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SOCIAL TRANSFORMATIONS IN CONTEMPORARY SOCIETY 2020

Abstract book

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THE ENABLING STATE AND ITS APPLICATION TO ANALYZE EMPLOYMENT SUBSIDIES FOR THIRD-COUNTRY NATIONALS TRANSITION TO WORK

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Abstract

Purpose: Over the past century, there has been a major increase in industrialized democracies’ budgetary deficit and dependency rate which prompted a shift from welfare to enabling state market-oriented governance that emphasizes a movement from passive to active work-related subsidies policies, but the results do not always comport with their intentions (Neil, 2004; Esien, 2019, 2020). This paper analyzes the implication of employment subsidies under enabling state market-oriented governance to understand young third-country immigrants’ transition to work in Czech Republic.

Design/methodology/approach: The study distils key influences on enabling state employment-related subsidize governance from academic, policymakers, and practitioner literature. It examines the data available from official documents, reviews and employment subsidies reports to shed light on the seemingly complex phenomenon and analyze the implication that have shaped young third-country immigrants transition to work in Czech Republic.

Findings: The study has shown that public work opportunities, wage subsidies, and tax credits regulatory power of Czech’s enabling state governance were a major perceived influence in young third-country immigrants’ transition to work. This paper suggests more emphasis on efficiency, quality and service in the administration, and public accountability of public assistance may be more beneficial than continuing to focus on purely organizational and programmatic reform of income maintenance programs and activate the benefit system for further reform.

Research limitation/implication: A number of limitations need to be considered. The study, for instance, has primarily concerned with Czech Republic and cannot be generalized to explain other countries leading to low external validity (Ragin, 1987). Nevertheless, it may be generalized to a theory in the way scholars’ theory-generate findings from one case study to the other (Yin, 2003). In addition, to some extent, the
researcher faced a language barrier, as some of the documents were in Czech, but could use official English translations and support from colleagues.

**Practical implications**: The results can contribute to labour market performance in administrative rules governing income protection (Norlung, 2002) that is tightening benefits eligibility in scarce resources allocation, adjustment of “aesthetic” inclusion policy supporting vulnerable people’s transition to paid work, and participatory democracy. The conceptual framework may be used for further analysis of employment-related subsidize for third-country national (TCNs) transition to work in Czech Republic and other countries.

**Originality/Value**: The research draws on existing literature/documents and information on the regulation and implementation of enabling state employment subsidies governance to develop a conceptual framework and analyze the implication to enable young third-country immigrants’ transition to work in Czech Republic. It identifies key attributes in Czech Republic that may impair transition pathways. As a matter of fact, if the movement from policy to practice does not materialize according to legislative intent, problem of monitoring, efficiency, quality may prevail not only to hinder participatory democracy, but jeopardize minority-groups labour market participation, inclusive belongings, and economic prosperity especially in contemporary time of COVID-19 challenges and beyond.

**Keywords**: Activation; CEE countries; Czech Republic; Employment Subsidies; Enabling State; Migration; Public Works Programs; Tax Credits; Third-country Nationals; Transition to work; Immigrants; Wage subsidies; Welfare to workfare; Work-related Incentive

**Research type**: Research paper.

**References**:


EFFECTIVE COMMUNICATION IN TEACHING LITHUANIAN LANGUAGE: A MULTICULTURAL CASE

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Abstract

Purpose – The main purpose of this interdisciplinary study is to explore the importance of communication and education mastery for the educator from the standpoint of classical rhetorical techniques and interactive methods applied to the teaching of Lithuanian as a foreign language to a multicultural group of students at Mykolas Romeris University (MRU).

The article hypothesises a strong correlation between communicative and educational approaches when teaching the Lithuanian language, and in addition highlights the peculiarities of multicultural education.

Design/methodology/approach – The paper is based on an analysis of the scientific literature concerning rhetorical persuasion techniques, on innovative language teaching methods and on the observation of student progress. Moreover, the article explores the development of the communication competence and professional knowledge of the educator, focusing on rhetorical persuasion skills and Lithuanian language teaching methods.

Finding – Through the analysis of classical rhetorical techniques, interactive teaching/learning methods and the results of student monitoring, three main conclusions emerged: for effective eloquence and communication, classical rhetorical canons as well as innovative, constructive, and interactive language teaching methods must be applied, suitable for a multicultural, contemporary group of students capable of developing their communicative and cultural competence inclusively.

Research limitations/implications – The common limitation is that the study did not include a larger and a more diverse number of participants from other multicultural groups. Prolonged and in-depth observation of multicultural groups from other higher education institutions is needed. The fact that this study is characterised by a small number of variables facilitated the analysis of the educator’s communication skills and the innovative teaching methods used to target a language in one Lithuanian university:
Moreover, an exploration of core competences and requirements for educators and an analysis of multilingual learning/teaching methods applied to other multicultural groups in international higher institutions could lead to more general conceptual conclusions.

**Practical implications** – The findings contribute to the coherence of fundamental sciences, linguistics, rhetoric, pedagogy and communication theory, which play a paramount role in educating future leaders. The links between pedagogy and rhetoric have been known since ancient times. Moreover, enhancing the rhetorical and pedagogical knowledge of educators, based on communication mastery, educational techniques and multicultural awareness, is useful not only to professors, teachers, educators and practitioners, but also to all who are seeking to be linguistically effective, rhetorically persuasive and professionally competent in a contemporary multicultural society.

**Originality/value** – Although the scientific literature in this field includes a number of research studies analysing the methodology applied to develop the communicative abilities of students, this article explores for the first time the question of the educator’s mastery of communication, including parallels with rhetorical persuasion techniques, methods for teaching Lithuanian as a foreign language and multicultural awareness. The analysis of effective communication from the different standpoints of pedagogy, linguistics, ethics and rhetoric makes the research interdisciplinary, authentic, and meaningful to scholars in different areas.

**Keywords:** effective communication, rhetorical persuasion techniques, Lithuanian language teaching methods, multicultural case, university studies.

**Research type:** General review.
PREMISES FOR THE IMPLEMENTATION OF TRADE RESTRICTIONS ON SUNDAYS AND PUBLIC HOLIDAYS AND THE ISSUE OF REGULATORY’S COMPLIANCE WITH THE CONSTITUTION: THE CASE OF THE REPUBLIC OF POLAND

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Abstract

**Purpose** - Poland, next to among others Great Britain or Hungary, is another EU country that decides to introduce trade restrictions on Sundays and public holidays, as it is established that this regulation doesn’t collide with EU normative acts and regulations. However, there is a guarantee of business freedom in the Polish legal system. It follows from the Constitution that such freedom may be restricted only on the principles arising from art. 22 of the Constitution, and therefore only by statute and for important public (state) interests. The main purpose of this article is to analyze the social and economic reasons which are partly contained in the rationale to the draft of the bill for introducing such regulation as a state action, within the confines of its constitutional right to restrict economic freedom. Economic freedom is not only an indispensable factor contributing to the development of social market economy in a correctly functioning democratic state under rule of law, but it is also intended to be universal human law of a socio-economic nature. However, it is not an unlimited right. Therefore a debate about implemented law began in Poland, on the social, economic and legal goals obscured by the legislator issuing the legislative act. Although the main addressee of the Act are entrepreneurs, it does apply to the whole society, and therefore it seems necessary to thoroughly examine the issue of the reasons for such regulation and its compliance with the Polish Constitution.
Design/methodology/approach - Analysis of the rationale to the draft of the bill, determination of the factors of the need for regulation, matter of constitutional compliance, the article is the result of the Authors’ reflection on the functions of the state in supporting entrepreneurship.

Findings - The trade restriction on Sundays and public holidays has been provided to the current national order, along with certain exemptions from this rule, such as e.g. trade on those days in commercial facilities, where trade is conducted by an entrepreneur in person, on his own behalf and on his own account, or trade in commercial facilities, in which the main activity is gastronomy. Such an act is by no means an unusual occurrence against the European legal orders, and what’s more, in the light of the jurisprudence of the European Court of Justice (Judgment of the ECJ of 23 November 1989 in the case Torfaen Borough Council v B & Q plc. (Case number C-145/88) such a restriction is lawful and is not in opposition to EU law. The restriction of trade on Sundays and public holidays is a result of the state's action, which could be considered as government interference in economic freedom, what at the same time is strongly criticized by part of the society. This is undoubtedly a complex phenomenon, which by some groups can be described as a constitutional reform that violates constitutional rights, and by others as a favorable legislative change that was introduced on the example of other European countries. The Constitution of the Republic of Poland provides for imitations upon the freedom of economic activity, which may be imposed only by means of statute and only for important public reasons.

Practical implications - Recently, we can notice a growing interest of the state in crucial Entrepreneurial group. A number of laws were issued, aimed at reforming the rights and obligations of entrepreneurs, which was called the "Business Constitution". At the same time, it should be emphasized that not every government’s action is considered to be beneficial for each type of entrepreneur. Furthermore, due to the dynamically developing economic law, which should respond to economic mechanisms, more attention should be paid to the premises for introducing legal regulations and their possible effects in economic life. The findings may be especially helpful for entrepreneurs who are obliged to follow the restriction and for the better understanding for for any entity affected by the trade ban.

Originality/Value - This paper approaches the premises for the introduction of the ban of trade on Sundays and public holidays and also clarifies its relation to constitutional economic freedom in the context of its restrictions. However, there is a lack of research on reasons for introducing a given regulation and the objectives that the legislator planned to achieve, thus, it is crucial to underline the meaning of that regulation which changes not only law, but also community's habits. This general review raises discussions of that controversial topic, considering its legal and social aspects.

Keywords: rights and duties of entrepreneurs, public economic law, trade restrictions on Sundays and public holidays, limitation of economic freedom

Research type: general review.
References:
The Act of 10 January 2018 on restricting trade on Sundays and public holidays and on certain other days, (i.e. Journal of Laws 2018 item 305).
The rationale to the draft of the bill print No. 870 of 22 September 2016.
The rationale to the draft act amending the act - Labor Code and about repealing the act restricting trade on Sundays and holidays and on certain other days of December 12, 2019, print No. 134.


Judgment of the ECJ of 23 November 1989 in the case Torfaen Borough Council v B & Q plc. (Case number C- 145/88)
NATIONAL SECURITY SYSTEM IN LITHUANIA: CASE STUDY ACCORDING TO INSTITUTIONAL FRAGMENTATION THEORY

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Abstract

When analyzing services as institutions in the context of public sector organizations as a whole, we need to consider various aspects, for example the environment in which both collaboration and competition can prevail. All of these aspects are important in examining the interrelationships and regulatory links between organizations. Relationship between institutions has become one of the central themes of public governance, which has impact for overcoming with challenges facing public sectors as socio-demographic, economic and technological changes occur.

Purpose – to analyze national security system of Lithuania according to three ideal types (synergistic, cooperative and conflictive) of institutional fragmentation.

Design/methodology/approach. Institutional fragmentation can be analyzed through the number of institutions and the prism of their legal regulation (Zelli, 2011). In the scientific literature fragmentation is divided into three types - synergistic, cooperative and conflictive (Biermann et al, 2009). Synergistic fragmentation is characterized by an equal participation of all institutes, providing the general operating principles, separating the regulation of activities, but essentially integrating all institutional structures. Collaborative or cooperative fragmentation is characterized by poorly integrated institutions and decision-making procedures, where the relationship between these different norms and principles is often ambiguous or when not all institutions are involved in core activities. In the context of conflictive institutional fragmentation, institutions have different decision-making procedures, operating principles, norms and rules are even contradictory (Biermann et al, 2009).

The case study method was chosen, which allows to thoroughly analyze the situation in the real context and to describe and explain the phenomenon under study. This method generally adopt a neutral, distanced and factual tone with the purpose of explaining results to peers so that they can be re-applied, tested and, ideally, reproduced (Lapoule and Lynch, 2018). In the case study the key element is undoubtedly the case
which also has a number of characteristic features. In this research national security system as a specific case was chosen.

**Finding.** Currently in Lithuania we have very fragmented national security model. In order to deal with this situation, it would be advisable to unify the general provisions of the statutory civil service and to regulate them in a single legal act. The analysis shows that the reforms following the restoration of independence did not set clear goals for the national security system.

**Research limitations/implications.** This research provides a case study based on national security services regulation.

**Practical implications.** The strict separation between the statutory and military services, which attributes the civil defense service to the system of statutory services, suggests that Lithuania has an overly fragmented, even conflicted model of regulating relations between national security services. National security system documents to improve this system are disadvantageous, as this policy aspect, which covers the responsibilities of many ministries and even individual branches of government, does not clearly distinguish national security activities from the functions of other institutions. The absence of such a demarcation means that we cannot adequately assess the adequacy of national security capabilities to challenges or potential adverse scenarios.

**Originality/Value.** National security system is considered as the activity of individual services without examining the whole and separating the statutory from the military services. This case study looks at these services together as a whole of the national security system.

**Keywords:** national security, institutional fragmentation, synergistic, cooperative and conflictive fragmentation.

**Research type:** case study.

**References:**
CO-CREATION OF SOCIAL INNOVATION IN RURAL AREAS

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Abstract

Purpose. Rural areas are currently looking for effective, ground-breaking solutions that would enable the development of new models of cooperation and foster the co-creation of social innovation. EU investment has resulted in considerable changes within rural areas. The deep-rooted social problems found their ways into the spotlight, and various stakeholders are looking for solutions to deal with them in the most efficient way. As a result, scientific research has been addressing the co-creation of social innovation in rural areas, as it can serve as a tool that helps to solve these issues.

Design/methodology/approach: literature review.

Findings. Within the last two decades, the academic world has witnessed the emergence of the concept of social innovation that stems from a variety of innovation theories and raises awareness about a variety of issues it addresses. At the beginning, social innovations were not grouped or systemised, nor were they subjected to unified definitions, contextualised or placed in a clear innovation development system. However, the course of scientific research has led to the formulation of classifications, differentiation and identification of different dimensions of social innovation reacting to a more specific problematic field (Moulert et al., 2013b). As a process, the co-creation of social innovation developed from a classic stage-divided framework into the system constituted from a multitude of factors: stakeholders, various environmental elements, the emerging cooperative relationships, complex approach and the structuring of the process designed to co-create the social innovation. However, there is no sufficient research in the workings of the general systematic approach or the interaction between the elements acting organically in the co-creation process of social innovation. Each new interaction discovered, provides a fuller picture explaining how the co-creation process of social innovation results in the emergence of cooperation models among organisations in rural areas (Atkočiūnienė et al., 2016; Lin et al., 2017; Oeij et al., 2019).
**Research limitations/implications.** The co-creation of social innovation tends to address the stages of the process, rather than its participants. Scientific research, however, has revealed that they should be reckoned with, as the success of the co-creation of social innovation actually depends on the cooperation model developed by its participants.

**Practical implications.** Social innovation and processes related to the co-creation thereof is a rather new phenomenon in rural areas and a new practice for organisations operating in rural areas. This results in the vagueness of the topic analysed, especially in its relation to the development of suitable co-creation model by organisations which develop social innovation.

**Originality/Value.** The co-creation of social innovation in rural areas is affected by a variety of external and internal environmental factors. Therefore, the co-creation model developed should clearly establish the roles of organisation, their obligations, fields of responsibility and possible environmental influences. One can notice that organisations operating in rural areas are united by strong social engagement and shared interest in the development of the rural area. Therefore, the co-creation process of social innovation can serve as a sustainable model of cooperation oriented towards the solution of social problems in these rural areas where they operate.

**Keywords:** social innovation, rural areas, co-creation of social innovation

**Research type:** general review.

**References:**
THEORETICAL ASPECTS OF THE INTERCONNECTIVITY OF FINANCIAL SERVICES AND FINANCIAL SECURITY

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Abstract

Purpose – to disclose the theoretical aspects of the interconnectivity of financial services and financial security and to explore an assurance of financial security options in choosing financial services.

Design/methodology/approach – analytic, systematic, generalization and comparative methods are used in this article.

Finding – the abundance and diversity of financial services contributes to economic development. But it is also an environment which is influenced by a variety of risks, right and wrong financial decisions and other factors. The influence of these factors highlights the need to discuss the theoretical aspects of the interconnectivity of financial security and financial services. It is also necessary to consider what factors influence financial decision-making process and what management, regulatory, financial education and other measures contribute to financial security and sustainable economic development.

Research limitations / implications – only few researches have been done to reveal the relationship between financial security and financial services. There are also very few researches on the impact of financial security decisions and how financial security can be provided in the provision of financial services.

This article aims to present the main theoretical aspects of the interconnectivity of financial security and financial services and problem areas related to purchasing of financial services and financial decision making.

Practical implications – more and more financial products and services appears in the market. New financial tools provide many benefits and opportunities, but they also cause new sources of risk and instability. In the context of the globalization and integration, the financial system is changing rapidly and becoming vulnerable to any negative developments. These reasons lead to the need to disclose the theoretical dimension of the interconnectivity of financial services and financial security.
There are many uncertainties in the provision of financial services when consumers must make a financial choice. Depending on whether a right or wrong decision is made, financial security may increase or decrease. Consumers' financial behaviour, financial literacy, information available, and other factors can influence decision-making process. Therefore, the article examines what influences decisions in choosing financial services. Aspects of decision making in the purchasing of financial services explored in the article can help to find the best measures to ensure financial security and the well-being of society or to ensure the quality of life.

**Originality/Value** – researches often emphasizes the need for financial security, but in this context, there is a lack of valid generalizations about interconnectivity of financial security and financial services. The article reveals the interconnectivity of financial security and financial services and the necessity to evaluate financial security aspects and other factors that influence financial decision making when purchasing financial services. The aspects of financial security revealed in the article provide opportunities for further, more detailed research on financial security as a separate economic phenomenon.

**Keywords**: financial security, financial services, financial decision, financial behaviour.

**Research type**: viewpoint.
SOCIAL TRANSFORMATION OF PAKISTAN UNDER ASSASSINATION OF THE FIRST PRIME MINISTER OF PAKISTAN: LIAQUAT ALI KHAN

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Abstract

The First Prime Minister of Pakistan Liaquat Ali Khan was the most influential person in initial days of Pakistan after the death of the founder of Pakistan Muhammad Ali Jinnah on 11th September 1948. Liaquat Ali Khan was assassinated on 16th October 1951 at Rawalpindi while addressing a public rally. The assassination of Liaquat Ali Khan led Pakistan's democratic journey into non-democratic Governments which become the biggest hurdle in building Pakistan and empowerment of the people of Pakistan. This paper finds out reasons of his assassination, consequences of his assassination and lays down suggestions to be followed to achieve mission and vision of Muhammad Ali Jinnah and Liaquat Ali Khan prescribed in Objectives Resolution passed by the first constituent assembly of Pakistan on 12th March 1949 under the leadership of the First Prime Minister of Pakistan Liaquat Ali Khan.

Purpose – This research is an analysis of the life of the first Prime Minister of Pakistan Liaquat Ali Khan, his services for Pakistan and his sudden death due to assassination on 16th October 1951 under the light of social, political, and legal perspective to find out consequences and effects of his assassination on politics of Pakistan and recommend solutions to come out of the consequences Pakistan is still facing and never come out of it after his assassination by following footsteps of founding fathers of Pakistan as enunciated in Objectives Resolution passed by the first constituent assembly of Pakistan on 12th March 1949.

Design/methodology/approach – This study is routed in qualitative method of research to analyze, examine, review, and inquire into the life and assassination of the first Prime Minister of Pakistan Liaquat Ali Khan under the light of social, political, historical, and legal perspective as well as his efforts to formulate and lay down principles for future Constitution of Pakistan enunciated under his leadership in Objectives Resolution passed by the first constituent assembly of Pakistan on 12th March 1949.
Finding – This study would help people of the world generally and people of Pakistan specially to understand the life and assassination of the first Prime Minister of Pakistan Liaquat Ali Khan, his services for the motherland with founding fathers of Pakistan, effects and consequences of his assassination Pakistan have been facing since 16th October 1951. A proper inquiry to inquire into the assassination of Prime Minister Liaquat Ali Khan should be conducted and strong steps should be taken for strengthening democratic institutions and norms in the society. Objectives Resolution should be executed as will of the first Prime Minister of Pakistan and should be followed thoroughly to strengthen Islamic, Cultural, Political, Ethical, Social norms in the society to make Pakistan a better place as the first Prime Minister of Pakistan Liaquat Ali Khan wanted Pakistan to be a truly Democratic Social Welfare Islamic State to be a role model for the world.

Research limitations/implications – This study is an analysis of the life and assassination of the first Prime Minister of Pakistan Liaquat Ali Khan and its social, political and legal consequences on Pakistan under Historical Perspective. This research will not go into detailed analysis of his entire life, services as political leader in British India and other connected matters as this research sticks into his life and assassination and its consequences on politics in Pakistan.

Practical implications – This study aims to point out implications due to assassination of the first Prime Minister of Pakistan Liaquat Ali Khan on Pakistan and politics of Pakistan as well as this study intends to give suggestions to be followed to achieve goals which Liaquat Ali Khan and founding fathers of Pakistan set for Pakistan to make Pakistan Democratic Social Welfare Islamic State.

Originality/Value – This study is original and personal work of the author on the chosen topic and there are only a few articles written on related topic but not particular on the chosen topic and this research is carried out keeping in mind principles of piracy and methods of doing illegal research.

Keywords: Liaquat Ali Khan, Pakistan, Objectives Resolution, Islamic Law.

Research type: This study is general review of life and assassination of the first Prime Minister of Pakistan Liaquat Ali Khan and consequences Pakistan have been facing due to assassination of Liaquat Ali Khan on 16th October 1951.
DOCUMENTS REGULATING THE VOCATIONAL TRAINING OF MUSIC PERFORMERS IN LITHUANIA AND INTERNATIONALLY: DIRECTIONS, CHARACTERISTICS AND SHORTCOMINGS

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Abstract

The vocational training of musicians is one of the most relevant topics in music education both in Lithuania and elsewhere in the world. Vocational training of performers is relevant not only to music professionals but also to society as a whole. Every music professional takes for granted how professional performers are trained. However, the general public does not know how music performers are trained and educated. There is a lack of clarity in national and international documentation regarding music performers’ training.

Design/methodology/approach: The study is based on document analysis.

Purpose: To discuss the issue of music performers’ training and education regarding orientations, directions, characteristics and other peculiarities, with the focus on the current training and education situation.

Finding: Documents on musicians’ training, which exist in Lithuania and internationally, lack precision, clarity, specificity in terms of specializations, instruments, levels of achievement(s), specifications for performance assessment, and levels of professionalism achieved. Most of the documents are generic, politicized, and their content is deliberative about how it must be, which shows that documents do not rely on empirical research evidence within the practical reality, and are not oriented to realistic ways in which to achieve the specific results that reflect the quality of musical performance. There is, at the least, a need for a document that systematically distinguishes criteria and indicators for the professional musician/performer and their training. Such a document would be of interest to music professionals, teachers and non-musicians alike.

Research limitations There is a lack of documents on training of the workforce of professional “portfolio” musicians. As a professional practitioner, a musician must not only excel as a performer, but also as a teacher, leader and creative collaborator across a
range of styles and genres. Music performers should learn how to teach from the outset of their training, how to pass on their knowledge and engage with musical discourse on as many levels as possible. The formal documents must create premises for professional music performers to be acquainted with requirements for quality of performance and training, and education of musicians.

Research implications: There are a lot of fragmented documents regarding expectations of music performers’ education and training; also, local (institutional) documents still dominate. Thus, there is a lack of information and research-based knowledge regarding strategies, methods, philosophies, competencies etc., regarding music performers’ training. Hence it seems that society takes it for granted - that musicianship is based on inherent personal talents. Also, there is lack of documents on requirements for teachers who prepare the music performers.

Practical implications: The review of Lithuanian and international document analysis could be used as a base for further research on professional training of music performers.

Originality/Value: There is little research done on the documents regulating the vocational training of music performers in Lithuania and internationally.

Keywords: document analysis; international context; Lithuania; vocational training of music performers.

Research type: research paper
FINANCIALIZATION AND ITS LINK WITH LONG-RUN GROWTH

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Abstract

Each country’s financial system is a part of the global financial system. Economies of all countries become more and more globalized including their financial systems. Financialization, i.e. the process in which financial markets and their participants gain more influence over the functioning of enterprises/companies and the framework of the financial system, changes the functioning of the economic system, both at the macro- and microeconomic level. It results not just in increasing the importance of the financial sector in relation to the real sector, but as well as in transferring the income from the real economy to the financial sector, contributing to the growth of income inequality and stagnant wages (Orhangazi, 2008; Tamašauskienė et al., 2016).

Purpose – this paper deals with the question concerning global aspects of financialization and its aim is twofold: (i) overviewing recent contributions in this field to define financialization, briefly narrate its genesis emphasizing problems caused by financialization and (ii) to analyse the globalization aspect of financialization over the last half of the century at country level examining whether and to what extent this aspect of globalization is spread out across different regions and income groups and how it is linked with long-run growth.

Methodology – dynamic analysis of countries’ financial globalization across different regions and income groups. Correlations between financial globalization and economic growth in the long-run.

Finding – Based on theoretical assumptions and retrospective empirical studies, it can be argued that financialization can lead to positive, negative, statistically not significant and U-shaped impacts on countries' economic development. In empirical studies financialization is often expressed in terms of financial flows or interest rate, credit and others indicators. To examine relationships between financial globalization and long-run growth, I use the index of financial globalization across different regions and income groups. I found that financial globalization increased across all regions and income groups. Examination of the impact of financial globalization on the long-run
growth across has revealed that generally there is no significant impact over the long-run.

**Practical implications** – this article reviews evidence on the consequences of financialization across different regions and income groups. There was found that financial globalization increased across all regions and income groups. Examination of the impact of financial globalization on the long-run growth across has revealed that generally there is no significant impact over the long-run.

**Originality/Value** – Globalization is one of the most important processes that influence the everyday life of our society, as well as of the world economy. The process of financialization is also becoming global, irrevocable, and unstoppable throughout the world. Growing global importance of finance, financial markets, and financial institutions to the economy are typical for the financialized world economy. Financialization has brought many issues of its impacts to economic growth. There are a large number of studies dealing with financialization that confirm its impact on household borrowing (Lavoie, 2012), consumption and demand (Onaran et al., 2011), income distribution (Zalewski & Whalen, 2010; Jaumotte et al., 2008), investment in „real“ production (Orhangazi, 2008). However, there is still confusion about the nature and dynamics of financialization’s global aspects, including its impact on the economy.

**Keywords:** financialization, financial globalization, economic growth.

**Research type:** research paper.

**References:**


FAIR APPORTIONMENT OF RISKS BETWEEN THE PRODUCER AND THE CONSUMER IN THE EVENT OF UNKNOWN RISKS

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Abstract

Purpose

The main and most important legal act in the European Union (EU), which establishes “strict” civil liability for producers, is the Council Directive on the approximation of the laws, regulations and administrative provisions of the Member States concerning liability for defective products (hereinafter referred to as the Directive). Article 4 of the Directive states that the producer could be held liable if all of the following conditions are present: the damage caused, the defectiveness of product and the causal relationship between defect and damage. Generally, it is agreed that one of the main objectives of tort liability is to strike a balance between the interests of the victim and the debtor. The Directive also strives to achieve an appropriate balance between the consumer and the producer by introducing a liability system for producers (and, when appropriate, this system provides for the apportionment of liability for other persons involved in the production and distribution chains of the product). Considering the inherent features of new technologies, as well as the fact that the Directive was adopted 35 years ago and was only slightly amended in 1999, it could reasonably be questioned whether the fair distribution of risks enshrined in certain provisions of the Directive is also adequate in cases of products, when new technologies were involved in the production of the product or are incorporate in the product itself, with an assumption that the use of such products could create new unknown risk and lead to potentially hazardous situations that could cause harm to the user of such products.

Purpose – This article has two objectives: (1) present the content of the fair apportionment of risks between the producer and the consumer enshrined in the Directive 85/374/EEC, and (2), following examination of the concept and cases of unknown risks, determine whether in case of new technologies the balance of risk
established in the Directive remained unchanged and consistent with the objective of protecting the consumer.

**Approach** – The object of this study is the interpretation and application of the provisions laid down in the Directive 85/374/EEC used by the European Court of Justice, the analysis of the relevant legal doctrine and risk theory. Systematic, teleological and comparative law methods were applied.

**Finding** – The general principle of legal certainty in the EU requires the rules to be clear and precise, which makes their consequences foreseeable. In accordance with Article 168 (1) of the Treaty on the Functioning of the European Union and Article 35 of the Charter of Fundamental Rights of the European Union, a high level of protection of human health must be ensured by defining and implementing all EU policies and activities, including in the area of liability for defective products. Taking into consideration the new risks emerging from new technologies, the need to ensure a high level of consumer protection is one of the relevant objectives of the EU legislature (and the representatives of the legal science doctrine), which could be achieved by the creation of an appropriate security and liability framework that could guarantee a high level of safety and become an effective mechanism (COM(2018) 795 final Annex p. 18) to provide redress for victims. The European Parliament resolution (2015/2103(INL)) states “< … > that the future legislative instrument should be based on an in-depth evaluation by the Commission determining whether the strict liability or the risk management approach should be applied”.

**Research limitations/implications** – This paper analyses the application of tort liability for the producer based on the strict liability approach. The aim of the paper is not to identify what should be considered as new technologies, provide and describe in detail their characterizing properties, adaptability or benefits. In this paper, the notion of new (or emerging) technologies is primarily used in order to emphasise their distinctiveness and novelty when compared to the “standard consumer products” used in society, while highlighting the additional new risks posed by such new technologies and their potential impact on existing legislation. The notion of new technologies is used in this study in the context of the Directive on product safety and other related sectoral legislation on EU products and the Directive on producer responsibility, that is, new technologies are defined primarily as a specific product for consumers.

**Practical implications** – The analysis of the producer’s liability, as well as the current assessment of the legal acts concerning the liability of the producer in the context of new technologies, is likely to benefit both: the legal science doctrine and legislature.

**Originality/Value** – The issue analysed in this article has not yet been studied in Lithuanian scientific literature. In foreign literature, the producer’s liability system has been extensively analysed by the following scholars: D. Fairgrieve, C. van Dam, P. Machnikowski, G. Howells, H. C. Taschner and other authors.

**Keywords**: product liability, civil liability, tort, risks, unknown risks, consumer protection.

**Research type**: general overview.
References:


THE IMPORTANCE OF SOCIAL RESPONSIBILITY AND ETHICS OF BUSINESS: DO PREGNANT WOMEN AND WOMEN WITH CHILDREN ARE EQUAL TO OTHER MEMBERS OF THE WORKFORCE?

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Abstract

Purpose – to disclose the importance of social responsibility and ethics of business regarding gender.

Design/methodology/approach – analysis and synthesis of scientific literature and legal documents, analysis of statistical data, interview.

Finding – the interview results had exposed that women in society are still recognized as those who are concerned with family issues more than their job position. As a result, women face a "glass-ceiling" while seeking a career, as woman are still seen as unequal workers, especially young (recognized as future moms), pregnant women, and women with small children. This stereotype is hard to change.

Research limitations/implications – the interview was organized with women only from Lithuania. The study could be broadened in the future, interviewing business representatives.

Practical implications – the "glass-ceiling" while aiming at a successful career is faced not only by pregnant women and women with children, but even by future moms (as every young woman is seen as potentially getting pregnant and having children which are "always sick").

Originality/Value – the main goal of this study is to try to reduce gender inequality in career pursuits.

Keywords: corporate social responsibility, business ethics, maternity/motherhood, gender equity.

Research type: general review.
ROMAN CATHOLIC FAITH OF OLDER PEOPLE AS A SOURCE OF PSYCHOLOGICAL RESILIENCE

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Abstract

Purpose of the study is to create a theoretical model based on empirical findings which explains how Roman Catholic faith helps older people to remain psychologically resilient.

Methodology. It is an explanatory case study which collects data from seven older practicing Roman Catholics. Qualitative semi-structured interviews were applied, transcribed and analysed using content analysis.

Findings. An empirical model is formed, which presents most interrelated aspects of religious faith and psychological resilience in the sample of older people. Based on the findings of the content analysis, a theoretical model is developed to explain the psychological resilience of older people in the context of their religious faith.

Research limitations / implications are the low number of participants. The results could not be described and generalized for a larger population of the older people. It is expedient to conduct studies that reveal if these models are appropriate for larger sample of older people who are Roman Catholics or practicing other religions.

Practical implications. The results are applicable to psychological, social and pastoral work with older people. The findings of the study can be applied and integrated into older people's counseling, psychotherapy, and develop psychosocial and spiritual interventions.

Originality. The study investigates the psychological resilience of older people in the context of religious faith. Based on the findings, a methodical model was created and a theoretical model was developed. There is a lack of similar studies of religious faith which form and explain the results by the empirical and theoretical models.

Keywords: Spiritual Well Being, Qualitative Measures.

Research type: case study.
EXPLORING LECTURERS' ATTITUDES TOWARDS THE CONCEPT OF METACOGNITIVE AWARENESS: A QUALITATIVE COMPARATIVE CASE

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Abstract

Purpose – The main purpose of this cross-cultural comparison study was to look at exploring lecturers' definitions and attitudes towards the concept of metacognitive awareness in university studies.

Design/methodology/approach – To explore the participants’ general understanding of the construct of metacognition, the participants, ten female lecturers from Mykolas Romeris University (MRU) in Vilnius and ten female lecturers from Azad University in Tehran all majoring in education or philology in the English Department, were asked an open-ended question, “What is metacognitive awareness?” This question determined if the participant had enough familiarity with the concept to be able to define it appropriately. The collected data was submitted to both inductive and deductive qualitative content analysis developed by Krippendorf (2013) which is a recursive process in which the data was reviewed to determine the major themes by the researcher and three raters.

Finding – Through both deductive and inductive qualitative content analysis of the responses, three main themes of “cognitive”, “strategic” and “affective” emerged from the lecturers’ definitions for the concept of metacognitive awareness. Participants in both groups considered this concept mostly cognitive and then strategic. The Lithuanian research participants did not mention anything about the affective meaning of metacognitive awareness, while a few Iranian participants’ responses were categorized under this theme.

Research limitations/implications – The first limitation is that the study did not address the actual lecturers’ employment of metacognitive strategies during teaching. Prolonged and in-depth class observation and triangulation of data from various sources which are gathered through different types of tools of measurement are needed. A further limitation is that the number of lecturers was limited to one university in Tehran and one
university in Vilnius, so it is not possible to overgeneralize the outcomes to the universities of other cities.

**Practical implications** – The findings contribute to the enhancement of lecturers’ pedagogical knowledge regarding the concept of metacognitive awareness and arrangement of future metacognitive awareness programs for lecturers with considering the benefits of focusing on emotional and motivational factors of learning further to strategic and cognitive dimensions.

**Originality/value** – Although studying metacognitive awareness at universities is becoming a more and more significant concept, there can found a little research on exploring lecturers' attitudes towards the meaning of metacognitive awareness globally. Thus, the study is new and unique because no research has compared and contrasted lecturers' attitudes towards this concept in Lithuanian and Iranian settings.

**Keywords**: Metacognitive awareness, Lecturers, Attitudes, University Studies, Iranians, Lithuanians

**Research type**: Research paper.

**References**:

PHYSICIANS’ PROFESSIONAL QUALIFICATION IMPROVEMENT SYSTEM BASED ON COMPETENCY ASSESSMENT

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Abstract

Purpose – Based on the findings published in the National Audit Report on the drawbacks of the system of physicians’ professional qualification improvement, to provide the insights how to improve physicians’ professional qualification system, to discuss legal and practical problems and possible legal solutions.

Design/methodology/approach - Relevant legal acts, National Audit Reports, scientific journal publications, internet material and other relevant documents were analyzed.

Findings - Qualification and professional development of health care professionals are linked to the patients’ healthcare quality, in particular to the safety and effectiveness. As the Ministry of Health of the Republic of Lithuania sets quality requirements for healthcare services and organizes healthcare specialists’ licensing, it should also plan the need for physicians and their training. Professional qualification should be upgraded taking into account the knowledge, abilities and practical skills required for the physicians’ professional activities, as defined by medical norms in terms of competencies. Health care institutions, physicians, specialty societies and specialist professional organizations also take care of physicians’ professional development. However, in practice health care institutions do not assess the physicians’ competencies. Therefore, the development of physicians’ competencies takes place without objectively assessing and defining the areas of professional activity to be improved. Accordingly, the Ministry of Health of the Republic of Lithuania allocates state budget funds for the development of specialist qualifications without taking into account the country’s most important demographic and morbidity needs. Until now, licensing does not ensure certain physicians’ competencies and their qualification. When the State Healthcare Accreditation Agency under the Ministry of Health certifies the validity of the licenses of physicians, it is virtually impossible to ascertain that their professional activities and
professional development correspond to the competencies established in the medical norms.

**Research limitations/implications** - It would be advisable to develop a system for assessing the competencies of physicians', including the assessment of the existing competencies and professional practice. It should be the basis for monitoring compliance with the terms of the licensed activity.

**Practical implications** - New proposal to improve current regulation on the physicians' professional qualification system.

**Originality/Value** - Physicians’ professional qualification system’s development based on specialist competence assessment, physicians' and country's needs, as well as clear regulation of the professional qualification funding mechanism, providing resources and responsibilities, assessing the expediency of state budget funding, will significantly contribute to improving the quality of healthcare services and rational use of state funds.

**Keywords** – professional qualification, physicians’ competence, assessment, continuing professional development.

**Research type**: general review.
LEGALITY OF TARGETING SATELLITES UNDER JUS IN BELLO: SPECIFIC FOCUS ON NON-KINETIC ASAT WEAPONS

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Abstract

Purpose – Satellites are attractive military objectives due to their trajectorial predictability and essential functions they provide to military operations. In the last 13 years, at least three States (namely, USA, China and India) have successfully conducted kinetic anti-satellite (ASAT) missile tests which significantly increased amount of low-Earth orbit space debris, some of which are still orbiting and pose threat to space assets (Miglani, 2019, Wolf, 2007). All of these ASAT weapon tests were conducted against the self-owned space assets of the state conducting the test, therefore, these events did not trigger application of the law of armed conflict (jus in bello). However, that does not mean that legal evaluation of these tests, especially in terms of jus in bello, is practically insignificant, bearing in mind that technical destructive capabilities are already present and legitimacy of the use of these weapons is not evident. Indeed, some authors have already stressed out difficulties of legitimizing kinetic ASAT weapons, or, to be more precise, armed attacks against space assets. It has been argued that kinetic ASAT attacks in some cases could hardly fit principle of proportionality due to unpredictability of the amount of space debris and secondary collateral damage a blast-generated space debris could potentially cause (Stephens and Steer, 2016) or even attacks themselves in some cases might be indiscriminate in nature (Koplow, 2009). It could be observed that legitimacy of ASAT weapons is questionable mainly due to effects of kinetic attacks, but there are weapons, which aim to jam communication systems or cause malfunction with directed energy without generating space debris, except probably one inactive orbiting satellite. Therefore, most of the arguments applicable to kinetic ASAT attacks may not be applied to non-kinetic ones. In this article, the author argues that the use of non-kinetic ASAT weapons in certain conditions is hardly compatible with general principles of jus in bello, especially rules of targeting. The purpose of this article is to analyze whether the use of non-kinetic anti-satellite weapons during armed conflict is in accordance with jus in bello and, if not, what are conditions of their legitimate use.
Design/methodology/approach – this piece of research is based on information analysis, linguistic, systemic analysis and analogy methods. Research covering aspects of the law of outer space warfare will be analyzed and systemized while linguistic method is a helpful tool to interpret statutory rules governing weaponization. Analogy method is used to disclose definition of non-kinetic ASAT attacks using arguments applied to cyberattacks.

Finding – the use of non-kinetic ASAT weapons has limits under jus in bello.

Research limitations/implications – research is limited to non-kinetic weapons. This article does not disclose detailed technical aspects of non-kinetic ASAT weapons. It only highlights capabilities and function of these weapons and legal implications that the use those weapons against objects in outer space. Protection of persons under jus in bello, including targeting rules related with humans as targets, is not the object of this article.

Practical implications – since kinetic and non-kinetic space weapons are already present and still being developed, this research could contribute to determine legal boundaries of satellite attacks in practice.

Originality/Value – the focus on non-kinetic ASAT weapons is novel, since most of the research involves legal issues related to the effects of the use of kinetic ASAT weapons.

Keywords: jus in bello, non-kinetic ASAT weapons, law of war, distinction, precaution in attacks.

Research type: research paper.

References:


RESEARCHING LEGAL HISTORY IN 2020: PROBLEMS, METHODS AND POTENTIAL

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Abstract

**Purpose.** To consolidate development of legal law in Lithuania and to synthesize the value and perspective of the discipline in it.

**Design/methodology/approach.** The research uses a set of systematic analysis, content analysis, generalization, linguistic, analytical and descriptive social sciences methods.

**Research limitations/implications.** This paper does not claim to presuppose a detailed development of the history of law or historiography analysis, to capture or evaluate personal or institutional merits for development of science. The research efforts are purposefully focused to identify a place and shift of the history of law in relation to other scientific disciplines, to distinguish research methods and problems that are relevant today, and to look at the perspective of scientific change. The scope of the publication is the statehood period of the Republic of Lithuania.

**Originality/Value.** This research can be considered as an intention to identify tendencies and problems of the legal history science that determine researchers and practitioners' working methods. Simultaneously, it may be seen as an attempt to actualize the science of legal history in general, in order to inspire interest in this interdisciplinary and complex branch of science and to ascertain its value in the future.

**Practical implications.** This work aims to reveal changes in the discipline of legal history in Lithuania and to contribute to a more effective research and practical work: by revealing global changes in the discipline, effective work methods, indicating possible challenges for the researcher and practical benefits of science.

**Keywords:** legal history, methodology, methods.

**Research type:** general review.
THE IMPACT OF RECAST LAW ON INSOLVENCY ON CROSS-BORDER LITIGATION BY NATIONAL INSOLVENCY PRACTITIONERS: AN ACTIO PAULIANA CASE STUDY

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Abstract

Purpose – The purpose of this article is to analyze the impact of the new recast Law on Insolvency of Legal Persons of the Republic of Lithuania (hereinafter – Law on Insolvency) on cross border litigation by national insolvency practitioners. Jurisdiction of claims filed by insolvency practitioners is a delicate matter, often giving rise to disputes whether the courts’ jurisdiction should be based on Regulation (EU) No 1215/2012 of the European Parliament and of the Council of December 12 2012 on jurisdiction and the recognition and enforcement of judgments in civil and commercial matters (hereafter – Brussels Ibis regulation) or Regulation (EU) 2015/848 of the European Parliament and of the Council of May 20 2015 on insolvency proceedings (hereafter – Insolvency Regulation). In insolvency related matters, national regulation and its implementation are very important for demarcation between Insolvency Regulation and Brussels Ibis regulation. Thus, this article will provide some insights on whether the new recast Law on Insolvency addressed the issues insolvency practitioners continue to face when suing persons domiciled in another member state.

Design/methodology/approach – Systematic analysis, comparative and historical methods of legal research were used. These methods were used to systematically evaluate the legal changes, compare them with legal regulation of other Member states as well as previous legal regulations.

Finding – Despite the stated goal of efficiency, comprehensive changes in the Law on Insolvency to the insolvency procedure resulted in uncertainty for cross-border litigation. Despite not directly addressing the issue, changes to other spheres (rebranding the procedure from bankruptcy to insolvency) made a notable negative impact on the still contested boundary between the Insolvency Regulation and Brussels Ibis regulation. Changes to actio Pauliana in Law on Insolvency seem to indicate a deviation from the general rule. Moreover, all fundamental changes (the new insolvency procedure) in the
Law on Insolvency are not included in Annex A of the Insolvency Regulation. This fact in itself is a significant issue since the Court of Justice of the European Union has established that only proceedings that are listed in Annex A fall within the scope of the Insolvency Regulation. Thus, with the recent changes in Law on Insolvency, Lithuanian insolvency practitioners face significant legal uncertainty in all cross-border disputes.

**Research limitations/implications** – This article does not cover the in-depth impact of different remedies (i.e. in pre-insolvency and hybrid proceedings) on jurisdiction used by insolvency practitioners due to their broad and complex nature.

**Practical implications** – Clear jurisdiction in matters of insolvency leads to a foreseeable and efficient procedure, as time is one of the most essential aspects of insolvency/bankruptcy proceedings. Since national regulation and Insolvency Regulation share a somewhat symbiotic relationship, the impact of one on the other is of paramount importance.

**Originality/Value** – Due to the fact that Law on Insolvency entered into force just recently, no research regarding this topic exists.

**Keywords**: law on insolvency, bankruptcy disputes, insolvency disputes, bankruptcy jurisdiction, insolvency jurisdiction.

**Research type**: general review.
THE CONTEMPORARY CAREER: A SUSTAINABILITY PERSPECTIVE

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**Abstract**

Recently a sustainability perspective on careers has gained momentum within scientific career literature in response to shifts in a socioeconomic context. The paper focuses on the concept of sustainable careers: what they are and why they matter today.

**Purpose** – the aim of this research is to illustrate the relevance of the sustainability perspective to the examination of contemporary careers.

**Design/methodology/approach** – theoretical methods were used in this paper (logical-analytical, comparative, systematic). Firstly, changes in the global economic market which have affected career environment are analyzed. Further, the examination of conceptualizations and key dimensions of sustainable careers is presented.

**Finding** – sustainable careers is a fresh trend in the scientific research on careers bringing research efforts to a more comprehensive and complementary level. The systemic approach distinguishes the theory of sustainable careers from other contemporary career theories. The sustainability perspective reveals a multidimensional nature of careers and highlights the role of interconnectedness of different contexts (private life, organizational environment, broader labor market, governments, educational institutions) wherein career unfolds. The theory brings back the importance of organizational role in individual career management. The alignment between both the parties, i.e. an organization and an individual in terms of mutual benefits is needed in order to create a more resilient career system. Furthermore, the sustainability perspective provides an important insight into the time dimension in career management. The linear and age-based career has become more dynamic and fragmented. This means that an individual's career continuity can be safeguarded through life-long learning and proactive career self-management rather than counting on loyalty to the same employer.

**Research limitations/implications** – the principal limitation of this study is that the research is based on a theoretical conceptual analysis without presenting any empirical data.
Practical implications – this paper may be useful in fostering an interest in applying sustainability perspective on careers among scholars, as well as individuals, managers of organizations and human resource professionals. A sustainable career continuity over time can be fostered through combined efforts of individuals themselves and all stakeholders acting in career environment. Firstly, an individual, a central career actor, has to take responsibility for his or her career and proactively engage in career self-management in order to sustain employability. Through the focus on life-long learning and development of new competencies, an individual will appear more attractive, valuable and marketable to employers and consequently, will be able to build a satisfying career. Next, policy makers can influence individuals’ careers sustainability through implementation of various programs and projects, e.g., helping to bridge the gap between education and labour market, to promote entrepreneurship, to stimulate employees to work longer, to facilitate the entrance to labour market of young individuals, etc. (De Vos, Dujardin, Gielens, Meyers, 2016). From the organizational perspective, sustainable careers may be fostered by implementing practices which address employees’ work–home conflicts (Greenhaus, Kossek, 2014), engage employees appropriately over the life-span (Newman, 2011) and promote the physical as well as psychological health and well-being of employees creating organizational climates that increase workplace safety and reduce stress (Ehnert, 2014).

Originality/Value – sustainability is a fresh perspective on contemporary career theories. What is distinctive about the sustainable career concept is that it encompasses much more than individual career management and requires to take a more comprehensive approach on careers. It essentially seeks to find answers to such issues as how a resilient career system may be built which would not only respond to the individual’s needs but would also allow the organization to flexibly respond to changing market requirements by having an engaged and adaptable workforce.

Keywords: contemporary careers, sustainability perspective on careers

Research type: conceptual paper

References
SHOULD THE CONSTITUTION BE AMENDED IN ORDER TO INTRODUCE PUBLIC PARTICIPATION TO COURTS: IF SO, TO WHAT EXTENT?

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Abstract

This paper analyses whether participation of members of the public in the administration of justice should be laid down in the Constitution of the Republic of Lithuania (hereinafter, the Constitution) and if so, to what extent. It is an important issue since in order to introduce lay judges to courts, a draft amendment to the Constitution has been registered (registration No. XIIIP-3273) at the Seimas of the Republic of Lithuania (hereinafter, the Seimas). The draft amendment is concerned with two articles of the Constitution. Article 48(4) of the Constitution is amended as follows: “<...> citizens’ activity as a lay judge <...> shall not be considered forced labour” and Article 109 of the Constitution is supplemented with Paragraph 5: “In the cases established by law, citizens who have taken the oath of a lay judge consider cases and adopt decisions together with judges”.

This paper consists of three parts. In the first part, the legislation of the European Union (hereinafter, the EU) countries that have public participation established at the legislative (ordinary) level and not the highest (constitutional) level, i.e. Estonia, Malta, Finland, Sweden, Hungary and Germany has been analysed. In the second part, the fact that the introduction of public participation in Lithuania would require a constitutional amendment that would state that courts are made up of lay judges as well and that their involvement in dealing with cases is established by law. However, this would not only result in the amendment of Article 109 of the Constitution, but also in a supplement of Article 111 of the Constitution with Paragraph 5 which would state that the appointment and dismissal, legal status, and guarantees of independence of unprofessional judges are established by law. In the final, third, part of this paper, the selection of citizens is discussed, including the need to amend the respective Article 112(5) of the Constitution, i.e. supplementing the statement that “A special institution of judges provided for by law shall advise the President of the Republic on the appointment, promotion, transfer of
judges, or their dismissal from office” with *that also decides on the appointment and dismissal of lay judges or participates in the selection of lay judges.*

The *purpose* of this paper is to discuss whether the fact that public participation is not established at the constitutional level in other EU countries violates the principles of separation of power or constitutional rule of law. This paper also aims to discuss why the amendment to the Constitution is necessary for Lithuania, and what the scope of such an amendment should be so that the integrity of the Constitution is maintained and the compliance with the requirements of the Convention for the Protection of Human Rights and Fundamental Freedoms (hereinafter, *the Convention*) is ensured.

**Design/methodology/approach.** A qualitative research has been carried out. The following data collection methods were used: questionnaires made up of open-ended questions (the survey was conducted via email) as well as interview (the interview with Prof. Egidijus Kūris via email), thematic analysis, and document selection. The following data processing methods were used: the data was processed by analysing the contents of the documents and summarising the educational (legal) practice. The following data analysis methods were used: dogmatic and comparative analysis. The data regarding the level of regulation of public participation was collected remotely from the participants and experts (judges, representatives of courts, scholars, representatives of ministries of justice) from various countries. The data was collected, processed and analysed from spring 2019 until the submission of this paper for publication, i.e. spring 2020. The participants of the study were asked problem questions related to constitutional regulation. Research papers, other literature related to the issue of the study, constitutions of EU countries, and other international and national legislation were analysed. The scope of the study is the legal framework of EU countries that have lay participation established only at the legislative (ordinary) level instead of the constitutional level. The data for the research was collected from Estonia, Malta, Finland, Sweden, Hungary and Germany. In addition, Poland, Latvia, Slovenia, Slovakia and Norway were included in the study with regards to the amendment of Article 112(5) of the Constitution. The participants from Latvia, Slovenia, Slovakia, and Norway agreed to participate in the study but were unable to provide answers before submitting the paper for review.

**The findings.** For the EU countries that have lay participation established at the legislative (ordinary) instead of the highest (constitutional) level, it is not necessary to amend the Constitution. This is due to the differences among the countries, their systems and mentality, methods and tradition of constitutional interpretation and constitutional identity. However, within the context of the Lithuanian legal system, it is necessary to amend the Constitution. In order to maintain the integrity of the Constitution, and to harmonise constitutional regulation with the requirements of the Convention, four articles of the Constitution should be considered: amending Article 48(4) of the Constitution, supplementing Article 109 of the Constitution with Paragraph 5, supplementing Article 111 of the Constitution with Paragraph 5, and amending Article 112(5) of the Constitution.
Research limitations/implications. Not all EU countries participated in the study. Since not all the representatives expressed their consent to their opinions being published, to protect personal data, the identities of such participants or experts have not been given in the paper. Only those who agreed to be quoted with their full name and place of work have been identified in the paper.

Practical implications. Recommendations for further practice so that if the remaining countries decide to introduce public participation to the administration of justice, they can assess whether it is necessary to intervene in the constitution. Meanwhile, countries that have established public participation only at the legislative level may evaluate their constitutional identity with regards to the necessity to amend or supplement their constitutions. There are ongoing discussions in the EU countries about how to select lay judges so that their independence is ensured; therefore, this paper analyses whether lay judges should be introduced to the judiciary system in the same way as professional judges are.

Originality/Value. There is a draft amendment to the Constitution registered at the Seimas. The draft amendments to the Constitution No. XIIIP-3273 were considered in the Committee on Legal Affairs during the autumn session of the Seimas. However, the draft amendments received a lot of important observations, especially from scholars, due to which the consideration was postponed. It is currently unclear whether the authors of the draft amendments plan to clarify the document or not. This contributes to the relevance of the topic and the necessity to publicise the extent of the amendments to the Constitution.

Keywords: lay judges, selection of lay judges, constitution, amendments to a constitution, constitutional amendments, the principle of separation of powers, the principle of constitutional rule of law, the principle of integrity.

Research type: research paper.

References
Comparative version of the draft law amending Articles 48 and 109 of the Constitution: <https://e-seimas.lrs.lt/portal/legalAct/lt/TAK/0c2fba044d111e98bc2ba0c0453c004?jfwid=m8v0wbezp>.
Constitutions of the states of the European Union.
Abstract

Purpose: Research on OECD countries indicates a demographic and fiscal constraint that has prompted a shift from welfare state to the enabling state governance that target benefits that promote labour force participation and individual responsibility, but face challenges to balance rights and responsibility in employment systems (Neil, 2004: 32-89). This paper analyses the implication of direct measures, psychological plane, and supportive services in the realm of enabling state governance to enable young third-country immigrant transition to work in Czech Republic.

Design/methodology/approach: The study distils key influences on direct measures, psychological plane, and supportive services from academic and practitioner literature. It examines the data available from official documents, reviews, and enabling state work-related measures to identify and analyze the implications that have negotiated Czech’s transition to work system.

Findings: This study has shown that target education and training, specialized therapeutic motivational counseling, and childcare supportive work-related service were a major perceived influence in enabling state market-related governance to enable young third-country immigrants’ transition to work in Czech Republic. This paper suggests that more emphasis on transparency, efficiency, feasibility, and equal opportunity may be more beneficial than continuing to focus on purely work-related reform with stringent limit and social control on eligibility for further reform.

Research limitation/implications: A number of limitations need to be considered. The study, for instance, has primarily concerned with Czech Republic and cannot be generalized to explain other countries leading to low external validity (Ragin, 1987). Nevertheless, it may be generalized to a theory in the way scholars’ theory-generate findings from one case study to the other (Yin, 2003). In addition, to some extent, the
researcher faced a language barrier, as some of the documents were in Czech, but could use official English translations and support from colleagues.

**Practical implication:**
The result can contribute to refinement in social and/or public assistance policy and implementation of quality service delivery especially to assist vulnerable people’s transition to paid work in Czech Republic. The diagnostic framework may be used for further analysis of labour market performance and third-country national employment-related transition in Czech Republic and other countries.

**Originality/Value:**
The study draws on existing literature and information on the governance and implementation of enabling state direct measures, psychological plane and supportive services to develop a diagnostic framework and analyze young third-country immigrants’ transition to work in Czech Republic. It identifies a pattern that if discretion in the course of implementation and regulation on who crosses the benefits threshold persists, problems of transparency, efficiency, and equal opportunity may prevail not only to hinder minority groups labour market upward mobility, but jeopardize “aesthetic” belongings, economic prosperity, and participatory democracy.

**Keyword:** Czech Republic, employment systems, enabling state, labour market administration, participatory democracy, policy analyst, policy implementation, third-country nationals, welfare to workfare, work-related incentives

**Research Type:** research paper.

**References:**
SEMIOTIC MESSAGES IN ADVERTISING – IMPACT FOR CONSUMER BUYING DECISIONS

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Abstract

Purpose – This study aims to explain theoretical fundamentals of symbols and signs as for more, the use of semiotics in advertising. An additional aim is to identify visually how these messages of signs and symbols effect consumer behaviour.

Design/methodology/approach – Literature review as a research methodology was adopted in this study as well as content analysis to review provided with graphical examples.

Finding – In particular, methods that are based in knowledge of semiotics and theory will have larger credibility and validity as to their effectiveness for the clients and consumers.

Research limitations/implications – Theoretical approach most recently requires empirical investigations in order to prove literature review and fulfil the gap in exposed printed adverts.

Practical implications – The proposed conceptual framework provides marketing strategists with a template for a different approach to advertising contents' which success depends on Semiotic codes revealed in printed advertisings. Gives two-way perspectives for advertising one as marketing tool and the other as communication processes perspective.

Originality/Value — The novelty lies not in the acquainted use of semiotics in advertising but in the carefully orchestrated construction of gazes, angles, representations, narratives and interpretations characteristic of semiotic use in advertising in which has a tremendous influence to consumer buying decisions.

Keywords: advertising, semiotics, symbols, signs, consumer behaviour.

Research type: general overview.
UNDERSTANDING FUTURE TEACHERS' PERCEPTIONS OF THEIR CREATIVITY

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Abstract

**Purpose** - to reveal of future teachers' (studying at Vilniaus kolegija/University of Applied Sciences) perception of their creativity.

**The design, methodology, and approach.** The present study was aimed at disclosing students’ self-perceptions of their personal creativity manifesting itself in different domains, including self/everyday, scholarly, performance, mechanical/scientific, and artistic domain in relation with their personality qualities, including neuroticism, extraversion, conscientiousness, agreeableness, and openness. The investigation was conducted with the participation of 88 students of Pedagogy at Vilniaus kolegija/University of Applied Sciences. The distribution of respondents according to their study programs was: 48 students of Early Childhood Pedagogy, 25 students of Pedagogy of Primary Education, and 15 students of Social Pedagogy. The distribution of respondents according to their gender was: 7 male and 81 female students. The sample was formed according to availability sampling, one of non-probability selection methods. The average age of respondents was 30 years. To achieve the aim, the quantitative methodology was used. The theoretical framework of the present investigation was based on the investment theory of creativity, its central assumption being that creativity can be taught and learnt and that creativity-supportive environments play a significant role in the process, as well as on Kaufman’s typology of personality traits and the domains in which creativity manifests itself.

**The findings.** The research data were analyzed with the help of the SPSS package (Version 23). In order to ensure the reliability of the research instrument, each group of questions regarding the domains, in which creativity manifests itself, underwent the Cronbach Alpha coefficient calculations, the meanings of which demonstrated a high level of homogeneity of the questionnaire: the meaning of Cronbach Alpha coefficient in the group of questions for Self/Everyday activity was found 0.757; for Scholarly – 0.875; for Performance (encompassing writing and music) – 0.864; for Mechanical/Scientific – 0.739;
and for Artistic – 0.835. The overall Cronbach Alpha coefficient is 0.833. The findings of the survey demonstrated that the personal quality of openness was statistically significant for all the domains of creativity, and that it was least statistically significant for agreeableness. The findings of the investigation revealed that the students of the programs of Early Childhood Pedagogy, Pedagogy of Primary Education and Social Pedagogy shared very similar personality traits. Only the meanings of openness displayed statistically significant differences. Thus, the assumption could be made that more creative students tended to demonstrate more openness in comparison to less creative students. Likewise, the meanings of agreeableness did not show any significant relationship with creativity either. The meanings of conscientiousness in our investigation did not have much in common with creativity. relationship between conscientiousness and creativity was rather weak. There was no statistically significant relationship found between creativity and neuroticism either.

Research limitations and implications. This study was designed to investigate students' personal components of creativity. Personality characteristics are one of the most important factors influencing creativity. However, there is no common view on what distinguishes a creative personality. Most authors point to different traits of a creative personality. Since scholars from different fields (Amabile (1996), Sternberg & Lubart (1996), Wolfradt, U., & Pretz, J., E. (2001), Csikszentmihalyi (2006), Sternberg (2006), Robinson (2011), Kaufman (2012, 2019), Grakauskaitė-Karkockienė (2010, 2013), Urban (2014), Barevičiūtė (2014), Rakauskaitė (2014), Byrge & Hansen (2015), Rimkutė-Jankuvienė (2016), Burkšaitienė (2018), etc.) addressed these issues, there developed different tendencies in this area of research, and different instruments of measuring creativity were applied, either with the focus on creativity in relation to individual’s general capability and thinking, or in relation to the very process and outcomes of creative output, etc.

Practical implications point to the possibility that the results of this study could be used as a base for further research in the area.

Originality and value of the study. The scientific literature points out different traits of a creative personality, and an emphasis is generally laid on negative factors that hinder personal creativity, namely, lack of conscious self-perceptions of one ‘s creative capacity, insufficient self-esteem, and attitudes diminishing the value of creativity that are often provoked by outsiders’ skeptical opinions or continuously displayed criticism. Thus, it is important to identify and promote those personal qualities that can lead to the manifestations of creativity so that specifically targeted programs and methods aimed at encouraging creativity could be put to good use. The study Self-Perceptions of Creativity of Future Teachers Studying at Vilniaus kolegija/University of Applied Sciences was conducted while relying on the social and personal attitude research where the focus is on revealing the factors of personal, motivational, and sociocultural-environmental manifestations that significantly influence manifestations of creativity.

Keywords: creativity, research of creativity, self-perceptions of creativity, future teachers.
Research type: research paper.

References:
LEGAL WAYS TO INVOLVE THE LITHUANIAN SOCIETY INTO E-WASTE SORTING

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Abstract

Purpose – In modern society, continuous improvement, active use of technology and growing awareness of people are clearly noticeable and explored in the scientific space in various aspects. The aim of this study is to investigate what are and what can be used legal methods that will involve the Lithuanian society in the process of sorting waste electrical and electronic equipment. Based on the methods of comparative document analysis, a scientific publication on this topic, both legal and sociological, is explored to identify the tendencies of modern society, their habits, traits, their motivation, awareness and to look at the legal prism to develop legal habits waste sorting. E-waste is one of the hazardous types of waste, the scale and quantities of which have not decreased in the light of technological developments, so this topic and the results of its research are particularly important in determining which legal instruments (whether through criminal and prohibition mechanisms, tax law regulations, or through binding legal obligations) would be the most appropriate, innovative and in line with contemporary society of Lithuania.

Design/methodology/approach – the paper is based on qualitative document analysis and comparative analysis method by comparing different legislation and its implications as well as legal, sociological doctrine and publications. Qualitative data comparative and summarization methods are used during the research to better Lithuanian society and the challenges of finding right way to use legal legislation in implementation of the engagement process.

Finding – the effectiveness of e-waste sorting depends on finding the right legal ways for increasing the involvement of contemporary society itself in this process. The Lithuanian and societies of other countries are not used to be responsible for their own e-waste sorting, reusage and proper disposal, thus the legal legislation could help to achieve these goals.
Research limitations/implications – to reveal the shortcomings of Lithuanian society habits and awareness of right and proper disposal of e-waste, therefore it is necessary to investigate and indicate the legal ways, which could encourage the society to properly sort electrical and electronic equipment waste and to realize the importance of this process, not only for nature, the environment, but also for their own health benefit.

Practical implications – the comparative analysis provides a background on further discussions concerning legal ways to involve the Lithuanian society into e-waste sorting.

Originality/Value – not many scientific research was made in the field of legal analysis of electrical and electronic equipment management and how it could increase the involvement of society in e-waste sorting process. There is still a lack of academic insights into the issues of effectiveness of legal ways for the improvement of e-waste management process involving the society itself.

Keywords: e-waste sorting, legal ways, contemporary society.

Research type: general review.
A STUDY OF KYARA IN JAPANESE RELIGIOUS LANDSCAPE:
SHUKYO ASOBI AT KANDA MYOJIN AND RYOHOJI TEMPLE

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Abstract

Kyara is a ubiquitous, multi-functional category of mascots in Japan, embraced and consumed by people of all walks of life. Although an element of Japanese popular culture, they are also infused in certain religious spaces. This study investigates the reasons behind the infusion of kyara in certain religious spaces in Japan, and examines the impact it has on the practice of religion in those spaces.

The literature on kyara is concentrated on its functionality, possible origin and probable reason for consumption and the major reasons stated behind kyara amalgamation in religious spaces include consumption, globalization and secularization only.

With the help of textual analysis and ethnographic research, this study tries to investigate other possible explanations of the incorporation of kyara into religious spaces. This could be the long existing tradition of Japanese religion that combines secular elements of play and entertainment with that of the sacred elements of religion, and diminishes the sharp contrast between the two. This aspect shows that such a conflation is not just a desperate measure taken by religious spaces because of the constraints of a contemporary society weighed down by the forces of consumerism and secularization but also a continuation of a tradition especially from the Edo era in a regularly renovating fashion.

The study further investigates the impact in the practice of religion in those religious spaces where kyara is infused. In doing so, it utilizes shūkyō asobi (playful religion) as a theoretical framework and applies it in the case study of Kanda Myōjin in Kanda, Tokyo, and Ryōhō ji temple in Hachioji, Tokyo. The result is the determination of religion being re-created in these spaces. Religion in these spaces is practiced in a diversified and renewed way, thus opposing the secularization theory that suggests a diminishing role of religion in contemporary society.

Methodology: The methodology used for the study is a combination of textual
analysis and ethnographic research. It is a qualitative study including open-ended interviews, questionnaires and participation observation.

**Finding:** This research shows that the reason behind the infusion of *kyara* in religious spaces in Japan is not just consumerism, globalization and secularization but the continuation of traditional aspects of its indigenous religion with a modern manifestation where the differences between sacred/profane and religious/secular are not very stark. The research further shows that religious spaces in Japan where *kyara* is infused become places of religion and entertainment where the category of religion is reinvented and recreated critiquing the secularization theory.

**Research limitation:** This limitation of the research is that due to the author’s limited knowledge in the Japanese language extensive references to articles and books written in Japanese weren’t made. However, due to the contemporary nature of the topic, highly relevant sources in English could be found, that could suitably be used in the study. Also since the author is proficient in spoken Japanese, interviews could be held without too many hurdles.

**Practical Implication:** This research can aim to enhance the understanding of the category of religion in contemporary Japan. The infusion of popular culture elements into religion that might seem bizarre and excessively consumerist tendency of commodifying religion in Japan can be viewed from a different perspective since the understanding of religion itself in Japan is different from that of the western and sematic perspective.

**Originality/Value:** The study is significant since academic work on the use of *kyara* in certain religious spaces in Japan and its impact on the practice of religion in those spaces is inadequate. The scholarly works available present only the vantage point of consumerism, globalization and secularization. This study provides an alternative reason for the infusion of *kyara* in certain religious spaces in Japan and attempts to further the critique of the secularization theory in Japan.

**Keywords:** Popular culture, *Kyara*, shūkyō asobi (playful religion), secularization theory, re-creation of religion

**Research Type:** Research paper
GENDER ISSUES NEOLOGISMS IN THE SPANISH PUBLIC ARENA. A SEMIOTIC APPROACH

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Abstract

Purpose – The aim of this work is to analyse the gender issues neologisms employed by the Spanish right-wing party Vox in the present national public debate from a semiotic perspective. Vox, the new third major party in Spain, is showing a strong resistance to United Nations agencies' position on gender issues which have been mainly adopted by the current Government coalition parties: the social-democrat Partido Socialista Obrero Español (PSOE), and the left populist party Podemos.

Design/methodology/approach – Neologisms are analyzed upon the works of different authors (Algeo, 1993; Cabré Castellví, 2006; Jovanović, 2008; Lehrer, 2003), and through the implementation of Greimas' generative trajectory of meaning (1966: 1973: 1982: 1990). The framing theory (Entman, 1993, 2004) is also taken into consideration in the conducted analysis. A qualitative approach based on content analysis of Vox' leader speech during the investiture debates of the XIII (July, 2019), and XIV (January, 2020) legislatures has been implemented. This qualitative approach is also implemented employing discourse analysis in the conducted semiotic study of neologisms.

Finding – Within the framework of political discourse, the traditional usefulness of a neologism to name new realities is frequently replaced by its utility as a persuasive tool which form an integral part of parties discursive strategies. In the creation of neologisms, the framing theory is considered by political actors. The emerging of gender-related neologisms in the current Spanish public debate reflects the strong response that right-wing political movements and parties as Vox are maintaining against progressive parties' views on gender issues.

Research limitations/implications – The research is limited to the gender issues neologisms used by Vox’s leader Santiago Abascal in his speeches at the Congress of Deputies during the investiture debates of the XIII and XIV legislatures of Spain.

Practical implications – The results of this work may contribute to make known current social-political transformations that are taking place in today's Spain, where
right-wing movements headed by the political party Vox are gaining ground in the Spanish society. The most important practical implication of this paper is the elaboration of a material that could be useful in teaching/learning Spanish as second language for specific purposes. Finally, this study could be of interest for researchers and students from the fields of Semiotics and Political Sciences on account of the implementation of Greimas' semiotics and the framing theory.

**Originality/Value** – The value of this work rests on the study of neologisms created in a very recent past that are being used by the representatives of Vox and its partisans on the ongoing Spanish political debate. The originality of this study has a dual dimension: the implementation of the framing theory in the analysis of neologisms, and the study of neologisms as integral components of parties' discursive strategies through the conducted semiotic analysis.

**Keywords:** Neologisms, Vox, Gender Issues, Political Discourse, Narrative Semiotics, Framing.

**Research type:** research paper.
Is world really changing as fast as we think? Or is it even changing at all? Social transformations is a delicate topic for researchers. We invited young researchers to look at processes which cause social transformations (or prove the static of societal tradition) in their country and share their findings.

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