The 12th InTraders International Conference on Social Sciences and Education Conference Book

EDITOR

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InTraders Academic Platform

www.intraders.org

Publisher

Kürşat ÇAPRAZ

30 October-3 November 2023, Amman, Jordan (Hybrid Conference)
e-ISBN 978-625-98716-0-8

Editor

Miheala Pop, Romania

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e-ISBN: 978-625-98716-0-8

Edition: First Edition, 14 December 2023, Sakarya, Türkiye

Language: English

Publisher
Kürşat ÇAPRAZ
InTraders Academic Platform
Sakarya, Turkey

www.intraders.org

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e-ISBN: **978-625-98716-0-8**

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The 12th InTraders International Conference on Social Sciences and Education provide the Republic of Türkiye, Council of Higher Education "International Conference" criteria. The 12th InTraders International Conference On Social Sciences and Education, 30 October-3 November 2023, Amman, Jordan (Hybrid-Conference)

Declaration

InTraders with this declare that from all participants joined from North Macedonia, Romania, Pakistan, India, Algeria, Uganda, Maldives, and Türkiye, more than half of the studies belong to countries different than Türkiye.

Foreign authors present 90 % of studies out of Türkiye.

Appreciation

I am gratified to have the honour to put forward the vote of thanks to all the Congressional Coordinators, Congressional Committees, and Authors who provided intensive work performance for the Conference.

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InTraders conference is international and targets participants from all over the world, shaping the organization in this direction.

The Congress aims to have papers from academicians and private sector managers. The written and presentation language is English.

Conference main topics; social sciences and education topics.

Thank you for your great work, dear friends. Last, my little motivators, Emre and Yunus ÇAPRAZ, are great….

I wish to meet you all at these new international conferences…

Kürşat ÇAPRAZ

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The 12th InTraders International Conference On Social Sciences and Education, 30 October-3 November 2023, Amman, Jordan (Hybrid-Conference)

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e-ISBN: 978-625-98716-0-8

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Effective Mechanisms of Civil-Military Coordination During National Disasters and Emergencies in Pakistan

Ihsan Ullah[1]

Waqas Anwar[2]

Abstract

This study analyses the effective mechanism of civil-military cooperation and coordination in Pakistan during national disasters and emergencies. The study explores the issues and challenges affecting development partners, local governments, and government organizations in disaster management and post-disaster conflict resolution in natural disasters. It focuses on the significance of capacity building, social inclusion, clearly defined roles, and the establishment of standard operating procedures (SOPs) to improve disaster resilience and response efficiency. The policy suggestions presented have the objective of fostering collaboration and an extensive and inclusive strategy for disaster prevention and Post-disasters resolution of conflicts**.**

Keywords: National Disaster, Emergency, Mechanisms, Civil-military

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e-ISBN: **978-625-98716-0-8**

Making The Distant Closer: Online Events' Effect on Sharing Knowledge

Roberto Acevedo[3], Andrés Soto-Bubert[4]

Abstract

The advent and widespread adoption of online events have revolutionized the sharing and dissemination of Knowledge. In recent years, the world has witnessed a significant shift from traditional in-person gatherings to virtual platforms, enabling individuals from diverse backgrounds and geographical locations to connect and exchange ideas. This essay aims to explore the impact of online events on sharing Knowledge, discuss their advantages and challenges, and provide updated references to support the analysis. This fact is essential to advance our Knowledge in a dynamic world in short periods, where the breakthroughs in many areas are formidable. We face several challenges in innovation and technology, so exchanging ideas is paramount. Therefore, the interaction among members of the academic communities is a primary goal to achieve by looking forward to advancing the state of the art and the quality of life of as many citizens as possible worldwide. There are several issues which need to be studied carefully: There are several groups and individuals in different places all over the world, working as hard as they can – in many cases with limited resources trying hard to produce articles to be published in high-impact factor journals and to get some illuminations patents for better and new goods. Along these lines, we observe no solid evidence that this new Knowledge is getting to the undergraduate students in due time. This issue is paramount since people working for a professional title and academic degree must prove to employers that they are ready to generate new ideas and make all the productivity processes more significant and relevant.

Lastly, online events have significantly impacted knowledge sharing by making the distance closer. The advantages, such as global reach, enhanced networking opportunities, and cost efficiency, have

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e-ISBN: **978-625-98716-0-8**

democratized knowledge sharing and broadened participation. However, challenges related to technological limitations, lack of personal interaction, and information overload persist. As technology continues to advance and adapt, addressing these challenges will be crucial in maximizing the potential of online events for effective knowledge sharing in the future.

I.- Introduction

In the abstract, we have explored the effect of online events on sharing Knowledge in the overall academic community. There are, indeed, several challenges which we must face in a somewhat different and more comprehensive form. The interaction between the productive and the academic community has made it quite clear that high technologies and advanced innovation plans are due to be implemented in a short time since, for many countries, the offset is formidable, and we cannot just change several issues without considering the modifications to be implemented in full agreement with our societies.

We all know that the advent and widespread adoption of online events have revolutionized the way Knowledge is shared and disseminated. In recent years, the world has witnessed a significant shift from traditional in-person gatherings to virtual platforms, enabling individuals from diverse backgrounds and geographical locations to connect and exchange ideas. This article aims to explore the impact of online events on sharing Knowledge, discuss their advantages and challenges, and provide updated references to support the analysis. This is certainly essential to advance our Knowledge in an extremely dynamic world, where breakthroughs in many areas are formidable in short periods of time.

We are facing several challenges in innovation and technology, so the exchange of ideas is of paramount importance. Therefore, the interaction among members of the academic communities is to be achieved by looking forward to advancing the state of the art and the quality of life of as many citizens as possible all over the world. There are several issues which need to be studied carefully: There are several groups and individuals in different places all over the world, working as hard as they can – in many cases with limited resources trying hard to produce articles to be published in high-impact factor journals and to get some illuminations patents for better and new goods. Along these lines, we observe that there is no serious proof that this new Knowledge is being taught to undergraduate students. This issue is of paramount importance since people working for a professional title and/or academic degree will have to prove to employers that they are ready to generate new ideas and make all the productivity processes more significant and relevant.

Last but not least, online events have significantly impacted the sharing of Knowledge by bringing the distant closer. The advantages, such as global reach, enhanced networking opportunities, and cost efficiency, have democratized knowledge sharing and broadened participation. However, challenges related to technological limitations, lack of personal interaction, and information overload persist. As technology continues to advance and adapt, addressing these challenges will be crucial in maximizing the potential of online events for effective knowledge sharing in the future. We emphasize the need for a drastic change in the current paradigm to achieve higher standard goals.

The action of sharing Knowledge by means of online events is a powerful idea, and several Institutions across the world are doing their best to empower our academic staff and students in different levels of training to match the needs of the productive sector of new ideas and actions to produce a better variety of goods and to make our national industry more efficient and productive in the medium and long term. We also need a new legislative regulation to seduce and welcome new investors to create new sources of goods and income. A new policy of taxation should be put forward to balance our current needs with the new business to implement at a high speed. The diagnosis has been discussed in several scenarios with knowledgeable people; however, we must move forward to implement these ideas with developed countries and academic societies. As far as our country is concerned, we can find the Chilean Society of Science, Applied Science and Humanities; nevertheless, the role played by this Institution is rather limited. We feel that these bodies should play a major role as far as new policies for development are concerned. We, though, hope that these kinds of contributions might be some kind of light at the end of the tunnel, and likely, some real action may be the result of these discussions published in internal journals and books all over the world. The golden rule is to advance the state of the art in many areas by knowing that high-quality education is the key to both progress and success.

II. Some Topics on the Advantages of Online Events in Sharing Knowledge:

Online events have eliminated geographical barriers, allowing individuals from all corners of the world to participate and share Knowledge. With just a stable internet connection, individuals can engage in virtual conferences, webinars, and workshops, irrespective of their physical location. This increased accessibility has democratized knowledge sharing, providing opportunities for individuals who previously faced logistical or financial constraints to participate actively. Furthermore, virtual platforms offer interactive features such as chat rooms, discussion forums, and Q&A sessions, enabling participants to engage in meaningful conversations and build networks with like-minded individuals. Online events foster connections between experts, researchers, and enthusiasts, facilitating collaborations and the exchange of ideas beyond the confines of traditional physical gatherings.

We are fully aware that online events eliminate the need for travel, accommodation, and venue expenses associated with physical conferences. This cost-effectiveness has made Knowledge sharing more affordable and accessible, particularly for those with limited resources. Additionally, online events save time by eliminating the need for travel, allowing participants to allocate their time more efficiently and engage in multiple events without conflicting schedules.

The above brief discussion has pointed out some strong points to consider in any academic debate and, as a result, illustrated that governments should adopt the right policies to make all these ideas possible. There are also several challenges to these online events with regard to spreading Knowledge in an efficient way and reaching as many people as possible. It is a question of attitude and determination to progress along these lines.

III. Challenges of Online Events in Sharing Knowledge:

While online events offer numerous advantages, technological challenges can hinder the seamless sharing of Knowledge. Participants may encounter issues such as unstable internet connections, software compatibility problems, or limited access to necessary technology. These obstacles can

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disrupt the flow of communication and hinder knowledge exchange, especially in regions with inadequate digital infrastructure. We also need to focus on the relevant issue with reference to the lack of personal interaction. One of the key drawbacks of online events is the absence of face-to-face interactions. Non-verbal cues, such as body language and facial expressions, play a crucial role in effective communication and knowledge sharing. Online platforms, although advanced, cannot fully replicate the interpersonal dynamics and engagement experienced in physical events. This limitation may hinder the depth of knowledge exchange and impede the formation of personal connections. We also need to overcome issues such as the digital landscape being inundated with information and online events contributing to this information overload. Participants may struggle to navigate through the vast amount of content, leading to a dilution of focus and reduced retention of Knowledge. Additionally, the prevalence of distractions in the online environment, such as notifications, emails, or social media, poses a challenge to sustained engagement and active participation.

VI. Conclusions

In this short article, we tackle an extremely important issue which may determine the future of academic exchanges and dissemination of Knowledge. There are, indeed, several factors that need to be considered from different viewpoints, and many link the academy-productive sectors and new technical institutions to make sense of this proposal. There is, though, no unique path; however, mathematicians know well that the best curve to reach two points in a three-dimensional space is the geodesic. It is, then, relevant to advance the discussion but with real proposals since the diagnostic is known, and the action should be taken in time and must be in due course. These events online to share Knowledge are the core of a number of initiatives to achieve our goals, that is, to improve the quality of living of millions of people all over the world.

Last but not least, we must find a way to disseminate Knowledge at low costs; otherwise, nobody can be sure that the very best will be published. There are serious economic limitations, and online publications of high quality should be available to many people. We must think about the world, and we imagine leaving it to our children and descendants. We come to this world to be happy and not to suffer unnecessarily, so it is our duty to put new ideas and innovations into action to make our lives better for everybody. We would like to add that we need to create a new indicator, which is a new impact factor connecting with the people and our environment.

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Roberto Acevedo, Andrés Soto, Sissi Acevedo.

The 9th Intraders International Conference on social science and education. Abstract Book, 2023. https://www.intraders.org

Protection Of Water Bodies In Uganda- National And International Law Perspectives

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Abstract

The study analyses the regulatory framework for the protection of water bodies in Uganda and international law. Using the doctrinal methodology, the study focused on key legislative and conventional instruments at the national, regional and international levels treaties and conventions on the protection of transnational water bodies. The study examined the level of alignment between the national instruments and Ugandan international obligations as expressed by the international instruments. There are two key findings of the study. Firstly, Uganda has a robust environmental protection regime for its water bodies that indicates compliance with Ugandan international obligations even though a lots still needs to be done. The second finding that whereas the laws are in place both at the domestic, regional and international level, the same have not been matched with adequate enforcement mechanism.

e-ISBN: **978-625-98716-0-8**

Climate change and its impacts on Health, Environment and Economy

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Abstract

Climate change is one of the greatest threats to human health .Climate change has resulted in several extreme weather events such as rise in sea level, flood, drought, desertification, storms,forest fire, loss of biodiversity, shrinking of Arctic sea ice. Health can be affected directly through environmental hazards and through changes in the patterns and dynamics of a subset of infectious diseases; health can be affected by changes in food sources, disruption of methods of food production and decreased economic productivity. Our findings can inform policymakers on effective strategies for mitigating the consequences of climate change on water resources and agricultural production in dry regions.

Keywords: Human health, Climate scenarios, water use, climate change, environment

E-learning in the Algerian University: Case of FAD in the University of Tlemcen

Khedidja HAMMOUDI[5]

Abstract

Distance learning has become the fashion after the covid-19 pandemic. Consequently, many universities around the world have managed to schedule their teaching online with the help of many platforms and softwares as well with the aim of facilitating teaching and learning. The Algerian university is of no exception. In this study, we aim at highlighting the implementation of online teaching/learning in one of the famous universities in Algeria, the University of Tlemcen, namely the Department of English. A new 'national' project has recently been launched for distance learning (Formation à Distance: FAD) encorporating 200 students from different provinces and regions of Algeria. We also aspire to reveal the advancement and benefits of this project. Finally, we would like to suggest the possibility to make this project an international one by discussing the idea with the audience attending in the conference.

Keywords: e-learning, distance teaching/learning, dpartment of English, Internationalisation

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Inclusive education and teaching French language to dyslexic students - Their normality, our challenge!

Holt Johana[6]

Abstract

Within academic communities, inclusive education advances student-centered pedagogical concepts, taking into account the fact that the educational act must adapt to the differences between students. Academic communities thus become open spaces for tolerance and understanding. Neil Marcus stated: ,,Disability is not a brave struggle or <courage in the face of adversity>. Disability is an art. It's an ingenious way to live.”

In academic communities, the main message of inclusive education is that quality education is a fundamental human right and all students have the right to general education. The implementation of measures for students with dyslexia at the level of a university must have as its starting point the full access of students, regardless of their disability. Teaching French as a foreign language at the university for dyslexic students is a real challenge because we have to implement different procedures and methods. The access of dyslexic students is facilitated, each student having the opportunity to study according to his own rhythm, abilities and personality traits. In this way, we speak of a "culture of acceptance"

Keywords: inclusive education, academic communities, dyslexia, disability, challenge

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Pharmacological Properties of a Lyophilizate from Galeopsis Ladanum on the Central Nervous System

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Abstract

Galeopsis is a genus of annual herbaceous plants native to Europe and Asia. Members of this genus often have common names ending in hemp-nettle or hempnettle.

Galeopsis ladanum is a widely accessible plant species in Romania, commonly discovered on wastelands. The pharmacological properties of a Lyophilizate from Galeopsis Ladanum on the Central Nervous System are a vital field of exploration for a collection of reasons.

Keywords: Galeopsis ladanum, SNC, Balota Nigra

Introduction

The study of the curative attributes of this plant can aid in the appreciation of possible uses in treatment for the plant and its extracts. Reviewing the effects of Galeopsis ladanum on the central nervous system of rodents may shed light on its thinkable application in the diagnosis and administration of nerve sicknesses and conditions. Also, identifying the effects of this chemical on the nervous system might add to our acquaintance with plant-based medicines and their routes of action. Additionally, if the lyophilizate of Galeopsis ladanum displays significant medicinal properties, it could be used as a therapeutic agent for different illnesses of the brain and spinal cord. This may be of great significance, as it might offer a natural and presumably more affordable alternative to drugs that are currently available. In addition, understanding the medicinal properties of Galeopsis ladanum can help with the creation of novel drugs that target specific neural processes or synapses. Floras have a protracted history of use in traditional remedies, and their bioactive compounds form the foundation of a number of existing pharmaceuticals. Exploring the pharmacological properties of Galeopsis ladanum may reveal how plant compounds connect with the central nervous system.

Due to the inclusion of phytochemical compounds that have specific pharmacological properties, certain species of the family Labiatae contain substances that are biologically active. The substances, including forskolin from species of Coleus barbatus, Balota Nigra, teucrium polium, and Selvia miltiorrhiza, have been thoroughly examined for their possible therapeutic effects. Labiatae is famous for its plethora of phytochemicals, such as diterpenes, flavonoids, and phenolic acids (Czarnecki et al., 1993). Different biological functions, including anti-inflammatory, analgesic, antioxidant, and antimicrobial in nature have been detected in these compounds.

Their role in plant defense mechanisms may account for the presence of substances with biological activity in Labiatae species. These chemical compounds may serve as sources of natural defense against pathogens, herbivores, and stressors in the environment. This safeguarding function assists in the survival and proliferation of Labiatae species in their natural habitats. Moreover, outside variables such as sunlight, temperature, and soil composition contribute to the biosynthesis of biologically active compounds in Labiatae plants. These variables may impact the production and development of phytochemicals in various plant tissues (de Torre et al., 2022). Therefore, the distinctive combination of both environmental and genetic factors influences the presence and variability of biologically active chemicals in the Labiatae family (Venditti et al., 2018). In addition, different pharmacological attributes of Labiatae species can be traced to the structural variation in phytochemicals (Olennikov, 2020). Anti-inflammatory, anti-hypertensive, and neuroprotective effects have been determined for diterpenes such as forskolin. Other hypotensive substances, such as those recognized as teucrium polium and selvia miltiorrhiza, have been examined.

On the central nervous system of rodents, the medicinal effects of a Galeopsis Ladanum lyophilizate were assessed. The results of the study indicated that the BN fraction in the lyophilizate did not show any toxic activity when administered peritoneally at a maximum dose of 200 mg per kilogram. In addition, it was discovered that the lyophilizate had no sporadic effects on rodents at amounts as high as 1000 mg/kg. In addition, high doses of the lyophilizate drastically lowered the organic locomotor activity of mice. However, the mice's synchronization was not affected. These findings suggest that the BN fraction in the lyophilizate of Galeopsis Ladanum has a rather benign profile with regard to the activity of the central nervous system in mice. It fails to exhibit toxic activity at the dose tested, and while it reduces locomotor activity at higher levels, coordination is not compromised.

One aspect of this study centered on the effects of the BN fraction, especially with respect to the locomotion of mice. Experiments were conducted to determine the level to which caffeine-stimulated mice's locomotion was suppressed. The results demonstrated that the BN fraction prevented the caffeine-stimulated locomotive activity of rodents. This suggests that the BN fraction, when provided as a lyophilizate, may lower the caffeine-induced locomotive activity in rodents (Maciejewska-Turska & Zgórka, 2022). Conversely, the BN fraction had no effect on the locomotive activity of rodents provided amphetamine. This indicates that the BN fraction of Galeopsis Ladanum does not inhibit the locomotive activity caused by amphetamine. Only when rodents are stimulated by caffeine does the BN fraction of Galeopsis Ladanum inhibit locomotive activity specifically. It implies the pharmacological properties of the lyophilizate may be specific to likely drugs and have no impact on the locomotive activity generated by other substances, such as amphetamine.

Findings of the study on the medicinal qualities of a Galeopsis ladanum lyophilizate on the cerebral cortex of rodents suggest the influence of the fraction has been examined on a penetrazole-induced overdose of mice and an electrically-induced tonic spasm. The lyophilizate was found to have protective activity against pantytrazole impairment, but only at levels exceeding 200 mg/kg. However, the lyophilizate had little effect on the electrically generated convulsions. In addition, the lyophilizate indicated a dose-dependent impact on arterial pressure (Frezza et al., 2017). At lower doses, it exhibited hypotensive effects, but at larger doses, it displayed hypertensive effects.

e-ISBN: **978-625-98716-0-8**

Relying on the quantity, these results imply that the Galeopsis ladanum extract has probable hypotensive and hypertensive effects.

Experiments on the psychotropic characteristics of the BN fraction of Galeopsis Ladanum found that even at the maximum dose of 2,000 mg per kilogram, it lacked soporific effects. On the contrary, its activity matched that of current medications that are halfway attractic (stimulating or arousing) and sedative. This result demonstrates that the Galeopsis Ladanum BN fraction may have chemical characteristics that influence the neurological systems of rodents (Czarnecki et al., 1993). Although at the highest dose, it did not elicit sleepiness, its actions resembled that of prevalent stimulant and hypnotic drugs. It means that the BN fraction may have a process of action that involves multiple neurotransmitter systems in the brain, showing that it may have an intricate mechanism of operation. Additional research must be done for an understanding of the pharmacological actions of the BN fraction and its conceivable therapeutic applications. By unraveling the underlying mechanisms, scholars can gain knowledge of how this Galeopsis Ladanum Lyophilizate may gradually modulate brain activity and contribute to the discovery of novel drugs for neurological conditions.

Due to the relatively low toxicity of BN (presumably an aspect of the lyophilizate) and its effect on the brain, it is required to investigate the pharmacological implications of a Galeopsis Ladanum lyophilizate on the brain and spine of rodents. Studies have discovered that BN has a dose-dependent effect on the mind and body, with quantities ranging from 2 to 10 to 200 mg per kg (Maciejewska-Turska & Zgórka, 2022). This assumption suggests that further study is required to fully explain the precise action method. This research might clarify exactly the processes by which the lyophilizate of Galeopsis Ladanum affects the central nervous system. It is possible that BN, the active substance, interacts directly with neurotransmitters or receptors in the brain, resulting in a variety of pharmacological effects. By learning these mechanisms, academics may be able to create new therapeutic applications or remedies for neurological diseases. Even at low doses, this study establishes that the Galeopsis Ladanum lyophilizate has an immense impact on the central nervous system. The limited toxicity of BN suggests that it may be a safe molecule for use in therapeutic research and possibly in future treatments. In addition, the dose-dependent responsiveness suggests that the impacts of BN can be regulated by altering the dosage, which

e-ISBN: **978-625-98716-0-8**

opens the door to the likelihood of targeted interventions (Frezza et al., 2017). Overall, this study has the possibility to throw light on the medicinal attributes of the Galeopsis Ladanum lyophilizate and its influence on the body's nervous system.

Conclusion

In conclusion, the examination of the drug-like effects of a lyophilizate derived from Galeopsis ladanum on the central nervous system of mice has important implications in a number of crucial areas. Galeopsis ladanum and its components may have beneficial medicinal applications if this easily obtainable plant species undergo research in Poland. Determining how it affects the cerebral cortex of rodents may bring light to conceivable therapeutic applications for disorders of the brain. Secondly, this investigation contributes to the greater field of herbal remedies and their means of action. In addition, if Galeopsis ladanum lyophilizate displays significant chemical characteristics, it could pave the way for the invention of new, natural, and ultimately more cost-effective cures for disorders of the cerebellum. This prospective innovation has the potential to provide patients with other options for therapy, addressing unmet medical needs and enhancing access to health care. In addition, the numerous pharmaceutical characteristics of the Labiatae family, ascribed to the structural variation in phytochemicals, supply a wide range of therapeutic chemicals that can be exploited for plenty of medical applications. In conclusion, studying the chemical composition of Galeopsis ladanum and a wider research of biologically active substances within the Labiatae family not only expands scientific understanding but also assures major advantages to medicine and healthcare, with eventual advantages for both patients and the pharmaceutical industry as a whole.

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e-ISBN: **978-625-98716-0-8**

Theoretical and practical aspects regarding the notions of “disturbance to public order” and “ threat to public order” as grounds for deprivation of liberty in the sense of European Convention on Human Rights and the Romanian Code of Criminal Procedure

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Abstract

Both the European Convention on Human Rights and the Romanian Code of Criminal Procedure allow the deprivation of liberty through pre-trail arrest in certain situations, one of which is the need to safeguard public order. In the present study, through a review of the theoretical considerations but also of the most recent judicial practice, we aim to determine precisely the content of the notions of “disturbance to public order” and “threat to public order”. In doing so, we will establish whether the scope of applicability of the provisions of article 223 paragraph 2 Romanian Code of Criminal Procedure is more restrictive than that of the European Convention on Human Rights, a situation in which the provisions of article 20 of the Romanian Constitution become incidental.

Keywords: public order, pre-trial arrest, European Convention on Human Rights, Romanian Code of Criminal Procedure.
JEL Code: K14

Introduction

The guarantee of the right to liberty is one of the fundamental principles of the criminal trial stipulated both by the European Convention on Human Rights and by article 9 of the Romanian

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Code of Criminal Procedure.

Article 5 § 1 (c) of the Convention stipulates that "No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:...(c) the lawful arrest or detention of a person effected for the purpose of bringing them before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent their committing an offence or fleeing after having done so.".

According to article 5 § 3 of the Convention "3. Everyone arrested or detained in accordance with the provisions of paragraph 1 (c) of this Article ... shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial."

The Convention case-law has developed four basic acceptable reasons for refusing bail, one being the risk that the accused, if released would cause public disorder.

The others are: the risk that the accused will fail to appear for trial, would take action to prejudice the administration of justice or commit further offences.

On the other hand, according to article 9 of the Romanian Code of Criminal Procedure, entitled Right to freedom and safety, any person's right to freedom and safety shall be guaranteed as part of the criminal proceedings.

Article 223 paragraph 2 of the Romanian Code of Criminal Procedure allows pre-trial arrest of the defendant if the evidence generate reasonable suspicion that they committed certain offences (expressly indicated by name or reference to the penalty limit) and, based on an assessment of the seriousness of facts, of the manner and circumstances under which it was committed, or the entourage and the environment from where the defendant comes, of their criminal history and other circumstances regarding their person, it is decided that their deprivation of freedom is necessary in order to eliminate a threat to public order.

As shown above, in certain specific circumstances, however, a person may be deprived of their liberty during trial even if they benefit from the presumption of innocence, one of this cases being represented by the need to preserve the public order, notion developed by the Convention case-law as an acceptable reason for refusing bail, and the existence of a threat to public order as stipulated by article 223 paragraph 2 of the Romanian Code of Criminal Procedure.

The purpose of this article is to establish whether the two notions overlap, since if one is broader the other, the judge should take into account the most favorable one for the accused.

According to article 20 of the Romanian Constitution, constitutional provisions concerning the citizens' rights and liberties shall be interpreted and enforced in conformity with the Universal Declaration of Human Rights, with the conventions and other treaties Romania is a party to.
Where any inconsistencies exist between the conventions and treaties on the fundamental human rights Romania is a party to, and the national laws, the international regulations shall take precedence, unless the Constitution or national laws comprise more favorable provisions[8].

Methodology

In order to establish the content of the two notions, a review of the relevant scientific literature, the case-law of the European Court of Human Rights and the case-law of the national courts was necessary.
The recourse to the notion of "public order" is the creation of French law, not being known in Great Britain, Italy, Germany - where it was suppressed after 1945, stating that taking into account the emotion aroused in public opinion could not justify a provisional detention[9].
Except for France, from which our legislation was also inspired, only Belgium still knows an equivalent notion, because detention can be ordered in case of "absolute necessity for public security"[10].
Also, in Spain, a similar notion is close to that of "public order", namely "unrest caused among the population" which allows preventive measures to be taken in cases where the applicable penalty is at most 6 years[11].
The same is provided in Switzerland, in some cantons, as in the case of the Vaud Code of Criminal Procedure, which expressly provides in article 59 point 1 that "the accused in respect of whom there are sufficient presumptions of guilt" can be placed in pre-trail detention among others, "if it presents a danger to security or public order"[12].
From the case-law of the European Court of Human Rights in cases against Romania one can

[8] Bobaru A.D., (2022) p.129-138.
[9] Mateuț Gh., (2019), 834.
[10] Bosly H.D., Vandermeersch, (2005), p.861,
[11] Santos A.O., Martines S.A., Segovia R.H., Esparza J.M., Garcia J.A.T., (1999), p.416.
[12] Bovay B., Dupuis M., Moreillon M., Piguet C., (2004), p.59.

e-ISBN: **978-625-98716-0-8**

establish the following principles[13].

In Calmanovici vs. Romania, case no. 42.250/02, the Court stated that the danger of hindering the proper conduct of the criminal procedure cannot be invoked abstractly by the authorities, but must be based on factual and the same is the case of disturbance of public order: if such a reason can be discussed from the perspective of art. 5 in these exceptional circumstances and to the extent that domestic law recognizes this notion, it cannot be considered relevant and sufficient unless it is based on facts capable of demonstrating that the release of the detainee would indeed disturb public order, (Letellier vs.France). The Court observed that, even in the absence of a national jurisprudence that is constantly coherent in the matter, the domestic courts have over time defined criteria and elements that must be taken into account in the analysis of the existence of "danger to public order", among which the public reaction triggered by the committed acts, the state of insecurity that could be generated by releasing the accused, as well as his personal profile. However, it should be noted that, in this case, the decisions of the domestic courts that kept the applicant in detention during the period in question did not offer concrete reasons to support this argument of "danger to public order" and to justify, on based on art. 148 lit. h) from the Code of criminal procedure, the need to keep the applicant in detention. These rulings were limited, in essence, to reproducing the text of this article in a stereotyped way and to adding, in an abstract way, the reason related to the proper conduct of the criminal investigation, specifying that the same reasons that determined the taking of the measure of preventive arrest against the applicant, those referred to in art. 148 lit. h) of the Code of criminal procedure, remained valid. The Court recalled that it had already ruled that it was the duty of the domestic courts to provide concretely, based on the relevant facts, the reasons why public order would be effectively threatened if the accused were to be released[14]. This ruling was based on the provisions of the former Romanian Code of criminal procedure.

The same principles were restated in Tarau vs Romania, where the Court referred to the general rules that derive from its jurisprudence on the matter, among others, Calmanovici. In particular, she recalled that art. 5 § 3 of the Convention cannot be interpreted as authorizing a preventive arrest unconditionally, as long as it does not exceed a certain duration. Any detention of an accused, even

[13] Kovesi L.C., Tițian D., Frasie D., (2009), p.241.
[14] Udroiu M., (2023), p.1042

e-ISBN: **978-625-98716-0-8**

for a short period, must be convincingly justified by the authorities. In this sense, it recalled that only by specifying the grounds on which a decision is based is public control of the administration of justice possible; in addition, the arguments for and against release should not be "general and abstract".

The Court ruled similarly in the following cases, emphasizing the need to thoroughly motivate the public disorder[15]: Mihuta vs. Romania, case no. 13.275/03, Tanase vs.Romania, case no. 5269/02, Stoican vs.Romania, case no. 3097/02, Simon vs.Romania, case no. 34945/06, Ionut Laurentiu Tudor vs.Romania, case no. 34013/05, Contoloru vs.Romania, case no. 22386/04, Andrenco vs.Romania, case no. 3910/04.

Moreover, in Mihuta vs.Romania, the Court recognized that, due to their particular gravity and the public's reaction to their commission, certain crimes can generate social disturbances that justify preventive arrest, at least for a certain period of time. However, it noted that such danger necessarily diminishes over time and that, therefore, the judicial authorities must present more specific reasons justifying the persistence of the reasons for detention. In this case, the national courts justified the preventive arrest of the applicant by the persistence of the initial reasons, by the fact that his release presented a danger to public order and by the need to continue the investigation. Of course, the need to preserve public order and ensure a smooth investigation has already been recognized by the Court as a reason that can justify the extension of the deprivation of liberty. However, in the present case, the courts did not provide any explanation to justify, with the passage of time, how the release of the applicant could have a negative impact on civil society or hinder the investigation. The brief reference to the seriousness of the acts committed, the manner in which the accused committed them, the prospect of a severe punishment and the amount of the damage could not make up for the aforementioned lack of motivation, as it is likely to raise more questions than to provide answers as to the role of these elements in the alleged existence of a danger to public order in the case. In particular, the Court recalled that it has already decided that the domestic courts have the task of concretely motivating, based on the relevant facts, the reasons why public order would be effectively threatened if the defendant were free. Knowing that the domestic courts must respect the presumption of innocence when examining the need to extend the preventive detention of a

[15] Hendriks M., Hermans K., Noordzij M.,(2020)

e-ISBN: **978-625-98716-0-8**

defendant, it must be recalled that the detention could not serve to anticipate a custodial sentence based mainly and abstractly on the seriousness of the acts committed or on the value of the damage. The court was affected by the refusal of the national courts to order the release of the applicant because of his attitude during the instrumentality of not recognizing certain facts and reminded that, not only this reason cannot justify a custodial measure, but it affects the rights not to make statements and not to contribute to self-incrimination, as guaranteed by art. 6 of the Convention

Moreover, the Court recalled that art. 5 § 3 of the Convention requires national courts, when faced with the need to extend a pre-trial detention measure, to take into account the alternative measures provided for by national legislation. In the present case, although notified with such a request and although such a measure was adopted at first instance four times, the national courts did not indicate the concrete reasons why this alternative measure could not ensure the presence of the applicant before the court.

Other criteria indicated by the Court for establishing the need to preserve public derive from the case Jose Gomes Pires Coelho vs. Spain[16], namely such circumstances as the accused character, morality, domicile, profession, family ties. The Court ruled that the decision of the Spanish judge had been made in accordance with the requirements of article 504 of the code of criminal procedure, it was rendered by a legally established judge, was motivated and devoid arbitrary. Indeed, it took into account the factual situation, namely the nature of the offense, the seriousness of the penalty likely to be applied, the non-Spanish nationality of the applicant, the absence of sufficiently solid in Spain, and the contacts that the applicant still maintains abroad, which could increase the risk of flight.

The national courts have a vast jurisprudence concerning the threat to public order[17].

The Constitutional Court of Romania, having to decide whether the phrase "public order" lacks clarity and predictability for the average citizen, as it is not defined by the legislator, stated that "danger to public order" exists when it is possible to violate the rules of social coexistence, targeting all the social values protected by the norms of the criminal law in force, as a result of a reaction triggered by the act or as a result of subsequent activity by the offender. The criteria

[16] Udroiu M., (2020), p.1431.

[17] Rotaru C., "ECHR jurisprudence and preventive arrest", http://www.juridice.ro/123616/jurisprudenta-cedo-si-arestarea-preventiva.html.

necessary to be able to recognize the existence/non-existence of a "state of danger to public order" are expressly regulated by the provisions of art. 223 paragraph (2) of the Code of Criminal Procedure and consist, as previously noted, in the seriousness of the act, the manner and the circumstances of its commission, the entourage and the environment from which the defendant comes, the criminal antecedents and other circumstances relating to the person of the defendant. By applying these criteria to the factual situation in the criminal case, the judge considers the seriousness of the facts of which the defendants are accused, which he also infers from the nature of the crime. The Court finds that the phrase “danger to public order” designates a state of affairs, and not a fact, which could endanger in the future social relations related to the sovereignty, independence, unity and indivisibility of the state, to the person, his rights and freedoms, to property (detention and possession of movable and immovable property), as well as the entire legal order. With regard to the actual circumstances of the commission of the acts, the judge will retain, from the administered evidence, if there are sufficient factual elements to be able to assume that the defendant is guilty of committing the acts held in his charge[18].

Bucharest Court of Appeal defined the phrase “concrete danger for public order” as a state that could endanger in the future the normal development of a segment of the social relations protected within the framework of public order. This state of danger is inferred from the data of the case regarding the circumstances and the way the criminal activity was carried out and the risk of it being repeated by the defendants, but also from the social danger of the act committed since its degree is an indicator of the seriousness of the damage to public order[19].

It was also decided that the concrete danger for public order, by the release of the defendant, must be evaluated according to the personal data of the defendant, and especially in relation to the high degree of social danger of the crime he was charged with, which constitutes a general criterion of individualization of the prison sentence, after the establishment of guilt[20].

However, it was decided that the court cannot limit itself to the analysis of the personal circumstances of the defendants, ignoring some important aspects regarding the committed acts and the context in which they were committed[21].

[18] Decision no.99/2020, https://www.ccr.ro/en/5864-2/.
[19] C. App. Bucharest, second criminal division, decision no.1105/R/2007, (2008), p.314-316.
[20] C. App. Bucharest, first criminal division, conclusions no.1105/R/2007, (2008), p.503-506.
[21] Trancă A.M., (2017), p.69-73.

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It was also shown that the concrete danger to public order is assessed in relation to the gravity of the facts, the concrete circumstances of their commission, the organized nature of the criminal activity, the high value of the damage[22].

The Supreme Court, in its turn, decided that the establishment of a criminal group of 17 people, in order to commit the crimes of blackmail, pimping and aggravated bodily harm, with the participation of several police personnel, presents a concrete danger to public order and justifies maintaining the preventive arrest of the defendants in the course of the trial, respecting the provisions provided by law[23].

One eloquent example of the way in which the national courts understand the notion of threat to public order is conclusions no.89/2003 of Gorj County Court ruling that checking, ex officio, the preventive measures, the judge notes the following:

Preventive measures are measures of an exceptional and temporary nature that are taken in order to ensure the smooth conduct of the criminal process, to prevent the escape of the suspect or defendant from the criminal investigation or from the trial, or to prevent the commission of another crime.

Among the preventive measures, custodial measures, as opposed to measures restricting freedom, fall within the scope of protection of Article 5 of the C.E.D.O., being incidental to the present procedure for verifying the measure, the provisions of Article 5 paragraph 1 letter c).

,,1. Everyone has the right to freedom and security. No one can be deprived of his freedom, except in the following cases and according to legal means

c) if he has been arrested or detained with a view to bringing him before the competent judicial authority, when there are credible reasons to suspect that he has committed a crime or when there are solid reasons to believe in the need to prevent him from committing a crime or flees after its completion.

Any person arrested or detained, under the conditions provided by paragraph 1 letter. c) of this article, (...) has the right to be tried within a reasonable time or released during the procedure. The release may be subordinated to a guarantee that ensures the presentation of the person in question at the hearing."

[22] C. App. Bucharest, second criminal division, conclusions no.152/11.06.2007, (2008), p.503-506.

[23] Review of criminal law, (2006), p.147-148.

Both pre-trial arrest and house arrest are custodial measures, there being no substantial differences between them, an aspect established both by C.E.D.O, the Buzadji jurisprudential revision (jurisprudence of 07.05.2016) and by the jurisprudence of the C.C.R., the court of constitutional control holding in Decision no. .22/2017 ,,(...) both persons under preventive detention and those under house arrest are in a form of deprivation of liberty, and from the perspective of the nature/substance, effects, manner of execution and the intensity, conditions and cases of taking them, the two measures represent a major interference in the right to the individual freedom of the person".

Analyzing in this case the measure of preventive arrest from the perspective of the existence of the grounds on the basis of which they were ordered, the possible appearance of new grounds, but also the duration that has elapsed since its taking, as well as the possibility of taking alternative measures that guarantee at the same time good conduct of the criminal process, the following is noted:

- as it follows from the conclusions of taking the privative measure, the legal basis for the deprivation of liberty consisted in the incidence of the provisions of art. 223 paragraph 2 of the Criminal procedure code, respectively the existence of some evidence from which the assumption of the commission of some crimes for which the law provides a prison sentence of more than 5 years as well as the necessity of deprivation of liberty to remove a state of danger for public order.
- the subsequent extensions and maintenance of the custodial measure were based on the same legal basis, not considering any other case from those provided for by art. 223 paragraph 1 Criminal procedure code.
- both when taking, extending and maintaining the preventive measures, the seriousness of the facts imputed to the defendants, the personal circumstances of some of them, as well as the procedural phases in which the legality and validity of the measures were examined, respectively that of the criminal investigation and the preliminary chamber, were taken into account.
- the duration of deprivation of liberty, in the form of preventive arrest, has reached this moment, approximately 6 months, and with respect to the defendant C.C.M., approximately 3 months.

Currently, the criminal investigation and the preliminary chamber have been completed, the case being in the judicial investigation phase.

Possible aspects of the illegality of the administration of evidence or its insufficency for overturning the presumption of innocence cannot be verified when analyzing the legality and

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validity of the preventive measure. It is sufficient in this procedure to state that there is evidence from which there is a reasonable suspicion that the defendants would have committed the crime, evidence that can be found in the present case and consists of statements of the defendants and heard witnesses, minutes of home searches, photographic plates, technical-scientific findings, minutes of investigations, of computer searches and rendering of data obtained as a result of technical surveillance, through which the judicial body tends to prove the facts alleged to have been committed by them. In fact, most of the defendants admitted the commission of the crimes, seeing that they are going to request the trial of the case in accordance with the applicable procedure in case of admission of guilt.

The seriousness of the facts alleged to have been committed by the defendants cannot be denied, nor their impact on public opinion, seriousness indeed increased by the extensive relationships between the defendants, the large number of people who consume and distribute drugs, the quality of consumers of the people involved, doubled with that of a distributor, which attests to an increase in the dangerousness of the facts, the lack of own legal income, of legally obtained jobs, of solid professional training, the entourage of the defendants who favor the activities related to the circulation of drugs.

On the other hand, the favorable personal circumstances of the defendants, most of them having no criminal record, with the exception of C.C.M., and benefiting from family support, must be taken into account, mandatorily, according to the provisions of art. 223 paragraph 2 Criminal procedure code, when estimating the danger that release would present for public order and, implicitly, when choosing the preventive measure.

It is true that, sometimes, due to the particular gravity of the facts and the public reaction to their commission, certain crimes can produce a social disturbance of such a nature as to justify provisional detention for a certain period of time, however, the same circumstance cannot be appreciated as a pertinent and sufficient reason for the successive extension of preventive detention unless the release of the accused person or his placement under the power of a less restrictive preventive measure could in fact constitute a disturbance of public order.

Placing or keeping defendants in preventive detention remains legitimate only to the extent that public order remains truly threatened throughout the duration of the measure.

The need to maintain the measure of preventive arrest must be assessed in each individual case, depending on the particularities of the case, and the measure must be maintained only if concrete indications require the consideration of a public interest that must be protected as a preventive measure despite the presumption of innocence and the constitutional rule and conventional respect for individual freedom (in the same sense, ECtHR jurisprudence in the W. v/Sweden, Van der Tang/Spain, Pantano/Italy cases).

The persistence of plausible reasons for suspecting a person of having committed serious crimes is a sine qua non condition for keeping him in preventive detention, but after a while they are no longer sufficient, the courts having to determine if other reasons can be taken into account for to legitimize the continuation of deprivation of liberty (ECtHR in the cases of Contrada/Italy, Muller/France, I.A./France), or if other preventive measures are sufficient to achieve the same goals.

From the evidence administered in the case, it does not appear that the defendants could evade the criminal process, that they could influence the administration of the evidence or that they could commit another crime.

There is not a minimum of evidence that reveals the existence of the danger of flight, the risk of committing new crimes, or of thwarting the discovery of the truth, and even less factual landmarks with correspondence in the administered evidence that would justify the conclusion that by replacing the measures it could be compromises the discovery of the truth, the presence of the defendants at the trial or that they would prepare the commission of new crimes.

The honest procedural position of the defendants was retained as such by the referral act itself regarding the majority of the defendants, namely Z.T.A., C.A.S., M.C.I. and C.I.A.

Given this procedural position, it is unlikely that these defendants will try to influence the witnesses, in case of the adoption of a lighter preventive measure, the obligations imposed in the content of house arrest being sufficiently restrictive to prevent the adoption of such behavior.

The social resonance of the committed acts does not constitute a relevant argument for maintaining the pre-trial detention measure, as it can be assumed that when a period of 6 and 3 and a half months have passed since the measure was taken, during which the defendants were in pre-trial detention, the opinion the public perceived pertinently the firm reaction of the judicial authorities towards this kind of crimes.

The impact that the alleged facts created in the community, respectively the reaction of public

opinion, were taken into account when taking the preventive arrest measure and later, on the occasion of its extension and maintenance, but are no longer sufficient, after the passage of a period of time, in the absence other elements, to justify the deprivation of liberty.
In addition, by replacing the measure of preventive arrest with house arrest, the defendants will be deprived of their liberty, only the place of execution being different, thus ensuring the proper conduct of the criminal process.
At the same time, in the event of non-compliance with this measure, the defendants may be held criminally liable for committing the crime of escape, with the option of reverting to the most drastic measure, preventive arrest.

Last but not least, it is necessary to emphasize the preventive nature of the measure of arrest, which must not turn, due to its duration, into an anticipated execution of the punishment. If initially its taking is justified, to ensure the smooth conduct of the criminal process, and even considering the reaction of public opinion regarding the release of the defendants, to the detriment of the presumption of innocence, any extension and further maintenance must be thoroughly justified.
Therefore the court, replaced the measure of preventive arrest ordered against each of the defendants with the measure of house arrest, for a period of 30 from the date when this conclusion becomes final.

Findings

The first conclusion is that the two notions have a different purpose, according to the European Court of Human Rights disturbance to public order constitutes a reason to refuse bail to a person who is already detained while according to the Romanian Code of Criminal Procedure the threat to public order represents grounds to order pre-trial arrest.
As shown before, in the Convention case-law the risk that the accused, if released would cause public disorder is different from the risk that, if released, they would commit further offences.
In assessing the risk to cause public disorder, the E.C.H.R. considers that, by reason of their particular gravity and public reaction to them, certain offences may give rise to a social disturbance capable of justifying pre-trial detention, at least for a time.

In exceptional circumstances this factor may therefore be taken into account for the purposes of the Convention, in any event in so far as domestic law recognizes - as in Article 223 paragraph 2 of the Code of Criminal Procedure - the notion of disturbance to public order caused by an offence. However, this ground can be regarded as relevant and sufficient only provided that it is based on facts capable of showing that the accused's release would actually disturb public order.

In addition detention will continue to be legitimate only if the public order remains actually threatened; its continuation cannot be used to anticipate a custodial sentence.

The protection of public order is particularly pertinent in cases involving charges of grave breaches of fundamental human rights, such as war crimes against civilian population.

The above mentioned content of the notion results mainly from the following case-law: Letellier vs. France judgment of 26 June 1991, Series A no. 207, p. 18, § 35), I.A. vs. France (1/1998/904/1116), Prencipe vs . Monaco (no 43376/06), Milanković and Bošnjak vs. Croatia (applications nos. 37762/12 and 23530/13).

On the other hand, the Romanian Code of Criminal Procedure Criminal doesn't define the threat to public order but provides the criteria according to which it is evaluated[24].

These criteria are: the factual circumstances, the seriousness of the act, the manner and circumstances of its commission, and personal circumstances, the defendant`s entourage and the environment, the criminal record and other circumstances regarding their person.

From the analysis of the relevant doctrine and jurisprudence, it follows that the state of threat to for public order is to be evaluated by the magistrate in two situations: when there is a fear that, if be released, the defendant could commit other criminal acts or when the release would trigger strong reactions among public opinion, reactions determined by the seriousness of the act and the state of freedom.

The first hypothesis- a fear that, if be released, the defendant could commit other criminal acts - is obviously distinct from that provided by art. 223 paragraph 1 d) Code of Criminal Procedure, namely there is reasonable suspicion that the defendant is preparing to commit a new crime,

It could be better expressed by the notion of "dangerousness" understood as "a person`s trait which allows the estimation that there is the likelihood of them committing crimes", or "the risk of

[24] Volonciu N., (2014), p.395.

e-ISBN: **978-625-98716-0-8**

recidivism-relapse into criminal behavior".

By the decision of 23.02.2015, the Court of Appeal of Bucharest maintained the pre-trail arrest of the defendant G.I. investigated for the crime of attempted murder, noting that the measure is necessary in order to eliminate a threat to public order. The Court assessed that the accused must be prevented from committing other criminal acts, the risk associated with such behavior being foreseeable since it is assumed that he committed the crime less than two weeks after a final conviction to suspended penalty, which was also pronounced for an intentional crime, without thus giving any sign of compliance with the legal order[25].

The second hypothesis refers to the public`s reaction in the situation where the defendant would not have been arrested, a reaction that is primarily evaluated according to the seriousness of the act and the way it was committed.

It has been shown that the moral could be paraphrased "arrest the defendant until public opinion is appeased and then set them free".

The case stipulated by article 223 paragraph 2 of the Romanian Code of Criminal Procedure has raised the most discussions in theory and in practice because its wording allows a lot of room for the judge to interpret the notion of threat to public order.

Bucharest county court ordered the pre-trail detention because of the circumstances of the crimes, with a high degree of abstract danger such as founding am organized criminal group, complicity in human trafficking, pimping, the attempt to determine the commission of a crime, money laundering, in continuous form (44 material documents). The seriousness of the crimes corroborated with the concrete way of committing the acts, through the use of violence and a well-structured plan justifies taking the preventive arrest measure. Also, the defendant's personal circumstances are not favorable since he was convicted successively for the commission of as many crimes which proves that the prison environment did not have the expected effect of re-education[26].

The second conclusion is therefore that the content of the two notions overlaps only partly since "threat to public order" encompasses "disturbance to public order" but it also covers the risk of recidivism-relapse into criminal behavior.

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[25] https://www.scj.ro/cms/0/publicmedia/getincludedfile?id=17083

[26] https://www.cab1864.eu/wp-content/uploads/2022/02/Buletinul-jurisprudenteiCurtea_de_Apel_Bucuresti_2020_BT.pdf

Figure 1.The overlap of the two notions

Table 1. Comparison of the two notions

Notion	disturbance to public order	threat to public order
Purpose	grounds for refusing bail	grounds for pre-trail arrest
Content	it refers to the public`s reaction should the defendant not be arrested	besides the public reaction, it also refers to the likelihood of relapse in the absence of pre-trial detention

Discussions

The protection offered by the two legal documents against arbitrary depravation of liberty The European Convention of Human Rights and the Romanian Code of Criminal Procedure, is equal.
The two notions "disturbance to public order" and "threat to public order" are not identical and they overlap only in part.
Therefore, if the grounds for pre-trail arrest is the social disturbance caused by the seriousness of the crime and the way in which it was committed, article 223 paragraph 2 of the Romanian Code of Criminal Procedure should be applied according to the Convention case-law regarding the risk that the accused, if released, would cause public disorder.

If the grounds for pre-trail arrest are the danger of relapse, article 223 paragraphs 2 of the Romanian Code of Criminal Procedure should be applied according to the Convention case-law regarding the risk that the accused, if released, would commit further offences[27].

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e-ISBN: **978-625-98716-0-8**

An Application on Various Variables for Production Line Quality Control

Hakan EYGU[28]

Abstract

This study focuses on the analysis of various variables, an essential component of production line quality control. Businesses apply statistical quality control methods by examining different variables to monitor production processes, detect errors in advance, and enhance product quality. This research exemplifies the use of various variables for monitoring and improving production line processes. The data were examined on four different variables taken from a business and analyzed using statistical control charts. As a result of the analysis, there were no out-of-control values found in the measurement values of the product weight variable. No out-of-control condition has been detected in the product length variable. It has been identified that observation number 1 is out of control in the production speed variable. In the product quality variable, observations 19 and 31 have been identified as out of control. The results provide valuable insights for controlling and enhancing production processes. This study can assist businesses in improving their quality control practices and serving as an important tool for enhancing product quality.

Keywords: Business, Quality, Statistical Quality Control

JEL Code: L15, L11, C40, C46

1. Introduction

Production line quality control emerges as an indispensable element of modern industrial production processes. This critical process aims to ensure the quality, safety and suitability of products. Production line quality control includes a series of inspections and tests that are meticulously applied at every stage throughout the process, from raw material entry to the final product. This not only ensures that products comply with quality standards, but also increases

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customer satisfaction, reduces costs and increases production efficiency. This initiative aims to provide reliable and quality products to consumers while helping manufacturers survive in the competitive market.

In the realm of modern industrial production, the significance of production line quality control cannot be overstated. This vital process is dedicated to upholding the quality, safety, and suitability of the products that roll off the assembly lines. Production line quality control involves an intricate web of inspections and tests meticulously implemented at every juncture, spanning from the intake of raw materials to the delivery of the final product. Its primary objective is twofold: to ensure that products conform to stringent quality standards and to, in turn, elevate customer satisfaction, curtail operational costs, and enhance production efficiency. This concerted effort serves a dual purpose - it seeks to furnish consumers with dependable, top-notch products while concurrently fortifying the position of manufacturers within the fiercely competitive market landscape.

In the following pages, we will delve deeper into the multifaceted world of production line quality control. By exploring its underlying principles, methodologies, and the pivotal role it plays in the contemporary industrial panorama, we aim to shed light on its transformative influence on product quality, operational excellence, and market resilience. The journey begins by dissecting the fundamental concept of quality control and its evolution, followed by an examination of the integral components of a quality control system. We will then venture into the multifarious inspection and testing techniques that underpin this process, emphasizing their far-reaching implications.

Additionally, the paper will scrutinize the tangible benefits that accrue from the seamless execution of production line quality control, touching upon cost reduction strategies, heightened customer contentment, and elevated productivity. A significant part of our exploration will revolve around the contribution of quality control to the safety of products, emphasizing the paramount importance of safeguarding consumers against potential hazards. Furthermore, the research will spotlight the pivotal role of technological advancements in modernizing and streamlining the quality control process. We will delve into the impact of automation, data analytics, and artificial intelligence on quality control, demonstrating how these technologies have ushered in a new era of precision and efficiency. As we journey through this in-depth analysis of production line quality control, it is our hope that readers will gain a comprehensive understanding of its pivotal role within the manufacturing sector and appreciate its far-reaching implications for both producers and consumers alike. This exploration aims to serve as a valuable resource for industry professionals, policymakers, and academics seeking to comprehend and harness the transformative power of quality control in the modern industrial landscape.

2. Literature

Statistical quality control is based on statistics and the application of statistical methods at every stage of design, production and service. Product quality issues tend to be more significant when the over-the-wall approach to design is employed. In this method, specifications are frequently established without taking into consideration the inherent variability present in materials, processes, and other system components, leading to the production of non-conforming components or products. Non-conforming products are those that do not meet one or more of their specified requirements (Montgomery, 2019). Quality control is a strategy that companies employ to remain competitive on a global scale among other companies and their products. Quality refers to a product or service's attributes that are sought after by users or customers, achieved through the measurement of processes and continuous improvements to maintain sustainability (Ishak et al., 2020; Anggraini et al., 2019). Statistical process control, defined as a methodology centered around control charts, is employed for the monitoring of multivariate processes. While the number of variables involved is a notable distinction between these methods, there are actually more crucial differences to consider. One of these distinctions lies in the frequent interrelated nature of the variables derived from multivariate processes (Eygü and Özçomak, 2017; Eygü, 2022). In this context, especially industrial companies frequently use statistical quality control methods (Andespa, 2020). Oberoi et al. (2016) conducted a process review using statistical quality control charts. They also stated that control charts are a process of eliminating technical problems and improving performance, which is widely accepted to analyze quality. In these control charts, histograms show the contribution of the normal distribution of frequency-monitored quality characteristics, while Shewhart control charts show that the examined processes are under statistical control (Gejdoš, 2015). Lim et al. (2014) conducted a research on the food industry using statistical process control methods. They stated that the biggest benefit of applying the used methods in the food industry is improving food safety and reducing process variability. In this context, we are faced with the need to take into account the customer's perception of the quality of a product and the critical factors in the production process, distribution processes and product-market systems as general quality indicators (Orr, 1999; Peri, 2006 ; Trienekens ve Zuurbier, 2008). Moreover, food manufacturers often follow a variety of quality control and assurance methods that are destined for failure (Van Der Spiegel et al., 2003). The majority of research in statistical process control is of a generic and statistically theoretical nature. Consequently, there is a restricted amount of literature available on how to put SPC into practice to cater to the specific requirements of the food industry (Lim et al., 2014; Pable et al., 2010; Grigg, 1998, Grigg and Walls, 2007).

3. Method

This study focuses on the analysis of different variables that are an important component of production line quality control. In this regard, it exemplifies the use of different variables to monitor and improve production line processes. The data were examined on four different variables taken from a business and analyzed using statistical control charts.

3.1. Model and dataset

The data were examined on four different variables taken from a business and analyzed using statistical control charts. Variables used in analysis X1: product weight (g), X2: length (cm), X3: production speed (adet/saat), X4: it represents product quality (p). With these control charts, changes in the observation results of the products obtained from the processes are revealed. In addition, it is used to control processes, prevent possible defects in a timely manner and before they occur, and to improve and develop processes.

e-ISBN: **978-625-98716-0-8**

3.2. Findings

Out-of-control situations of the process related to the variables are examined with the help of control charts and given below.

Chart 1. Process product weight (g) variable control chart

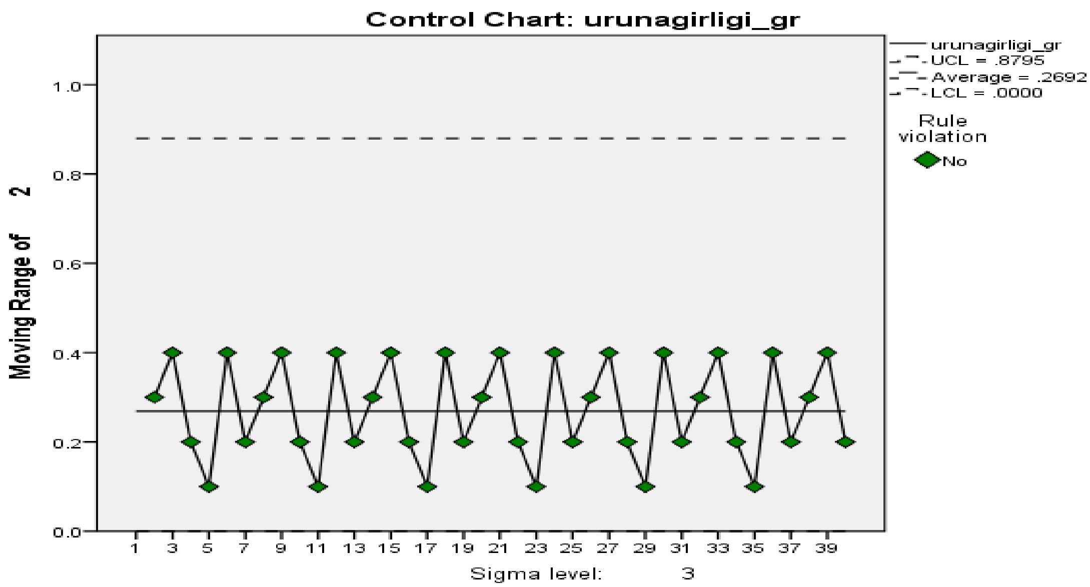

Chart 2. Process product length (cm) variable control chart

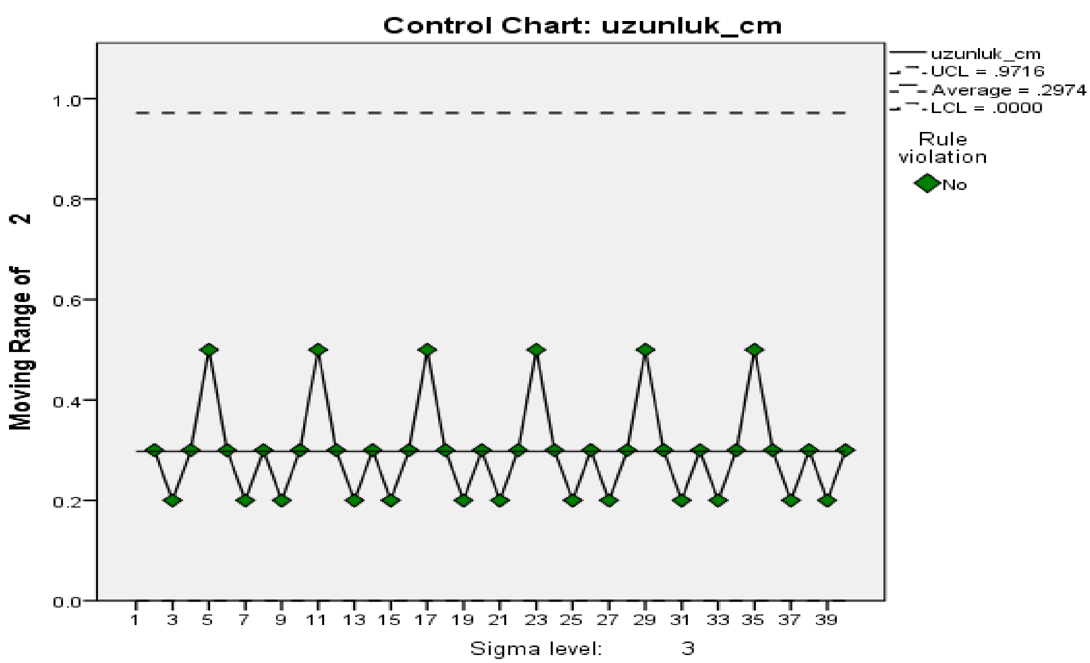

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Chart 3. Process production rate (pieces/hour) variable control chart

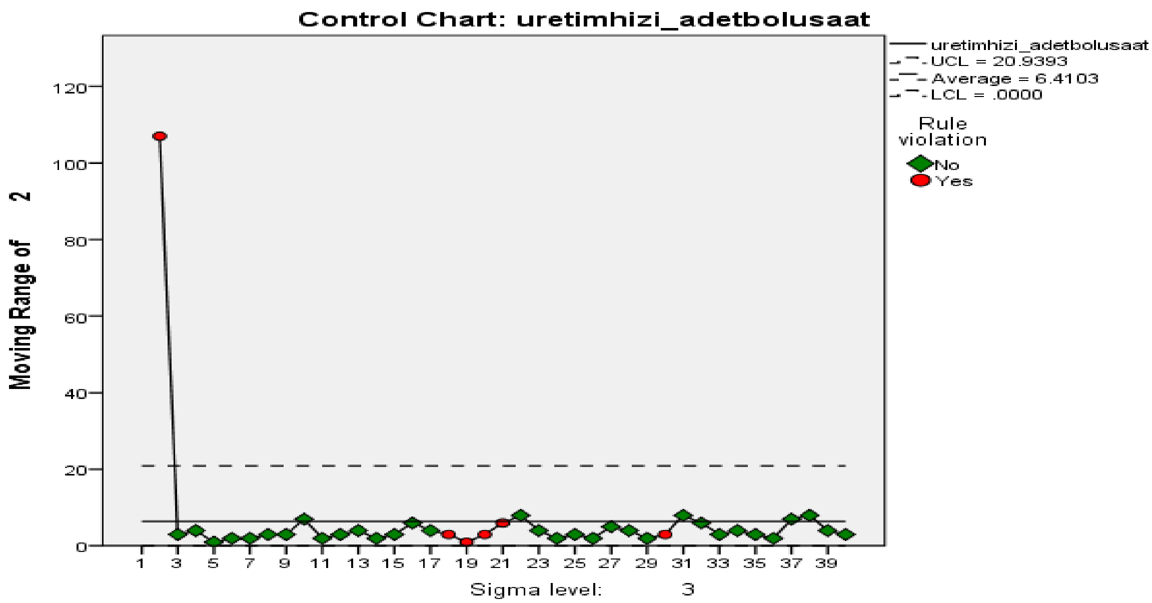
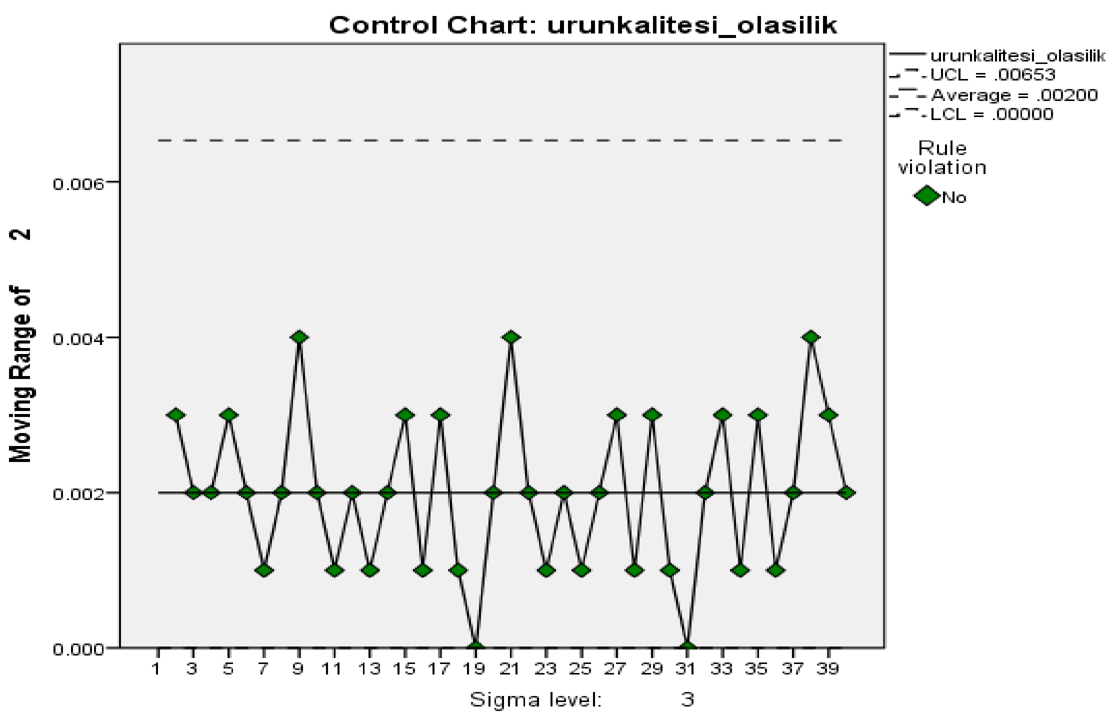


Chart 4. Process product quality (p) variable control chart



e-ISBN: **978-625-98716-0-8**

Conclusion

- This study focuses on the analysis of different variables that are an important component of production line quality control.
- The data obtained from a business was examined through four different variables and subjected to detailed analysis using statistical control charts. The variables examined are: product weight, product length, production speed and product quality.
- As a result of the analysis made for the product weight variable, no out-of-control values were detected in the measurement values, which shows that the product weight variable is under statistical control.
- No out-of-control could be detected for the product length variable. This shows that the product length in the enterprise is statistically stable.
- In the analysis made for the production rate variable, it was determined that there was an out of control situation in observation number 1. This shows that the production rate has changed unusually over a certain period of time. The business can review the relevant processes taking this situation into consideration.
- Finally, when the product quality variable was examined, it was determined that observations 19 and 31 were out of control. This situation shows that the company has problems with certain observations regarding product quality.
- In general, the results of this analysis show that the enterprise is under statistical control in the variables of product weight and length, while it reveals that there are certain problems in the variables of production speed and product quality. By evaluating these results, the business can take the necessary corrective measures in relevant areas and manage its processes more effectively.

e-ISBN: **978-625-98716-0-8**

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e-ISBN: **978-625-98716-0-8**

Jurisdiction and civil procedure in private international law. International arbitration

Mihaela POP[29]

Abstract

This paper examines the concepts of jurisdiction and civil procedure within the context of private international law. International arbitration is a well-recognized method of resolving disputes between parties from different countries. It involves the use of an impartial third party to solve the issue.

The legal connection in private international law is distinct from that in domestic law due to the presence of one or more external factors. The presence of extraneousness in a legal relationship gives rise to a conflict of laws in relation to that relationship. This conflict arises when the legal relationship is subject to application by two or more distinct legal systems, specifically the Romanian legal system and any foreign legal systems to which the elements of foreignness pertain.

International arbitration may be seen as a type of arbitration that incorporates an inherent foreign component, which is established based on the regulations of the respective nation.

The common law governing arbitration is the foundation upon which specific rules pertaining to the international aspect are built upon, enhancing their applicability and providing practical value and effectiveness to those engaged in the process of private dispute resolution. This legal framework offers arbitrators and parties involved in arbitration the essential legal support required to streamline their litigation proceedings.

The objective is to provide a comprehensive structure for the resolution of conflicts in a way that upholds principles of equity, predictability, and cross-border enforceability.

Keywords: private international law, conflicts of laws, international arbitration, foreign law, local jurisdiction.

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Are schools equipping students with the soft skills needed in the 21st century workplace? A quantitative study on O' level graduate in Male' within the age range of 18-22 currently working as a civil servant

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Muhammad Shahzeb Khan[31]

Abstract

This research was carried out to identify whether schools are equipping students with the soft skills needed in the 21st century workplace. The subjects were O' level graduates within the age of 18-22 currently working as a civil servant.

The purpose of carrying out this study is conducted to find out whether there really is a relationship between O'level graduates academic performance and their soft skills. The soft skills that were considered in this study were communication skills, critical thinking skills, creativity, collaboration skills and leadership skills.

This study was conducted on 209 samples who were chosen randomly. It is a quantitative study therefore a questionnaire was used to identify the subjects' demography and their skills level. The questionnaires were filled by the subjects online. In order to analyse the data, descriptive and correlation analysis was used from SPSS software.

The study showed a significant direct relationship between O'level graduates' grades and their critical thinking skills meaning that academic top achievers possessed better critical thinking skills than the average achievers. On the other hand, the study also showed that there is a significant inverse relationship between O'level graduates' grades and their creativity indicating that academically poorer graduates scored higher in creativity than the academically more proficient ones.

In conclusion, schools are focusing more on developing left-brain skills such as analytical thinking

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e-ISBN: **978-625-98716-0-8**

and logical reasoning which explains the direct relationship between O’level graduates’ grades and their collaboration skills. Also, schools are putting less focus on developing student’s creativity, which explains the inverse relationship between O level graduates’ grades and their creativity.

Future research should shed light on finding the cause and effect of the relationships identified through this research and also compare the soft skills of students who graduated from learning the old curriculum versus the soft skills of students who graduated from leaning the new curriculum developed in 2015.

e-ISBN: **978-625-98716-0-8**

Examination of Gender-Based Violence Through Selected Variables: The Case of Turkey

Hakan EYGU[32]

Abstract

This study focuses on understanding and addressing gender-based violence in Turkey. Gender-based violence is recognized as a global issue and emerges as a reflection of gender inequality. Turkey, with its rich cultural history and social structure, provides a unique context for examining gender-based violence. The study aims to offer a comprehensive analysis to address and prevent this problem. In this study, the micro-data set of the Research on Domestic Violence against Women in Turkey conducted by Hacettepe University Institute of Population Studies in 2014 was used. Mann-Whitney U test was used in the study. Through selected variables and indicators, important dimensions such as marital status, education level, age, and employment status of women subjected to physical violence are examined. The study utilizes statistical analysis to address this issue and provide policy recommendations. As a result of the study, a significant relationship has been found between the marital status, education level, age, and employment status of women who have experienced physical violence.

Keywords: Violence, Women, Violence toward women

JEL Code: J10, J12, J19

1. Introduction

Gender-based violence is a pervasive and deeply rooted issue that affects individuals and societies across the globe. It encompasses various forms of violence, such as physical, sexual, psychological, and economic abuse, that are directed towards individuals based on their gender. While gender-based violence affects both men and women, it disproportionately impacts women and girls, and it is a violation of their fundamental human rights. In this context, examining the prevalence, determinants, and consequences of gender-based violence is crucial for understanding the

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dynamics of this pressing social problem. This study focuses on the examination of gender-based violence in the specific context of Turkey. Turkey, as a diverse and culturally rich country located at the crossroads of Europe and Asia, has a unique social and historical background that shapes the experiences of gender-based violence within its borders. This research endeavors to shed light on the complex interplay of factors that contribute to the occurrence of gender-based violence in Turkey, considering a selection of relevant variables. The selected variables that will be explored in this study include socio-cultural norms, economic status, education, and legal frameworks. Each of these factors plays a significant role in shaping the prevalence and nature of gender-based violence in Turkey. Understanding how these variables interact and influence the phenomenon is essential for the development of effective policies, interventions, and support systems aimed at preventing and addressing gender-based violence. This research will utilize both qualitative and quantitative methods to gather data and analyze the prevalence and impact of gender-based violence in Turkey. The findings of this study have the potential to inform policymakers, activists, and practitioners working in the field of gender-based violence prevention and support. In conclusion, gender-based violence is a global concern that demands comprehensive examination and action. This study focuses on examining selected variables, which is an important step towards measuring and understanding gender-based violence in Turkey. This research, specifically in Turkey, aims to reveal various aspects of gender-based violence. Tackling gender inequality and violence has been a priority both nationally and internationally, and this study aims to shed further light on this important issue.

2. Literature

Violence against women is a global policy issue with significant social, economic and personal consequences. Bull et al. (2020) stated that violence against women is a global policy issue with significant social, economic and personal consequences. Addressing violence against women is firmly on the international agenda, with the United Nations recommending the 'elimination of all forms of violence against all women and girls in public and private spheres' as one of the sustainable development goals (UN, 2016). In a study conducted by Brown (2020) in Turkey, it was found that cultural norms and patriarchal structures play a significant role in perpetuating gender-based violence. Keith et al. (2023) examined violence against women as a disproportionate force based

e-ISBN: **978-625-98716-0-8**

on gender. As a result of the research, social, economic, social and economic and psychological empowerment was recommended. Balci and Ayranci (2005) examined the relationship between variables such as the demographic characteristics of the women who were attacked and their spouses, the time of violence, the onset and continuation of violence after marriage, and the frequency of violence. As a result of the research, women from all socioeconomic-cultural levels reported a history of partner violence. In a similar study, a structured questionnaire was applied to obtain information about spouses' physical violence. It has been determined that there are potential risk factors for physical violence from spouses, and one of these risks is that my children witness violence and are affected by this situation (Jeyaseelan, 2007). Mazza et al. (1996) examined the prevalence of domestic violence, childhood abuse and sexual harassment experienced by women. More than a quarter of women in relationships had been subjected to physical or emotional abuse by their partners in the previous year, and one in 10 women had experienced serious physical violence. Sardinha et al. (2022) examined women's physical violence at global and regional levels in their research. Regional differences have been found, with low-income countries reporting longer life expectancy and, more specifically, higher past-year prevalence compared to high-income countries. Violence against women has also been examined among women in 19 sub-Saharan African countries. As a result of the research, it was seen that there were greater positive relationships between adolescent girls and unemployed women (Epstein et al., 2020; Schuster et al., 2021). Gracia et al. (2019) also examined violence against women in Sweden and Spain. It showed that higher physical and sexual levels in Sweden than in Spain reflected differences and were not the result of measurement bias. Young women, women with a history of physical/sexual abuse in childhood, have had difficulties in their lives (Aizpurua et al., 2021). Tun and Ostergren (2020) examined women's exposure to violence and their socio-demographic characteristics. The study found a significant relationship between women's husbands and their lifetime exposure (Gulati and Kelly, 2020) to violence. The structural and contextual effects of violence against women have been investigated, and in this context, it has been determined that variables such as drugs and mental health disorders have an impact on violence (Brown et al., 2023). Bivariate and multivariate binary logistic regression analyzes were performed to determine the attitudes towards violence between women and their partners. As a result of the research, significant relationships were found between selected variables (Aboagye et al., 2021).

3. Method

Turkey, with its rich cultural history and social structure, offers a special basis for examining violence against women. The study aims to provide a comprehensive analysis to address and prevent this problem. Through selected variables and indicators, important dimensions such as marital status, education level, age and employment status of women exposed to physical violence have been addressed. The study was examined with the help of a statistical analysis to address this issue and provide policy recommendations.

3.1. Model and dataset

In this study, the micro-data set of the Research on Domestic Violence against Women in Turkey conducted by Hacettepe University Institute of Population Studies in 2014 was used. Mann-Whitney U test was used to determine the relationship between variables in the study. Important dimensions such as marital status, education level, age and employment status of women exposed to physical violence were discussed.

In line with the purpose of the study, the hypotheses to be tested were created below:

H_1: There is a significant difference in terms of the marital status of the participants and their exposure to physical violence.

H_2: There is a significant difference in terms of the participants' ages and their exposure to physical violence.

H_3: There is a significant difference in terms of the education level of the participants and their exposure to physical violence.

H_4: There is a significant difference between whether the participants are employed and whether they are exposed to physical violence.

3.2. Findings

In the study, Mann-Whitney U test was conducted to determine whether there was a significant difference between the participants' exposure to physical violence according to their marital status. The results obtained are given in the table below.

Table 1. The Relationship Between Physical Violence and Variables

	physical violence	**N**	**mean rank**	**z**	**p**
Marital status	Yes (1)	3709	7407,67	-4,698	0,001
	No (2)	11406	7647,59		
Age	Yes (1)	3709	8672,42	-18,117	0.001
	No (2)	11406	7229.67		
Education level	Yes (1)	3709	7357,98	-3,975	0,001
	No (2)	11406	7664,01		
Woman works at a job	Yes (1)	3709	7862,34	-5,623	0,001
	No (2)	11406	7497,35		

When the Mann-Whitney U results shown in Table 1 are examined; a statistically significant difference was determined between the average exposure to physical violence of married and single participants ($p<0.05$). When the rank averages are examined, it can be said that the average of singles is higher than married participants, and in this context, single participants are exposed to more violence than married participants.

When the age variable is examined; a statistically significant difference was determined between the age variable and the participants' average exposure to physical violence ($p<0.05$). In this context, it can be said that women under the age of 18 are more exposed to physical violence.

When the education variable is examined; a statistically significant difference was determined between the education variable and the participants' average exposure to physical violence ($p<0.05$). It can be said that literate women are exposed to more physical violence than those who do not know.

A statistically significant difference was determined between the average exposure to physical violence of working women ($p<0.05$). It can be said that non-working women are exposed to more physical violence than working women.

Conclusion

This study was conducted to examine different aspects of gender-based violence and the findings provide important perspectives. Findings show that single participants are exposed to more violence than married participants. This indicates that marital or relationship status is an influential factor on the risk of gender-based violence. In addition, the result that women under the age of 18 are more exposed to physical violence emphasizes that younger age groups are more vulnerable and that protective measures for these groups should be increased.

The result that literate women are exposed to more physical violence than illiterate women shows that the level of education plays an important role in combating such violence. In this context, increasing educational opportunities and supporting programs that combat gender inequality are of great importance.

Likewise, the result that non-working women are exposed to more physical violence than working women reflects that economic independence is a critical factor in protecting women from violence. Increasing workforce participation and improving economic opportunities are important steps towards reducing gender-based violence.

These results provide an important basis for designing effective policies and programs to combat gender-based violence. Going forward, efforts to reduce gender-based violence should take into account factors such as marital status, age, education, and economic independence and respond to the needs of various social groups.

In conclusion, while this study highlights the complexity and seriousness of gender-based violence, it shows that more efforts are needed to eliminate gender inequality and reduce violence. Continued work in this area should be considered an important step towards achieving the goal of ending gender-based violence.

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e-ISBN: **978-625-98716-0-8**

Dealing with workplace mobbing for improving work motivation and efficiency

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Abstract

The paper represents an action research carried out to prove the interconnection between the prevention and handling of mobbing and the motivation of employees and work efficiency. Mobbing in modern organizations is not rare phenomenon. Mobbing itself contributes to reducing the work motivation of employees and even for employees' coming to work. The prevention of mobbing contributes to increasing the positive organizational atmosphere in the organization and its efficiency.

The research conducted in this paper is focused on the prevention of mobbing in service workshops for heavy machines and vehicles.

In the paper, the assumption set in the general hypothesis referring to the interconnection between the prevention and handling of mobbing and the motivation of employees and work efficiency is proven.

Keywords: mobbing, prevention, regulation, employee motivation, work efficiency.

JEL classification: J28, K32, M54

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INTRODUCTION

Encouraging a productive and healthy work environment is essential for every organization to succeed in the competitive and dynamic work climate of today. We are all aware of how important it is to have motivated workers and maximum productivity in order to meet organizational objectives. Workplace mobbing is a threat that has been a recurring issue in workplaces across the globe and has the potential to significantly affect each of these aspects.

Mobbing is not a new phenomenon - it has existed since the beginning of the human race and the individual's desire for power and authority. It is specific in that it is exclusively related to the working environment. It is a word for a specific form of behavior in the workplace, whereby one or more persons systematically, in a longer period of time, mentally abuse or humiliate another person in order to harm his reputation, honor, human dignity and integrity. However, depending on the author, different definitions of mobbing can be read. Basically, mobbing represents a negative influence onto the employee's psyche with an existing intention. The term "mobbing" is mostly used in Sweden, Germany and Italy, while in the countries of the English mainland the term "bulling" is mostly used, and in the USA it is the term "work abuse" that is mostly used. There are many terms in an attempt to translate the term "mobbing", such as psychological abuse, psychological maltreatment, psychological terrorism, moral maltreatment, and moral abuse.

A comprehensive definition of mobbing is given by Leymann, who at the end of the seventies of the 20th century, was the first one to use this term to indicate a special type of violent behavior. Furthermore, he determined the signs, health consequences, and founded a clinic to help the victims of mobbing. According to Leymann, “Psychical terror or mobbing in working life means hostile and unethical communication which is directed in a systematic way by one or a number of persons mainly toward one individual…These actions take place often (almost every day) and over a long period (at least for six months) and, because of this frequency and duration, result in considerable psychic, psychosomatic and social misery.” (Leymann, 1990), who because of the mobbing is put in a helpless position, unable to resist, by help of constant mistreatment activities. These actions take place often (almost every day) and over a long period (at least for six months) and, because of this frequency and duration, result in considerable psychic, psychosomatic and social misery (Ibid).

Mobbing is also defined as "behavior with the aim of underestimating and demeaning the human being through malicious language and repeated rude actions that gradually undermine the self-confidence and self-respect of the person" (Kostelić-Martić, 2005).

Article L 1152-1 of the French Labor Code, stipulates that "no employee shall be subjected to repeated acts of moral harassment which have as their object or effect a deterioration of the conditions of employment that may affect his rights and dignity, impair his physical or mental health or jeopardize his professional future".[34]

The US National Survey 2014 defines mobbing as follows: mobbing is repetitive, dangerous, humiliating, intimidating psychological abuseat work, various patterns of sabotage in the workplace,as well as verbal abuse (Arnejčič, 2016).

In an auto-ethnographic study, Pheko (2018) describes personally experienced mobbing as a conspiracy purposefully implemented by colleagues aimed at destroying his reputation and driving him out of work. (Vveinhardt & Deikus, 2022). Secret reports and letters were prepared "which contained fictitious incidents, incorrect statements, subjective evaluations, doctoring of minutes, professional character assassination and libellous insinuations, and presented them to the highest offices in the institution (Ibid, p. 4). "

From the abovementioned we may give a general definition that the term " mobbing" describes how colleagues or superiors willfully mistreat, harass, and threaten staff members. It can manifest in a number of ways, such as verbal abuse, social isolation, and undermining the victim's self-worth and performance.

Leymann, as a psychologist and psychiatrist who has been investigating the problem of mobbing for many years, identified 45 common forms (Vinković, 2016) however it can be said that this phenomenon has three main characteristics:

1) existence of violent behavior (on the part of one or more persons towards the victims of mobbing);

2) lasts for a longer period and is constantly progressing (because mobbing actually arises from a

[34] https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=75866

conflict that has never been resolved and has escalated; the conflict deepens and intensifies);

3) emergence and increase of power imbalance in interpersonal relationships (which is practically the definition of violence).

Mobbing represents a continuous activity that takes place in phases, and its intensity increases from the initial to the final phase. There are five key mobbing stages (Juras, 2016):

1) “key event” phase – a conflict arises that seriously disrupts interpersonal relations;

2) phase of the beginning of mobbing – the beginning of the activities that make the victim feel uncomfortable. Verbal attacks, defamation and humiliation are frequent. The first psychosomatic symptoms appear in the victim, mainly in the form of insomnia and reliving the unpleasant events;

3) phase of “sacrificial lamb” - the person who is the victim becomes the culprit for all the mistakes that happen in the working environment. Often, in this phase, other employees are also involved in the interrogation of the victims, who mainly expect a return service from the one who did the mobbing or want the job of the employee who suffers mobbing. The goal is to persuade people to leave their jobs;

4) struggle for life phase – the victim person in this phase is overloaded with work to prove that he is competent thus he becomes chronically exhausted;

5) phase of advanced mobbing – the long-term terror worsens the mental and physical state of the victim. In this phase, the victims suffer from chronic diseases and disturbances and they mostly seek another job or run away to retirement, but they may start thinking that the problem can only be solved by killing the mobber or by suicide.

Mobbing has serious consequences both for the victim of the mobbing, his family, and for the company as a whole.

In the last decades, a considerable number of studies related to mobbing have been carried out in European countries, in order to perceive this issue at the national level, individual spheres of employment, or to detect the characteristics of the mobbing victims – their age, workplace, length of work, qualification level, etc. Surveys of mobbing in the European Union indicates that the most affected persons work in the public administration (13%), service and sales workers, and professionals (11%), banks (10%) and other service activities. Most often, in those spheres, victims of mobbing are professionals (11%) and officials (9%), first are those with unregulated employment status - 10% of employees on a certain working time. Female workers (9%) are identified as persons who are more affected by mobbing than male workers (7%).[35]

1. OBJECTIVES AND METHODS OF MOBBING

The business world that is under the influence of global acceleration that is, constant time pressure, multitasking, increased need to learn new jobs, is putting more pressure on both employers and employees to remain competitive. In a situation of high unemployment, the search for a job can be equated with the search for livelihood.

Disagreement or conflict drives the mobbing process. In most cases, this event is important. The cause of the conflict is not discussed openly and transparently, thus it becomes only an excuse to start the mobbing (Teodosijević, 2012). Workplace mobbing and bullying are the most pressing and urgent problems which employees, managers and executives of most businesses can face in their day-to-day activities (Mujtaba & Senathip, 2020). Motives of the one who commits mobbing can be the very senseless: from economical methods to a simple need for a sense of superiority and catching one's own ego. Most often, mobbing occurs due to:

• insufficiently transparent atmosphere;

• strong hierarchy;

• deficiencies in international information transmission;

• inappropriate behavior of the management and the leadership;

• inappropriate management methods – uncertainty regarding job prospects, frequent changes of working conditions, frequent reassignments;

• insufficiently defined competences and division of tasks, disproportionate workloads, work

[35] https://www.europarl.europa.eu/workingpapers/soci/pdf/108_en.pdf, p. 11

related abilities of the employee;

• working environment conditions – exposure to dangerous substances, noise, vibrations, temperature;

• shortcomings in the management of employees, suppression of quarrels and interpersonal conflicts within the institution / organization.

In the institutions where mobbing exists, the organizational culture is usually at a very low level and especially indicates a lack of managerial skills in some or all members of the management. Mobbing almost always begins with a conflict that arises as a result of a difference in opinion or a certain type of resistance among employees. A very important reason for the occurrence of mobbing in some community is a very bad working climate in which envy, malice, hostility and pressure reign.

As a potential basis for mobbing, a non-violent conflict between co-workers also appears, which ultimately manifests itself as a disturbance in interpersonal relations.

The basic division of mobbing is horizontal and vertical. Vertical mobbing includes harassment in the direction from superiors to subordinates, which is more common, or from subordinates to superiors, which is rare. Vertical mobbing is manifested in many ways. For example, in the form of "empty table" where the employee is shortened some working tasks or is assigned mundane jobs below their professional level in order to attack their professional dignity, or again in the form of "full table" - when the employee is given too much work, which they cannot successfully complete during the working time, which leads to excessive fatigue. Vertical mobbing also occurs in the form of intensified control of the employee's presence at work and their performance of work tasks, the exposure to constant criticism from the assumed reasons, alleging omissions, belittling the professional abilities, to frequent dismissals to other workplaces without justifiable reasons, up to the isolation of the employee Mobbing occurs in various forms, but the better the job, the subtler the mobbing is.

As a sub type of vertical mobbing, there is strategic mobbing, which refers to the policy of the owner of the company or the management structure to reduce the well-being of employees, which is usually not publicly highlighted, and is carried out with organized mobbing activities, in order to motivate the resignation of the employee, not asking for monetary compensation or any other form of convenience for themselves. The goal is the simultaneous destruction of the psychological and professional integrity of the employee who has been degraded to such an extent that there is no chance of further employment. Strategic mobbing is becoming an increasingly frequent phenomenon in companies that have been privatized in order to completely change their activity or purpose.

Horizontal mobbing exists between employees who are at the same organizational level and comes from the level of an employee who works in the same or similar workplace. It often occurs as a consequence of unfair social (professional) competition, which is followed by envy, jealousy and similar human weaknesses. Studies show that women are more often victims of mobbing by other female employees, as well as that employed men more often resort to mobbing other male employees than women (Koić et. al, 2012). Horizontal mobbing takes the form of milder forms – constant mocking of one's speech, posture, walking, dressing, private life or more severe forms – spreading slander regarding professional and private life, constant interruptions in speech, exclusion from social life i.e. avoiding socializations during lunch breaks, not being invited to parties, etc. Studies show that victims of horizontal mobbing are "mostly exceptional persons who show intelligence, competence, creativity, integrity, results and dedication to work" (Davenpot et.al, 2005). This especially occurs in an unethical workplace when mobbing is directed at an employee who does not want to sacrifice his moral and professional integrity and dignity in order to "fit in" in an unethical and corrupt workplace.

According to a study in Italy, 45% of mobbing cases are cases of horizontal mobbing (Kostelić-Martić, 2005)

A special form of mobbing is the so-called reverse mobbing, which occurs significantly more often in practice, when the victim of the mobbing is the manager himself, and not the subordinate employee, which may be a consequence of the manager's incompetence or the employees' dissatisfaction with the decision of the superior.

At first glance, the victims of mobbing are most often imagined as passive, dependent, pessimistic persons, but the victim of mobbing can also be an active worker full of initiative and self-confidence.

Victims of mobbing show a common pattern of reaction to the abuse with the following characteristic reactions:

- initial self-blame, when the victim blames himself as being responsible for the mobbing
- loneliness, a feeling that occurs in the victim that they are alone and that this only happens to them.
- personal devaluation.

People who mob most often choose their potential victims with the following characteristics (Ibid.):

- honest persons, persons who have noticed and reported misconducts at work;
- physically disabled persons;
- young people recently employed;
- persons before retirement who have a slower pace of work, have higher incomes or are no longer motivated for professional development;
- people who ask for greater independence at work or better working conditions;
- persons who, after years of flawless work, need recognition of their work position and salary increase;
- surplus of workforce (occurring as a result of reorganization, modernization, merger of two companies, etc.);
- members of minority groups;
- people from different ethnic origins;
- people with different gender;
- different sexual orientation;
- many creative people who jump off the rails with their ideas;
- eccentric persons;
- ill persons;

- the latter employed people in the organization.

People who commit mobbing are people who harass the victim in different ways, mostly with targeted attacks on their work and personality, causing psychological problems and later health problems. Those are people without empathy against others, egocentric persons who want to show their own importance with careful mobilizing activities.

The person who commits mobbing is usually "a person who is motivated by the desire for power, status, control, dominance and subjugation of other people" (Mikuš, 2009). Their traits are: egoism, emotional immaturity, self-doubt, lack of self-respect, tendency to criticize and abuse others. They usually use their intellectual abilities to manipulate the others and establish a strong control over them. In the behavior with their superiors, they show charm and kindness, and towards their subordinates they are careless and rude.

People who commit mobbing are people who often suffer from personality disorders such as (Ibid.):

- Narcissistic personality disorder - persistent and mostly undeserved sense of self-importance, belief that they are "special" persons, people who have a constant need to be admired by others.
- Antisocial personality disorder – intelligent and cultured, highly respected individuals who better cover their true nature by presenting themselves as well-intentioned.
- Paranoid personality disorder – people who see a hidden meaning in everything, even in the most ordinary everyday conversations. It becomes about people who are very jealous of other people's success and who constantly test the loyalty of their friends and colleagues.
- Borderline personality disorder – emotionally immature persons, unstable with a lack of tolerance.
- Obsessive - compulsive personality disorder - people who are obsessed with details, perfectionists, who do not tolerate changes, constantly find fault with others.
- Dependent personality disorder – people who constantly rely on others and need their help.

- Schizoid personality disorders – unapproachable persons, uninterested in the needs of employees, persons with an absence of leadership skills.

Usually, people who commit mobbing form groups around themselves, convincing the others that the victim is harmful to the organization and the working environment. Some people join the abuse as if they would not become a victim of mobbing themselves, while some simply want to harm other people.

2. MOBBING CONSEQUENCES

Similar to other forms of abuse, mobbing has not at all naive and potentially very destructive consequences. The intensity and type of consequences of mobbing depends on the intensity of mobbing, the length of its duration, as well as the characteristics of victims of mobbing. They are most often present at two levels:

- Personal, and

- Organizational.

The consequences on a personal level refer to a series of symptoms that include the mental and physical health: from withdrawal, anxiety, depression, a drop in motivation and productivity, to the deterioration of her physical health due to constant exposure to stress and the inability to resolve the situation.

The health problems and symptoms that occur as a result of mobbing are divided into three basic categories:

- changes in social – emotional balance

- changes in psycho physiological balance

- behavioral changes.

Victims of mobbing experience anxiety, crying crises, feelings of depersonalization, panic attacks, social isolation, lack of interest in other people or family members, emotional dullness, feelings of frustration, helplessness, feelings of inferiority, deep injury in personal integrity and dignity. Changes in behavior are also visible: hetero or self-aggression, passivity, decrease or increase in appetite, frequent consumption of alcohol, cigarettes, drugs, etc. The victims also have frequent headaches, a feeling of pressure in the chest, lack of air, speech difficulties, and skin changes.

The victim of mobbing happens to unjustly suspects and complains to the remaining employees not involved in the mobbing, which causes stress among them as well.

The consequences of mobbing can be seen outside the workplace: in the attitude towards the parents, children, and it also leads to a violation of the social position, reputation, violation of the value system and ethical standards within the social relations.

For victims, mobbing is highly destructive. Thus, the question might be as why the victim did not leave the organization? But the older they are, their ability to find a new job decreases, so leaving the workplace can also mean falling out of the workforce.

The consequences at the organizational level mean that there are delays in the work performance, and therefore, the breaking of the set goals and additional costs for the organization, but also the deterioration of the communication and the working atmosphere and the consequent increase in absenteeism and fluctuation. In addition to economic and material losses, the organization in which mobbing exists also faces a bad image in the public. Maltreatment of an employee at the workplace causes a drop in motivation and an increase in general dissatisfaction, which results in a drop in efficiency, productivity and the overall quality of the organization's service. The frequent illnesses and absenteeism from the workplace, as well as the occurrence of occupational diseases among the mobbing victims, lead to great losses on the part of the state system, but also on the entire social community. Namely, most of the victims need expensive specialist examinations and long therapies as well as early retirement due to their poor health.

3. TOOLS FOR PREVENTING MOBBING

Mobbing, as a new psycho-social phenomenon in the working environment, leads to introduction of, beside the traditional elements (prohibition of forced labor, fair working conditions, etc.), new fashionable elements such as: prohibition of discrimination in the workplace, prohibition of abuse of employment (mobbing), prohibition of sexual harassment, etc.

Although the employer has the obligation to provide healthy and safe working conditions, including stress free working environment in order to prevent serious risk to the health of employees, i.e. to provide an effective prevention measures, reduction or elimination of the reasons for mobbing, it is must to take over these measures through joint participation of the employees and their representatives.

When mobbing occurs in an organization, then the problem is most often inflamed and it is necessary to implement more drastic measures than in the case when the problem is timely recognized.

The decisive role in the prevention of mobbing is played by the key employees in the organization, that is, the head of the management. There are a number of activities and methods that could be used to influence the prevention of the occurrence and spread of mobbing, which could be classified into three basic levels - primary, secondary and tertiary.

With the primary prevention, we try to prevent the cause that could lead to disruption of interpersonal relations and the dynamics of the working environment. This is achieved by creating a strong working culture, which is based on respect and esteem for others, informing and educating employees about mobbing, encouraging mutual communication, appropriate training and enhancement of the employee, but also through dedicated application of manuals, employment contracts and procedures in which it is clearly stated that punishment is possible for any violation of the rules.

In the organization, there must be a clear definition of work roles, authorizations and responsibilities, as well as an open and direct communication.

The goal of secondary prevention is early detection of the symptoms of mobbing and prevention of further progression by taking appropriate measures. An important role is also played by the mediators (third parties who intervene and who offer the persons who are in conflict the opportunity to meet and reach an agreement) who try to resolve the conflicts as well as to contribute to the adoption of an acceptable solution for both parties.

Tertiary prevention deals with removing the consequences of mobbing as well as with establishing balance in the organization and the psychophysical state of the victim.

4. RESEARCH

The focus of our research is on the outcomes of an action research project that sought to comprehend the relationship between employee motivation and productivity and the prevention and management of workplace mobbing. We investigated the many aspects of workplace mobbing during the course of our research, including its effects on individuals and the organization at large, as well as the tactics that may be used to stop and deal with mobbing occurrences when they happen. We also looked at how these initiatives might greatly improve employees' motivation at work and their general productivity.

Hence, subject of the research is proving or rejecting the assumption that the prevention and handling of mobbing in the workplace is related to increased motivation and work efficiency. For that purpose, a hypothetical framework has been developed that includes all the relevant elements of a scientific research.

The topic of workplace mobbing is highly alarming and has gained more attention in the past few years. It is typified by coworkers or superiors mistreating an employee repeatedly, purposefully, and frequently in concert. Verbal abuse, social exclusion, rumors, and hurting the targeted person's productivity at work are a few examples of this. Mobbing has a serious negative psychological and emotional impact on victims, frequently leading to tension, worry, and even long-term health issues. Workplace mobbing has serious repercussions for businesses in addition to harming the victim. It can result in high turnover rates, lower productivity, and degrade staff morale.

Action research was started because it was felt that workplace mobbing needed to be addressed. The purpose of the study was to clarify how handling and preventing mobbing events are related.

Our action study was carried out using a methodical and exacting approach intended to deliver trustworthy and useful insights into the intricate problem of workplace mobbing and its effects on worker productivity and motivation.

1. Data Collection: An extensive range of data were gathered for the study, including interviews, surveys, and an examination of occurrences of workplace mobbing that had been officially recorded. Our objective was to collect firsthand accounts and viewpoints from workers impacted by mobbing occurrences, in addition to management and HR experts' perspectives.

2. Data Analysis: Both quantitative and qualitative techniques were used to thoroughly analyze the gathered data. In order to better understand the emotional and psychological effects of mobbing, we carried out a thorough qualitative analysis in addition to using statistical methods to find patterns and trends.

3. Literature Review: A thorough analysis of the body of knowledge about workplace mobbing, motivation, and productivity served as the foundation for our investigation. Our study's strong theoretical basis was aided by this review.

4. Expert Consultation: We consulted specialists in organizational behavior, human resources, and workplace psychology. Their knowledge aided in guaranteeing the trustworthiness and validity of our study.

5. Creation of an Action Plan: We created an action plan with suggestions for stopping workplace mobbing and dealing with mobbing situations when they happen based on the research findings.

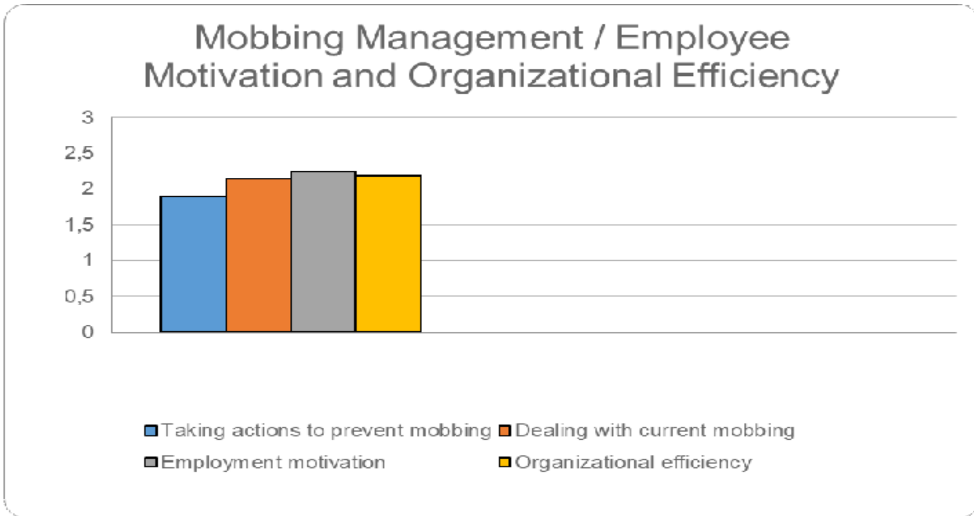
Our study approach combined expert views with empirical data to present a comprehensive picture of the problem.

Employees are the most important segment of any organization. That is why the management team must strongly take care of the psychological health of the employees and in the case of mobbing, to suppress it timely, so that instead of destruction, individuals can move towards progressive initiatives in terms of motivation for increasing work efficiency.

Hence, the object of the research is:

Taking actions to prevent and deal with mobbing in order to motivate human resources and increase their efficiency.

The research was conducted in service workshops for heavy machinery and vehicles in the Republic of North Macedonia. 368 employees were treated as respondents. An anonymous survey with closed-ended questions was conducted.



Histogram 1: Results of the conducted research

The research cross-references variables are relevant to the subject of research. The following are treated as independent variables: taking actions to prevent mobbing and dealing with current mobbing. These two variables are crossed with two dependent variables, and they refer to employee motivation and organizational efficiency.

Histogram number 1 visually presents the obtained results from the grouped set of questions for each set variable.

For the variable that treats the taking of activities to prevent mobbing as indicators, the employees' statements about whether there are activities that prevent mobbing as a negative phenomenon in the organization are treated. The obtained results indicate that in service workshops there are no or very few actions are taken to prevent mobbing.

For the variable that investigates dealing with current mobbing, the employees' statements about whether the employer is taking measures to deal with current mobbing were treated as indicators. The obtained results indicate that in the investigated employers there are minimal activities to deal with mobbing.

e-ISBN: **978-625-98716-0-8**

Employee motivation as a result of dealing with mobbing in service workshops is explored through employee statements on whether mobbing management increases employee motivation. From the obtained results, it can be concluded that the continuous handling of mobbing affects the motivation of employees.

Similar are the results obtained for the variable that investigated the efficiency of service workshops. The respondents believe that dealing with mobbing in the service workshops has a positive effect on the efficiency of the organization.

The intersection of these independent and dependent variables proves the assumption that there is a connection between mobbing management and employee motivation and organizational efficiency.

5. RECOMMENDATIONS

In light of our findings, we provide the following useful suggestions for organizations:

1. Anti-Mobbing Policies: Establish unambiguous anti-mobbing guidelines and make sure they are strictly adhered to.

2. Training and Awareness: To promote a polite workplace culture, regularly provide employees with awareness and training sessions.

3. Anonymous Reporting: Provide private routes for employees to report occurrences without worrying about facing reprisals.

4. Quick Intervention: Create a clear procedure for responding quickly to mobbing incidents, including victim assistance and investigations.

5. Conflict Resolution Training: Give managers conflict resolution training so they can mediate and settle disputes at work in an effective manner.

6. Support Services: To assist impacted employees in recovering and maintaining their wellbeing, provide counseling and other forms of support.

7. Regular Evaluations: Evaluate the success of anti-mobbing efforts on a regular basis and make

required modifications.

Future studies should look into the financial effects and long-term effects of mobbing prevention on employee retention. Furthermore, examining how bystanders contribute to the prevention of mobbing incidents may yield insightful information.

CONCLUSION

Mobbing is a complex widespread and growing phenomenon that has devastating consequences for the psycho-physical health of the individual, the working environment, the social environment of the individual and the entire community. Addressing workplace mobbing is critical to the success of the organization and the welfare of its employees.

Due to its importance and the problems and implications it causes, it is necessary to systematically acquaint the public with all its different aspects, since mobbing can be prevented through primary prevention, i.e. information gathering, education, communication skills training, with protective legislative and organizational policy and practice.

In the research, a study was conducted that proved the assumption that the management of mobbing is related to the motivation of employees and the efficiency of service workshops. The issue of mobbing in service workshops is a serious concern that demands immediate attention and action. Throughout this study, we have shed light on the detrimental effects of mobbing on both individuals and organizations, emphasizing the profound negative impact it can have on employee well-being, work productivity, and overall workplace atmosphere. The results of the paper show the absence of activities aimed at managing the occurrence of mobbing. Therefore, measures must be taken to combat mobbing effectively, such as fostering a culture of respect, empathy, and open communication as paramount. Organizations must prioritize the establishment of clear channels for reporting incidents, ensuring confidentiality and protection for whistle blowers. Additionally, providing training and workshops on conflict resolution, emotional intelligence, and diversity and inclusion can significantly contribute to reducing instances of mobbing.

It is elementary for organizations and especially the service workshops to require a proactive position against mobbing by empowering early intervention and advertising counseling and support to both victims and culprits. By doing so, organizations can relieve the potential long-term results on employees' mental and physical well-being, as well as avoid harm to their reputation and efficiency.

In conclusion, organizations must cultivate a work environment that promotes efficiency and motivation by taking proactive measures to prevent mobbing incidents and handling them effectively. Eradicating mobbing in service workshops requires a collective exertion from all stakeholders included. Organizations must commit to a zero-tolerance approach toward working environment mobbing and contribute in comprehensive procedures to cultivate a solid and aware work environment. As it were through concerted endeavors they must make a secure and sustaining work environment where workers can flourish and contribute their best to the organization's success. At the same time, by joining the stakeholders they should develop work environments that maintain the values of nobility, decency, and sympathy for all.

Individuals and the organization as a whole gain from this in turn. We implore you to act proactively in order to eradicate workplace mobbing and foster an environment of mutual respect, encouragement, and success in your company.

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e-ISBN: **978-625-98716-0-8**

Orhan Pamuk and Elif Shafak's Istanbul: Autobiography, Spatiality and Interculturality

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Abstract

The interdisciplinary character, the complexity and the relevance of the geocritical studies have been emphasized by many theoreticians and critics. Geocriticism and ecocriticism, are concerned with the way in which places and spaces are explored and represented in the creative process, and they have developed specific instruments/concepts for critical analysis. In the exploration of the fictional space, one cannot overlook the environment depicted by the writer. Every space on our planet is "alive", it is inhabited by different forms of life (inferior or superior). Thus, a geo-ecocritical approach would aim to offer a holistic picture of the analysed literary works. In the study of the relationship between fiction, space and environment, the instruments provided by geocriticism and ecocriticism are crucial. The importance of the proposed research relies on the new approach to the city of Istanbul as depicted in the writings of the two contemporary writers (a combined geo-ecocritical analysis): Orhan Pamuk and Elif Shafak. The present paper will focus on two of the most renowned books of these Turkish writers: *Istanbul: Memories and the City* (by Orhan Pamuk) and *The Bastard of Istanbul* (by Elif Shafak). The essay will explore the diversity of spaces/places and environments presented by the two authors. Furthermore, from the manner they link space and environment with culture and history can be inferred their *Weltanschauung*.

Keywords: Elif Shafak, geo-ecocriticism, interdisciplinarity, Istanbul, Orhan Pamuk.

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e-ISBN: 978-625-98716-0-8