	.310		
Total	72.679	189			

Table 3 Group Difference

Table 3 shows the result of the difference where there was a statistically significant difference between groups as determined by one-way ANOVA (F 67, 122) = 1.682, p<.05.

Ethnic	Mean	N	Std. Deviation
Malay	6.1374	147	1.44486
Chinese	6.0210	27	1.19944
Indian	5.6411	16	1.08705
Total	6.0791	190	1.38698

Table 4 Political Tolerance Level

Table 4 as the above showed that based on ethnicity, the Malays youth are more politically tolerated, but does not differ significantly with the Chinese and the Indian in Kuala Langat. Overall, based on the objective set previously, this study found that the level of political tolerance among youth in Kuala Langat at medium good level. This can be assessed through local youth activities including various community based awareness campaign such as Food for the Needy, Banting Menjerit, Jugra Hiking, Schoolings Equipment Assistance, and some other political discourse that involved the youth directly. Leadership qualities also plays important roles in mediating the effect of political tolerance through youth participation. It must be noted that youth in Kuala Langat are very much concerned of their well-being rather than on sole interest in party politics.

Conclusion

It can be concluded that the youth in Kuala Langat can be categorised as medium-good of political tolerance practitioners, as civic and democratic participation are more important than the issue of political parties and ethnicity. Interestingly, the youth does not consider ethnic identity as obstacles but rather their self being is much more important. Therefore, more studies on are needed in measuring and understanding political tolerance. Most importantly, when it involves gaining political support and harnessing votes in electoral process, definitely political tolerance becomes one of the indicators, at least it prevails in sub-urban society. Governing parties should chart new strategies for upcoming election. This is the way forward.

Acknowledgment

References

[1] Ahmad Sabri, A. Z. S., Abdul Aziz, A. R., Shafie, S., & Nordin, M. N. A. (2014, March 3). Kajian terhadap tahap patriotisme dalam kalangan belia Perak. Universiti Utara Malaysia. Retrieved from http://repo.uum.edu.my/11665/1/Ah Za.pdf

[2] Ahmad Tarmizi, . Talib, Sarjit Singh Gill, ., Razaleigh, . Muhamat Kawangit, & Puvaneswaran Kunasekaran, .. (2013). Religious Tolerance: The Key between One ASEAN One Community. *Life Science Journal*, *10*(4), 1382–1385.

[3] Arwine, A., & Mayer, L. (2012). *The Impact of Tolerance on Political Behavior* (2012 Annual Meeting). Portland, Oregon.

[4] Aznan Bakar, . (2010, December 27). Belia dan patriotisme. *Utusan Online*. Retrieved from http://ww1.utusan.com.my/utusan/info.asp?y=2010&dt=1227&pub=Utusan_Malaysia&sec=Rencana&pg=re_0

2.htm

[5] Balasubramaniam, V. (2006). Strengthening ethnic identity consciousness and the role of tactical voting in multi-racial Malaysia. *Asian Ethnicity*, *7*(1), 75–88. http://doi.org/10.1080/14631360500498536

[6] Banton, M. (1985). *Promoting Racial Harmony* (1st ed.). Cambridge, United Kingdom: Cambridge University Press.

[7] Brown, G. (2005a). Making ethnic citizens : The politics and practice of education in Malaysia October 2005, (23).

[8] Brown, G. (2005b). Playing the (non)ethnic card: The electoral system and ethnic voting patterns in Malaysia. *Ethnopolitics*, *4*(4), 429–445. http://doi.org/10.1080/17449050500348675

[9] Chin Yee Mun, ., Lee Yok Fee, ., Jayum Jawan, ., & Sarjit Singh Darshan Singh, .. (2014). From Individual Choice to Collective Actions: Ethnic Consciousness in Malaysia Reconsidered. *Ethnic and Racial Studies*, (January), 1–15. http://doi.org/10.1080/01419870.2013.863958

[10] Chzhen, Y. (2013). Education and Democratisation: Tolerance of Diversity, Political Engagement, and Understanding of Democracy.

[11] Cote, R. R., & Erickson, B. H. (2009). Untangling the Roots of Tolerance: How Forms of Social Capital Shape Attitudes Toward Ethnic Minorities and Immigrants. *American Behavioral Scientist*, *52*(12), 1664–1689. http://doi.org/10.1177/0002764209331532

[12] Department of Statistics Malaysia. (2010). *Population Distribution and Basic Demographic Characteristics*. Putrajaya.

[13] Department of Statistics Malaysia. (2013). *GDP by State*. Putrajaya.

[14] Ezhar Tamam, ., Tien, W. Y. M., Fazilah Idris, ., & Azimi Hamzah, . (2006). News Media Socialization and Ethnic Tolerance. *15th AMIC Annual Conference*, (July), 1–10.

[15] Fazilah Idris, ., & Nur Riza Suradi, . (2010). The Influence of Youth Personality towards Racial Integration. *The International Journal of Learning*, *16*(12). Retrieved from http://ijl.cgpublisher.com/product/pub.30/prod.2572

[16] Finkel, S. E., Sigelman, L., & Humphries, S. (1999). Democratic Values and Political Tolerance. In J. P. Robinson, P. R. Shaver, & L. S. Wrightsman (Eds.), *Measures of Political Attitudes* (Vol. 2, pp. 203–296). San Diego, California: Academic Press.

[17] Gibson, J. L. (2006). Do Strong Group Identities Fuel Intolerance? Evidence From the South African Case. *Political Psychology*, *27*(5), 665–705. http://doi.org/10.1111/j.1467-9221.2006.00528.x

[18] Gibson, J. L., Duch, R. M., & Tedin, K. L. (1992). Democratic Values and the Transformation of the Soviet Union. *The Journal of Politics*, *54*(2), 329–371. http://doi.org/10.2307/2132030

[19] Hari Singh. (2010). Ethnic Conflict in Malaysia Revisited. *Commonwealth & Comparative Politics*, *39*(1), 42–65. http://doi.org/10.1080/713999532

[20] Inglehart, R., & Welzel, C. (2005). *Modernization, cultural change, and democracy : the human development sequence*. Cambridge University Press.

[21] Institut Penyelidikan Pembangunan Belia Malaysia. (2011). *Indeks Belia Malaysia 2011*. Putrajaya, Malaysia.

[22] Janmaat, J. G., & Mons, N. (2011). Promoting Ethnic Tolerance and Patriotism : The Role of Education System Characteristics. *Comparative Education Review*, *55*(1), 56–81. http://doi.org/10.1086/657105

[23] Jayum A. Jawan. (1996). Conflict Resolution Through Consensus Building : Experiences from the Dayak Iban Community of Sarawak , East Malaysia. *Pertanika Journal of Social Sciences & Humanities*, *4*(2), 121–127.

[24] Jayum A. Jawan, & Mohammad Agus, Y. (2008). The 2008 General Elections: Implications for Ethnic Relations in Malaysia. In *Globalising Religions and Cultures in the Asia Pacific* (pp. 3–40). Adelaide: The University of Adelaide.

[25] Krejcie, R. V, & Morgan, D. W. (1970). Determining Sample Size For Research Activities. *Educational and Psychological Measurement*, *38*, 607–610.

[26] Ku Hasnita Ku Samsu, M. H. M. N. (2009). Patriotism among non-Malay Students in Public Higher Education Institution , Around Klang Valley Semangat Patriotisme dalam Kalangan Mahasiswa Bukan Melayu di Institusi Pengajian Tinggi , Sekitar Lembah Kelang. *Akademia*, *75*, 85–100.

[27] Mahathir, .. (1991). The Way Forward-Vision 2020. Retrieved from http://www.wawasan2020.com/vision/p2.html

[28] Marquart-Pyatt, S., & Paxton, P. (2006). In Principle and in Practice: Learning Political Tolerance in Eastern and Western Europe. *Political Behavior*, *29*(1), 89–113. http://doi.org/10.1007/s11109-006-9017-2

[29] McClosky, H., & Brill, A. (1983). *Dimension of Tolerance: What Americans Believe About Civil Liberties*. New York: Russel Sage Foundation.

[30] Ming, L. L., Azhar, N. A., Hazri, H., & Mulakala, A. (2012). *The Youth Factor: 2012 Survey of Malaysian Youth Opinion*. Kuala Lumpur.

[31] Mohd Azmir Mohd Nizah, .. (2015). On Malaysia's Ethnic Tolerance: A Study of Two Cities. *Research Journal of Applied Sciences*, *10*(8), 294–297. http://doi.org/10.3923/rjasci.2015.294.297

[32] Mohd Azmir Mohd Nizah, .., & Ku Hasnita Ku Samsu, .. (2015). Political Tolerance in Multi Ethnic Society: An Early Findings in Johor Bahru Parliamentary, Malaysia. In *Seminar On Government And Civilisation II (SOGOC II)* (pp. 450–462). Serdang, Selangor, Selangor: Universiti Putra Malaysia.

[33] Mohd Azmir Mohd Nizah, .., & Paimah, A. (2011). Magnitud Toleransi dan Urbanisasi dalam Kalangan Pelajar Pelbagai Etnik: Kajian Perbandingan di Kuala Lumpur dan Kuantan. In *Persidangan Kebangsaan Perpaduan Nasional 2011*. Kuala Lumpur.

[34] Mohd Nizah, M. A., Ahmad, H., Jawan, J., Ku Samsu, K. H., & Gill, S. S. (2017). Ethnic Tolerance in Multiethnic Society: The Case of Pulau Pinang. In *The European Proceedings of Social & Behavioural Science* (pp. 66–74). London: Future Academy. http://doi.org/10.15405/epsbs.2017.02.6

[35] Mutz, D. C. (2005). *Hearing the Other Side: Deliberative versus Participatory Democracy*. Cambridge: Cambridge University Press.

[36] Nazri Muslim, ., & Mansor Mohd Noor, . (2014). Ethnic Tolerance Among Students of Public Higher Learning Institutions in Malaysia. *World Applied Sciences Journal*, *29*(3), 388–401. http://doi.org/10.5829/idosi.wasj.2014.29.03.992

[37] Oskarsson, S., & Widmalm, S. (2016). Personality and political tolerance: Evidence from India and Pakistan. *Political Studies*, *64*(1), 235–254. http://doi.org/10.1111/1467-9248.12169

[38] Sullivan, J. L., Piereson, James, & Marcus, George E. (1982). *Political Tolerance & American Democracy* (Paperback). Chicago: The University of Chicago Press.

[39] Togeby, L. (2004). It depends… how organisational participation affects political participation and social trust among second-generation immigrants in Denmark. *Journal of Ethnic and Migration Studies*, *30*(3), 509–528. http://doi.org/10.1080/1369183041000168206l

[40] Weldon, S. A. (2006). The Institutional Context of Tolerance for Ethnic Minorities: A Comparative, Multilevel Analysis of Western Europe. *American Journal of Political Science*, *50*(2), 331–349. http://doi.org/DOI 10.1111/j.1540-5907.2006.00187.x

[41] Widmalm, S., & Oskarsson, S. (2013). Political Tolerance in India Descriptions and Explanations from the Heartland. *Asian Survey*, *53*(3), 533–558.

Restoration in Objects and the Methodology of Intervention

PhD. Otjela Lubonja

European University of Tirana

Abstract

The purpose of the study is to highlight some of the ways of intervention that can be applied in various objects. In this study they treated theory- practical issues dealing with ways of intervention and essential elements in an object. Regards restoration as complex discipline which aims to value the monument as an historical proof. It's a monument evaluation by considering the appropriate amount to the component of historical document. Each population even each period of its historical development contains the ethnical and temporal stamp. The experience of our country in the restoration of popular dwelling makes possible that within the basis of achieved realizations other important criterion should be highlighted. The popular dwelling is distinguished for huge transformation that has passed throughout time. Each monument changes throughout time, but popular dwellings being a category directly connected to socio-economical conditions reflects those conditions. The dwelling is a construction with intensive and continuous exploitations which remains same even after being labeled as a monument. In the construction relatively weak materials and techniques are being used, highlighting the degradation of its constructive and architectonical elements. - *Some of the problems we are going to treat are:* Positions that should be held towards the changes that has passed the dwelling over time. 1. The partial or overall restoration (seen in report with monument evaluation) The constructive and architectonical degraded elements; 2. The methodology of interference; 3. The techniques of cleaning; 4. The special criterion for dwelling restoration, for the simple fact that all monuments have its history and place in popular dwelling typology, find in most of the cases a common effectuation. So in the same monument can be applied different criterion in different parts of it. Every restoration is a special case.

Keywords: degradation, partial restoration, overall restoration, time transformation, construction volume

1. Introduction

The term '' restoration'' we understand reconstruction. The experience of our country in the restoration of popular buildings makes it possible on the basis of the achievements reached to jump to more fully some basic criteria for their restoration. Popular buildings due to major transformations it has undergone over time. Any monument undergoes changes over time, but the buildings being a category directly linked with socio-economic conditions, reflects these conditions. An important role in the transformation of the building plays and numerical growth of the family and its division into new families.

2. The purpose and objectives of the study

It is important to conduct research on restoration, intervention methods in objects (buildings) Definitions and justifications on the restoration of residential buildings are achieved through a long investigation by the Albanian and foreign literature. The material selected is read and analyzed in such a way as to remain faithful to the theme of the handle. Everything is handled on the basis of individual opinions and conclusions based on the study of literature. Following the goal, we can determine issues of the paper in the form of the following questions.

-A Caution on new additions carried out through objects of their previous existing connection?

-If intervene (restore) objects through a damaged original part of his predecessors?

-Interventions in a facility to enable its longevity?

The study aims to:

-To make a theoretical presentation of the way, the methods of which we intervention in the object.

-Giving some conclusions and recommendations for improving the situation.

3. Research question, Hypothesis.

Research questions

1. If a restored building has a more longevity?

2. What type of restoration used more partial or complete?

Hypothesis

1. Restoration of damaged parts of objects brings his longevity.

4. The methodology of the study

The working methodology will be qualitative research is designed so that the data gathered and interpreted to be in the middle of the target in the study.

• The resources will be used:

1. Secondary sources

2.Secondary sources: The authors and other studies of the cities history. Scientific studies by different authors.

5.Analysis

5.1. Changes in time buildings

Buildings proceed in time, this growth is reflected in the old buildings, which undergo changes. These changes can be divided into two groups:

a. In the first part make additions of new facilities that fail to alter the initial volume, often it functional. This group may include the construction of new facilities, the open areas of the apartment, which is carried out within the existing volume.

b. In the second included changes to specific architectural and constructive elements in accordance with the tastes of the time.

In general, in the apartment we find transformations which belong to both groups. These additions or changes and should be seen and assessed contributions of different eras that gave rise to their construction. All of these have double value as the architectural and historical document it. In many cases the additions are performed improvisations performed without any care, but simply meet immediate needs.

(Source: Monuments 11, 1972 Emin Riza fq. 162)

What is evident supplements which have not the original elements of the building, no taste, but with different materials. These types of cases should be definitely taken as seriously damage the structure of the monument, since they are located in relation to housing, also does not represent value. If extensions are attachments out of the initial volume, this action is easy and fruitful.

If the additional new facilities accepted as valid, then it is important to preserve the special treatments architectural elements that have been made to other parts of the apartment during the construction of new facilities. (Fig. No. 1)

5.2. Restoration of missing parts or transformed into objects

Certainly any kind of intervention in the building is a type of damage, in the sense that affected its authenticity, its value as a product of the time and the circumstances.

However, it is a condition for the extension of the monument's life as much as possible. The term restoration must also realize the partial reconstruction of the apartment, but also thorough. Reconstruction of missing parts can be obtained from documents or data of different types. Where practiced this part? This part mainly finds use in important monuments which was severely damaged compositional unity. (Fig. No. 2, fig. No. 3)

Figure 2 (*Source: Monuments 11, 1972 Emin Riza p 165)* Figure 3

Full restoration of the ruins requires that documentation be sufficient typical values on the initial composition. Both types of restoration and partial as it holistic seeking to preserve the original external treatment of the monument, while the inside is treated with the present conditions. There are times when the ruined parts not restored, but to highlight and consolidate the technical side. Restoration transformed parts has found wide use in practice dwellings which have been declared monuments. Parts are restored to the input of another era.

5.3. Restoration of parts and constructive elements, architectural degraded.

Special constructive elements and architectural monument has a double value:
a. First part of the monument itself
b. Second worthwhile in itself that in some cases pose genuine works
What we need to do and have in mind is to extend the life of structures or damaged item. Del imperative that before thinking of removing original parts reconstructed object. The materials used can be different. If we had the wood element there is the possibility of full restoration, to achieve positive results, but it would violate authenticity of the act.

Walls with any material and technical restoration should be built in to retrieve the original appearance by intensifying inside their techniques with time. Restoration and raises issues of the report, as should stay added parts to existing parts. The restored parts must be distinguished from the original. We say we have achieved good results, when part of the restored unit is included in the monument, when viewed as a whole in terms of form and material.

5.4. The methodology of intervention

Conservation and maintenance of various objects requires special care in the selection of materials, technologies and methodologies on which will be made restoration. These actions which follow a logical sequence that can skematizohen, final cleaning and protection. In view of the characteristics of the facility and factors (internal and external) who predominate degradation, have also chosen methodology of intervention.

European Journal of
Interdisciplinary Studies

important primary characteristics in respect of any restorative interventions are:
- longevity,
- compactility
- variability
Life expectancy refers to the time permanently, characteristics and type of methodology or better product choice.

5.4.1. Interventions cleaning

Cleaning of constructed surfaces is a complex and delicate operation, when intervention in degraded materials, treatment of cleaning should be done careful and calibrated in such a way as not to provoke damage or drop coating.

Any interference cleaning should gradually become early using the most appropriate methods, referring to the first substance and less resistant materials, to continue with more durable materials in such a way as to capitalize more original surface, where it is possible without overlapping material.

- There are three basic criteria for choosing the most suitable system in a single case:
- Efficiency: should eliminate in a more efficient manner what is harmful (dirt, etc.).
- compatibility, can be considered as an application is not harmful notions, in his case the system must not cause damage eg .: damage or porosity lëmueshmërisë the surfaces of materials.
-ekonomy: first from the perspective of financial commitments, problems related to the workplace, cost etc.

Cleaning techniques nowadays are numerous

• cleaning technique with water. Which for many reasons it is rarely used nowadays. Using this method is limited. The materials are simple as natural water warm or cold and various brushes.
• with low pressure water cleaning techniques.
• mechanical cleaning.

In this type of cleaning is always the danger of falling rocks ordamage, this kind of cleaning done with soft nylon material, scalpel, tweezers, metal spatula, followed by other equipment more complicated type of dentist.

These tools operate on the basis of an electric motor and pneumatic setting in motion such materials, minor brushes with natural fiber or plastic sheeting (to clean surfaces in which are accumulated various impurities on stone, wood or metal. Plans to surfaces or less regular has found wide use abrasive paper which is fixed on wooden stoppers have the advantage they come and adapt to the surface on which the cross being deformed and simultaneously clean the surface.

With air cleaning devices. Devices in use by a small compressor
- use the whirling air Helical
- cleaning laser device.
- cleaning with chemicals.
- cleaning by absorbing clays

There are two types of clays, sepiolite, latapulgitet.
These materials have characteristic absorption of a large quantity of material in relation to their weight.

Disinfection of macro and microflora

Another cleaning process is that of the wall surface coverage: mosses, lakes, algae. The first floors of buildings are most affected this phenomenon. These arise as a result of damage caused by the chemical action of acid substances released by the radical apparatus able to chemically degrade wall surfaces. Because algae, mosses and lichens grow on the walls

of vegetation fugaturat development puts pressure on the walls of stone or brick doing so deformed, shifting, cracked and out of centrality. Also moss or algae produce korrezive chemicals (carbonic acid). *Modes of intervention:*

• Resistance to oppression caused by roots action]

• The possibility of collecting roots with semi mechanisms without doing damage to the wall structure.

• operational methods for the achievement of all defective parts. Action spontaneous vegetation control and elimination should ensure greater respect for the building structure. Verification of the effectiveness of biocides observed only after 30-60 days after application.

Disinfection of algae, mosses, lichens

Mosses, algae and lakes, mainly in masonry in the damaged areas, degraded or moisture phenomena as a result of capillary condensation of moisture, one of the first steps of intervention is prohibition of moisture sources, application temperatures, high ventilation.

Action climbing and stucco

The purpose of grouting is one of the cracks filling located on the surface regardless of the origin of the crack, this type of intervention should be homogenous even the smallest cracks of stones, so that there is no possibility that the rift advance further.

The first action is that elminimit pieces of stones or supplements that are ungrounded and excess, not their elimination would lead later in the resurgence and advance of new cracks and fissures.

The consolidation process

The term refers to the consolidation of a final series of treatments which consist of improving characteristics between elements added and existing ones making this the hard way the action of water and atmospheric factors such as irritating acids.

Another goal is the consolidation of conservation of physico-mechanical virtue of material To consolidate a wall mural is an action Complex, delicate and needs careful analysis of the nature of the material and how it will be brought to interference factors.

Any intervention should be objective and Point should never be generalized. Specific criteria for the restoration of housing, due to the fact that every monument has its history and its place in the popular apartment typology, find in most cases a joint application, ie at the same monument in different parts of it can be implemented various criteria. Any restoration itself is a special case.

6. Restoration projects and typology of restoration in Albania

The most important period of life in Albania monuments begins with the establishment of the Institute of Defense and Restoration of Monuments, by decision No. 67 dated 03.15.1965 of the Council of Ministers, which includes ateliers of Tirana, Berat and Gjirokastra. In this regard, the year 1963 marks the beginning of the design and restoration of monuments, which is to be mentioned for example. The project sees Dyrrit Tekke in Tirana (restored by Prof. Emin Riza).

In 1981 Atelier Tirana named Branch of Monuments Tirana stretch of Lezha in Butrint as the largest branch and specializes in the protection of monuments, the territorial space defined, as well as carrying out restoration works in accordance with projects developed by specialists of the relevant sectors of the IMK. (Projects and designing its specialists, but always made their approval IMK).

With the introduction of the project, the process of restoration began to go through several stages, which have provided satisfactory results in the preservation of the monument's authenticity as structurally, and in terms of compositional and aesthetic. More specifically, these stages were:

-comprehensive study of the monument.

-development of the restoration project.

-elaboration of conclusions

6.1. Restorations in ancient and medieval monuments.

Until 1945 no monument of ancient or medieval architecture was put on the defensive by the Albanian state. Archaeological work of foreign missions led by certain interests and did not provide special programs for performing restorations on the size of the protective ruins of our cities. In the years after World War II Illyrian excavations at the medieval towns passed by the empirical research stage towards concrete solutions to their problems through special in-depth studies and based on the experience of other countries.

So, in this regard, initially, people of Illyrian city fortifications system posed a number of problems for its conservation and restoration. "Waste of these systems tracts surrounding walls, defensive towers and their entrances are generally found mutilated or damaged in different time of hostilities, intimidation, or slide the terrain from rising above their vegetation and the factors others have done for centuries. *(Zheku, Koco. Problems of restoration of the Illyrian city fortification systems. "Monuments", Tirana, 1976, no. 12, page 17.)*

So, work on ancient monuments were mainly focused on the Illyrian cities. They, among others, as they aim for some of them to return to be visited centers where the visitor and researcher to create an idea as clear as possible for the city and Illyrian civic life. Such works were carried out for example. ancient centers of Dyrrhachium, Apollonia, Butrint other.

It is worth mentioning here the character of the conservation restoration works that were made in the perimeter walls and oak Zgërdheshit and the Apollonia Nymphaeum in Bradashesh.

As a result of careful work and close cooperation between our resturatorëve and archaeologists in these facilities was achieved quite part of them to recover. Furthermore, through this experience they were lit achieve the very important aspects of archaeologists and architects work.

In medieval monuments, ranging from the role they have played in the history of our people, priority was given protection works of the Albanian feudal principalities period, those associated with the struggle of our people against the Turkish invaders under the leadership of Skanderbeg and the time construction of independent Albanian pashaliks.

Specifically, such works were in the castle of Gjirokastra and Berat, the fortress of Kruja and Shkodra.

The goal of restorative interventions in these monuments has been returned to the museum these centers visited. In this regard, special attention is paid especially to the museum cities of Berat and Gjirokastra as an important center where the Albanian medieval city development and architecture of the Middle Ages later appear in their most complete way.

This was done for several reasons

First, these two cities retain their integrity better than any other center's former appearance, therefore Monuments Institute took care of their conservation and restoration as authentic. Unlike other centers, the problem here appeared more complicated, since we are dealing with important urban complex, in which the number of monuments protection is greater than in any other city.

Secondly, these cities continue to live and develop in accordance with the new conditions and historical circumstances. The demand of the residents who live and live in these urban centers is particularly important. In these circumstances for the protection and conservation of historic centers plays a crucial role adaptation and use of their monuments in accordance with the dynamics of life, without sacrificing historical, cultural and artistic preserve these monuments to themselves.

Achievements in the field of conservation and restoration work on ancient monuments naturally lead us to reach some conclusions:

In the first phase, restoration work on ancient and medieval monuments have been reinforcing works or conservation works of consolidation of separate elements or parts that have lost their static stability. Such have been such. strengthening of the temple lintel of Agonothetes metal profiles, lintels of the entrance to the gate with towers and the Lion's Gate in Butrint or in the basin wall Bradashesh the other, which were consistent with the purpose of preserving the values and authentic elements of the monument. Afterwards, it is passed to the fulfillment of arcs that pose constructive need for restorative interventions such as. in the theater of Butrint, Eskulapit temple, the amphitheater, the Bradashesh terms of the other.

Figure 4. View of the amphitheater

Figure 5. View of the Butrint castle

Restoration works with more complex problems we intended to preserve their artistic value. In these works is using techniques anastilozës. Problems anastilozës spread to other problems more complex in separate objects related to the necessity of full recognition of the monument by typological and its construction techniques. Likewise, the work carried out at the porch of Apollonia, the Dimal or ancient dwellings in Apollonia, Antigone and the other aimed at maintaining artistic values as a whole and individual elements in the context of certain typological solutions. The successes in this regard were

"the result of ongoing consultations in place and constant study of the monument, standing close to the object and analyzing every trace out during restoration interventions ,,. 34

(Pani, stone, Zheku, Koco; Papajani, Lazer. The restoration of ancient monuments in our country. "Monuments", Tirana, 1988, no. 2, page 39.)

A place of great importance are also busy saving interventions. Of course, these kinds of interventions have shown a very delicate issue, therefore, require concrete or practical considerations to ensure their protection from further destruction. In these monuments to our culture, protective walls Illyrian times have been repaired or are broken and waste of these walls are used as medieval castles support bases. These materials such as blocks of fallen stones from the ancient walls, are reused in the walls of medieval fortifications with lime mortar. As the main task appeared the problem of immediate conservation to preserve intact the state of these systems, as well as come to a conclusion our archaeological excavations researchers.

In restorative practice in our country examples of interventions achieved thanks to the best knowledge of Albanian architecture history in general, specific gender monuments and history of the monument itself, are very numerous. According to our experts, one of the main goals of restoration work on the monuments of architecture and art of them has been insisting to preserve intact the history of the work, its authenticity. This has required and will require interdisciplinary research effort to benefit approach, breakthrough, and the use of modern materials, especially in the interior of the criminal structures.

As such they have been such. Use the cementation with outdated hydraulic lime layers that provide rapid solidification inside the walls or the vault and the use of synthetic resins which give the same effect. All these materials, according to our experienced restorers, guarantee the stability of the monument.

As mentioned above, the restoration of the ancient monuments of architecture generally anastylosis character. Ie. intervention aims to constructive and architectural re-composition to the extent that allows the material stored by each monument. In the current conditions the need for intervention in the ruins of the defensive walls of the Illyrian cities are growing both in terms of conservation, deepening the restoration works, as well as their extension in different cities.

Important qualitative step in the restoration work throughout the studies accounted for the drafting of specific restoration criteria and their application in areas such as monuments of architecture and art as well as popular apartments. This constituted important events of a scientific nature for future monuments in our country. Likewise important it was the fact of training and specialization of staff, paying attention to the new staff. So, in the fullness of attentions to the preservation and appreciation of our cultural heritage in the field of architecture and art activity haven has been waning in some chains, while in some other countries is intensifying. But self restoration activity has remained somewhat constant.

6.2. The works of restoration in popular apartments.

An integral part of the restoration activity that took place in our country after World War II was the restoration of residential buildings, which bear historical value in itself unique in architectural terms and in terms of meeting the immediate daily needs. According to the data we have been able to provide, we noted that the work on the restoration of residential buildings was originally launched with a slower pace, and then this activity became more organized and on the basis of a program based on scientific criteria.

The first that worked on tracking down popular buildings in our country being ethnographers, who, among others, showed special attention to popular constructions. So, in the center of their expeditions, it became the object research also popular flats, gathering data descriptive, photographic and sometimes graphics.

These initial research was extended to the countryside, as well as in the city. In our view, despite early attempts were not yet clear targets and systematic character, these efforts had great merit that gave a valuable contribution, which create the

conditions for a significant increase in employment, as in the expansion plan both in terms of methodology and criteria of selection of folk buildings documenting the specific value.

It should be noted that the year 1959 marked an important event for the future of cultural heritage, therefore, in the field of popular constructions. Thus, the Council of Ministers decision (dt.02.06.1961) announced museum towns and cities put into state protection of Berat and Gjirokastra, and the old part of the city of Durres underground and bazaar of Kruja.

According to A. Meksi "City of Berat Regulation constitutes the first official act of putting the protection of a compound of the values of its individual facilities and environmental values, as the architectural environment, as well as natural to him ,,. 39

(Mexi Alexander. The restoration of monuments of architecture. The publishing house "Eugen ,, Tirana, 2004, page 35.)

By tracing conducted in Northern Albania they were separated 55 buildings posed significant value and were put under state protection in the list of monuments year 1973. All these outstanding achievements in the field of tracing and putting the protection of folk constructions brought automatically gathering a good experience, increasing the competent scientific forces and the establishment of organizational science fair relationship between four major levels of activity for the evaluation of monuments such as: tracing, putting the protection, study and restoration.

From the work carried out by organized expeditions around the country, they were recorded about 600 rural buildings, of which 200 were put under state protection. Practically, the emergence of this important decision impose comprehensive solution to the tracking problem and putting the protection of folk constructions in our country. All this work, taking the necessary measures for its performance at the organizational level and in the methodical scientific, underwent an extensive discussion at the social sciences section of the Academy of Sciences. During this four-year intensive activities were carried out 35 expeditions and gathered a rich documentation of description, graphic and photographic. In this way, the number of rural buildings set in state protection in 1980 amounted to 210. In this period, in addition to tracking labor-intensive rural construction, was not neglected even further tracing of civic buildings, such as individual works, as well as construction ensembles. On the basis of these studies:

Besides tracing the monuments of architecture, circa 1975 it expanded job tracking offenses zbukurimores in folk dwellings. Of course, here it came to specific environments inside buildings, not kept such as architectural value were placed in state protection.

1. In 1976, it was to protect the historic center of the city of Elbasan, which included the inhabited area within the perimeter of the town's castle walls.

2. After a careful tracing of Shkodra, in 1977 were put under state protection 82 objects, generally "friends,, chamber in which preserved wooden elements chiselled in ceilings, floor screeds, doors, windows, closet lid others, as well as works in stukreliev in chimneys and rarely in ceilings.

3. In 1980 was put under state protection two architectural assembly, one in the city of Shkodra and one of Vlora.

Popular apartment has a rather specific and somewhat separate, related to two main reasons:

Firstly, because the major transformations it has undergone over time. It is true that every monument undergoes changes over time, but the apartment, being a category more directly linked to economic and social conditions, reflects these conditions expressed in class differentiation and performance of each class or social group immediately, alienated not only the composition but also the architectural treatment of the inside and the outside environment. Second, the apartment of her own nature is a construction with an intensive and permanent use to remain so even after setting a cultural monument, after the removal of residential functions would not only harm its values, but also will remove the artificial and harmful to the society it serves.

According to prof. Riza "We can say that the report origjnale parts towards them restored have achieved good results, when part of the restored unit is included in the monument, when he perceived in its entirety and somehow distinguish the relative from the original elements, that by their shape and the material has likening .. is distinct criteria for the restoration of housing, due to the fact that every monument has its history and its place in popular tiplogjinë apartment, found in most cases a joint application, then the same monument, in different parts of it can be applied to various criteria.

(Riza, Emin. On the criteria for resturimin popular housing. "Monuments", Tirana, 1976, no. 11, page 176.)

In the Albanian case, especially until around 1990, restoration criteria in the popular apartment gender have been implemented, we would say consistent target and reach, with the method set out in the Charter of Venice Restoration. This can be traced to the large number of restored monuments, but also of programmatic document "Criteria for the restoration of cultural monuments of architecture and art,, adopted by the Committee on Culture and Arts, on February 10, 1986. Due to the consideration with minor value, as well as in developed countries, we believe that folk architecture remained out settings "monument,, (Riza, Emin: popular architecture and its assessment. publishing House" Day 2000 ", Tirana, 2013, page 12)

Further, the change of the political regime and the transition to a democratic system in the field of protection of monuments has brought stagnation to circa 2000. According to prof. E. Riza, there are two main reasons for this situation:

First, disregard of professionalism as an essential condition for selected staff of specialists by area.

Second, the rapid changes, as well as positive lifestyle, which do not conform to traditional apartment, which nowadays and further, regarding the use in its operation, will file a growing problem

QUESTIONNAIRE

1. Are encountered before the term "restoration"?

	Yes	**No**
% of answer	**25%**	**75%**

Figure 6.1 % of answer for the term '' Restauration''.
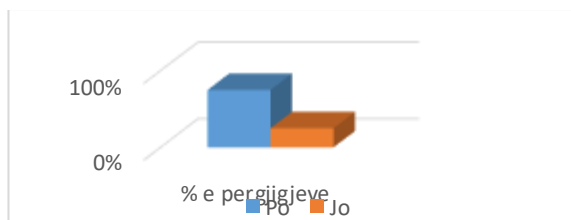
Figure 6.2 Graphic I % of answer for the term '' Restauration''.

Conclusions: According to the above graph shows that about 25% are familiar with the term restoration and function, while 75% had not heard of before this term or what the function does.

2. Do you think that the restoration affects the longevity of the building?

	Yes	**Maybe**	**No**
% of answer	**79%**	**16%**	**5%**

Figure 6.3 percent % of answer to influence the longevity of the building.

Figure 6.4 Graphic I % of answer to influence the longevity of the building.

Conclusions: According to statistics, 79% confirmed that the restoration of buildings affect their lifespan, 16% think that the impact is minimal while 5% to restoring the site does not cause any kind of impact in buildings.

3. Do you know which are the materials The materials used in restoration of the buildings?

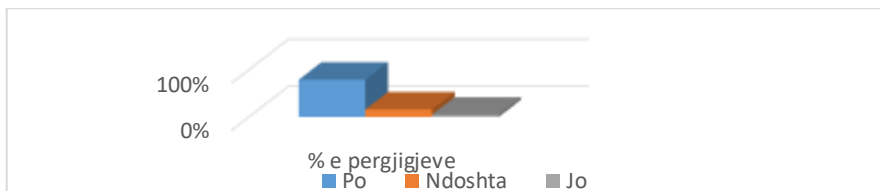|	Yes	Maybe	No
% of answer	10%	20%	70%

  Figure 6.5 % of answer regarding the recognition of materials.

Conclusions: According to statistics, 10% confirmed that recognize the materials used in the restoration of buildings, 70% do not recognize them, while 20% think that they know the materials used.

4. A mendoni se Shqipëria,si vend në zhvillim, duhet të restauroje godina?

	Yes	Maybe	No
% of answer	86%	9%	5%

Figure 6.7 Table% of responses for the restoration of buildings.

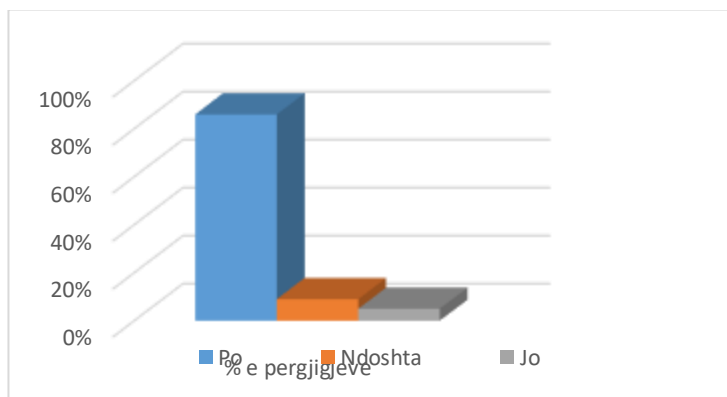**Graphic :**

Figure 6.8 Graph% of the responses for the restoration of buildings.

Conclusions: As can be seen from the above study 86% are of the opinion that Albania must restore the building, then have 9% who think it is difficult to achieve, but not impossible. Finally, 5% are against the restoration.

5. What the restoration material most commonly used wood, metal, plastic or glass?

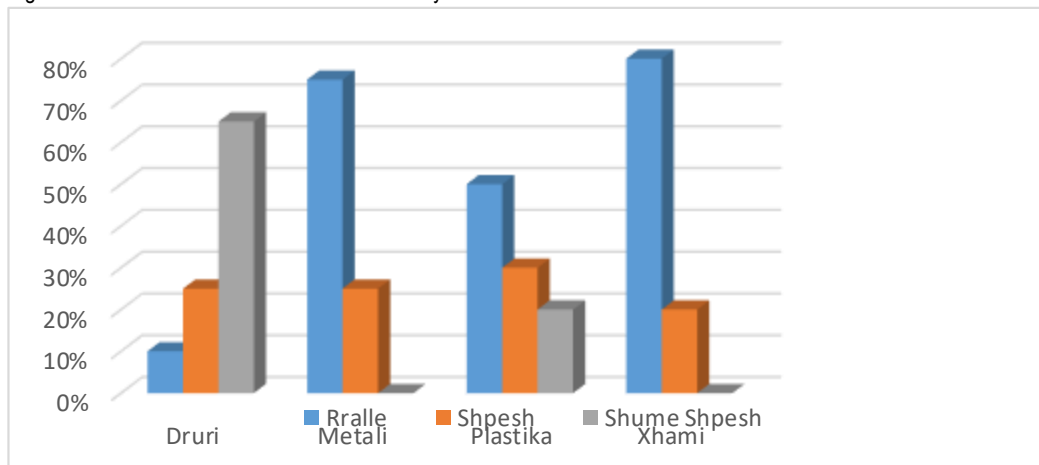Figure 6.9% of the answers to the most commonly used material

Figure 6.10 Graphic I % of answer to the material used in the buildings.

Conclusions: According to statistics obtained from this interview materials which are used more wood and plastics with 65% to 20%. While 75% of metal is very rare in its use in interiors or eksteriore, with glass which has 80% rarely use.

Questionnaires:

Number of respondents: 100 persons, who were of different professions. Number 58 women and 42 men. Their average age 37 years old.

7. Conclusions and Recommendations

In this period, significant qualitative step in the restoration work throughout the studies accounted for the drafting of specific restoration criteria and their application in areas such as monuments of architecture and art as well as popular apartments.

In medieval art it is performed to the best activities for their protection and restoration, by clearly defining the criteria for restorative intervention in these works. In the practice of restoration work on the monuments stemming from archaeological excavations has been a close coordination with the archaeologist Restauratori work.

An integral part of the restoration activity that took place in our country after World War II was the restoration of residential buildings, which bear historical value in itself unique in architectural terms and in terms of meeting the immediate daily needs. Work on the restoration of residential buildings, originally started more slowly, and, later, became more organized and built on scientific criteria.

Should show special care in New Accessories performed through objects, their relationship with the original part of the building.

Any kind of intervention in the apartment is a type of damage, in the sense that affected its authenticity, its value as a product of the time and the circumstances, but it is a condition for extending the life of the monument as much as mundur. Restaurimi full of rubble requires that documentation be sufficient typical values on the initial composition. Restoration transformed parts has found wide use in practice dwellings which have been declared monuments.

In this period, significant qualitative leap around the restoration work comprised of studies of the design of specific criteria restoration and their application in areas such as monuments of architecture and art and apartments - It turns out that about

25% are known the restoration of the term and its function, while 75% had not heard of before this term or what the function does.

- According to statistics, 79% confirmed that the restoration of buildings affect their lifespan, 16% think that the impact is minimal while 5% to restoring the site does not cause any kind of impact in buildings.

- According to statistics, 10% confirmed that recognize the materials used in the restoration of buildings, 70% do not recognize them, while 20% think that they know the materials used.
- As can be seen from the above study 86% are of the opinion that Albania must restore the building, then have 9% who think it is difficult to achieve, but not impossible. Finally, 5% are against the restoration.

- According to statistics obtained from this interview materials which are used more wood and plastics with 65% to 20%. While 75% of metal is very rare in its use in interiors or eksteriore, with glass which has 80% rarely use.

8. BIBLIOGRAPHY:

[1] D. Spinelli 2005 "*Insediamenti rurali e masserie nel territorio di Cisternino di Brindisi*" Adriatica Editrice – Bari
[2] E. Daci ''Leksione te shkruara''
[3] E. Riza, 1972 ''Monumentet 11''
[4] E.Berardi, A.M.Mecchi, A.Calia, M.Lettieri, 2002 - *Waterrepellent treatments on some calcareous Apulian stones of differing porosity*, in 5th International Symposium on The Conservation of Monuments in the Mediterranean basin, Seville, Spain, 2000, Protection and Conservation of the Cultural Heritage of the Mediterranean Cities, Gàlan and Zezza (eds), Swets and Zeitinger, Lisse, pp. 401-406.
[5] G.Calò, M.Di Pierro, A.Federico, G.Mongelli. 1195 – *Caratteri geologici petrografici mineralogici e meccanici dei carpari della provincia di Lecce* . Quarry and Construction Ed. PEI Parma. Linee Guida per l'applicazione al patrimonio culturale della normativa tecnica di cui all'Ordinanza P.C.M. 3274/2003
[6] M.C.Caputo, E.Quadrato, & N.Walsh, 1996 - *Influenza dello shock termico sui parametri fisico-meccanici del tufo calcareo del bordo occidentale delle Murge. Mem.* Soc. Geol. It. 51, 813-822.
[7] P.Marino, C.Samugheo 1993 "*Le corti del verde – Viaggio per le masserie di Puglia e Basilicata*" Edisud.
[8] Ambrosi, E. Degano, C.A. Zaccaria, 1990 "*Architettura in pietra a secco*" Schena Editore

Self-concept as a Factor in Academic Achievement

Areopagita Yésyka Bustillos Gómez

PhD Student, Autonomous University Chapingo

Abstract

This research presents a description of the results of the Piers-Harris Self-concept Assessment Scale (1984), applied anonymously among 300 students at a Technical Junior High School in Mexico City, for comparing with academic achievement or grade averages. To interpret the results, the questionnaires were grouped according to similar grade averages and total scores on the scale. As a result we got four sets of questionnaires, or four possible forms of perceiving academic self-concept related with grade averages. In agreement with the interpretation of the subtotal scores and items, generally talking it is possible to express that the need of social interaction; the obedience to hierarchical figures as the teacher; the vision that luckiness is related with learning; and a probable sense of helplessness or futility; mixed with political, economic, and social circumstances have influenced the attitude of Mexicans toward learning and their perceptions of academic self-concept.

Keywords: Academic self-concept, average grades

Introduction

Some Mexico City students in mandatory junior high school who are rejected by their peers or have poor grades do not appear to be concerned with school or the approval by their teachers. This study observes these carefree students whose life aspirations are totally disconnected from any educational institution. Failure to pass their subjects or even obtain their junior high or high school diploma does not appear to affect their academic self-concept or images of themselves based on their academic performance and the academic skills that determine it (González, 2005).

So if students are unconcerned about their grades or the school they attend, what is the relationship between academic self-concept and grade average?

Background

Self-concept has been a well-researched topic in secondary and university students given the important role it plays in academic performance. As González-Pineda & Núñez (1993) point out, the results found by the work carried out in the last three decades on the relationship between self-concept and academic performance lead to a differentiation of four possible patterns or models of causality between self-concept and academic performance.

Pattern 1. Grade average determines self-concept, experiences of academic success or failure significantly affect student self-respect and self-image, which could be explained by the role of evaluations of significant others (Rosenberg, 1979) or the theory of social comparison (Rogers, Smith and Coleman, 1978; Marsh, 1987, 1990; Marsh and Parker, 1984).

Pattern 2. The levels of self-concept determine the degree of academic achievement, a point of view maintained by self-consistency theory (Jones 1973) and self-respect theory formulated by Covington (1984).

Pattern 3. Self-concept and academic achievement are mutually influencing and determining. Marsh (1984) proposes a model of reciprocal relationships between self-concepts, attributions, and performance, with the particularity that a change in any of them produces changes in the others in order to restore initial balance.

Pattern 4. It is possible that outside variables are the cause of both self-concept and performance, as Maruyama, Rubin, & Kinsburg (1981) propose.

We can infer that in the relationship between of academic self-concept and school performance, self-concept in some studies influenced school performance, while in others it was the reverse; in still other investigations the relationship was reciprocal or unrelated.

According with these findings, most quantitative studies have not looked into the contexts which surrounds the relationship between academic self-concept and academic achievement. A case study is necessary that takes into account historical, social, political, and community circumstances on the perception and relationship between academic self-concept and grade averages.

This descriptive study aims to describe the relationship of academic self-concept and academic achievement in its natural context of Technical Junior High School 66 in the Cuchilla-Pantitlan neighborhood on the east side of Mexico City. Variables were the student's academic self-concept understood as the student's own conceptualization of his- or herself in the academic field, and the average grade in all subjects, (understood as their *academic achievement* per ANUIES, 2002). The subjects were 300 students of 11 to 13 years of age.

The technique used for this research was the survey. The instrument for the anonymous survey was the adapted and standardized Piers-Harris Self-Assessment Scale for adolescents (Piers 1984). The Piers instrument is grouped into six subscales that assessed behavior, academic achievement or intellectual status, appearance and physical attributes, anxiety, popularity, happiness, and satisfaction as perceived by the adolescent.

Results and Discussion

The first range or grouping of questionnaires was separated by virtue having scores of 350-320 total points in the instrument with grade averages of 9 and 10. Another group of schoolchildren had 330-300 total points on the instrument, with grade averages of 6 and 7. This created the total four ranges of grouping or organization of the questionnaires by internal similarities of each grouping, as detailed in Table 1.

Table 1. Ranges of data

	Total score in Piers-Harris Self-Assessment Scale	Grade average from elementary school and achievement in junior high	Number of questionnaires
1	350-320	9 and 10	152
2	330-300	6, 7, and 8	101
3	260-230	8 and 9	20
4	225-215	6 and 7	27

Averages or means of the partial scores of the questionnaires were obtained for subscales of each range or grouping of questionnaires. The results have been described from highest to lowest score for the average in each subscale in each academic achievement range with similar total score on the questionnaire, and then from highest to lowest average score for the same subscale in each of the four ranges. The analysis of results arises from comparing of averages of the questions by subscales by average grades according to Piers the signification, of the relation to the theoretical framework, the authors, the context, and the Mexican community. Afterward a brief conclusion of each range is detailed in the same order.

Average grades for ninety percent of teens dropped in the transition from elementary school to junior high. It is considered a high score in the Piers scale because it shows about 80% of the total score, and at the same time is considered a low score because it accounts for about 50% of the total score.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

Table 2. Relationship between the two variables: grade average with self-concept score

Average academic achievement	8, 9 ,10 high	6,7 low	8, 9 average	6, 7 low
Number of students	152	101	20	27
Percentage of total surveys	50	35	6	9
Total score in Self-concept	350-320 high	330-300 alto	260-230 average	225-215 low
Subscale 1 behavior responsibility : 75 total points	average: 69.3	average: 45.3	average: 47.4	average: 28.7
Subscale 2 achievement academic feeling: 75 total points	average: 64.3	average: 53.3	average: 48.4	average: 36.6
Subscale 3 Attitude physical leadership: 60 total points	average: 56.2	average: 58.3	average: 44.2	average: 34.2
Subscale 4 Nervousness: 65 total points	average: 58.5	average: 54.4	average: 50.7	average: 45.6
Subscale 5 Popularity : 55 total points	average: 43.3	average: 54.6	average: 27.8	average: 29.3
Happiness : 55 total points satisfaction	average: 54.1	average: 54.8	average: 40.6	average: 31.5

Results from highest to lowest average score of subscales of the same range

First range

A total of 152 students had high scores on Piers's overall scale of self-concept (approximately 350 to 320 total points), with high grades in all subjects in the third grading period, as well as from primary school (averages of 9 to 10 on their transcripts).

We can say that the first range are active students who are in the process of becoming autonomous and have an internal locus of control. The behavior subscale of this first range had the highest average of the total sample, 69.3 average. These students, with high academic achievement and high scores on the scale of self-concept, may have achievement based on a perception of personal competence and goals directed toward the realization and mastery of a given task. High motivation positively affects their academic behavior because they acquire an elevated academic status reflected not necessarily in greater knowledge and skills, but more than anything else in grades, which is almost always the most important aim for students of the first range.

On many occasions, due to the tendency of traditionalist learning, the student with good grades understands that a large part of getting good grades resides in proper classroom behavior, which means being quiet, attentive, and obedient to the teacher. Thus, the filial character and obedience in the adolescent which takes root over time and necessitates the presence of authority for learning (Díaz Loving, 1982), in contrast to Argentine adolescents, for example, who esteem being smart and cultured rather than getting good grades.

Adolescents therefore do not generally find sense in many activities, yet their high sense of obedience and responsibility guide them to accomplish all their activities to achieve their priority: high grades. These students with high grades have developed a sense of altruism toward school and demonstrate good behavior that have a positive impact their academic achievement.

The second highest score in this first range was in the subscale of academic achievement, with an average of 64.3. In this regard, Piers states that the self-concept is not innate in the manner it arises, develops, and organizes, but rather it is built

and defined throughout development due to the influence of significant persons in the family, school, and social environments, in interaction with their own experiences of success and failure.

Thus when the students in this first range are trying to solve some school task or to comprehend some new learning, the social environment, particularly that of the family, plays a central role in the evaluative process that underlies their self-concept.

Piers (1984), also states that the self-concept fulfills a mediating function that facilitates or prevents the person from performing a task (in accordance with their self-assessment), i.e., conditions and feeds back the behavior in the same way as parents and teachers say they are encouraging these students and these learners are, in turn, represent a positive feedback to progress. As James (1890) put it, our self-concept is in proportion to what we desire to be, and what we are or feel we can become.

Through the comparison of the responses in this subscale for the first range, we can say that these students usually identify difficulties or obstacles in learning or schoolwork and feel the confidence or need to continue trying until they achieve the assigned task or learning.

Similarly, Creoles in the colonial times of New Spain knew of their intellectual performance because they received education and felt independence as power and autonomy for the purpose of using their knowledge to advance; these individuals therefore perceived their locus of internal control (Rotter, 1966).

The grades of these students in the first range seem to be generally synonymous with intelligence-academic status, something common in Mexico City where most adolescent students have no activity outside school. This is a situation opposite to the Argentine case where the status is socially granted for being cultured, intelligent, and within the stage of adolescence for being thoughtful, critical, and creative. Therefore returning with adolescents of the first range, success or failure in school is related to central aspects of their self-assessment and, in turn, this academic self-assessment influences their successes which ripple out to all aspects of her life, since school and family are the two most significant, or at times sole, contexts.

The lowest score in this first range was in the subscale of popularity where an average of 43.3 was obtained out of a 55 total points. The responses from these subjects indicated that popularity is not perceived as among their priorities, but the consequence of their qualifications and good academic achievement usually become suitable friends for the rest of the class.

Feelings of academic efficiency — central components of self-concept — motivate them to organize study activities and the use of learning strategies, which leads this type of adolescent to be natural leaders, with the consequence that they give less importance to popularity.

They are adolescents who are often sought out by the rest of the group and supported as leaders in various activities due to their academic and personal efficacy. In some cases these teens desire like less popularity than they already enjoy.

With regard to popularity in junior high school, in many cases having prestige as a student does not imply being cultured or very intelligent for broad, rapid comprehension diverse types of knowledge, but rather on obtaining good grades.

This is also congruent with Valdez's studies where, compared to Argentine adolescents, for most Mexican students it is more important to obtain good grades than to be intelligent or cultured (Valdez Medina, 2005). This often leads Mexican students to be filial and feel happy in groups of schoolmates because of good grades. In some cases these persons are followed by their companions because of their high averages since excellent qualifications are sometimes synonymous with being intelligent. It is important to note that it is not that these students with high scores on the Piers scale and excellent grades are very socially skilled — they are also sometimes shy — but generally are very convenient classmates to have and are followed by the rest of their classmates.

Graphic 1: Six subscales in the first range

Grade Average 6 to 7
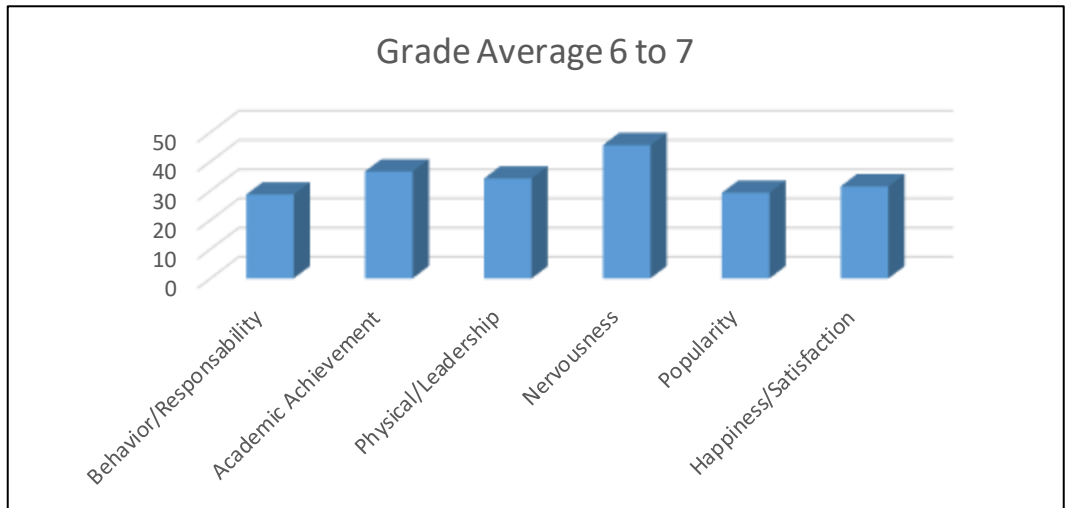
Second range

Respondents to 101 questionnaires reported high scores overall for self-concept (approximately 300-330 total points), and with low academic achievement in the third grading period and in primary school (an averages of 6 and 7). The highest score in the leadership subscale was an average of 58.3 in this second range.

Their highest scores were in leadership, popularity, and satisfaction because of what these subscales of Piers' instrument evaluate, it may be affirmed that they are adolescent leaders with positive feelings toward school. The scores on the subscales indicate these adolescents do not generally feel useful, nor motivated to study junior high school although they have a positive self-concept. ACADEMIC knowledge or grades are not useful to these adolescents, but rather obedience and belonging to a social group in their community.

The highest scores these students had their on the leadership subscale was nearly 60 points, which places them as skillful and socially entertaining students. Because of their need for belonging to the school group, these students often interrupt class with comments that identify them as fun, carefree, and astute.

This may also be due to the fact that, in Mexico City the lack of credibility in certain authorities, the certainty of competitiveness, mastery of skills or knowledge are not the only mechanisms to social advancement, which is why some students explain their expectations for future accomplishments on the basis of their social relationships, luck, chance, or affiliation.

These students of low academic achievement and high scores on the self-concept scale generally have relatives who are in sales, underemployed, or in the United States and under their influence have their expectations placed in commerce, a position, or migration. This is why the study of this junior high school is not an attractive or useful option for them. This above is confirmed by the sense of filiation, which Diaz-Loving refers to, because membership in the family-social group guides these adolescents to focus their aspirations on being recognized in such environments.

According to Santos (2010) individuals believes would appear numbered in each person by the multiform concourse of his or her particular circumstances. Like some indigenous and mestizo people as well as contemporary students perceive their realities to be unique because they have not experienced and lived in other contexts with distinct circumstances, realities, and needs. When this is transferred to the school environment, it would appear that a unique academic reality exists for

Mexican adolescents in the second range where progress via study, or where knowledge as the basic skills for life development, are not in their control but rather in the control of government, climate, religion, etc., make it useless to strive for something that offers no profit or utility in daily and future life.

The second and third highest average scores within this second range were for the subscales of happiness and popularity, with 54.8 and 54.6 points respectively. Because the interaction between the individual and his or her culture-community has the force of an axiom (Diaz-Guerrero, 1979), the previous scores show an interrelation between the popularity of their school or community and the happiness perceived by these adolescents with low academic achievement.

The communities of these students tend to be considered high risk for their crime rates. Insofar as these students' personality characteristics, some are very talkative or extroverted, and in their community-neighborhoods the most socially valued people are fun, cheerful, carefree, and engaged in commerce (possibly licit or not), so that study is not very common nor socially very esteemed. The average for anxiety was the third highest average with 54.4 points in this second range. The lowest score within this second range was in the behavior-responsibility subscale with only 45.3 points. They are students who in effective concordance with the Piers questionnaire; they can be counted on for any physical or extracurricular activity such as dance and civic ceremonies. They are the life of the group and the most difficult for the teacher to discipline.

Graphic 2: Subscales in the second range
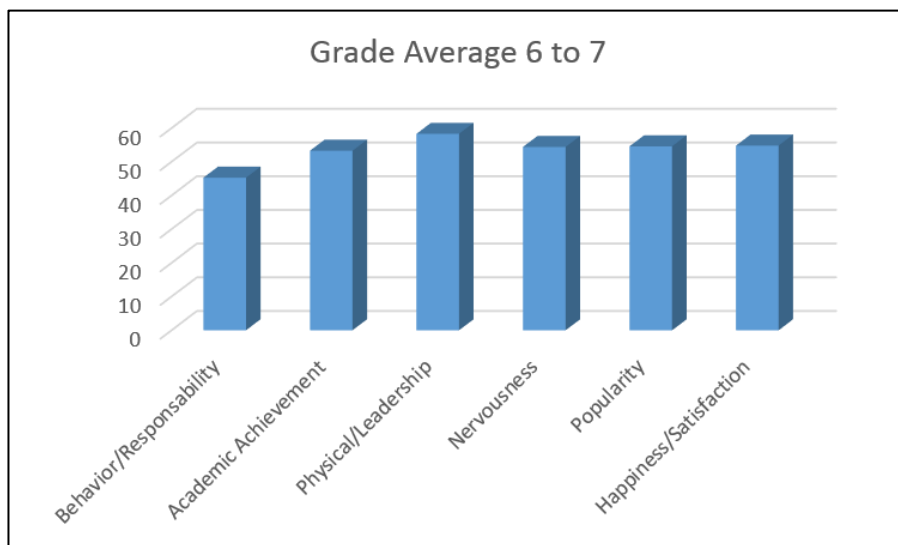
Third Range

There were 20 respondents with low scores (260-230) on the global self-concept scale and with grade averages for all subjects in the third "bimester" (a period of two months in Mexico for evaluating in basic schools) and elementary school (averages between 7 and 8). The highest average was in the subscale for anxiety with 50.7 points. This is probably due to the strong the sense of obedience as a duty, which is implicit in the sense of religiosity and the sense of vulnerability since the period of the Spanish Conquest.

It may be that the self-concept among these adolescents is no more than a mirror reflecting what the student believes others think of him or her. It is congruent with the fact that the highest score was on the subscale for anxiety, taking second place in anxiety among the four ranges.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

The second highest score was in the subscale for academic achievement or feeling with an average of 48.4 points. When analyzing the responses regarding the relationship with their parents, it may be deduced that these youth often manifest the great pressure they receive from their guardians. They feel they cannot let their averages fall, even if they do not feel capable or proficient, perhaps due to various causes such as not comprehending the knowledge, overwhelming fear of being discovered, mistreatment by their parents and teachers who introjected the idea they are less capable or deserving if they do not obtain good grades.

Piers (1984) agrees with this by recognizing that some aspects of the child's self-assessment may represent internalizations of judgments from important others, whether family, friends, or teachers.

The lowest average in this range was in the subscale of popularity with an average of a mere 27.8 points. It may be inferred that expression of affiliative obedience and resignation described by Pérez-Lagunas & Díaz-Guerrero (1992) (cf. Andrade, 2008), since these categories refer to sacrifice and to care for others before oneself, as well as to following traditional norms set by the culture and in the social systems.

Probably due to his worldview of dependence on nature and religion, luck, and physical beauty, these adolescents use their intelligence to its fullest in the academic field because, even if they could succeed, religious, political, economic, and even natural circumstances may change everything. Thus it is useless striving for something beyond one's control, such as studying in junior high school.

Graphic 3: Subscales in the third range
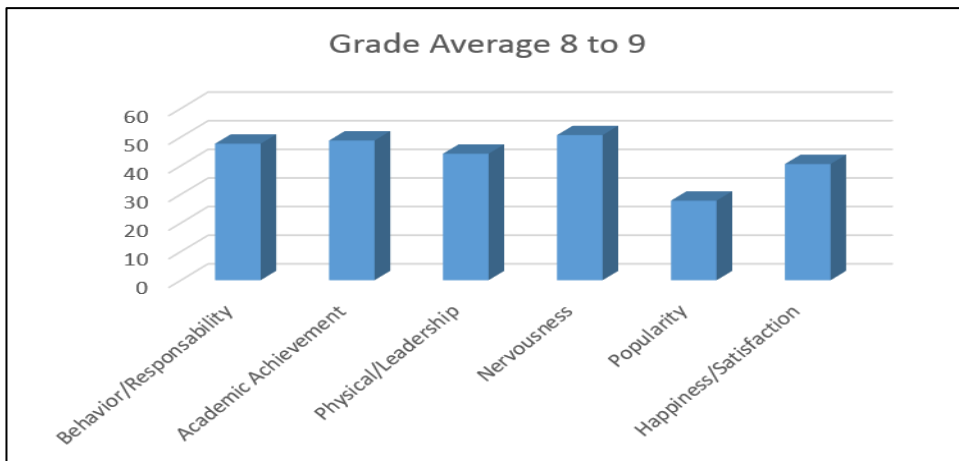
Fourth Range

The fourth range of scores was a set of 27 questionnaires with low scores in the self-concept scale (225-215 total points) and low grade averages in the third grading period and primary school (averages of 6 to 7). The highest score in these was on the subscale of anxiety with an average of 45.6. They may be naïve youth, non-autonomous regarding the opinions of others. Rogers (1981) held that children acquire an external locus of appreciation in the search for love from others, endorsing the value judgments of others and taking them as their own.

The second highest score was found in the second subscale of academic achievement and feelings toward the school. In coping with daily or academic problems, the majority of adolescents with low academic achievement and low self-concept scores do not desire or do not believe there is much they can do to resolve an academic conflict, as if the problem were beyond their control.

Adolescents with low academic performance and low self-concept scores characterize themselves with adjectives such as introverted, with features of authoritarianism, more lazy, frustrated, and sad. This set of traits poses a problem linked to their temperament and personality.

Perhaps due to their low self-esteem, beyond introversion or their antisocial behavior, these adolescents are considered outmoded, sometimes losers or "misfits." Phillips (1984) names as the illusion of incompetence the fact that otherwise capable children do not have a positive perception of their own abilities.

According to the questionnaire responses, these teens in the fourth range feel more insecure relative their goals, more dependent on everyone to achieve of their expectations, and do not enjoy competitive or team work. This signifies that their vision of the future is very unclear, a very obscure conception of tomorrow and the possibility of setting or meeting possible goals. Most of them think they are very confused about how to succeed.

Of these students have a concept of past and future supported to a great extent by an external locus of control, or a possible external control over their own lives. They have a vision of life where luck and fate, along with the personal characteristics of being likable, sympathetic, and obedient, are more important than effort for personal progress and development.

These students in the fourth range, as may be appreciated, had very low popularity ratings with 29.3 points. Self-esteem is related to behavior and social adjustment insofar as their tendency to approach or avert from the group, to resist initiating social contacts and, with that, provoke rejection behavior in others. This concurs with how adolescents see themselves and how they believe others perceive them.

The lowest score was on the behavior subscale, with an average of only 28.7 points. These students have not developed positive feelings toward the school; they present behavioral problems. In the surveys among students with low academic achievement, a number of similar factors were identified, associated with lower interpersonal trust and related to poor academic achievement. According to the questionnaire, we could say that in most family relationships, these children involve themselves less in resolving everyday or academic problems.
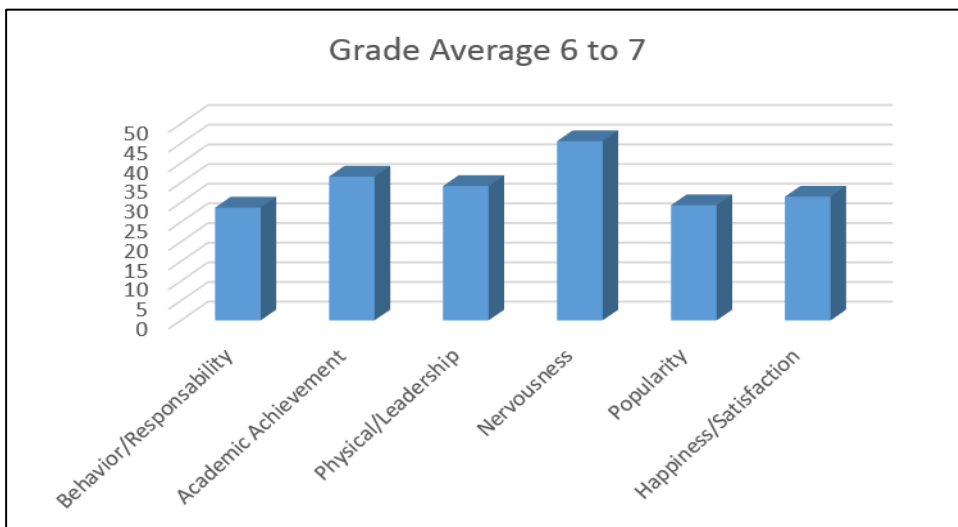
Graphic 4: Subscales in the fourth range

Conclusion

The 152 Mexican adolescents in the first range have a positive academic self-concept and high academic achievement, and are characterized by obedience and filiation. They are students who are in the process of becoming autonomous, with a locus of internal control.

The students belonging to the second range of data do not necessarily obtain higher academic achievement, there is a greater positive academic self-concept, nor a lower academic achievement, and there is a low or negative self-concept. The 101 students belonging to the second range consider themselves to be and demonstrate their ability to learn, even when they did not have a high grade average (result, achievement, or good grades) they could obtain it if they set themselves to it. However they are not interested in this because they do not perceive it to be useful for their future work life, entertaining or enjoyable.

In the third range, with 20 students, the generally passive character (which is also generated by school overpopulation) and dependent personality of Mexican adolescents surveyed maintains its grade averages between 7 and 8 due to obedience, status, fear, and membership in a school, social, or family group.

These are passive students with a locus of external control (perhaps due to a state of helplessness that goes back to times of the Spanish Conquest, although the contemporary defenselessness manifests itself in a lack of perception of skills in producing knowledge, also related to a worldview of dependency), so that they may not feel a need for new experiences of autonomous learning outside of their school, religious, family, and, social contexts.

The fourth range had 27 students surveyed with low self-concept and low grades. It is noteworthy that poor academic achievement is perhaps the result not only of the pupils perceiving themselves with the skills necessary for achievement or consider their use beneficial or not, but rather find in the family, social, and school contexts the cause or motivation to "deploy" such capabilities. In some families and cultures, such as the Mexican, competitiveness is often considered negative.

We may also conclude that possessing minimal documentation to enter the working world, difficult economic situation, abuse (since the Spanish Conquest), and corruption have modified negatively the perception of academic achievement and academic self-concept, because learning in and of itself is not very useful, ("Why know academically if foreigners are the ones who know, those that are worthy in the production-research of new technologies?"). In addition to being beyond the control of some other adolescents who need the presence of authority to learn or to work (also dating from the Spanish Conquest), where high or minimally passing marks and not learning are perhaps of greater value. In large classroom groups of 50 students, they must be seated and quiet in order to have vision-control over all the students and be able to hear somebody or give them instructions.

References

[1]   Autoconcepto y rendimiento escolar. In C. Rogers y P. Kutnick (Comps.): Psicología social de la escuela primaria. Madrid: MEC-Paidós, 83-106.
[2]   Bandura, A. (1987) Pensamiento y acción. Buenos Aires: Paidós.
[3]   Bandura, A. (1982). Self-efficacy mechanism in human agency. *American Psychologist*, 37, 122-147.
[4]   Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychology Review*, 84, 91-215.
[5]   Chávez, Ezequiel A. "Ensayo sobre los rasgos distintivos de la sensibilidad como factor del carácter mexicano", *Revista Positiva* (mim. 3, 1 de marzo de 1901).

[6]   Díaz-Guerrero R. (1994). La psicología del mexicano. Descubrimiento de la etnopsicologia. Mexico City: Trillas.
        Díaz-Guerrero, R, Pacheco, A. (1994).

[7]   Diaz-Loving, R. (2005) Site under construction: An ethnopsychological representation of the Mexican self
        concept, *Revista Interamericana de Psicología*, 39 (2), 247-252.

[8]   Diaz-Loving, R. (1999) The indigeniosation of psychology: birth of a new science or rekindling of an old one?,
        Applied Psyhcology: An International Review, 48 (4), 433-449.

[9]   Diaz-Loving, R. (1998) Contributions of Mexican ethnopsychology to the resolution of the ethicemic dilemma in
        personality, *Journal of Cross-Cultural Psychology*, 29 (1), 104-118.

[10]   James, W. 1890. Principles of Psychology. New York: Holt.

[11]   Piers, E. (1984) The Piers Harris Children's Self-Concept Scale (The way I feel about myself) *Revised Manual*,

[12]   Rotter, J. (1966). Generalized expectancies for internal versus external control reinforcement. *Psychological
        monographs.* 80 (1, n 609)

[13]   Santos M. "Objetivar el conocimiento" *Revista Mexicana de Psicología*, vol. 27, núm. 1, enero, 2010, pp. 103-
        110, Sociedad Mexicana de Psicología A.C. México

[14]   Consultado en: http://www.redalyc.org/articulo.oa?id=243016325011 el 15 de abril del 2017.

[15]   Valdez-Medina, J.L., González-Arratia, L. & Reusche, R.M. (2001) El autoconcepto en niños mexicanos y
        peruanos, *Revista Latinoamericana de Psicología*, 33 (2), 199-205.

[16]   Valdez Medina, J.L. & López Fuentes, Norma (1996). El autoconcepto en chiapanecos. *La psicología social en
        México*, VI, 64-71.

[17]   Valdez-Medina, J.L., Mondragón, J.A. & Morelato, G.S. (2005) El autoconcepto en niños mexicanos y
        argentinos, *Revista Interamericana de Psicología*, 39 (2), and *Revista de psicología social y personalidad.* 10,
        1, 1-6.

[18]   Valdez Medina, J.L., & González, N.I. "El autoconcepto en niños mexicanos y peruanos" *Revista
        Latinoamericana de Psicologia* year/volume 33 number 002. Bogotá: Fundación Universitaria Konrad Lorenz.
        pp. 195-205.

Strategic Management Key to Success for Kosovo Companies - Expansion in International European Market

Msc. Arjanit Avdiu

University of Prizren, Prizren, Kosovo

Rrezarta Gashi

PhD professor- AAB University,

Prishtinë, Kosovo

Abstract

A recent signed Stabilisation and Association Agreement (SAA), an platform that promotes harmonious economic relations and gradually development of a free trading areas between EU and Kosovo[1], encouraged many companies from this country to start thinking big for international business expansion in Europe. Access in Europe via free trade, is a mine of gold opportunity since it allows reaching a large number of customers in a vast and broad market. Getting and even more competing with European and other international companies for a slight market share, obviously it is a hard "piece of cake". Path to be paved attaining business objectives could be more easily headed applying an appropriate management strategy. Strategic thinking, strategic planning, strategic marketing, and international managerial strategy are pillars that could support and craft any company have a proper approach and successive performance into European market environment.

Keywords: Strategic management, SAA, Free Trade, European market, Market expansion.

Introduction

From early stages of open international markets, collision between businesses that seek entering into new markets and those that attempt to protect current marketplace and market-shares are ongoing and endless. The impact of global competition is being felt in every industry. Firms and countries long used to dominate in their respective international markets must reckon with aggressive and innovative competitors from all concerns of the globe (Inkpen & Ramanswamy, 2006). Economical open policies in region of Western Balkans in particular the European Union policy for Stabilization and Association Agreement (SAA)[2], is seen as an opportunity enabling and at the same time encouraging many companies from Kosovo to take a big leap by joining European free-trade market. "This agreement is a milestone for the EU-Kosovo relationship. It will help Kosovo make much needed reforms and will create trade and investment opportunities. It will put Kosovo on the path of a sustainable economic growth" (Hahn, 2015). Given that majority of businesses for long time were accommodated to circumstances and conditions of almost closed market within boundaries of native country, to be mentioned some exceptions of CEFTA agreement bonded amongst South Eastern European countries, nowadays it's obvious that boundless and large European free market requires almost totally different operation commitments. Hence, path to accessing big free European market encompasses besides strict standardized rules and regulations, it also requires an "unwritten law" which companies itself are aware in order to succeed – change of current operation strategies. Clue conquering obstacles, prevailing upon and progressing continuously towards settling into new big and boundless European market for Kosovo businesses as

---

[1] Council of the European Union: STABILISATION AND ASSOCIATION AGREEMENT BETWEEN THE EUROPEAN UNION AND THE EUROPEAN ATOMIC ENERGY COMMUNITY, OF THE ONE PART, AND KOSOVO*, OF THE OTHER PART -Article 1, page 10.

[2] Council of the European Union: STABILISATION AND ASSOCIATION AGREEMENT BETWEEN THE EUROPEAN UNION AND THE EUROPEAN ATOMIC ENERGY COMMUNITY, OF THE ONE PART, AND KOSOVO*, OF THE OTHER PART

novice market players, is modification of currents strategic management way of operations into much more contemporary and advances strategic managerial approaches. EU market could be seen as a gate of many opportunities for business expansion, indeed, but entrance and expansion intending a sustainable operation abroad are achieved with selected an appropriate strategy even though it's so obvious that headway has numbers of significant hindrances to overcome. Importance of strategic management in businesses is proven to be an important contribution factor and a necessary tool making a stream of movements from vagueness and ambiguity situations toward bright and sustainable successive operational business. "The goal of the strategy is to beat competition, but before you test yourself against the competition; strategy takes shape in the determination to create value for the customer" (Ohmae at Abraham, 5, 2012).

Research paper through expression of original description derived from qualitative methods supported by abundant literature and quantitative data making it a highly valuable paper, has a purpose to present the best ideas making companies understand and utilize strategies available for new market expansion. Surely, paper will also be a useful guide and can be used as a prime for many businesses that aspire to enter into the EU and other major markets worldwide. While by offering many examples and providing practical examples, doubtlessly this research paper can be beneficiary for Kosovo businesses to prosper in EU and other international cross cultural markets.

Strategic Thinking

Access to EU market for many businesses of Kosovo may seem a new venture and an ongoing challenge, so doom of participating in such vast trading environment must probably require an up-to-date strategy application as a compulsory modification from local traditional or better saying in many occasions conservative business strategies to ones suitable at new market environment. Any initiation for strategy modification, improvement or even change it is firmly rooted in strategic thinking as basement for solid business operation. According to DiVanna who believes that strategy development is shifting from a function traditionally restricted to an elite group within a company to a process in which strategic thinking must now aggregate across an organization's many level into cohesive set of strategic initiatives that are driven by sensing changes in the business environment. To make this transition successful, corporations must integrate the act of strategy development into the fabric of their business processes making them able to sense changes in the business climate and initiate tactical adjustments based on preconceived scenarios (DiVanna& Austin, 2004).

Strategic thinking is the mind-set, frame of reference or paradigm that takes an initial focus on mega results (that is, positive societal impact) and defines the future we want to help create for the future. Using it allows for the continues adjustment and adaptation to the changing realities, thus creates the future instead of simply reacting to it (Kaufman, Browne, Watkins & Leigh, 16, 2003). Strategy as its heart is about positioning for the future competitive advantage. That is its

essence. Any strategic thinking must reflect this essence. It is the purpose that drives strategy. Nonetheless, purpose of the strategic thinking as a part of overall strategy is gaining and sustaining a competitive advantage. Devising a sound a strategy is impossible without strategic thinking. Coming up with different, plausible strategic alternatives is both creative and conceptual, but must also be grounded in a broad knowledge of the relevant industries, competitors, markets, technologies and other trends. Strategic thinking should not be done just when a firm engages in strategic planning, but rather all time. It requires a deep understanding of how markets and competitors are changing and of where opportunities may lie in order to determine a better strategic alternative exist and what it is (Abraham, 2012).

While Sloan expresses that, once we have an understanding of what strategic thinking is, we can proceed with endless options for development. The purpose of strategic thinking is to suspend problem solving and in a rigorous process of examination, exploration and challenge of the underlying premise of the strategy; and to generate new options as means to create a winning innovative and sustainable strategy (Sloan, 2014).

Another wise and useful thought depicting strategic thinking based on her personal experience, Ann Herrmann-Nehdi a CEO of Herrmann International, states that: strategic thinking is a *mindset* that allows to:

1) Anticipate future events and issues,

2) Create alternative scenarios,

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

3) Understand your options,

4) Decide on your objectives,

5) Determine the direction to achieve those objectives on a winning basis.

Moreover, she also added that once you have accomplished the latter, a plan may be developed. Without a strategic thinking approach as the foundation, so-called strategic plans end up frequently becoming operational practical plans in disguise (Herrmann-Nehdi).

Strategic Planning

Obviously, a great deal of strategic thinking must go into developing a strategic plan and, once developed, a great deal of strategic management is required to bring its aims to fruition. But, as several authors have pointed out, the objective is indeed to think and manage strategically, not to blindly engage in strategic planning for the sake of strategic planning (Nickols, 2016). This could be an essential advice for Kosovo companies avoiding to create a mere blueprint but making a

firm strategic plan with clear goals for future realistic achievements, instead. About the significance of strategic planning Simerson (2011) counsels that it requires consideration of external and internal factors: evaluate what and where business or company currently stands and where it hopes becoming; considering alternate futures, various intents and goals, recognize resource limitations, uncertainties and therefore formulate contingencies; prioritize options for whatever future actions needed to be taken likely to yield the most optimal results and outcomes consistent with the organization's mission and vision.

A consistent and well prepared strategic planning for businesses must have five major components that provide *neat* and precise answers such are:

1. Analysis: Where we are now? What are our internal strengths and weaknesses and external opportunities and threats?

2. Formulation: What are our mission and vision? What is our sweet spot? What are our strategic intents and goals? Means of strategy to accomplish the goals?

3. Action Planning: How could strategic goals be translated into specific and concrete tactics? What kinds of obstacles are most likely to be faced and how to resolve unexpected occurrences?

4. Execution: What steps could be taken to ensure subsequent execution throughout the entire organization?

5. Continues Improvement: What can company do to constantly and continuously improve strategic planning processes thru ongoing operations? (Simerson, 10, 2011).

Substantially, strategic planning is backbone support to strategic management. It is not, of course, the entirety of strategic management but is as a major process in the conduct of strategic management. Strategic planning is part of the total planning process that includes management and operational planning precisely it consist of developing concepts ideas, and plans for achieving business successfully and for meeting and beating competition (Steiner, 1979).

Strategic Marketing

The primary role of strategic marketing is to identify and create value for the business through strongly differentiated positioning. The businesses achieve this by influencing the strategy and culture of the organization in order to ensure that both have a strong consumer focus. Moreover, strategic marketing is about choices that consumer-focused organizations make on where and how to compete and with what assets. It is also about developing a specific competitive position

using tools from the marketing armory including brands, innovation, customer relationships and services, alliances, channels and communications, and a very well defined price strategy, as well. The concept of strategic management draws heavily on the theory and practice of strategic management not just of marketing. This is an important distinction since strategic marketing is a much a part of directing how the organization competes as it is a part of marketing

itself. In other words, strategic marketing is the "glue" that connects many aspects of the businesses towards major company goal achievements (Ranchhod & Marandi, 2005).

According to Sahaf, strategic marketing sought to address two main issues like which market to enter and how to compete in those markets which fall within the scope of a strategic dimension of an organization or business. Bearing in mind that strategic marketing is very vast and immense field to talk about, due to the connection of issues we based our focus on marketing orientation as a strategic perspectives that suits the best for businesses of Kosovo aiming to enter into EU and wide markets, though. Basically, our statement is further proven that perspective of market orientation asserts that marketing must be concerned with making available what consumers want rather than with trying to persuade people to buy what the firms finds it convenient, congenial or just profitable to make. Thus, market oriented businesses are characterized by a consistent focus by employees in all departments and all levels on consumers' needs and competitive circumstances in market environment (Sahaf, 2013). Prerequisites for a successful and strong market orientation suggestion are portrayed in a figure given beneath by Narvar and Slate (Narvar & Slate at Sahaf, 2013).

Figure 1. A model of Market Orientation

Sources: "Strategic Marketing: Making Decisions for Strategic Advantage"

International Strategic Management

For decades businesses have realized that emerging markets have become increasingly important for international companies not only as a source of inexpensive labor, but also as a source market

growth. At the present time, moreover, we witness that an increasing number of companies founded in emerging countries are accelerating their efforts to integrate into global economy (Hoskisson at Tallman, 2007). International strategic management is seen in the environment driven strategies of successful businesses competing in a diverse market. Due to ongoing dramatically changing global market environment, businesses should take into account some characteristics that inescapable could be encountered on way. As for instance to be mentioned few: A) Strategic management is a necessary process of gaining competitive advantage, requiring the active participation of all functions areas. B) The environmental, ethical, product quality, and integrity aspects of business practice are critical concern requiring active support, commitment and involvement of top management. C) Development of international strategies in some occasions could be complex process because of the existence of trade blocks such are EU, ASEAN, and NAFTA. D) Strategies increasingly involve inter-organizational teams and strategic alliances on global scale, redirecting the company focus on customer and global competition (Alkhafaji, 2003).

Developing the right business strategy, according to Aaker & McLoughlin (2010), is a basic goal, but it is not the end of the story. With a proper business strategy in hand, the task is to continuously challenge the strategy in order to make sure that it remains relevant to the changing marketplace and responsive to emerging opportunities. Meanwhile, it has to ensure that organization develops and retain necessary skills and competencies to make strategy succeed. Accessing new markets, especially those with strict requirements and policies, the most secured path with less strategic

concerns, international strategic alliance is perceived as a vivid outlook for international expansion and sustainable presence for businesses wide. Having known the experience and capacity of Kosovo companies in the international markets, the best and most appropriate strategy chosen would surely be strategy alliance with companies of the same field of operation from Europe. Strategic alliances are seen as proper mechanism hedging risks, thus, according to Contractor and Lorange (at Buckley, 1998), they indentified ways of reducing risks, thru: enabling product diversification, enabling faster market entry and quicker establishment of presence in the market, lowering cost of total investments of particular project or the assets of risk by combining expertise and slack facilities. Meanwhile, international strategic alliances could reduce the cost by using the comparative advantage of each partner. Where, for instance, partners belong to different locations or countries, production can be transferred to the lower cost location or country, hence, this strategy creates greater comparative advantage, certainly. Cost

lowering, in addition, is an incentive for companies to focus on economies of scale even if demand for some products in a particular country may be limited (Mariti and Smiley, at Buckley, 1998). Strategic alliance designated as a part of international managerial strategy, doubtlessly accelerates way in and presence in market of ally partner that consequently provides businesses a golden opportunity achieving long term goals by making their market expansion with products or services being traded internationally that in essence is a real goal of the best part of companies from Kosovo.

Conclusion

Majority of companies while preparing their business plans, point out some distinguished points among other objectives. Undisputable gaining a certain market share, creating an operational stability and make business expansion are goals the mostly could be read in business plans. The same could be encountered at many companies in the world including companies from Kosovo. Ever since Stabilization and Association Agreement (SAA) was signed between EU and Kosovo, many of companies started modifying and even more creating a new expansion strategy entering in a new gate of large market such are EU. As a result, some of them could struggle and face hard time to get the proper strategies due to the long term operation in a almost closed market, apart from some regional deals some of the companies could have made in past. Applying the right and most suitable strategy for entering in a free large market, barely a few companies could make in no time, hence, the clue could be by embedding a strategy that starts thinking out of the box or with strategic thinking, adding strategic planning, an proper strategic marketing that is mostly needed for new market entrance, and above all international managerial strategy that in sum encompass an appropriate business managerial strategy that stands for expansion and a successive business operation worldwide.

References

[1] Inkpen, A. &Ramaswamy, K. (2006). "Global Strategy: Creating and Sustaining Advantage across Borders" Oxford University Press, Inc. New York, USA.

[2] Council of the European Union (October 2, 2015). "Legislative Acts and Other Instruments: Stabilisation and Association Agreement (SAA) between the European Union and the European Atomic Energy Community, of the one part, and Kosovo*, of the other part". Inter institutional File: 2015/0095 (NLE)., Brussels, EU.

[3] Hahn, J. (2015). " Stabilisation and Association Agreement (SAA) between the European Union and Kosovo signed" Press Release Statement 762/15, Foreign affairs & International Relations, Council of the European Union.

[4] DiVanna, J & Austin, F. (2004). "Strategic Thinking in Tactical Times" Palgrave Macmillan, New York, USA.

[5] Sloan, J. (2014). "Learning to think strategically – Second Edition" British Library of Cataloging in Publication Data, Routledge, New York, USA.

[6] Herrmann-Nehdi, A. "Creativity and Strategic Thinking: The Coming Competencies" Retrieved January, 2017 from: http://www.co-bw.com/Brain%20PDFs/StrategicThinking.pdf

[7] Abraham, CH. S. (2012). "Strategic Planning: A Practical Guide for Competitive Success." Emerald Group Publishing Limited, Bingley, UK.

[8] Kaufman, R., Browne, o. H., Watkins, R. & Leigh, D. (2003). "Strategic Planning for Success: Aligning People, Performance and Payoffs." John Wiley & Sons, Inc. San Francisco, USA.

[9] Nickols, F. (2016). "Strategy, Strategic Management, Strategic Planning and Strategic Thinking." RetrievedFebruary, 2017, from: http://www.nickols.us/strategy_etc.pdf

[10] Herrmann-Nerdi, A. "Creativity and Strategic Thinking: The Coming Competencies." Retrieved February, 2017, from: http://asq.org/teamwork/1998/03/leadership/creativity-and-strategic-thinking-the-coming-competencies.pdf

[11] Simerson, B. K. (2011). "Strategic Planning: A Practical Guide to Strategy Formulation and Execution." Praeger – an imprint of BAC-CLIO, LLC, California, USA.

[12] Steiner, A.G. (1979). "Strategic Planning: What every Manager Must Know" The Free Press-A division of Simon & Schuster INC. New York, USA.

[13] Sahaf, A. M. (2013). "Strategic Marketing: Making Decisions for Strategic Advantage" PHI Learning Private Limited, Delhi, India.

[14] Ranchhod, A. &Marandi, E. (2005). "Strategic Marketing in Practice 2005-2006"Elsevier Butterwort-Heinemann Linacre House, Jordan Hill, Oxford, UK.

[15] Alkhafaji, F. A. (2003). "Strategic Management: Formulation, Implementation, and Control in a Dynamic Environment" The Haworth Press, Inc. New York, USA.

[16] Aaker, A. D. &McLoughlin, D. (2010). "Strategic Market Management –Global Perspectives" John Wiley & Sons, Ltd. West Sussex, UK.

[17] Tallman, S. (2007). "A New Generation in International Strategic Management" Edward Elgar Publishing Limited, UK & Edward Elgar Publishing Inc. USA.

[18] Buckley, J.P (1998). "International Strategic Management and Government Policy" Macmillan Pres LTD, London, UK & St. Martin's Press Inc. New York, USA.

Structure and Determinants of Intra-Industry Trade in Agro -Food Sector of Bosnia and Herzegovina

Vesna Mrdalj

Aleksandar Ostojić

Željko Vaško, Dragan Brković

University of Banja Luka, Faculty of Agriculture,

Bosnia and Herzegovina

Abstract

This paper aims to contribute to a better understanding of the structure and determinants of intra –industry trade specialization in agro food sector of Bosnia and Herzegovina over the transition period. The empirical analysis based on calculation of the following indicators: Grubel – Lloyd index (GL), Revealed Comparative Advantages (RCA indicator) and Relative unit value (RUV indicator). In order to show the level of intra-industry trade specialisation and to examine comparative advantages at sectoral level, as well for individual product group, are calculated Grubel – Lloyd index and RCA indicator. RUV indicator is used for analysis of two components of total intra-industry trade (TIIT); horizontal intra – industry trade (HIIT) and vertical intra- industry trade (VIIT) of agro-food products in Bosnia and Hercegovina. The analysis and calculations of above mentioned indicators are conducted using the data about international trade of agro-food products in Bosnia and Hercegovina for period of time 2008-2015, as well data at 4 – digit level, classified according to HS (Harmonised System). The final analysis in this paper is finished through applying *K*- means cluster analysis. *K*- means method was used for identificiation of different clusters of agricultural and food commodity groups related to comparative advantages, level of specialization in intra – industry trade, as well as the ratio between unit value export and unit value import. The emprical results indicated that GL index for observed period at sectoral level is lower than 50 % . The values of RCA indicator for agro-food sector of Bosnia and Herzegovina in international trade and to important trade markets indicate lack of comaparative advantages. In the structure of intra – industry trade is dominated vertical specialization.

Keywords: intra-industry trade, vertical and horizontal specialization, agri-food products, comparative advantages, Bosnia and Herzegovina

Introduction

Bosnia and Herzegovina, throughout the adoption and application of certain trade agreements; 32 bilateral trade agreements, which are later integrated in one unique mulilateral trade agreement - CEFTA, and the Stabilisation and Association Agreement (SAA) with EU, affected the active involvement of agro – food sector into integrations processes. CEFTA agreement between Bosnia and Herzegovina and Western Balkan countries, came into force in 2007 and SAA in June 2015. Through the signing of SAA agreement, were created the conditions for submitting of application of Bosnia and Herzegovina for EU membership and obtaining of candidate status country. Thanks to CEFTA and SAA agreement (especially trade component of SAA – interim trade agreement), it is enabled the trade in agricultural and food commodities between Bosnia and Herzegovina and CEFTA – EU countries. These groups of countries are considering as two most important trade partners or destination markets in agricultural and food products of Bosnia and Herzegovina. Generally, Bosnia and Herzegovina has an unfavourable trade balance of agricultural and food commodities. The proportion of agro – food sector of total country exports amounted an average about 7.9% . Agro-food sector of Bosnia and Herzegovina is contributed to 17.9% of the value of total imports (average for period of time 2008-2015). There are many reasons for the unfavorable trade balance of Bosnia and Herzegovina's agro - food sector. According to Bajramović, Ognjenović, Nikolić

(2010), differences between Bosnia and Herzegovina and EU standards and legislation, an insufficiently recovered and undeveloped food industry, week of support for domestic production, low level of market – oriented production for founding critical mass necessary for export, as well as problems with qaulity and high expenditures for the collection of products, slow structural reforms in agriculture, not enough attention to direct foreign investments that could bring fresh capital, new technologies, products and markets, contribute to this situation. In order to better integration and achievement of competitiveness in international trade, it is important to build a market and export – oriented agro - food sector.

How much is competitive agro - food sector of Bosnia and Herzegovina and what is its position in international trade of transition period? In order to obtain the answers on this question, in this paper are analysed comparative advantages and the level of specialization of intra – industry trade. This question is very important, considering the role and significance of intra – industry trade in the process of globalization and integration of transition economies on international markets (Buturac, 2006). The reasearch in this field are leaded by Aturpane, Djankov, and Hoekman (1997), which showed that intra- industry is the fastest growing segment in the international trade of transition economies. Intra –industry trade is defined as simultaneous export and import of commodities of the same industry (Vollrath, 1991). Intra – industry trade can be horizontal (HIIT), which means export and import of products with approximately the same level of quality. The second components of intra – industry trade is vertical (VIIT), whereby in trade are products with different quality.Theoretical basis for horizonatal intra – industry trade are developed by Lancaster (1980), Krugman (1981), Helpman (1987) and Bergstrand (1990). These models implie that as countries are similar in terms of their income, is the greater share of horizontal intra-industry trade. On the other hand, theoretical basis for vertical type of intra – industry trade has developed Falvey (1981). Falvey suggest that since higher –value added products require higher –capital intensity in production, in an open economy the capital – rich country will export high – quality products wheres the labor – rich country will export low – quality products.

The purpose of this paper is to contribute to a better understanding of the structure of intra –industry trade specialization in agro - food sector of Bosnia and Herzegovina over the transition period, precisely to identify which component of intra – industry is dominant. The paper is diveded into five parts: introduction, methodology, results, conclusion and references. The results in the paper are divided into two parts; in the first part are represented data on agro – food trade development in Bosnia and Herzegovina 2008 – 2015, and in the second the results by applying of RCA indicator, GL index and RUV indicator.

Methodology

The empirical analysis in this paper based on using following indicators:

1) Revealed Comparative Advantages (RCA)
2) Grubel – Lloyd Index (GL$_i$)
3) Relative Unit Value (RUV indicator)

RCA indicator is used to analyse comparative advantages of agro-food sector of Bosnia and Herzegovina.The indicator is originally developed by Bela Balassa (1965) and is calculated according to following formula:

$$RCA = \ln\left[\frac{X_i}{M_i}\right] * \left[\frac{\sum_{i=1}^{n} X_i}{\sum_{i=1}^{n} M_i}\right] * 100$$

whereby X is definition for value of export and M for value of imports. Index i presents production group classified according to Harmonised System (01-24), referred in total trade for period 2008-2015. The interpretation of this indicator is the following; a postive value indicates that the country has compartive advantages in production and trade of given sector and corresponding product group. Negative value of RCA indicator implies a lack of comparative advantages. The indicator is calculated for agro-food sector of Bosnia and Herzegovina in total trade, as well in trade between Bosnia and Herzegovina and main trade partners (CEFTA and EU countries). For the analysis of the level of intra-industry trade specialization of agro-food sector Bosnia and Herzegovina is used aggregate Grubel-Lloyd's index, calculated using the formula:

$$GL_i = 1 - \frac{|x - m|}{x + m}$$

whereby GL$_i$ is the value of the Grubel-Lloyd index for sector i, X stands for value of export and M is the value of import. For individual products group the GL index is calculated by formula:

$$GL_i = \frac{\sum_{i=1}^{n}(X_i + M_i) - \sum_{i=1}^{n}|X_i - M_i|}{\sum_{i=1}^{n}(X_i + M_i)} * 100$$

whereby GL_i is the value of the Grubel – Lloyd index for product group i. X is defined as the value of export and M is the value of import. Overall, value of GL index ranges from 0 to 1. The interpretation of coefficient is; lower value of GL index implies higher degree of specialization in inter-industry trade. The value of GL index closer to 1 shows that country has a higher level of specialization in intra-industry trade. The GL index is calculated for agro-food sector in total trade, as well in trade between Bosnia and Herzegovina and main trade partners (CEFTA and EU). GL index is calculated for each individual product groups classified according to Harmonised System (01-24), related to total trade for period 2008-2015. The methodology for calculating of GL index is originally developed by Grubel and Lloyd (1975). The third indicator calculated in this paper was Relative Unit Value (RUV), used for analysis of horizontal and vertical intra-industry trade. The RUV indicator was first proposed by Abd-el-Rahman (1991), Greenway et.al. (1994), and then by Blanes, Martin (2000). RUV is based on ratio of unit value of export and import.

$$1 - \alpha \leq \frac{UVX_i}{UVM_i} \geq 1 + \alpha$$

UVX_i stands for unit value of export for product groups i and is calculated as the value of export divided by the export quantity. UVM_i refers to the unit value of import and is calculated as value of import divided by the import quantity. The parameter α is coefficient of dispersion. The coefficient of dispersion α is assumed to be equal 0.15 (Abd-el- Rahman 1991; Greenaway et al. 1995; Aturpane et al. 1999; Blanes et al. 2000; Algieri 2004; Reganati and Pittiglio 2005; Buturac 2006). If the ratio of unit value of export and import is whithin the interval (0.85 ;1.15) intra-industry trade is horizontal; converesely if the RUV is outside of this interval, intra-industry trade is vertical. If the RUV is greater than 1.15, the country is "exporting quality", while if it is smaller than 0.85 the country is "importing quality" (Buturac, 2006). Formally:

$$IIT = HIIT + VIIT = HIIT + (VIIT^{LQ} + VIIT^{HQ})$$

$$HIIT = \quad 0.85 < \frac{UVX_i}{UVM_i} < 1.15$$

$$VIIT = \quad \frac{UVX_i}{UVM_i} < 0.85 \quad \text{for } VIIT^{LQ} \quad \text{and} \quad \frac{UVX_i}{UVM_i} > 1.15 \quad \text{for } VIIT^{HQ}$$

In this paper, the calculation of RUV indicator is based on using of data for agricultural and food products at 4 – digit level, classified according to Harmonised System (01-24) and is analyzed for three years (2008;2011;2015).

K – means cluster analysis in the paper was used to determine different clusters of agicultural product groups related to comparative advantages, level of specialization of intra – industry trade and relative unit value. In k-means cluster analysis, as variables are used values of RCA indicator and GL index for period of time 2008 – 2015. Product groups at the 4- digit level according to Harmonised System represented objects of clustering for 2008, 2011 and 2015.

Results

Results in this paper are divided in two parts. The first part represents the data on agro-food trade of Bosnia and Herzegovina for period of time 2000-2015. In the second part are represented empirical results obtained by calculations of RCA indicator, GL index and RUV indicator, as well as results by applying of k - means cluster analysis.

Agricultural trade – Bosnia and Herzegovina

Bosnia and Herzegovina recorded constantly an unfavorable trade balance of agricultural and food commodities. Total volume of trade of the agricultural sector in period of time 2008 – 2015 amounted an average of EUR 1.681 billion, accouting for 14.5 % of Bosnia and Herzegovina's total trade.

Table 1. Total trade and trade in agro-food products of Bosnia and Herzegovina 2008 - 2015.

BH total (mil.EUR)	2008	2009	2010	2011	2012	2013	2014	2015
Export	3.432	2.828	3.628	4.204	4.018	4.285	4.439	4.595
Import	8.330	6.317	6.962	7.938	7.799	7.757	8.283	8.105
Total	11.762	9.145	10.590	12.142	11.816	12.042	12.721	12.700

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

Trade Balance	-4.899	-3.489	-3.334	-3.734	-3.781	-3.472	-3.844	-3.510
Coverage (%)	41.19	44.77	52.11	52.96	51.52	55.24	53.59	56.70
Agro-food BH total (mil.EUR)								
Export	217	238	283	314	326	350	332	430
Import	1.320	1.210	1.279	1.416	1.440	1.421	1.407	1.464
Total	1.537	1.448	1.562	1.730	1.767	1.771	1.739	1.893
Trade Balance	-1.103	-972	-997	-1.103	-1.114	-1.070	-1.075	-1.034
Coverage (%)	16.45	19.69	22.10	22.14	22.65	24.66	23.58	29.35
Share of Agro-food in total BH trade (%)								
Export	6.33	8.42	7.79	7.46	8.12	8.18	7.48	9.35
Import	15.84	19.15	18.38	17.84	18.47	18.31	16.99	18.06
Total	13.07	18.84	14.75	14.25	14.95	14.71	13.67	14.91

Source: Agricultural Statistics Database - Bosnia and Herzegovina 2016; calculation of structure by authors.

Table 2. Total trade and trade in agro-food products between Bosnia and Herzegovina and CEFTA – EU countries 2008 - 2015.

CEFTA total (mil. EUR)	2008	2009	2010	2011	2012	2013	2014	2015
Export	1.274	1.076	1.302	1.469	1.270	683	694	682
Import	2.409	1.696	1.883	1.985	1.964	859	953	1.001
Total	3.683	2.772	3.185	3.454	3.234	1.542	1.647	1.683
Coverage (%)	52.88	63.46	69.14	74.04	64.64	79.54	72.90	68.17
Agro-food sector								
Export	162	166	188	230	239	134	136	145
Import	730	693	721	764	650	370	404	437
Total	893	860	910	994	889	504	540	582
Trade Balance	-568	-527	-533	-535	-412	-235	-268	-293
Coverage (%)	22.22	23.99	26.12	30.05	36.68	36.36	33.67	33.11
Structure (%)								
Export	12.74	15.46	14.47	15.63	18.79	19.68	19.57	21.23
Import	30.31	40.90	38.31	38.51	33.11	43.06	42.38	43.71
Total	24.23	31.02	28.56	28.78	27.49	32.70	32.76	34.60
EU total (mil.EUR)								
Export	1.893	1.534	1.979	2.345	2.328	3.156	3.204	3.299
Import	3.996	3.100	3.196	3.602	3.660	4.658	4.880	4.932
Total	5.889	4.635	5.175	5.948	5.988	7.814	8.084	8.231
Trade Balance	-2.102	-1.566	-1.218	-1.257	-1.332	-1.502	-1.676	-1.633
Coverage (%)	47.39	49.49	61.90	65.10	63.60	67.75	65.66	66.89
Agro-food sector								
Export	46	56	74	111	105	173	126	126
Import	491	426	466	476	440	787	792	811
Total	537	482	540	586	544	960	917	937
Trade Balance	-445	-370	-392	-365	-335	-614	-666	-686
Coverage (%)	9.36	13.16	15.87	23.26	23.84	21.93	15.86	15.52
Structure (%)								
Export	2.43	3.65	3.74	4.72	4.50	5.47	3.92	3.82
Import	12.28	13.73	14.57	13.20	12.01	16.90	16.23	16.45
Total	9.11	10.39	10.43	9.86	9.09	12.28	11.35	11.39

Source: Agricultural Statistics Database - Bosnia and Herzegovina 2016; calculation of structure by authors.

Export of the agricultural sector represented an average of EUR 311 million, or 7.9 % of total country's export. Agricultural imports were significantly higher, amountig to an average of EUR 1.370 billion or 17.9% of Bosnia and Herzegovina total imports. Table 1. shows that exports of agricultural and food commodities increased steadily in period of time 2008 – 2013, and in 2013 were 1.6 times as high as in 2008. The coverage of imports by exports of agro-food commodities recorded growth in observed period; it increased from 16.45% in 2008 to 29.35 % in 2015. Bosnia and Herzegovina in agro-food products trades mostly with CEFTA and EU countries (table 2).

In the study period, Bosnia and Herzegovina's trade of agricultural products to CEFTA countries amounted an average of EUR 771 million, or 30.0% of total country's export to CEFTA. Total export of agricultural products to CEFTA countries represented an average of EUR 175 million or 17.2 % of Bosnia and Herzegovina's total exports to CEFTA countries and recorded increasing in period of time 2008 – 2012. The import of agro-food products from CEFTA countries had continuously increasing tendency in period of time 2008 -2011. The last four year of observed period recorded decreasing of import of agro – food products CEFTA countries. Agricultural imports amounted an average EUR 596 million or 38.8% of total Bosnia and Herzegovina's import from CEFTA countries. The coverage of imports by exports of agro-food commodities recorded significant growth until 2013; it increased from 22.22% in 2008 to 36.36% in 2013 and were 1.6 times high as in the beginning of observed period. EU countries are the second most important trade partner of Bosnia and Herzegovina. On average about EUR 688 million in trade with agricultural products refer to EU countries (or 10.5% of total Bosnia and Herzegovina's trade with EU). Total exports from the agricultural sector to EU countries in study period represented an average of EUR 102 million, accounting for 4.03 % of Bosnia and Herzegovina's total exports to this trade group. Agricultural imports from EU countries to Bosnia and Herzegovina had a increasing tendency. In observed period imports of agricultural products from EU countries reached an average of EUR 586 million, representing 14.4% of total Bosnia and Herzegovinas import. The coverage of imports by exports of agro-food products in trade between Bosnia and Heryegovina and EU countries recorded growth until 2012; it increased from 9.36 % in 2008 to more than twice in 2012, when it reached 23.84% .

In the structure of total exports for agro-food products in period of time 2008 – 2015, the greatest share included the group of dairy products (tariff group 04), animal or vegetable fats and oils (tariff group 15), sugars and sugar confectionery (tariff group 17), edible fruit and nuts; peel of citrus fruits or melons (tariff group 08), preparations of meat, of fish or of crustaceanes, mollusks or other aqautic invertebrates (tariff group 16) and preparations of cereals, flour, starch or milk; pastry cook's products (tariff group 19) (Figure 1.). The tariff groups 17 (sugars and sugar confectionery) and 15 (animal or vegetable fats and oils) are re-exported, not produced (sugar beet) or produced in modest amounts (oilseeds) in Bosnia and Herzegovina (Bajramović, Ognjenović, Butković, 2016). The average shares of main export agro-food products throughout the observed period were for dairy products 12.8% , edible fruits and nuts 8.30% , meat preparations 7.35% and preparations of cereals 8.07% . The greatest share in the import structure of agricultural and food commodities (Figure 2.) was made up meat and edible meat offal (tariff group 02), cereals (tariff group 10), sugars and sugar confectionery (tariff group 17), miscellaneous edible preparations (tariff group 21), beverages, spirits and vinegar (tariff group 22) and residues and waste from the food industries; prepared animal fodder (tariff group 23). Beverages, spirits and vinegar recorded an average share of 11.9% , cereals 8.32% and miscellaneous edible preparations 7.79% throughout analyzed period.

ISSN 2411-958X (Print)
ISSN 2411-4138 (Online)

European Journal of
Interdisciplinary Studies

May-August 2017
Volume 3, Issue 3

Figure 1. Share (%) of main commodity group of agro-food export   Figure 2. Share (%) of main commodity group of agro - food import
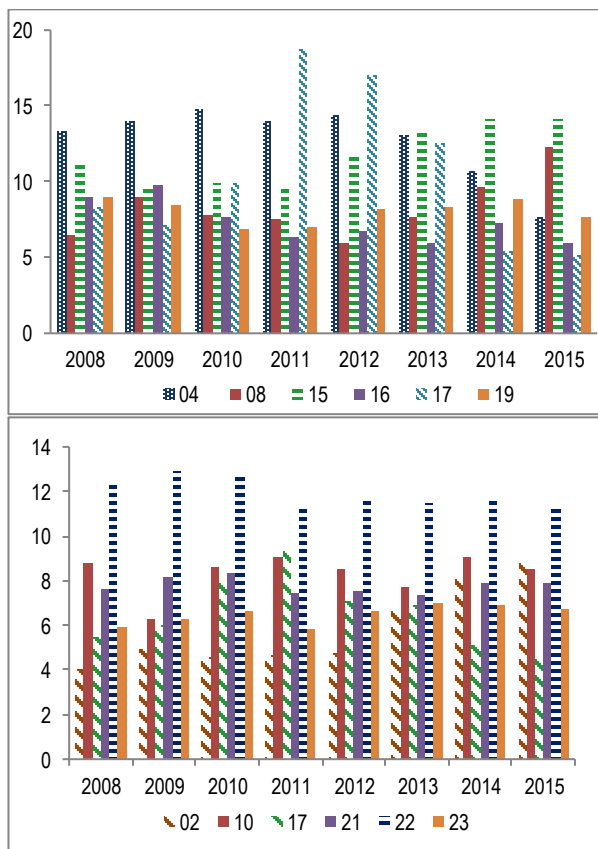
Source: Agricultural Statistics Database - Bosnia and Herzegovina 2016.

Comparative advantages and intra – industry trade

In order to define the position of agro - food sector of Bosnia and Herzegovina in relation to the international market, as well as to the markets of CEFTA and EU countries, are made analysis of comperative advantages and the level of specialization of intra-industry. By applaying the RCA indicator, agro-food sector of Bosnia and Herzegovina recorded lack of comperative advantages in total trade as well in trade with CEFTA and EU countries throughout period (Figure 3.). Less pronounced lack of comperative advantages of agro-food sector of Bosnia and Herzegovina was in trade with CEFTA countries, in compare with EU countries. In relation to EU countries, trade in agricultural and food comodities recorded the most pronounced lack of comperative advantages, especially in two last years of observed period. The values of Grubel-Lloyd's index for agro-food sector indicated the existing of the low level of specialization in intra - industry trade of Bosnia and Herzegovina, especially pronounced in trade with EU countries and total trade (Figure 4.). Based on values of GL indeks in trade with agricultural and food products between Bosnia and Herzegovina and CEFTA countries, it is visible the gradual growth of the level of specialization in intra-industry trade. In period 2012-2015 are recorded higher values of GL index in agricultural trade between Bosnia and Herzegovina and CEFTA countries; 53.68% (2012); 53.33% (2013); 50.37

% (2014) ; 49.75% (2015). There are many factors that influence and determine the share of intra – industry trade in total trade of certain products between the countries. The hypothesis that major economies have a higher share of intra – industry trade was confirmed through empirical researches and the thesis by Balassa and Bauwens (Balassa and Bauwens,1987). In according to Balassa and Bauwen's thesis, the intensity of intra – industry trade is positively correlated with the size of gross domestic product. In addition to this factor, the impact on the share of intra-industry trade in total trade have geographical distance between trading partners, inflow of foreign direct investment, trade liberalisation – free trade agreements,as well as EU integration process. Balassa and Bauwens (1987) believe that intra – industry trade is more intense if the trading partners are geographically closer. The correlation between foreign direct investment and the level of specialization in intra – industry trade can generally be considered positive, which is confirmed in researches of Greenaway at al. (1994). The great impact on intra-industry trade has trade liberalization. This is confirmed by studies that analyzed intra – industry trade between the EU and transition countries (Czech Republic, Hungary, Poland and Slovakia) for the periods 1993., 1997 and 2000, which showed a significant increasing of intra – industry trade in trade between EU and these countries. The reason for this is represented a combination of trade liberalization between EU and countries in transition process, through the implementation of trade agreements in 1992 (Gabrisch i Segnana, 2002). Also, the researches conducted by Aturpane, Djankov and Hoekman (1997) have confirmed, that the growth of intra – industry trade between EU and CEECs after the collapse of centrally planned economy, was driven through the market liberalization, changes in management and market structures, as well as the acceptance of new technologies.

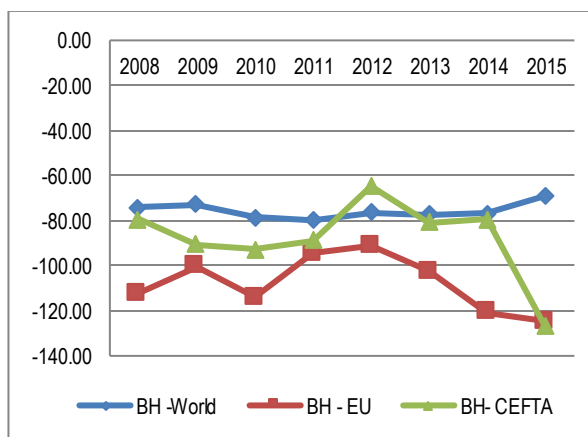Figure 3. Values of Balassa index of agro-food sector of BH
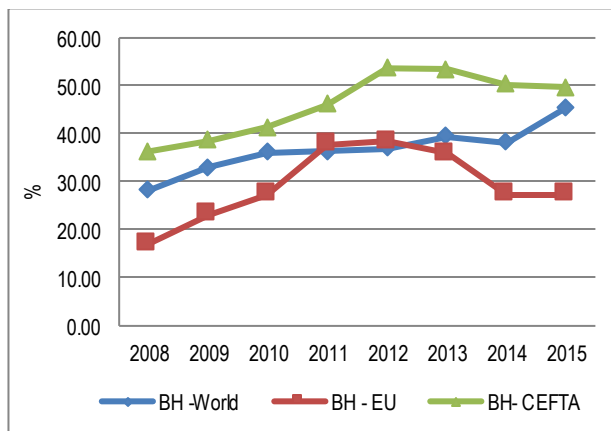

Figure 4. Values of Grubbel Lloyd index of agro-food sector of BH

Source: Authors based on Agricultural Statistics Database - Bosnia and Herzegovina, 2016.

By applying of *k*- means method, the values of RCA indicator, GL index and RUV indicator are used as variables. The results of clustering indicated the existence of three different clusters of product groups relative to the values of the analyzed RCA and GL index. The first step consisted in calculation of the unweighted arithmetic average of the two variables, wich are used as a basis for clustering. In according to number of product groups, the bigest is cluster 1 with 13 product groups. Cluster 3 contains 6 product groups and the smallest cluster is cluster 2 with 5 product groups. By comparing of the mean values of variables (RCA and GL index), it is evident that to cluster 1 belong the product groups with the most pronounced lack of comparative advantages and is prevalent of high level of specialization in inter-industry trade. A significant impact on the obtained values of cluster 1 have live animals, meat and edible meat offfal, cereals, products of milling industry. Product groups in cluster 2 have not comparative advantages, but they show high level of specialization in intra – industry trade in compare to cluster 1. In this cluster are classified products of animal origin, vegetable plaiting materials, preparations of cerals and preparations of vegetables and fruits. Cluster 3 has the most less pronounced lack of comparative advantages, and the highest level of specialization in intra – industry trade, and includes dairy product groups, fish and crustaceans, edible vegetables and fruits, animal or vegetable fats and oils, preparations of meat. Table 3. shows the number of product groups in each cluster as well as mean values for the RCA indicator and the RUV indicator for generated clusters.

Table 3. The number of product groups in clusters and final cluster centers

	Cluster 1	Cluster 2	Cluster 3
Number of products group	13	5	6
RCA clusters centers	-.51	-.29	-.16
GL clusters centers	,18	,47	,64

Source: Calculated by the authors in SPSS.

Table 4. ANOVA – RCA indicator and GL index

	Cluster		Error			
	Mean Square	df	Mean Square	df	F	Sig.
RCA	,272	2	0,06	21	42,770	,000
GL index	,467	2	0,03	21	138,328	,000

Source: Calculated by the authors in SPSS.

ANOVA procedures show, that considering the *p –value* (< 0,01), there is significant differences among three existing clusters (table 4.).

The results of the *k*- means cluster analysis indicated that agro – food sector of Bosnia and Herzegovina had five different clusters of product groups related to the relative unit values (table 5). The first step consisted in calculation of the unweighted arithmetic average of one variable – RUV based on data for three years 2008;2011;2015, used as a basis for cluster method. Cluster 4 stands out as the bigest with respect to the number of products groups, and contains 52. This cluster has vertical intra – industry trade, since that mean values of RUV indicator 0.72, precisely it is dominant low quality exports in this homogenous product groups. In that case, Bosnia and Herzegovina recpect to products in cluster 4 has low quality export, mostly in non – processed tobacco, vegetables (cabbage, kohlrabi, cauliflower, salad), some dairy products (chesse and cottage cheese, eggs, poultry and bird eggs in shell), oil- cake and other solid residues resulting from the extraction of soya, miscellaneous edible preparations (extracts, essences and concentrates), preparations of vegetables, fruits, nuts, preparations of cereals (bread, pastry, cakes), sugar and sugar confectionary, animal or vegetable fats. Cluster 3 contains 43 product groups. Vertical intra- industry specialization is dominant for this product groups, precisely high quality export. Typical products in Bosnia and Herzegovina trade patterns that have high quality exports are: fish, vegetables (tomatos, onions, cucumber, leguminous vegetables), fruits (fresh or dried grapes, apples, pears, melon, apricote, cherries, peaches, plums). Clusters 1, 5 and 2 consist 15 products with predominant high quality vertical intra - industry trade, with cluster centers: 3.82 (Cluster 1); 6,22 (Cluster 5) and 8,76 (Cluster 2). The products of these clusters are fish fillets and other fish meat, some fruits (raspberries,blackberries and mulbery), vegetables (carrots, beets and other fresh, chilled or frozen vegetables).

Table 5. The number of products groups in clusters and final clusters centers

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	Cluster 5
Number of products group	10	3	43	52	2
RUV clusters centers	3,82	8,76	1,59	,72	6,22

Source: Calculated by the authors in SPSS.

ANOVA procedures show, that considering the *p –value* (< 0,01), there is significant differences among five existing clusters (table 6.).

Table 6. ANOVA – RUV indicator

	Cluster		Error			
	Mean Square	df	Mean Square	df	F	Sig.
RUV	71,308	4	,118	105	603,926	,000

Source: Calculated by the authors in SPSS.

The empirical results based on clustering showed that with exception of products groups in clusters 1, 2 and 5, low quality exports are dominant in Bosnia and Herzegovina's intra – industry trade.

Conclusion

Bosnia and Herzegovina had an unfavourable trade balance in agro – food sector, whereby export of the agricultural sector represented an average of EUR 311 million, or contributing the 7.9 % of total country's export. Agricultural imports a mounted to an average of EUR 1.370 billion or 17.9% of Bosnia and Herzegovina total imports. Generally, calculated values of RCA indicator and GLI index for agro – food sector of Bosnia and Herzegovina indicated the lack of comparative advantages and low level of specialization in intra – industry trade. Between Bosnia and Herzegovina and CEFTA countries is recorded more intense intra-industry trade, especialy during the four last years of observed period (2012-2015), whereby the values of GL index are more than 50% . The *k*-means cluster analysis showed that in Bosnia and Herzegovina exist three clusters of product groups relative to comparative advantages and level of specialization in intra – industry trade. Cluster 1 has the most pronounced lack of comparative advantages and high level of specialization in inter - industry trade. K-means cluster analysis indicated that the agricultural and food sector in Bosnia and Herzegovina generated 5 clusters of product groups relative to ratio between unit value of export and unit value of import. Cluster 4 consisted 52 products group with prevailing low quality vertical intra –industry trade (low price export). Product groups in cluster 3 had high quality exports compared to cluster 4. Three clusters; 1, 2, and 5 consisted the products groups with predominant high quality vertical intra – industry trade. In order to improve of position of agro – food sector and to achieve better integration and competitiveness in international trade, in Bosnia and Herzegovina is important to create the conditions related to improving of productivity agro – food sector, stronger support to the modernization of agricultural and food sector, attracting of foreign direct investments in agro – food sectors, as well as empowering of state institutions which have to provide the services to satisfy of customers requests (quality and safety assurance system).

References

[1] Abd – el – Rahman, K., (1991): Firm's Competitive and National Comparative Advantages as Joint Determinants of Trade Composition. Weltwirtschaftliches Archiv, 127 (1): 83-97.

[2] Algieri, B., (2004): Trade Specialization Patterns:The Case of Russia, BOFIT Discussion Papers No.19/2004, (Helsinki: BOFIT Institute).

[3] Agriculture in the Western Balkan countries, edited by Tina Volk. Studies on the Agricultural and Food Sector in Central and Eastern Europe. Chapter 3. Review of Agriculture and Agricultural Policy in Bosnia and Herzegovina by Sabahudin Bajramović, Dragana Ognjenović, Aleksandra Nikolić, IAMO 2010.

[4] Aturupane C., Djankov S., Hoekman B. (1997): Determinants of Intra - Industry Trade between East and West Europe, World Bank Policy Research Working Paper No.1850, Washington - World Bank.

[5] Aturupane, C., S. Djankov, and B. Hoekman. 1999. "Determinants of Intra-Industry Trade Between East and West Europe." Weltwirtschaftliches Archiv 135(1): 60-81.

[6] Analysis of the agricultural and rural development policies of the Western Balkan countries. 3. Bosnia and Herzegovina:agricultural policy brief, Sabahudin Bajramović, Dragana Ognjenović, Jakub Butković, JRC, Technical Reports 2016.

[7]   Balassa, B. (1965): Trade Liberalization and Revealed Comparative Advantage, The Manchester School of Economic and Social Studies, Vol.32, pp.99-123.

[8]   Balassa, B., Bauwens, L. (1987): Intra – industry specialization in a multi – country and multi-industry framework. Economic Journal, br. 97.

[9]   Blanes, Jose V., and Carmela Martin. 2000. "The Nature and Causes of Intra-Industry Trade: Back to the Comparative Advantage Explanation? The Case of Spain,. Weltwirtschaftliches Archiv 136(3): 423-441.

[10]   Buturac G., Rajh E., (2006):Vertical Specialization and Intra – industry trade: The Case of Croatia.Economic Research, 19 (1):37-49.

[11]   Falvey, R.(1981): Commercial Policy and Intra – Industry Trade, Journal of International Economics, 11(4):133-134.

[12]   Gabrisch H., Maria Luigia Segnana (2002): Why is trade between the European Union and the Transition economies vertical ?, Discussion Paper No.7.

[13]   Grubel, H., Lloyd P., (1978), Intra – industry Trade: The Theory and Measurement of International Trade in Differentiated Products , (London:Macmillan).

[14]   Greenway, D., R.C. Hine, and C. R. Milner. 1994. "Country-Specific Factors and the Pattern of Horizontal and Vertical Intra-Industry Trade in the U.K." Weltwirtschaftliches Archiv 130(1): 77-100. Greenaway, D., R.C. Hine, and C. R. Milner. 1995. "Vertical and Horizontal Intra-Industry Trade: A Cross-Industry Analysis for the United Kingdom." Economic Journal 105: 1505-1518.

[15]   Greenaway, D., R.C. Hine, and C. R. Milner. 1995. "Vertical and Horizontal Intra-Industry Trade: A Cross-Industry Analysis for the United Kingdom." Economic Journal 105: 1505-1518

[16]   [16] Helpman E., (1981): International Trade in the presence of product differentiation, economies of scale, and monopolistic competition: a Chamberlain – Heckscher – Ohlin approach, Journal of International Economies, 11 (3): 305-340.

[17]   Krugman, P. R. (1981), Intra-Industry Specialization and the Gains form Trade. Journal of Political Economy, vol. 89, br. 5, pages 959-973.

[18]   Lancaster, K. (1980), Intra-industry trade under Perfect Monopolistic Competition.Journal of International Economics, br. 10, pages 151-175.

[19]   Reganati, F., Pittiglio R., (2005): Vertical Intra – Industry Trade: Patterns and Determinants in the Italian Case. Quaderni DSEMS 06-2005, (Foggia: Department of Economics, Mathematics and Statistics, University of Foggia).

[20]   Vollrath, T.L (1991): A Theoretical Evaluation of Alternative Trade Intensity Measures of Revealed Comparative Advantage", Weltwirtschaftliches Archiv, 130 (2): 265- 279.

Implementation of U.S. Immigration Policies

Burçak Gündal

Sıddıka Öztekin

Abstract

Immigration and refugees are sets of global flows of people who are seeking information, technology, economic stability, and military, political, and social asylum. Immigrants and refugees, which is one of the categories of migrants, represent only one of many global exchanges in an increasingly independent world. As the number of immigrants increases, the national, demographic, and socio-economic composition of the foreign residents in a host country are impacted by the immigration and immigrant policies of the receiving country. Immigration is inseparably part of the American national identity and always will be, and the United States would not continue to grow without immigration. In setting immigration policy in the United States, policymakers must be sensitive to both the U.S. vulnerabilities and the effects of American policies on the countries of origin. Since the post 9/11 period in the United States, immigration, immigration policy and implementation have been debated issues. Especially after Donald Trump was elected, the debate about migrants and immigration issues has increased even more. The purpose of this study is to show the development of immigration in American history, the positive and negative effects of immigrants on American economy and social life, and the question of the effects of social inclusion policies on the immigrant problem.

Keywords: Immigration, The effects of immigrants, The United States' immigration policy, social inclusion.

Introduction

The decision of immigration consists of two characteristics, which are "push" migrants away from their home and "pull" migrants toward the receiving area. These differentials may be economical, such as differences in earnings, employment, and educational opportunities, or political, such as differences in freedoms rights or family, such as differences in the geographic location of family members (Immigration Policy Institute, 2015). The policy issues that result are different and complicated to solve also, immigration policy issues differ from country to country, according to their demands, values, and needs (Hochschild &Mollenkof, 2008, p.3).

In 2010, there were 40 million foreign-born people living the United States, and 220 million international migrants in the world. Almost one in five residents in the United States was immigrants. Therefore, the U.S. is known as the heart of immigration, or as a "nation of immigrants" (Hirschman, 2006, p.1) After the terrorist attacks of September 11, 2001, American policymakers decided that the immigration system required a thorough critical reexamination and potential overhaul in order to prevent future attacks (Siavelis & Coates, 2009, p.50). Since the post 9/11 period in the United States, immigration, immigration policy and implementation have been debated issues (Brick, Challinor & Rosenblum, 2011, p.1). Also the question of immigration from Mexico, and other Latin Americans became more noticeable. According to Barrack Obama's report in 2014, the old administrative weakness had to be lifted and new reforms had to be settled in the solution of the immigration problem. These innovations needed to be regulated in a way that would include the rights of migrants, illegal immigrants and their families, and in the visa system to meet the needs of the day. Innovations in migration management had to be included in the implementation area of regulations and integrated within social and economic changes within the security axis of border management (American Immigration Council). However, Donald Trump's exclusive and polarizing discourse for immigrants in the 2016 elections contrasts with the immigrant country of the United States.

Immigration provides the United States with new ideas, allowing innovation, the U.S. to become a more productive, competitive, and successful nation in the 21st century. In the United States, the group size of immigrants, the historical legacy of immigration, and the recent immigration growth rate all vary by locale and region (Gold & Rumbaut, 2009).

However, although immigrants bring benefits that improve American culture, both immigrants and U.S. citizens also construct many barriers, such as illegal immigration and unauthorized immigrants in the United States. Politicians must consider how immigration policy will affect sending and receiving countries' residents' recent and future demands. The policy mechanism should support an evaluation of current immigration policy and new immigration policy should be established (Immigration Policy Institute, 2015).

Positive effects of Immigration

Migration has both positive and negative sides for the communities to which they migrate. Positive impacts happen if migrants volunteer, and are allowed to improve their new communities' economic, social, and cultural opportunities. Therefore, migrants are not only winners but sometimes also losers in the immigration process (Martin& Hamutal, 2011, p.50). The US is the country that receives the most immigration in the World. Migrants in the United States are more assimilated compared to European countries, and migration policy in the United States is a controversial topic. While discussions are usually interested in cultural issues, immigration has economic implications. Economic research finds little evidence that foreign labor reduces US wages and jobs. Estimates of economic theories and academic research indicate that immigration does not affect long-term wages and has a positive impact on migration for the domestic and general economy (www.budgetmodel.wharton.upenn.edu). Immigration has a positive effect on the country of origin. Immigrants improve the receiving countries' trade balance, and reduce unemployment and higher wages. However, immigration generates more costs than benefits for the nation, resulting in a major public policy issues (Asch, 1994, p.193-198).

Research confirms that the legalization of migration and the increase of legal immigration will increase the economy and increase tax revenues. The results of the survey show that GDP will increase, enactment will have more tax revenue, and immigrants will have more economic activity and will pay more taxes. GDP gains vary from 0.3 per cent to 0.8 per cent (83 billion to 150 billion dollars), depending on the increase in labor power through immigration reform and the increase in the income of illegal immigrants to be enacted (Enchautegui, Lindner, Poethig, 2013, p.12). In the last decade, 43% of the increase in the labor force in the United States constitutes immigrants. Immigrants represented about a quarter of entries into the most strongly declining occupations in United States (28%). These jobs include in the United States, they concern mostly jobs in production, installation, maintenance and repair (www.oecd.org).

Immigration has an important effect on the size and distribution of the United States. Most immigrants come to the United State because of its economic opportunities. Many immigrants have become naturalized U.S. citizens and vote, and some hold political office. Because the United States provides economic opportunities and social benefits, hundreds of millions more people would immigrate to the United States. Immigration has been encouraged by economic transformation, helping the United States adjust to new economic conditions. Immigration can be an essential and effective tool for the United States' foreign policy, which helps the U.S. gain political influence overseas. (Meissner, Meyers, Papademetriou, &Fix, 2006, p.51). Undocumented immigrants provide substantial support to the social security system. Each year, Social Security taxes are withheld from billions of dollars in wages earned by workers whose names and Social Security numbers do not match the records of the Social Security Administration (SSA). According to records of social security administrations illegal immigrants paid $ 13 billion payroll taxes to Social Security Foundation Funds in 2010 (Stephen Goss, et al, 2013, p. 3).

Immigrants create significant employment in large and small businesses. A report from the Fiscal Policy Institute found that immigrant-owned small businesses employed 4.7 million people and had $776 billion in receipts in 2007. With it 18 percent of business owners in the U.S. were foreign-born—higher than the immigrant share of the population (13 percent) or labor force (16 percent) (Kallick, 2015, p.2.). Therefore, the United States must be selective in its immigration policy. Immigration policy should be designed to assist immigrants' contribution to the economy (Fargues, Demetrios, Papademtriou, Giambattista, & Madeleine, 2011, p. 7-27). Current immigration policies with respect to both legal and illegal immigration encourage the entry of a disproportionate number of poor immigrants into the United States. The U.S. immigration policy should help U.S. citizens achieve the American dream. Americans should determine U.S. immigration policy and benefits (Siavelis & Coates, 2009, pg. 32). Immigrants and refugees become a fundamental part of the local communities, economies, and labor markets of America, affecting a growing population and the history of immigration (Fargues, Demetrios, Papademtriou, Giambattista, & Madeleine, 2011, p.5-14).

Building relationships between refugee and immigrant organizations and receiving communities fosters two-way integration (Office of Refugee Resettlement). Immigrants assist the United States in being a leader of the competitive international market, and in creating new jobs regarding changing global market conditions (Office of Refugee Resettlement). Immigrant

workers are raising the sorrows of domestic workers in two ways. First, the level of education of immigrants and local workers and the professions and skills they are working in are different. Along with this, the work done by domestic and migrant workers is linked. So increasing the productivity of these domestic workers raises their wages. Second, the addition of immigrant workers to the labor force stimulates new investment in the economy, which in turn increases the demand for labor, exerting upward pressure on wages. (Peri, 2006; p. 6,)

Negative effects of Immigration

Most Americans are beginning to acknowledge the positive effects of immigrants. On the other hand, many Americans fear that the United States has too many immigrants. Most immigrants are assimilated by American economy, society, and culture. The United States is known as a nation of immigrants, but most Americans want immigration restricted in spite of this (Gold & Rumbaut, 2009). However, many immigrants, older generations of them, refuse to join the American mainstream, and are not assimilated into American society. The first generation settles in ethnic regions, maintains culture continuity with their origins, and prefers to speak their mother tongue. The second generation speaks fluent English and is eager to join the American mainstream. However, this assimilation is not painless, automatic, and immediate (Hirschman, 2006, p. 5-6). For Instance, new immigrants face more extensive obstacles than second- generation immigrants, regarding political participation, the low level of education and English proficiency, and their undocumented or illegal immigrants as well as legal immigrants. On the other hand, second-generation Mexican and Central American immigrants have a force to shape future political life in the United States, because of their English abilities, highly skilled workforce, and their citizenship status. Therefore these immigrants from Mexico and Central America play key roles in the economic, social, and political life of the United States (Brick, Challinor & Rosenblum, 2011, p.7-16).

Immigration has had a disproportionate effect on the demographic size, ethnic diversity, culture, and character of American society. Immigrants and their children are assimilated and adapt to American society, and immigrants participate in American institutions in ways that are allowed in American culture (Hirschman, 2014, p. 7-9). The political struggle results from the concern that high levels of immigration might create problems more difficult to solve than the typical economic, cultural, and security problems. The immigration problem is a prior policy problem; governments should implement immigration policy that involves immigrants in the policy decision-making process (Hochschild &Mollenkof, 2008, pg.3-5).

Because immigrants move into areas that tend to be more disorganized, and face many economic, cultural, and social barriers, the United States has a high level of crime rate among immigrants and their living areas (Mears, 2002, pg. 284-288)

Displaced people and unauthorized immigrants encounter significant risks; giving the impression that migration is out of control. The common belief is that immigrants displace existing workers and reduce their wages, as well as threating the nations' cultural identity (Fargues, Demetrios, Papademtriou, Giambattista, & Madeleine, 2011, pg.5).

 Illegal immigration produces insecurity about America's borders, economy, and costs of an isolated underclass. Illegal immigration has also impact on wages at the bottom of the pay scale.

Unauthorized immigrants cannot be integrated into American society. Because of the high cost of unauthorized immigrants, communities face the problem of demands for services from unauthorized immigrants, such as education and health care.

Illegal immigration has a dramatic effect on the United States. Immigration policy has mainly been a part of federal responsibilities. Because illegal immigration is a regional matter, debate of the United States immigration policy is overwhelmingly a domestic issue. At the national level, migration is not an influential tool to solve unemployment. The effect of immigration on the unemployment rate is that immigration is a regional problem. For instance, in 2013, the top six states with the largest proportion of Mexican immigrants were California, which is the 37 percent of the total Mexican immigrant population, Texas, which is the 22 percent of total Mexican immigrants, Illinois, which is the 6 percent, Arizona is the 4 percent, and Georgia is 2 percent as well as Florida' Mexican immigrants populations (DHS, 2014). These effects can be problematic to determine at the national level. The economic effect of immigration on the sending countries is an increase in unemployment in the receiving country (Asch, 1994, p.185-205). Local communities also face problems of health care and education facilities. Local policy programs create or enhance education systems, help reduce income inequality, and support small businesses and establishments (Meissner, Meyers, Papademetriou, &Fix, 2006, p.100).

The problems of employment are language proficiency, level of education, discrimination, foreign qualifications, and access to social and professional networks. These problems impact on policymakers to consider their views of immigrants concerning the academic performance of migrants' youth, low employment rates, dependence on welfare, and families living on the poverty line (Petrovic, 2015, p.14-25) .

Many state and local governments force unauthorized immigrants to leave their communities therefore lose economically. These problems effect on policymakers reconsider their views to immigrants and immigration problems. (Rodríguez, Chishti, &Nortman, 2007, p.8-47). Local and State policymakers should understand the interconnecting dynamics of changing migration flows and security challenges (Papademetriou, Doris, & Eleanor, 2013, pg.15).

Integration and Social Inclusion for Immigrants and Refugees

Integration is an important indicator which includes five main gages, which are language abilities, socio-economic achievement, political participation, residential locale, and social interaction with host communities. These gages are important to understand about full integration of immigrants into the United States. Full integration into the United States communities takes more than one generation because the newcomers are learning English, interacting with members of the receiving society, and beginning to participate in the political process. (Jiménez, 2011, pg.5-7). Therefore, policymakers, governments, and agencies should take into account five main instruments of integration, when they create policy about immigrants.

The United States is often observed as a successful model for immigration integration. The United States invests in immigration at all levels of government, considering the education systems and social services at the state and local levels. Whichever terminology, of integration or assimilation, melting-pot, salad bowl, or mosaic is used, American history has been successful as a result of large-scale immigration. Integration takes place across immigrant groups and includes most pointers of social, economic, and cultural mobility, such as educational accomplishment, participation in the labor force, income, and job quality.

Generations of immigrants assess progress differently. First-generation immigrants have been employed at lower socioeconomic levels; however, second-generation immigrants improve substantially to their parents, regarding indicators such as, language proficiency, socioeconomic attainment, citizenship, political participation, housing integration, and social life (Fargues, Demetrios, Papademtriou, Giambattista, & Madeleine, 2011, pg.8-9). For instance, second generations of immigrant teenagers from Latin America have higher degrees and more successful graduation records than the newcomers' generations (Meissner, Meyers, Papademetriou, &Fix, 2006, pg.37). To be successfully integrated, newcomers should participate in decision-making and coalitions. These vehicles of integration can substitute for effective collaboration in order to meet the challenges of economic, cultural and social change. Therefore, government, non-government, and private partnership should be included in attracting individual immigrants to participate in the decision-making process. Resources should flow to integration-focused policy to create coalitions as well as building and training opportunities (Mudde, 2012, pg.10-21).

The immigration system should cover how to enforce immigration laws, how to process immigration benefits, how to encourage business innovation, and how to welcome immigrants to this nation. (Boushey, 2007, pg.3-8). Integration allows immigrants and refugees to achieve both economic independence and civic participation, depending on institutions and organizations.

A national integration and immigrant policy should seek to build relationships between government and civil society to achieve positive integration outcomes for newcomers and their families. Local levels of relationships between different kinds of organizations should be built to respond to the immigration challenges of social, economic, cultural, and political integration. Policymakers at the local and state levels have the resources to attempt such an integration programs. Also, elected representatives have a direct impact on refugees' and immigrants' education, transportation, workforce development or law enforcement. Integration depends on not only individual capital, friendship networks, and family resources, but also society's willingness to remove barriers to social and economic inclusion (Mudde, 2012, pg.27).

After all reviewing of literature about immigration, and integration of immigrants, there are several essential points, which are founded. The most important idea is that Immigration is a vital component of economic growth and competitiveness. Migrants closely linked in the United States economies. However, the influence of the economic crisis on immigration resulted in a complicated process, which is hard to interpret (Jiménez, 2011, pg.3-7). Immigration plays a serious role

regarding complicated cultural, religious, security, economic, and political problems. (Mudde, 2012, p.7). The U.S. model of immigration faces a major problem, which is the economic climate. Immigrants' social and economic integration should link to their destination communities. Integration policy failed with anxiety about security the immigrants after 9/11. The U.S. refugee resettlement systems also face some challenges. These challenges include insufficient coordination between the various government and nongovernmental entities (Fargues, Demetrios, Papademtriou, Giambattista, & Madeleine, 2011, p.12).

Recommendations and Conclusion

The politics of immigration has played an important role in American political development. The conception of America as an immigrant nation, that should be open to racially, ethnically, linguistically, and culturally diverse populations, has been challenged by policymakers. While the numbers of immigrants are growing, integration is driven more than immigrant-targeted policies (Jiménez, 2011, p.18-21). The politics of immigration in the United States includes different target groups, but immigration policy making will be necessary for solving immigration problems in the United States (Thangasamy, 2010, p.24-52). Governments should be open to learning lessons from immigrants' experiences and adopting innovative new ideas. Government works together public and private sectors to adapt programs consider strategies to bring immigrants new knowledge and ideas (Fourth Plenary Meeting of the Transatlantic Council on Migration, p.1). There is a vital demand for new and comprehensive thinking about involving immigrants in national policies. Therefore, the United States needs a new immigration policy and systems for integrating immigrants into its communities. Policymakers should have better information and knowledge to accomplish immigration and integrate immigrants properly (Somerville, Durana, & Terrazas, 2008, p.1-24).

The immigrant community must lead the two-way interaction, which local communities should not only support, but also encourage training for immigrants and refugees. The host communities should also acquire the resources to better understand refugee and immigrant resettlement and cultural practices. Governments should improve the cultural integration of immigrants. Therefore, they should not only establish policies that allow different immigrant groups, but also protect the majority culture as well as the minority culture (Joppke, 2012, p.1-15). To be successful integration of newcomers with local communities must build strong economic, social, and cultural ties. The process of two-way interaction includes not only immigrants but also receiving countries (Meissner, Meyers, Papademetriou, &Fix, 2006, p.70). Policymakers should regulate status of unauthorized immigrants, redesign electoral systems, develop and coordinate policies toward immigrants and immigration, enhance civic organizations that integrate immigrants into communities, figure out the implications of transnational legal statuses, incorporate immigrants and their children into schools, jobs, and neighborhoods, and prevent isolated, ideologically motivated youth (Hochschild &Mollenkof, 2008, p.3-5).

Immigration policy should be set in response to domestic demands and take into account the safety of foreign countries. If the countries want to develop international policies, they have to consider the regions, which are an important element in making immigration policy (Terrazas, 2011, p.23). Policymakers should consider policy actions, invest budgets, and innovate program design, including expanding and innovating parent education and English language programs (Park, & McHugh, 2014, p.16-18). To be successful, policy should consider how migrants work together regarding the multiple social, cultural, economic, and political interests. The most important governance priorities should be throughout the region, local, and state with accountability and transparency. Regional economic growth triggers the whole of countries which policymakers take into account when building physical and human-capital infrastructures to attract economy for both immigrants and citizens (Papademetriou, Doris, & Eleanor, 2013, p.10-64). The United States should seek the ways of better understanding immigrants and encouraging their integration and participation in communities. If local governments maximize the benefits of immigration among newcomers and host communities, they solve problems of public education, health, and safety services of immigrants immediately and enhance efforts regarding successful linguistic, economic, and civic integration of newcomers and their families.

However, federal civil rights provide these services and consider it a waste of public funds with too many communication barriers for effective services (McHugh, 2014, p.2-5). Integration of immigration is not only becoming complex but also costly.

Public policy on immigration in the United States needs four essential components, enforce both border and workplace, create a market-sensitive mechanism for legal immigration, be fair in addressing the problem of illegal immigration, integrate immigrants into communities, promote learning English (Westen, 2009, p.3-13). The best immigration policy

should target not only seeking policy objectives and the outcomes with the evolution of immigration flows, such as demographic, economic, and geopolitical circumstances, but also register the social impact and cultural reactions of immigration. The heart of effective immigration systems is derived from flexibility, adaptability, and the capability to learn from domestic and international experiences, and efforts.

Policymakers of the United States invest in education workforce-training systems, develop public infrastructure, think about regulatory policies and social protection reforms, reduce barriers to employment and create incentives to work (Fargues, Demetrios, Papademtriou, Giambattista, & Madeleine, 2011, p.18-20).

References

[1] Asch, Beth J. Emigration and Its Effects on the Sending Country.1994.
[2] http://www.rand.org/pubs/monograph_reports/MR244. Also available in print form. Santa Monica, CA: RAND Corporation.
[3] Brick, Kate,A. E.Challinor, and Marc R. Rosenblum.2011. Mexican and Central American Immigrants in the United States. Washington, DC: Migration Policy Institute.
[4] Boushey, H.2007. Social Inclusion for the United States. www.inclusionist.org. Department of Homeland Security (DHS), Office of Immigration Statistics. 2014. 2013 Yearbook of Immigration Statistics. Washington, DC: DHS Office of ImmigrationStatistics. Available Online.
[5] Demetrios G. Papademetriou and Annette Heuser, 2010. Immigrant Integration: Priorities for the Next Decade Council Statement from the Fourth Plenary Meeting of the Transatlantic Council on Migration.
[6] Fargues, Philippe, Demetrios G. Papademetriou, Giambattista Salinari, & Madeleine Sumption. 2011. Shared Challenges and Opportunities for EU and US Immigration Policymakers. Florence and Washington, DC: European University Institute and Migration Policy Institute.
[7] Gold &Rumbaut. 2009. The New Americans: Recent Immigration and American Society.
[8] Hamutal B. & Martin S. 2011. Migration: Ensuring access, dignity, respect for diversity and Social inclusion. Georgetown University.
[9] Hirschman C. 2014. Immigration to the United States: Recent Trends and Future Prospects. Malays J Econ Studies; 51(1):69-85.
[10] Historical Trends in U.S. Immigration Policy. 2015. Retrieved from: http://www.migrationpolicy.org/programs/data-hub/us-immigration-trends#history. Washington, DC: Immigration Policy Institute.
[11] Hochschild, Jennifer L, & Mollenkof, J.2008. The Complexities of Immigration: Why Western Countries Struggle with Immigration Politics and Policies. Washington, DC: Migration Policy Institute.
[12] Jiménez, Tomás R. 2011. Immigrants in the United States: How Well Are They Integrating into Society? Washington, DC: Migration Policy Institute.
[13] Joppke, Christian. 2012. The Role of the State in Cultural Integration: Trends, Challenges, and Ways Ahead. Washington, DC: Migration Policy Institute.
[14] Kallick, David Dyssegaard. 2012. Immigrant Small Business Owners: A Significant and Growing Part of the Economy. New York, NY: Fiscal Policy Institute, June, p. 1. http://www.fiscalpolicy.org/immigrant-small-business-owners-FPI-20120614.pdf Retrieved from: 14.04.2017
[15] Kallick, David Dyssegaard. 2015. Bringing Vitality to Main Street: How Immigrants Small Business Help Local Economies Grow, Fiscal Policy Institute and Americas Society/Council of the Americas, January, p.2 . <http://www.as-coa.org/articles/bringing-vitality-main-street-how-immigrant-small-businesses-help-local-economies-grow>. Retrieved from: 04.04.2017
[16] McHugh, Margie. 2014. Immigrant Civic Integration and Service Access Initiatives: City-Sized Solutions for City-Sized Needs. Washington, DC: Migration Policy Institute.
[17] Meissner Doris, Meyers Deborah W., Papademetriou Demetrios G., & Fix Michael. 2006. Immigration and America's Future: A New Chapter. Washington, DC: Migration Policy Institute.
[18] Mudde, C. 2012. The Relationship between immigration and nativism in Europe and North America. Washington, DC: Migration Policy Institute.
[19] Office of Refugee Resettlement. 2015. Building the New American Community Newcomer Integration and Inclusion Experiences in Non-Traditional Gateway Cities.

[20]   OECD. 2017. Migration Policy.
        https://www.oecd.org/migration/OECD%20Migration%20Policy%20Debates%20Numero%202.pdf   Retrieved
        from: 25.04.2017.

[21]   Papademetriou, Demetrios G., Doris Meissner, and Eleanor Sohnen. 2013. Thinking Regionally To Compete
        Globally: Leveraging Migration & Human Capital in the U.S., Mexico, and Central America. Washington, DC:
        Migration Policy Institute.

[22]   Park, Maki and Margie McHugh. 2014. Immigrant Parents and Early Childhood Programs: Addressing Barriers
        of Literacy, Culture, and Systems Knowledge. Washington, DC: Migration Policy Institute.

[23]   Peri, Giovanni. 2006. Rethinking the Effects of Immigration on Wages: New Data and Analysis from 1990–2004.
        Washington, DC: Immigration Policy Center, American Immigration Law Foundation, p. 6.

[24]   Petrovic, Milica. 2015. Mentoring in Europe and North America: Strategies for improving Immigrants'
        employment outcomes. Brussels: Migration Policy Institute Europe.

[25]   Rodríguez, C., Chishti, M., Nortman, K. (2007). Testing the Limits: A Framework for Assessing The Legality of
        State and Local Immigration Measures. Washington, DC: Migration Policy Institute.

[26]   Siavelis, P., & Coates, D. (2009). Getting Immigration Right: What Every American Needs to Know. Washington,
        D.C.: Potomac Books, Inc.

[27]   Somerville W. Durana J, and Terrazas A. 2008. Hometown Associations: An Untapped Resource for Immigrant
        Integration? Washington, DC: Migration Policy Institute.,

[28]   Stephen Goss, et al., 2013. Effects of Unauthorized Immigration on the Actuarial Status of the Social Security
        Trust Funds. Actuarial Note no. 151 (Baltimore, MD: Office of the Chief Actuary, Social Security Administration,
        April), p. 3, <https://www.ssa.gov/oact/NOTES/pdf_notes/note151.pdf>.Retrieved from: 28.03.2017

[29]   Thangasamy, A. (2010). State Policies for Undocumented Immigrants: Policy-Making and Outcomes in the U.S.,
        1998-2005. El Paso: LFB Scholarly Pub. LLC.

[30]   Terrazas, Aaron. 2011. Migration and Development: Policy Perspectives from the United States. Washington,
        DC: Migration Policy Institute.

[31]   The Effect of Immigration on the United States Economy. 2017.
        http://www.budgetmodel.wharton.upenn.edu/issues/2016/1/27/the-effects-of-immigration-on-the-united-states-
        economy. Retrieved from: 25.04.2017

[32]   United States. Department of Homeland Security. Yearbook of Immigration Statistics: 2013.

[33]   Washington, D.C.: U.S. Department of Homeland Security, Office of Immigration Statistics, 2014.

[34]   Westen, Drew. 2009. Immigrating from Facts to Values: Political Rhetoric in the US Immigration Debate.
        Washington, DC: Migration Policy Institute.

The Impact of Self-Esteem on the Attitudes Towards Homosexuality

Prof.As.Dr. Fatbardha Osmanaga

Department of Psychology and Social Work. University "Luigj Gurakuqi" of Shkodër Faculty of Education. Albania.

Abstract

Diversity is part of our everyday lives. It is present everywhere, so it is present in health care settings also. The medical staff serves all the patients, regardless their gender, their race, their religion, regardless their economic status, sexual orientation, political beliefs, etc. It is very important for the medical staff to accept and respect the diversity. In this way, the quality of offered services will be the same for all the people. Having good attitudes towards homosexual individuals is one of the ways of accepting and respecting human diversity. One of the sources of good attitudes towards homosexuality is the having good self-esteem. The paper aims to analyze the impact of self-esteem on the attitudes toward homosexuality of heterosexual students of Professional Master in Nursing, branch of the Faculty of Natural Sciences. It is used the technique of questionnaire. The measuring instruments are: a)Self-Esteem Scale (Rosenberg, 1965), b)Attitudes Toward Sexual Orientation: An Adaption of Herek's ATLG Survey (the adaption is made by Benjamin J. Stefonik). The data collected from the questionnaire was analyzed by means of the SPSS program, variant 20. In the study, we had the participation of 77 heterosexual students of Professional Master in Nursing, 40 students frequent the first academic course and 37 students are at the second academic course. The paper concluded that there is positive correlation between heterosexual students' self-esteem and their attitudes towards homosexuality (Sig.= 0.083). Their self-esteem is not too positive and their attitudes towards homosexuality are not good. The students prejudice the homosexual individuals. It is very important the improvement of self-esteem and the improvement of the attitudes toward homosexuality of heterosexual students of Professional Master in Nursing, branch of the Faculty of Natural Sciences. The improvement of their self-esteem and their attitudes toward homosexuality will influence the quality of their work. There are defined the main strategies in order to improve students' self-esteem and their attitudes toward homosexuality.

Keywords: Self-esteem, attitudes, homosexuality.

Introduction

Nursing philosophy is based on humans and caring. Humans are unique and have a need to be understood. Nursing is described as a 'helping discipline', with a focus on interaction between the nurse and the patient, and relies on communication, participation and the nurse understanding both herself/himself and others (Bentling 1995; McCabe 2004). Working as a nurse builds on the nurse having a positive attitude to all patients and understanding the patient's needs as well as understanding that her/his own values influence her/his actions and behavior (Rőndahl, G.2005).

Attitudes of health professionals can influence the willingness to provide help to homosexual patients (Yen et al. 2007) and consequently the quality of health care and treatment. Furthermore, medical students' attitudes towards homosexuals are of great importance as the young are more prone to change and could be better promoters of anti-stigma programs. In addition, anti-stigma programs could help in spreading non-homophobic attitudes towards clients and patients, as well as in raising the awareness on how the attitudes of physicians and medical staff lead to negative social, ethical, and

psychological consequences. (Dunjić –Kostić B., Pantović M., Vuković V., Randjelović D., Totić-Poznanović S., Damjanović A., Jašović-Gašić M., Ivković M., 2012).

Weinberg"s theory states that individuals who are able to overcome their homophobia would have improved feelings about themselves (as cited in Wells, 1991). Morin (1974) also found that the students who had more positive self-concepts had significantly less homophobia (as cited in Wells, 1991) (cited by Miller S.N.)

Investigators such as D'Augelli and Rose (1990), Engstrom and Sedlacek (1997), Hensley (1995), Kite (1984), Nelson and Krieger (1997), Reinhardt (1997), Rey and Gibson (1997), Simoni (1996), Waldo (1998), and Whitney (2002) have linked a variety of personal traits to feelings of homophobia. Gender-roles and gender, self-esteem, education level, race/ethnicity, religiosity, geographical area of residence, political preference, income level, and exposure to homosexuals can influence people's feelings about homosexuals. Overall, women are more accepting of homosexuality than men, as are people who have high self-esteem; a higher level of education; higher income; more exposure to homosexuals; who are less active in organized religion; who identify as being politically moderate or liberal; who are not of an ethnic minority; and who live in less conservative areas of the country and/or in more urban settings (Smith M.S., 2004).

Methodology of the paper

As it was mentioned above, people's self-esteem impacts their attitudes towards homosexuality. It is considered necessary the measurement of nurses' attitudes towards homosexuality, because they serve homosexual people at their work. It is, also, necessary knowing their level of self-esteem, in order to create an idea about one of the sources of their attitudes towards homosexuality. A great part of the nurses of the city of Shkoder are students at Professional Master study programme. So, it was designed this research. There are conducted a lot of similar studies at the world. For example:

Gerd Rőndahl made a similar study on 2005 at one infectious disease clinic in central Sweden. 48 nurses, 37 assistant nurses, 113 nursing students, 165 assistant nursing students participated in the study. In general, the participating nursing staff and students expressed positive attitudes, though some subjects reported very negative attitudes towards gay people (Rőndahl, G.2005).

The study made by Samantha J. Boch at Ohio State University, College of Nursing on 2011, at a college of nursing in a large Midwestern university. The sample consisted of 369 participants: 36 faculty members and 333 nursing students. Overall, the results show that homophobia exists in this Midwestern college of nursing (Boch S.J., 2011).

The results of the study (in 2009) made with the participation of the students at the School of Medicine, University of Belgrade, and the physicians employed at the Clinical Center of Serbia, were that male participants showed a lower level of knowledge about homosexuality and a higher tendency to stigmatize homosexually oriented individuals (Dunjić –Kostić B., Pantović M., Vuković V., Randjelović D., Totić-Poznanović S., Damjanović A., Jašović-Gašić M., Ivković M., 2012).

Aims and objectives of the paper. The main aim of the paper is analyzing the impact of self-esteem of heterosexual students of Professional Master in Nursing, branch of the Faculty of Natural Sciences, on their attitudes toward homosexuality.

The objectives of the paper are:

Measuring self-esteem of heterosexual students of Professional Master in Nursing, branch of the Faculty of Natural Sciences.

Measuring attitudes toward homosexuality of heterosexual students of Professional Master in Nursing, branch of the Faculty of Natural Sciences.

The research question is: What is the relationship between self-esteem of heterosexual students of Professional Master in Nursing and their attitudes towards homosexuality?

Sampling. In the study, we had the participation of 77 students of students of Professional Master in Nursing, branch of the Faculty of Natural Sciences. The students claimed that are heterosexual. 5 questionnaires were considered as invalid, because there it was not given the sexual orientation of the students that fulfilled these questionnaires. 40 students (51,9% of students participating in the study) frequent the first academic course and 37 students (48,1%) are at the second academic course. 74 students (96,1% of students participating in the study) are female, 3 students (3,9%) are male. In the study we had the participation of students of different ages. Their age varies from 21 years aged (1 student) to 39 years aged (1 student). The mean is 25,05 years. 54 students (70,1% of students participating in the study) work as nurse, whereas 23 students (29,9% of students participating in the study) don't work as nurse. 18 students (23,4% of students participating in the study) recognize homosexual individuals, 58 students (75,3%) do not recognize any homosexual individual, whereas 1 student (1,3% of students participating in the study) has not given any answer.

Apparatus/Materials. It is used the technique of questionnaire. The measuring instruments are: a)"Self-Esteem Scale" (Rosenberg, 1965) to measure students' self-esteem.

The scale is a ten item Likert scale with items answered on a four point scale - from strongly agree to strongly disagree (cited by the link: http://www.yorku.ca/rokada/psyctest/rosenbrg.pdf).

Scoring: Items 2, 5, 6, 8, 9 are reverse scored. Give "Strongly Disagree" 1 point, "Disagree" 2 points, "Agree" 3 points, and "Strongly Agree" 4 points. Sum scores for all ten items. Higher scores indicate higher self-esteem (cited by the link: http://fetzer.org/sites/default/files/images/stories/pdf/selfmeasures/Self_Measures_for_Self-Esteem_ROSENBERG_SELF-ESTEEM.pdf).

b)"Attitudes Toward Sexual Orientation: An Adaption of Herek's ATLG Survey "(the adaption is made by Benjamin J. Stefonik). The questionnaire consists of 20-items and is presented in Likert format with a 5-point scale ranging from "strongly disagree" to "strongly agree" (Herek, 1984). The range of possible aggregate scores is 20 points (least prejudice attitudes toward homosexuals) to 100 points (most prejudice attitudes toward homosexuals) (cited by the link: http://www.foothill.edu/attach/1474/10_PaperExemplar.pdf).

The questionnaires have been filled out by the students themselves. The administration of the questionnaires and the interviews (distribution and collection) was conducted during November-December 2016.

Method of analysis. The data collected from the questionnaire was analyzed by means of the SPSS program, variant 20. It is estimated the reliability of the questionnaire. The internal reliability, Alpha Cronbach coefficient=0,89.

Piloting stage. It is realized the piloting phase for both the questionnaires at previous studies made by the author. The internal reliability of the Self-esteem Scale was =0,797 (Osmanaga F., 2014). The internal reliability of the questionnaire "Attitudes Toward Sexual Orientation: An Adaption of Herek's ATLG Survey " Alpha Cronbach = 0,92 (Osmanaga F., 2015). It is calculated Alpha Cronbach now and it is concluded that Alpha Cronbach for the Self-esteem Scale is 0,83 and Alpha Cronbach of the questionnaire "Attitudes Toward Sexual Orientation: An Adaption of Herek's ATLG Survey " is 0,88.
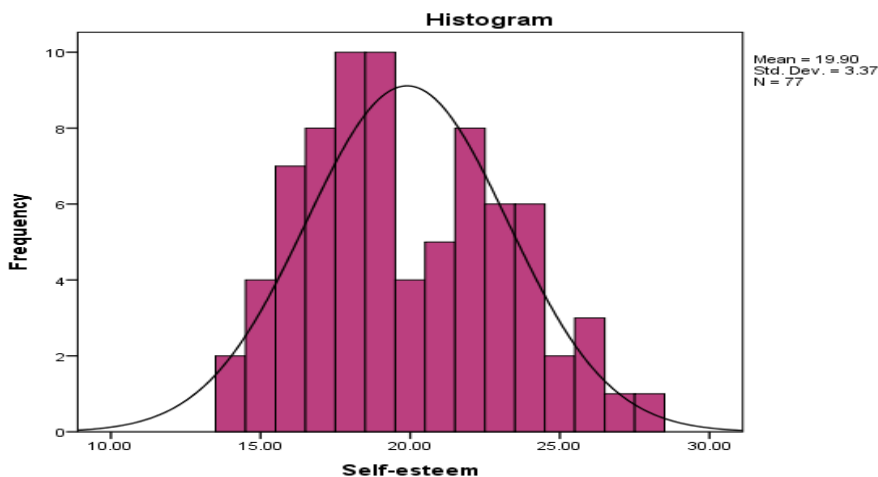
Findings of the study:

General data concerning students' self-esteem

Table 1. Data about students 'self-esteem

	N	Mean	Median	Mode	Standard Deviation	Minimum	Maximum
Self-esteem	77	19, 89	19	18	3, 37	14	28
Valid	77						

The mean is 19.89, the median is 19 and the mode is 18. The maximum score obtained is 28 (obtained from 1 student or 1.3% of students), the minimum score obtained is 14 (obtained from 2 student or 2.6% of students). It is given the corresponding histogram (the graph 1).

Graph 1. Data about students's elf-esteem

A considerable fraction of the values obtained is ranked in the range of values from 14 to 20 (45 students or 58.44%). In the range of values from 21 to 25 is ranked another portion of the results (27 students or 35.06%). A small fraction of the values obtained is ranked in the range of values from 26 to 28 (5 students or 6.49%). So, we can say that students' self-esteem is not too positive.

General data concerning students' attitudes toward homosexuality

Table 2. Data about students' attitudes toward homosexuality

	N	Mean	Median	Mode	Standard Deviation	Minimum	Maximum
Attitudes	77	59,64	59	58	8,56	38	82
Valid	77						

The mean is 59,64, the median is 59 and the mode is 58. The maximum score obtained is 84 (obtained from 1 student or 1,3% of students), the minimum score obtained is 38 (obtained from 1 student or 1,3% of students). It is given the corresponding histogram (the graph 2).

Graph 2. Data about students' attitudes towards homosexuality
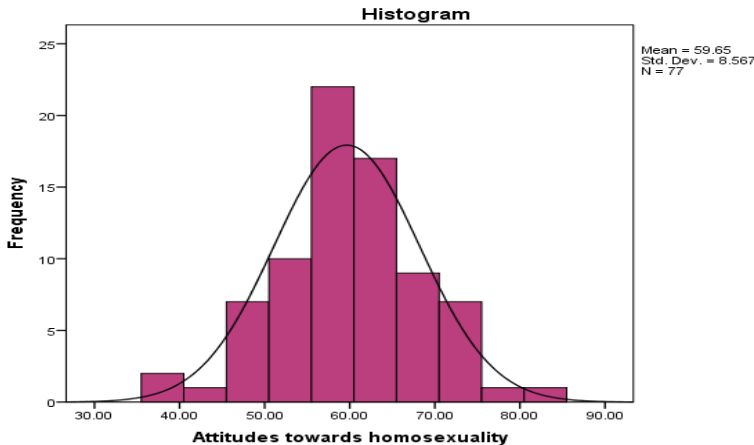
A small fraction of the values obtained is ranked in the range of values from 38 to 50 (10 students or 12,99%). The most of the results obtained is ranked in the range of values from 51 to 60 (32 students or 41,56%). A considerable fraction of the values obtained is ranked in the range of values from 61-70 (26 students or 33,77% of the students participating in the study). A small fraction of the values obtained is, also, ranked in the range of values from 71 to 82 (9 students or 11,68%). So, we can say that there exist prejudice attitudes toward homosexuality.

The relationship between heterosexual students' self-esteem and their attitudes towards homosexuality

There is positive correlation (but no strong relation) between heterosexual students' self-esteem and their attitudes towards homosexuality (Sig.= 0.083). Their self-esteem is not too positive and their attitudes towards homosexuality are not good. The students prejudice the homosexual individuals.

Conclusions

There is positive correlation between heterosexual students' self-esteem and their attitudes towards homosexuality. Their self-esteem is not too positive and their attitudes towards homosexuality are not good.

Recommendations

It is very important the improvement of self-esteem of students of Professional Master in Nursing, branch of the Faculty of Natural Sciences. It is very important, also, that the students have good attitudes toward homosexuality. So, it is very important the improvement of their attitudes toward homosexuality. The improvement of their self-esteem will influence the quality of their work. So, improving students' self-esteem will result in improving the quality of services for people. Other studies should be made in order to detect the causes of their low self-esteem.

According to the social contact theory, exposure to information about homosexuality or actually meeting a homosexual individual can positively affect an individual's attitude toward homosexuals (Lance, 1994). Direct contact with a homosexual is believed to dispel myths, reduce fear, promote mutual understanding and reduce prejudice toward homosexual individuals (cited by: http://www.foothill.edu/attach/1474/10_PaperExemplar.pdf, pg.4).

An effective strategy for improving students attitudes toward homosexuality will be the organization of different meetings with homosexual individuals or the organization of various meetings with the representatives of their organizations. The Faculty should try to organize such meetings, for example, workshops, open lectures with the focus about sexual orientation.

It is very important the involvement in different academic subjects of a lot of topics that address homosexuality. So, the students will have more knowledge about homosexuality and this will improve their attitudes towards homosexuality.

There are needed further studies in order to find out other sources of prejudices toward homosexual individuals.

References

[1] Dunjić –Kostić B., Pantović M., Vuković V., Randjelović D., Totić-Poznanović S., Damjanović A., Jašović-Gašić M., Ivković M. (2012). Knowledge: a possible tool in shaping medical professionals'attitudes towards homosexuality. Psychiatria Danubina, 2012; Vol. 24, No. 2, pp 143-151. Medicinska naklada - Zagreb, Croatia, fq.143

[2] Osmanaga F. (2014). *Students'perceptions about self-esteem.* Journal of Educational and Social Research", ISSN 2239-978X(Print) ISSN 2240-0524(Online).

[3] Osmanaga F. (2015). "Student's attitudes toward homosexuality. European Scientific Journal, ESJ's 2015 August edition).

[4] Rŏndahl, G.2005. Heteronormativity in a Nursing Context. Attitudes toward Homosexuality and Experiences of Lesbians and Gay Men. Acta Universitatis Upsaliensis. *Digital Comprehensive Summaries of Uppsala Dissertations from the Faculty of Social Sciences* 1.62 pp. Uppsala. ISBN 91-554-6199-9.

[5] Smith M.S. (2004) "Attitudes of Resident Assistants Toward Homosexuality and Gay and Lesbian Students: A Study at a Southeastern Research University". Master's Thesis, University of Tennessee, pg.2

Links

http://www.foothill.edu/attach/1474/10_PaperExemplar.pdf
http://www.hdbp.org/psychiatria_danubina/pdf/dnb_vol24_no2/dnb_vol24_no2_143.pdf
http://www.lycoming.edu/library/archives/documents/SaraMillerpaper.pdf, fq.8
http://www.mcser.org/journal/index.php/jesr/article/view/4176
http://www.yorku.ca/rokada/psyctest/rosenbrg.pdf).
http://eujournal.org/index.php/esj/issue/view/196
http://fetzer.org/sites/default/files/images/stories/pdf/selfmeasures/Self_Measures_for_Self-Esteem_ROSENBERG_SELF-ESTEEM.pdf).
http://kb.osu.edu/dspace/bitstream/handle/1811/51928/ThesisSamanthaJBoch.pdf
https://uu.diva-portal.org/smash/get/diva2:166121/FULLTEXT01, fq.19